APPENDIX I

TABLE OF REPORTS DUE AND RECEIVED ON THE INSTRUMENTS UNDER CONSIDERATION AND LIST OF RATIFICATIONS/DENUNCIATIONS BY CONVENTION AND COUNTRY
(AS AT 13 DECEMBER 2002)

Article 19 of the Constitution of the International Labour Organization provides that Members shall “report to the Director-General of the International Labour Office, at appropriate intervals as requested by the Governing Body” on the position of their law and practice in regard to the matters dealt with in unratified Conventions and Recommendations. The obligations of Members as regards Conventions are laid down in paragraph 5(e) of the abovementioned article. Paragraph 6(d) deals with Recommendations, and paragraph 7(a) and (b) deals with the particular obligations of federal States. Article 23 of the Constitution provides that the Director-General shall lay before the next meeting of the Conference a summary of the reports communicated to him by Members in pursuance of article 19, and that each Member shall communicate copies of these reports to the representative organizations of employers and workers.

At its 218th (November 1981) Session, the Governing Body decided to discontinue the publication of summaries of reports on unratified Conventions and on Recommendations and to publish only a list of reports received, on the understanding that the Director-General would make available for consultation at the Conference the originals of all reports received and that copies of reports would be available to members of delegations on request.

At its 267th (November 1996) Session, the Governing Body approved new measures for rationalization and simplification.

From now on, reports received under article 19 of the Constitution appear in simplified form in a table annexed to Report III (Part 1B) of the Committee of Experts on the Application of Conventions and Recommendations.

Requests for consultation or copies of reports may be addressed to the secretariat of the Committee on the Application of Standards.

The reports, which are listed below, refer to the Protection of Wages Convention (No. 95) and Recommendation (No. 85), 1949.
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<td>Uzbekistan</td>
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<td>Venezuela</td>
<td>Ratified, 10.08.1982</td>
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<td>Viet Nam</td>
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<td>Yemen</td>
<td>Ratified, 14.04.1969</td>
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<td>Yugoslavia</td>
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<td>Zambia</td>
<td>Ratified C.173 (Part II), 25.05.1998</td>
<td>Ratified, 23.10.1979</td>
</tr>
<tr>
<td>Zimbabwe</td>
<td>Received</td>
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APPENDIX II

LEGISLATIVE TEXTS ON PROTECTION OF WAGES BY COUNTRY

Algeria

1. Act No. 90-11 of 21 April 1990 respecting labour relations.
2. Executive Decree No. 96-98 of 6 March 1996 on the special books and registers which every employer must keep and their contents.
3. Executive Decree No. 97-473 of 8 December 1997 relating to part-time work.
4. Executive Decree No. 97-474 of 8 December 1997 on the specific system of employment relationships relating to home workers.
5. Ordinance No. 75-34 of 29 April 1975 respecting the attachment and assignment of remuneration.
6. Act No. 90-03 of 6 February 1990 relating to labour inspection.

Argentina

2. Decree No. 772/96 of 15 July 1996 to confer to the Ministry of Labour and Social Security nationwide powers of supervision and central authority.

Australia

Commonwealth legislation
2. Workplace Relations Regulations 1996.

1 States bound by Convention No. 95 are indicated in italics.
State legislation
New South Wales
5. Industrial Relations Act 1996.
Queensland
South Australia
Tasmania
Western Australia

Austria
6. Federal Act No. 156 of 4 July 1951 concerning the making of minimum wage awards.
7. Federal Act No. 76 of 26 February 1947 respecting the determination of conditions of employment and remuneration by means of collective agreements and rules of employment.
8. Civil Code (ABGB), as amended.
9. Trade Ordinance, BGB1 No. 227/1859, as amended.
10. General Austrian Mining Act, RGB1 No. 146 of 23 May 1854, as amended.
Azerbaijan

Bahamas
2. Bankruptcy Act (Ch. 61), as amended.
3. Companies Act (Ch. 184), as amended.

Bahrain
4. Ministerial Order No. 24 of 12 August 1976 with respect to disposing of the monies of fines which are deducted from the workers.
5. Ministerial Order No. 28 of 12 August 1976 respecting the organization of inspection functions.

Barbados
1. Protection of Wages Act, 1951.
3. Bankruptcy Act, 1925.

