

Labor Market Regulation Questionnaire – «Survey_Economy_FullName»
www.doingbusiness.org

Dear «FirstName» «LastName»,

We would like to thank you for your participation in the *Doing Business* project. Your expertise in the field of labor market regulation in «Survey_Economy_FullName» is essential to the success of the *Doing Business* report, one of the flagship publications of the World Bank Group that benchmarks business regulations in 190 economies worldwide. The labor market regulation indicator, which measures the regulation of employment, is one of the 11 indicator sets published by the *Doing Business* report.

The report attracts much attention around the world. The latest edition, *Doing Business 2018: Reforming to Create Jobs*, was the 15th in a series of annual reports measuring the regulations that enhance business activity and those that constrain it. It received over 10,000 media citations within just a week of its publication on October 31, 2017. Within that same period the *Doing Business* website was viewed over a million times and the report was downloaded over 15,000 times. One hundred and nineteen economies implemented a total of 264 reforms easing the process of doing business. Europe and Central Asia continues to be the region with the highest share of economies reforming – i.e. 79%, followed by South Asia and Sub-Saharan Africa.

Governments worldwide read the report with interest every year, and your contribution makes it possible for the *Doing Business* project to disseminate the regulatory best practices that continue to inspire their regulatory reform efforts. In 2016/17, 17 economies made changes to labor laws in areas captured by the labor market regulation indicator.

We are honored to be able to count on your expertise for *Doing Business 2019*. Please do the following in completing the questionnaire:

- Review the assumptions of the case study before updating last year's information in the questionnaire.
- Describe in detail any reform that has affected the areas of labor market regulation since June 1, 2017.
- Be sure to update your name and address if necessary, so that we can mail you a complimentary copy of the report.
- Kindly return the questionnaire to dblabor@worldbank.org

We thank you again for your invaluable contribution to the work of the World Bank Group.

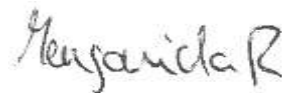
Sincerely,



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Additional Contributor(s): If there are more people whom you would like us to acknowledge, kindly send us an e-mail.

Name	Occupation	Email	Phone	Address
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Please e-mail me an electronic copy of the report and my certificate of appreciation, rather than mailing me a paper copy.

Referrals: Please help us expand our list of contributors by referring us to other experts in the private or public sector (lawyers, notaries, public officials or any expert on this field) who can respond to the questionnaire.

First name	Last name	Position	Firm	Address	Phone	E-mail
[]	[]	[]	[]	[]	[]	[]
[]	[]	[]	[]	[]	[]	[]

1. CASE STUDY ASSUMPTIONS

The *Doing Business* indicators on labor market regulation measure the flexibility of employment regulation as well as important elements of job quality in light of the following assumptions:

The employee:

- Is a **cashier** who works in a supermarket or grocery store.
- Is a **full-time** employee, with a permanent contract.
- Is a **national** of «Survey_Economy_FullName».
- Has the pay period that is most common for workers in «Survey_Economy_FullName».
- Is **not** a member of a labor union, unless membership is mandatory.

The employer:

- Is a limited liability company (or the equivalent in «Survey_Economy_FullName»).
- Operates a supermarket or a grocery store in «Survey_City».
- Has **60 employees**.
- Is subject to collective bargaining agreements if (a) collective bargaining agreements cover more than 50% of the food retail sector **and** (b) such agreements apply even to firms which are not party to them.
- Abides by every law and regulation but does not grant workers more benefits than those mandated by law, regulation or (if applicable) collective bargaining agreements.