Belarus
4. Decision of the Council of Ministers of 28 April 2000, No. 603 on the approval of the list of goods prohibited as a means of payment of wages in kind by the employers.
Belgium
1. Act of 12 April 1965 concerning the protection of workers’ remuneration, as amended.
2. Royal Decree of 27 September 1966 establishing for the private sector the information that needs to be contained in the wage statement given to the worker at the time of each payment.
3. Royal Decree of 5 March 1986 establishing the procedure concerning the payment of wages in bank money and the assignment or attachment of assets in the bank account in which the worker’s remuneration is paid.
4. Royal Decree No. 5 of 23 October 1978 concerning the maintenance of social documents.
5. Royal Decree of 8 August 1980 concerning the maintenance of social documents.

Benin

Bolivia
2. Regulatory Decree No. 244 of 23 August 1943 regulating the General Labour Act, as amended.
3. Act of 7 September 1901.

Botswana
3. Insolvency Act (Cap. 42:02).

Brazil
3. Act No. 6019 of 3 January 1974 on temporary employment in urban enterprises and other regulations.
6. Legislative Decree No. 7661 of 21 June 1945 to issue the Bankruptcy Act, including amendments up to Provisory Measure No. 1.729, of 2 December 1998.
7. Regulatory Instruction No. 1 of 7 November 1989 concerning the intervals of wage payment.
9. Order No. 3626 of 13 November 1991 regulating the register of employees, annotations in the labour and social security card and on register of working hours.
10. Order No. 290 of 11 April 1997 approving the rules for the imposition of administrative fines provided by labour laws.
11. Law Decree No. 368 of 19 December 1968 respecting the effects of wage debts and other issues.
12. Order MTB No. 1061 of 1 November 1996 respecting the operation and procedures of the Wage Guarantee Fund and other regulations.

**Bulgaria**

2. Commerce Act, promulgated *State Gazette* No. 48/18.06.1991, as last amended *SG* No. 42/1996.
4. Ordinance of 1 January 1999 on the conditions and procedures for carrying out intermediary activity, informing and placing.

**Burkina Faso**

2. Order No. 94-009/ETSS/SG/DT of 3 June 1994 on the establishment of an individual wage slip and a wage register.
3. Decree No. 55-972 of 16 July 1955 concerning the attachment, assignment and deductions in respect of workers’ wages or salaries, as amended by Decree No. 57-471 of 8 April 1957.
4. Decree No. 77-312/PRES/FPT of 17 November 1977 concerning the provision of daily food rations.
5. Decree No. 77-313/PRES/FPT of 17 November 1977 concerning the provision of lodging.
Cameroon

3. Order No. 007/MTLS/DEGRE prescribing the procedure for communicating, registering and posting up the internal regulations.
4. Decree No. 93/575 of 15 July 1993 prescribing the procedure for establishing and approving certain contracts of employment.
6. Order No. 018/MTPS/SG/CJ of 26 May 1993 concerning the conditions for granting house accommodation to workers and the minimum rates and procedure of payment of the housing allowance.

Canada

Federal jurisdiction

   http://info.load-otea.hrdc-drhc.gc.ca/federal_legislation/part3/regs/r30101a.htm#section1
3. Bankruptcy and Insolvency Act, Chapter B-3.

Provinces and Territories

Alberta


British Columbia

   http://www.qp.gov.bc.ca/statreg/stat/E/96113_01.htm

Manitoba


New Brunswick

8. Employment Standards Act, Chapter E-7.2, Parts 3, 4 and 5.
   http://www.gnb.ca/acts/acts/e-07-2.htm

Newfoundland and Labrador

9. Labour Standards Act, Chapter L-2, Parts 5, 11 and 12.
   http://www.gov.nf.ca/hoa/sr

Northwest Territories

    http://www.lex-nt.ca/loi/pdf/type169a.pdf
   http://www.lex-nt.ca/reg/pdf/REG133.pdf

Nova Scotia
12. Labour Standards Code, Chapter 246.
   http://www.gov.ns.ca/legislature/legc/statutes/labourst.htm
13. General Labour Standards Code Regulations
   http://www.gov.ns.ca/just/regulations/regs/lsc15496.htm

Ontario
14. Employment Standards Act, Chapter 41, Parts 2, 5, 6 and 25.
   http://192.75.156.68/DBLaws/Statutes/English/00e41_e.htm

Prince Edward Island
15. Employment Standards Act, Chapter E-6.2.
   http://www.gov.pe.ca/law/statutes/pdf/e-06_2.pdf

Quebec
16. Labour Standards Act, Chapter N-1.1.

Saskatchewan
17. Labour Standards Act, Chapter L-1, as amended.
18. Labour Standards Regulations, Chapter L-1 Reg 5, as amended.