Definitions:

- **Fixed-term contract for permanent tasks:** an employment contract that has a specified end date and is used for a task relating to the permanent activity of the firm.
- **Probationary period:** a fixed-length monitoring period allowed by law for new employees to determine whether they have the skills and abilities needed to perform the assignment in their employment contract.
- **Overtime work:** Overtime work refers to 8 additional hours during the workweek performed up to 8 pm (i.e. not night work) and is subject to 48 hours of total work per week, including overtime.
- **Work on weekly rest day:** refers to work performed during the employee's weekly day of rest, such as work during weekend.
- **Night work:** refers to work performed between 6pm and midnight. The question assumes that the employer is requesting the employee to work shift of his/her regular hours between 6pm and midnight.
- **Sick leave:** paid or unpaid time off from work that employees take due to personal illness, disability, medical appointment with advanced approval, and/or, for illness of an employee's parent, spouse, children, sibling, or any other person who is residing in the employee's household.
- **Redundancy termination (also expressed as "making an employee redundant"):** dismissal allowed by law that is justified by economic, operational or structural reasons (not by other causes, such as personal grounds or faulty behavior of the worker).
- **Priority rules for redundancies:** rules on the order of priority for redundancy (in order to terminate redundant employees, the employer must follow a specific order of seniority, marital status, number of dependents, or other specific priority criteria).

In responding to the questionnaire, please take into account the case study assumptions as well as the definitions provided above.

2. REFORM UPDATE

2.1. Has there been any reform related to labor market regulation since **June 1, 2017** (e.g. amendments to the relevant labor laws, changes to the statutory minimum wage, etc.)?

-Click to Select-

If yes, please describe the reform and include information on the date of adoption, publication and enforcement of the new law or regulation.

2.2. Are any reforms in the area of labor market regulation expected to come into effect prior to **May 1, 2018**, or in the longer term? (e.g. amendments to the relevant labor laws, changes to the statutory minimum wage, etc.)?

-Click to Select-

If yes, please describe the reform and include information on the date of adoption, publication and enforcement of the new law or regulation.

3. APPLICABLE LEGISLATION

3.1. CURRENT LABOR MARKET REGULATION

	Last year	This year
Please provide the name of the main labor law applicable to the standardized case study.	«DB_ew_MainLaborLaw_s»	

3.2. COLLECTIVE BARGAINING AGREEMENTS

	Last year	This year
Do collective bargaining agreements at a national level apply to more than 50 % of the food retail industry?	«DB_ew_CBAsApplyMore50Text_s»	
Do these collective bargaining agreements apply to firms that are not party to the agreements?	«DB_ew_CBAsApplytoNonSignText_s»	
Please provide the name of the collective bargaining agreement that applies to most workers in the food retail industry.	«DB_ew_CBAsNameText_s»	

IMPORTANT: If collective bargaining agreements apply (i) to more than 50% of the food retail sector, and (ii) to firms that are not party to the agreements, please respond to the rest of the questionnaire in light of the applicable collective bargaining agreement(s). Otherwise, please assume that the collective bargaining agreements do not apply.

4. EMPLOYMENT CONDITIONS

For your convenience, last year's answers are included in this questionnaire, when available. Please note that they represent a unified answer based on **all the answers** we received from **various contributors**. Please update the preexisting data taking into account the assumptions of the case study. Please describe in detail any change to the data and indicate when the change took effect. Please also specify whether the change is due to a **correction** (the data presented is erroneous) or a **reform** (amendment or enactment of legislation after **June 1, 2017**).

4.1. HIRING FRAMEWORK

4.1.1. Hiring of workers through fixed-term contracts

	Last year	Legal basis (Last	This year	Legal basis (This

		year)		year)
Are fixed-term contracts prohibited for permanent tasks?	«DB_ew_FixedtermContractsProhibitedText_s»	«DB_ew_FixedTermContractsLegalBasis_s»		
What is the maximum duration of a single fixed-term contract (in months), not including any renewals?	«DB_ew_FixedtermContractsDurationText_s»	«DB_ew_FixedTermContractsLegalBasis_s»		
What is the maximum cumulative duration of a fixed-term contract (in months), including all renewals?	«DB_ew_FixedTermContractsMaxDurationText_s»	«DB_ew_FixedTermContractsLegalBasis_s»		

4.1.2. Probationary periods

	Last year	Legal basis (Last year)	This year	Legal basis (This year)
What is the maximum probationary period allowed by law (in months) for a cashier holding a permanent contract in the food retail industry?	«DB_ew_ProbationaryPeriodText_s»	«DB_ew_ProbationaryPeriodLegalBasis_s»		

4.1.3. Wages

	Last year	Legal basis (Last year)	This year	Legal basis (This year)
What is the minimum wage for an adult cashier (age 19, with one year of work experience) in the food retail industry?	«DB_ew_MinWageRegularWorker_s»	«DB_ew_MinWageLegalBasis_s»		

4.1.4. Equal treatment and gender

4.1.4. A Does the law mandate that women and men be given equal remuneration for work of equal value (in compliance with ILO standards)?