Cape Verde

Central African Republic
4. Decree No. 68/028-PG of 12 January 1968 concerning the attachment, assignment and deductions in respect of workers’ wages or salaries.

Chad
4. Decree No. 167/MTJS/66 of 9 August 1966 concerning the attachment, assignment and deductions in respect of workers’ wages or salaries.

Chile

   http://www.paginaschile.cl/biblioteca_juridica/codigo_civil/codigo_civil_de_chile.htm

China

4. Enterprise Bankruptcy Act, Order of the President of the PRC No. 45 of 2 December 1986.

Colombia

   http://www.mintrabajo.gov.co/SGP/otros/codigo_sustantivo_del_trabajo.htm
2. Civil Code.

Comoros


Congo

2. Act No. 6-96 of 6 March 1996 to modify and supplement certain provisions of Act No. 45-75.
3. Decree No. 78/363/MDT-SGFPT-DTPS-ST of 12 May 1978 concerning the attachment, assignment and deductions in respect of workers’ wages or salaries.

Costa Rica

1. Act No. 2 of 26 August 1943, to issue the Labour Code, as amended.
   http://natlex.ilo.org/txt/S95CRI02.htm
2. Executive Decree No. 11324 of 9 April 1980 to prohibit the payment of wages in the form of alcoholic drinks or drugs in accordance with ILO Convention No. 95.


Côte d’Ivoire

2. Decree No. 67-73 of 9 February 1967 to codify the regulations established in application of Title IV “Wages” of Act No. 64-290 of 1 August 1964 establishing the Labour Code.
3. Decree No. 96-287 of 3 April 1996 concerning the labour contract.

Croatia

   http://marvin.globalnet.hr/www.hfp2.hr/eng/main.asp?link=pravni_okvir

Cuba


Cyprus

1. Act No. 100(I) of 2000 on the employer’s obligation to inform the employee on the conditions applicable to the employment contract or relationship.
2. Act No. 8(I) of 1997 on private employment agencies.
3. Act No. 134(I) of 1999 to amend the Civil Procedure Act.
5. Companies Act (Cap. 113), as amended by Act No. 198 of 1986.

Czech Republic

4. Act No. 143/1992 concerning wages, remuneration for stand-by, and average earnings in budgetary and certain other organizations and bodies, as amended.
5. Act No. 118/2000 Coll. on protection of employees in the event of their employer’s insolvency.
7. Decree No. 185 of 26 May 1993 on amounts immune from seizure.
Democratic Republic of the Congo

2. Order No. 17/67 of 3 October 1967 relating to payroll records and wage statements.
5. Ordinance No. 70-341 of 23 December 1970 concerning the regulation of minimum wages and family allowances.

Denmark


Djibouti

3. Decree No. 55-972 of 16 July 1955 concerning the attachment, assignment and deductions in respect of workers’ wages or salaries, as amended by Decree No. 57-471 of 8 April 1957.

Dominica

1. Protection of Wages Act (Ch. 89:07).
2. Labour Contracts Act (Ch. 89:04).
3. Bankruptcy Act (Ch. 9:90).
4. Labour Standards Act (Ch. 89:05).
5. Dangerous Drugs Act (Cap. 145).

Dominican Republic


2. Decree No. 25893 of 1 October 1993 to issue the Regulations for the implementation of the Labour Code.
3. Tax Code, as amended.
5. Criminal Code, as amended.

Ecuador


**Egypt**


**El Salvador**


**Estonia**


**Finland**


**France**


**Gabon**

2. Decree No. 154/PR of 5 June 1963 concerning attachment, assignment and deductions in respect of wages, salaries and allowances.

**Germany**

http://jurcom5.juris.de/bundesrecht/bgb/index.html

http://jurcom5.juris.de/bundesrecht/hgb/index.html

http://jurcom5.juris.de/bundesrecht/zpo/index.html

http://www.kanzlei-doehmer.de/webdoc46.htm

Ghana
1. Labour Decree, 1967

Greece
2. Presidential Decree No. 156 of 2 July 1994 concerning the employer’s obligation to inform the employee on the conditions applicable to the contract or employment relationship.
3. Royal Decree of 24 July-21 August 1920 consolidating the laws concerning the payment of wages to workers, servants and salaried employees.
4. Royal Decree of 14-20 September 1912 extending the laws concerning the payment of wages and salaries.
5. Presidential Decree No. 1/1990 concerning the protection of workers’ rights in the event of the insolvency of their employer.
6. Act No. 1836/1989 concerning the promotion of employment and vocational training.

Guatemala

Guinea
2. Order No. 3128/ITLS of 13 June 1955 concerning the provision of lodging by the employer.