Equal remuneration refers to rates of all remuneration (including but not limited to overtime, cash value benefits, work materials, family allowances, scholarships, incentives) established without discrimination based on sex. *Work of equal value* refers not only to the same or similar work, but also to different work of the same value. For more information, see ILO Equal Remuneration Convention (No 100) and “Equal Pay: An Introductory Guide”.

Last year	Legal basis (Last year)	This year	Legal basis (This year)
«DB_ew_Law-EqualPay4EqualWo	«DB_ew_Law-EqualPay4EqualWo	-Click to Select-	

rk ILO standard»	rk ILO standard_LegalBasis»		
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4.1.4. B. Are there laws mandating nondiscrimination in hiring on the basis of gender?

Last year	Legal basis (Last year)	This year	Legal basis (This year)
«DB_ew_Law-NonDiscrim in Hiring»	«DB_ew_Law-NonDiscrim in Hiring_LegalBasis»	-Click to Select-	

4.2. WORKING FRAMEWORK

4.2.1. Working hours

	Last year	Legal basis (Last year)	This year	Legal basis (This year)
How many hours are there in a standard workday in the food retail industry (excluding overtime)?	«DB_ew_LengthWorkdayText_s»	«DB_ew_WorkSchedulingLegalBasis_s»		
What is the maximum number of hours (including overtime) allowed in a workweek in the food retail industry?	«DB_ew_MaxHoursIncOvertimeText_s»	«DB_ew_WorkSchedulingLegalBasis_s»		
What is the maximum number of working days allowed in a workweek in the food retail industry?	«DB_ew_MaxDaysWeekText_s»	«DB_ew_WorkSchedulingLegalBasis_s»		
How many weekly rest days are required by law?	«DB_ew_RestDaysText_s»	«DB_ew_WorkSchedulingLegalBasis_s»		
Is there a legally designated weekly day of rest (i.e. a customary weekly holiday)?	«DB_ew_SpecifiedDayHolidayText_s»	«DB_ew_WorkSchedulingLegalBasis_s»		

4.2.2. Overtime, day of weekly rest, and night work

For each of the following questions, please assume that the cashier usually works 40 hours per week, from 9 AM to 6 PM with one hour lunch break, 5 days a week.

4.2.2. A. Assuming that, as an exception, the employer is requesting the employee to work **overtime** during a regular workweek, specifically 2 hours of overtime per day (from 6 PM to 8 PM) on 4 working days (8 additional hours in total). These overtime hours do not exceed 48 hours per week in total and are to be completed before 8pm.

	Last year	Legal basis (Last year)	This year	Legal basis (This year)
What are, if any, the restrictions on overtime work in the food retail	«DB_ew_OvertimeWorkRestrictionText_s»	«DB_ew_IrregularHoursLegalBasis_s»		

industry? (i.e. limitation in the number of hours of overtime, restrictions applying to certain categories of workers, etc.)				
What is the wage premium for overtime work in the food retail industry? Please specify if the compensation for overtime work can be provided in the form of an additional (compensatory) leave.	«DB_ew_OvertimeWorkPremiumText_s»	«DB_ew_IrregularHoursLegalBasis_s»		

4.2.2. B. Assuming that, as an exception, the employer is requesting the employee to perform some of his/her 40 hours during the employee's weekly rest day (**NOT overtime**).

	Last year	Legal basis (Last year)	This year	Legal basis (This year)
What are, if any, the restrictions on work during day of weekly rest in the food retail industry? (i.e. limitation in the number of hours worked on day of weekly rest, restrictions applying to certain categories of workers, such as non-pregnant and non-nursing women).	«DB_ew_RestrictionsWeeklyHolidayText_s»	«DB_ew_IrregularHoursLegalBasis_s»		
What is the wage premium for work on day of weekly rest in the food retail industry? (assuming this is NOT overtime work)	«DB_ew_PremiumWeeklyHolidayWorkText_s»	«DB_ew_IrregularHoursLegalBasis_s»		

4.2.2. C. Assuming that, as an exception, the employer is requesting the employee to change his/her schedule and work at night from 6 PM to midnight (**NOT overtime**).