Guinea-Bissau
Appendices

Guyana
1. Labour Act (Cap. 98:01) (No. 2 of 1942), as amended.
2. Insolvency Act (Cap. 12:21).
3. Companies Act (Cap. 89:01).
4. Wages Councils Act (Cap. 98:04) (No. 51 of 1956), as amended.

Honduras

Hungary

India
1. Payment of Wages Act, 1936, as amended.
   http://www.indiacode.nic.in/

Indonesia

Iraq

Islamic Republic of Iran

Israel
Italy

3. Legislative Decree No. 152 of 26 May 1997 – Implementation of EEC Directive 533/91 on the employer’s obligation to inform the worker about the conditions applicable to the contract or employment relationship.
4. Act No. 4 of 5 January 1953 concerning workers’ wage statements.
5. Act No. 297 of 29 May 1982 concerning the termination of the employment relationship and matters related to pensions.

Japan

3. Enforcement Regulations of the Labour Standards Act, Ordinance No. 23 of 30 August 1947, as amended last by Ordinance No. 29 of 18 December 1990.
4. Bankruptcy Act No. 71 of 25 April 1922.
5. Mariners Act No. 100 of 1 September 1947.

Jordan


Kenya

2. Regulation of Wages and Conditions of Employment Act (Cap. 229).
3. Bankruptcy Act (Cap. 53).
4. Companies Ordinance (Cap. 486).

Korea, Republic of

Appendices

Kuwait
1. Act No. 38 of 1964 concerning labour in the private sector.

Kyrgyzstan

Lebanon
2. Order No. 65/1 of 17 February 1995 concerning the procedure for applying certain provisions of international labour Conventions Nos. 52, 59, 78 and 95.
3. Decree No. 3273 of 26 June 2000 relating to labour inspection.
4. Order No. 6695 of 1 April 1949 relating to disciplinary fines.

Libyan Arab Jamahiriya

Lithuania
   http://www3.lrs.lt/c-bin/eng/preps2?Condition1=187978&Condition2=
   http://www3.lrs.lt/c-bin/eng/preps2?Condition1=91666&Condition2=
   http://www3.lrs.lt/c-bin/eng/preps2?Condition1=136576&Condition2=
   http://www3.lrs.lt/c-bin/eng/preps2?Condition1=129864&Condition2=

Luxembourg
1. Act of 12 July 1895 concerning the payment of workers’ wages, as amended up to 1998.
   http://www.mt.etat.lu/MT/loisregl/ctrav.doc
   http://www.secu.lu/legis/legis/saisies/L111170.html
4. Regulation of 26 June 2002 establishing the permissible amounts of assignable or attachable wages and pensions.
5. Civil Code
   http://www.etat.lu/LEGILUX/DOCUMENTS_PDF/CODES/CODE_CIVIL/
Madagascar

2. Order No. 128-IGT of 5 August 1957 providing for pay slips and wage records.
3. Decree No. 61-714 of 28 December 1961 regarding the conditions for the establishment and operation of company stores.
4. Decree No. 55-972 of 16 July 1955 concerning the attachment, assignment and deductions in respect of workers’ wages or salaries, as amended by Decree No. 57-471 of 8 April 1957.

Malaysia

2. Companies Act 1965, as at 15 September 2000.
4. Dangerous Drugs Ordinance No. 30 of 1952.

Mali

2. Decree No. 96-178/P-RM of 13 June 1996 concerning the application of various provisions of the Labour Code.

Malta


Mauritania

2. Decree No. 65-095 of 4 June 1965 fixing the portions of salaries and pensions which may be liable to progressive levies.

Mauritius

   http://ncb.intnet.mu/govt/acts.htm

   Mexico
      http://www.cddhcu.gob.mx/leyinfo/125/
   3. Act on Bankruptcy and Suspension of Payments, 1943.

   Moldova, Republic of
   3. Bankruptcy Act No. 786-XIII of 26 March 1996, as amended by Act No. 1254-

   Morocco
   1. Decree of 24 January 1953 respecting the calculation and payment of remuneration, company stores, and lawful and unlawful subcontracting, as amended by Act No. 1-72-238 of 30 December 1972.
   2. Decree of 12 August 1913 on obligations and contracts.
   3. Decree of 7 June 1941 concerning the attachment and assignment of wages.
   4. Decree of 18 June 1936 concerning security amounts.
   5. Decree of 17 March 1954 regulating works stores in remote construction sites, agricultural undertakings or industrial mines and quarries.

   Myanmar
   1. Payment of Wages Act, 1936.