	Last year	Legal basis (Last year)	This year	Legal basis (This year)
What are, if any, the restrictions on	«DB_ew_RestrictionsNightWorkText_s»	«DB_ew_IrregularHoursLegalBasis_s»		

night work in the food retail industry? (i.e. limitation in the number of hours worked at night, restrictions applying to certain categories of workers)	»			
What is the wage premium for night work in the food retail industry? (assuming this is NOT overtime work)	«DB_ew_PremiumNightWorkText_s»	«DB_ew_IrregularHoursLegalBasis_s»		

4.2.2. D. Can women work the same night hours as men in the food retail industry? *This question only refers to non-pregnant women and non-nursing mothers.*

Last year	Legal basis (Last year)	This year	Legal basis (This year)
«DB_ew_NightHours_Same_Women»	«DB_ew_NightHours_Same_Women_LegalBasis»	-Click to Select-	

4.2.3. Paid annual leave

What is the mandatory paid annual leave for an employee in each of the following cases?

	Last year	Legal basis (Last year)	This year	Legal basis (This year)
i. After 1 year of continuous employment	«DB_ew_PaidVacation1yText_s»	«DB_ew_PaidAnnualLeaveLegalBasis_s»		
ii. After 5 years	«DB_ew_PaidVacation5yText_s»	«DB_ew_PaidAnnualLeaveLegalBasis_s»		
iii. After 10 years	«DB_ew_PaidVacation10yText_s»	«DB_ew_PaidAnnualLeaveLegalBasis_s»		
What is the formula for calculating the mandatory paid annual leave?	«DB_ew_VacationFormulaText_s»	«DB_ew_PaidAnnualLeaveLegalBasis_s»		

4.2.4. Maternity leave

4.2.4. A. Does the law mandate paid or unpaid maternity leave?

In this question, leave can be paid or unpaid, as long as the government explicitly mandates some form of leave.

Last year	Legal basis (Last year)	This year	Legal basis (This year)
«DB_ew_MaternityLeave»	«DB_ew_Flipped_paid_maternity_LegalBasis»	-Click to Select-	

4.2.4. B. What is the mandatory minimum length of **paid** maternity leave (in calendar days)? *This is the minimum number of days of leave that legally have to be paid for by the government, the employer or both. When maternity leave is not explicitly mentioned in the law, please refer to parental leave.*

Last year	Legal basis (Last year)	This year	Legal basis (This year)

«DB_ew_Flipped_p aid maternity»	«DB_ew_Flipped_p aid maternity_LegalBas is»		
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4.2.4. C. What percentage of wages does a woman receive while on maternity leave?

Last year	Legal basis (Last year)	This year	Legal basis (This year)
«DB_ew_Maternity WagesSpecifiedTex t_s»	«DB_ew_Flipped_p aid maternity_LegalBas is»		

4.2.5. Sick leave

	Last year	Legal basis (Last year)	This year	Legal basis (This year)
Assuming that the employee has been sick for 5 working days in a row, how many of those days off will be paid (regardless of the entity paying for the salary: health insurance, State or the employer)?	«DB_ew_FiveSickD aysPaidUnpaidText _s»	«DB_ew_FiveSickD aysPaidLegalBasis »		

4.3. REDUNDANCY FRAMEWORK

4.3.1. If applicable, for questions relating to requirements for notifying, consulting or obtaining the approval of a third party, please describe the requirement and specify the third party involved (e.g., labor inspector, labor union, labor department).

	Last year	Legal basis (Last year)	This year	Legal basis (This year)
Is it legal for an employer to terminate the contract of an employee on the basis of redundancy only?	«DB_ew_Redunda ncyAllowedText_s»	«DB_ew_Redunda ncyRulesLegalBasi s_s»		
Must the employer notify or consult a third party before dismissing one redundant employee ?	«DB_ew_Notificatio nThirdPartyDissmis salOneWorkerText_ s»	«DB_ew_Redunda ncyRulesLegalBasi s_s»		
Must the employer notify or consult a third party before dismissing a group of 9 redundant employees ?	«DB_ew_Notificatio nThirdPartyDissm9 WorkersText_s»	«DB_ew_Redunda ncyRulesLegalBasi s_s»		
Must the employer obtain the approval of a third party in order to dismiss	«DB_ew_ApprovalT hirdPartyDissmOne WorkerText_s»	«DB_ew_Redunda ncyRulesLegalBasi s_s»		

one redundant employee?				
Must the employer obtain the approval of a third party in order to dismiss a group of 9 redundant employees?	«DB_ew_ApprovalThirdPartyDismissWorkersText_s»	«DB_ew_RedundancyRulesLegalBasis_s»		
Are employers obliged to retrain or reassign an employee before making the employee redundant?	«DB_ew_RetrainReassignBeforeDismissText_s»	«DB_ew_RedundancyRulesLegalBasis_s»		
Are there priority rules that apply in case of redundancy dismissals or layoffs (i.e. specific order based on seniority, marital status, number of dependents)?	«DB_ew_PriorityDismissText_s»	«DB_ew_RedundancyRulesLegalBasis_s»		
Are there priority rules that apply to reemployment <i>(before opening a new position to a wider pool of applicants, an employer must first offer any position that becomes available to workers previously dismissed for redundancy?)</i>	«DB_ew_PriorityReemployText_s»	«DB_ew_RedundancyRulesLegalBasis_s»		

4.3.2. Length of notice period

What is the length of the notice period (in weeks) that an employer must provide before making an employee redundant in each of the following cases?

	Last year	Legal basis (Last year)	This year	Legal basis (This year)
i. After 1 year of continuous employment	«DB_ew_NoticeOneYearOfContinuousEmployText_s»	«DB_ew_NoticePeriodLegalBasis_s»		
ii. After 5 years	«DB_ew_Notice5YearsOfContinuousEmployText_s»	«DB_ew_NoticePeriodLegalBasis_s»		
iii. After 10 years	«DB_ew_Notice10YearsOfContinuousEmployText_s»	«DB_ew_NoticePeriodLegalBasis_s»		
What is the formula for calculating the	«DB_ew_NoticeFormula_s»	«DB_ew_NoticePeriodLegalBasis_s»		

notice period?				
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4.3.3. Amount of severance pay

4.3.3.1. What is the minimum period of seniority (in months) with particular employer before an employee is entitled to severance pay?

4.3.3.2. What severance pay must an employer provide when making an employee redundant in each of the following cases?

	Last year	Legal basis (Last year)	This year	Legal basis (This year)
i. After 1 year of continuous employment	«DB_ew_SeverancePayOneYearOfContinuousEmployText_s»	«DB_ew_SeverancePayLegalBasis_s»		
ii. After 5 years	«DB_ew_SeverancePay5YearsOfContinuousEmployText_s»	«DB_ew_SeverancePayLegalBasis_s»		
iii. After 10 years	«DB_ew_SeverancePay10YearsOfContinuousEmployText_s»	«DB_ew_SeverancePayLegalBasis_s»		
What is the formula for calculating the severance pay?	«DB_ew_SeverancePayFormula_s»	«DB_ew_SeverancePayLegalBasis_s»		

4.4. AVAILABILITY OF UNEMPLOYMENT PROTECTION

	Last year	Legal basis (Last year)	This year	Legal basis (This year)
Assuming that the cashier is made redundant after one year of employment , would he/she automatically be eligible for unemployment protection and receive unemployment benefits?	«DB_ew_UnemploymentSchemeAvailableText_s»	«DB_ew_SocialPFLegalBasis_s»		
What duration of contribution period (months of employment, consecutive or not) is required before an employee can become eligible for unemployment protection?	«DB_ew_TimeForUnemploymentProtectionText_s»	«DB_ew_SocialPFLegalBasis_s»		

5. RESEARCH QUESTIONS:

This year, *Doing Business* is collecting data on skills development and training, trainings on labor laws and regulations, and regulations of self-employment and temporary work. Please note that the case study assumptions applicable to the questions above do not apply to the research questions below.

5.1. Skills development and training

5.1.1. Is there a national skills or training fund? (A national skills or training fund is a stock or flow of financing outside normal government budgetary channels dedicated to developing productive work skills.)

Yes, please provide the name:

No

Comment:

Please provide the legal basis:

5.1.1.1. If you selected Yes, are all employers required to contribute to the national skills or training fund?

Yes, all

Some, please explain:

No

Comment:

Please provide the legal basis:

5.1.2. Does the legal framework mandate that companies invest in employee training and development?

Yes, all companies are required to invest in employee training

Some, please explain:

No

Comment:

Please provide the legal basis:

5.1.3. Are there fiscal incentives (e.g. tax deductions, cost reimbursements etc.) for firms to provide training to full-time employees?

-Click to Select-

Comment:

Please provide the legal basis:

5.1.4. Are there fiscal incentives (e.g. tax deductions, cost reimbursements etc.) for firms to provide training to part-time or temporary employees?

-Click to Select-

Comment:

Please provide the legal basis:

5.1.5. Are there fiscal incentives (e.g. tax deductions, cost reimbursements etc.) for firms to provide apprenticeships, traineeships or internships to disadvantaged groups? (Disadvantaged groups include, but are not limited to, people with disabilities, ethnic minorities, recently unemployed workers and people with criminal records)

Yes

No

Other, please specify:

Comment:

Please provide the legal basis:

5.1.6. Does the law mandate nondiscrimination in training based on gender? (Including trainings, such as apprenticeships, traineeships, and internships)

-Click to Select-

Comment:

Please provide the legal basis:

5.2 Trainings on labor laws and regulations

5.2.1. When changes to the labor market regulation are introduced (e.g. amendments to the relevant labor laws, changes to the statutory minimum wage, etc.) how are they conveyed to:

	Employers	Employees	General public
Dissemination campaigns (e.g. social media, billboards etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Training/workshops	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Through public broadcast (e.g. TV, radio, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
None of the above	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify in comments)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comment:

Please provide the legal basis:

5.2.2. Does the government provide any type of training to educate the following stakeholders about labor laws and regulations?

	Employers	Employees	General public
Yes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
No	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5.2.3. If the answer to 5.2.2 is Yes, how frequent are such trainings (if trainings are not provided please state N/A):

	Employers	Employees	General public
Number of trainings offered per year:			

Comment:

Please provide the legal basis:

5.2.4. If the answer to 5.2.2 is Yes, who funds such trainings:

	Employers	Employees	General public
Government/Employment agencies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trainees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lawyers' association	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N/A	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify in comments)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comment:

Please provide the legal basis:

5.3. Regulation of self-employment and temporary contracts (A self-employed individual works for himself/ herself instead of working for an employer who pays a salary or a wage. A temporary contract is offered to an employee to fulfill a specific job or to cover sick or maternity leave. Usually, there is an end date included, but it is subject to change.)

5.3.1. Does the law define self-employment?

Yes, please provide the legal basis:

No

5.3.2. Are there incentives (fiscal or non-fiscal) available for self-employed?

-Click to Select-

Comment:

Please provide the legal basis:

5.3.3. Does the law define temporary contracts?

- Yes, please provide the legal basis:
 No

5.3.4. Does the law mandate any time limits on the type of work performed by an employee on a temporary contract?

- Yes, please provide the legal basis:
 No

5.3.5. Does the law mandate a specific length of employment with the company after which an employee on a temporary contract is entitled to the same benefits as a permanent employee?

- Yes, please provide the legal basis:
 No

5.3.6. Does the law mandate additional compensation for overtime hours worked by an employee on a temporary contract?

- Yes, please provide the legal basis:
 No

Thank you very much for completing the questionnaire!

We sincerely appreciate your contribution to the *Doing Business* project. The results will appear in the *Doing Business 2019* report and on our website: www.doingbusiness.org.

Your work will be gratefully acknowledged.