   Mozambique

   Namibia
Government Notice No. 175 of 3 November 1992 on particulars to be indicated on envelope or statement when remuneration is paid to employee in terms of section 36(3) of the Labour Act.

**Netherlands**


**New Zealand**

2. Insolvency Act 1967 (No. 54), as amended.

**Nicaragua**

3. Act to create the national payroll, Decree No. 1160 of 15 December 1982.
4. Regulations of 30 October 1984 on the national payroll.
5. Instructions of 30 October 1984 concerning the use of the national payroll (PNP-1).
6. Instructions of 30 October 1984 concerning the use of the national payroll (PNP-2).

**Niger**

2. Decree No. 96-413/PRN/MFPT/E of 4 November 1996 concerning the conditions for establishing certain contracts of employment.

**Nigeria**

2. Companies and Allied Matters Act (Ch. 59).
3. Bankruptcy Act (Ch. 30).

**Norway**

2. Creditors Security Act No. 59 of 8 June 1984, as amended.
3. Act No. 61 of 14 December 1973 relating to the state guarantee for wage claims in the event of bankruptcy, etc., as amended by Act No. 27 of 15 May 1998.
4. Regulation No. 999 of 28 October 1998 relating to the state guarantee for wage claims in the event of bankruptcy, etc.

**Oman**

   [http://www.omanet.com/labourlaw.htm](http://www.omanet.com/labourlaw.htm)

**Panama**


**Paraguay**

2. Act No. 1183 of 23 December 1985 to issue the Civil Code, as amended.

**Peru**

2. Supreme Decree No. 001-97-TR to promulgate the Compensation for Service Act.
3. Legislative Decree No. 14.404 of 7 February 1963 concerning the direct and personal payment of wages to employees and workers.
5. Supreme Decree No. 001-98-TR of 20 January 1998 regulating the obligation of the employers to maintain wage records.
6. Supreme Decree No. 017-2001-TR of 6 June 2001 modifying the Supreme Decree No. 001-98-TR.
7. Supreme Decree No. 014-99-ITINCII of 30 October 1999 to approve the Patrimonial Restructuring Act.
8. Legislative Decree No. 856 of 25 September 1996 concerning labour credits.
10. Act No. 26,599 modifying the Code of Civil Procedure.
12. Legislative Decree No. 21,635 concerning rules for the promotion of the construction of low-cost housing.
13. Act No 13,500 concerning benefits granted to certain employees for the construction and acquisition of housing.

Philippines
1. Labor Code, Presidential Decree No. 442 of 1 May 1974, as amended.
2. Rules to implement the Labor Code.

Poland
2. Act of 29 December 1993 concerning the protection of workers’ claims in the event of the insolvency of their employer.
5. Order of the Minister of Commerce of 19 January 1953 on the fixing of prices in canteens for workers and students.

Portugal
1. Act No. 4/84 of 5 April 1984 concerning maternity and paternity protection.

Qatar
1. Labour Act No. 3 of 1962, as amended.

Romania
Appendices

Russian Federation


Rwanda

2. Ministerial Order No. 53/06/062 of 20 December 1972 establishing the limits for the attachment or assignment of wages.
3. Ministerial Order No. 54/06/062 of 20 December 1972 establishing the conditions under which the employer must provide the worker with food supplies.
4. Ministerial Order No. 55/06/062 of 20 December 1972 establishing a model type of wage statement.
5. Ministerial Order No. 58/06/061 of 20 December 1972 establishing the conditions under which the worker must be provided with accommodation.

Saint Vincent and the Grenadines

2. Wages Councils Act (Cap. 155), as last amended by Act No. 20 of 1987.

Saudi Arabia


Senegal

2. Order No. 973 MFPT/DTS of 23 January 1968 concerning the pay slip and the wage register.
3. Decree No. 63-0118 MFPT/DTS of 19 February 1963 concerning the forms and procedures for establishing the labour contract.

Seychelles

2. Civil Code.
Singapore

2. Companies Act (Ch. 50).

Slovakia

5. Decree No. 89 of 25 February 1997 on the amounts of wage (salary) deductions pursuant to forced execution of court rulings.

Slovenia


Spain

2. Decree of 21 March 1958 regulating the compulsory creation of work stores, as amended.
3. Order of 14 May 1958 regulating the compulsory creation of work stores, as amended.
6. Order of 27 December 1994 regulating the model type of the wage statement.
11. Royal Order of 29 July 1889 to issue the Civil Code, as amended.
14. Decree of 26 January 1944 to approve the consolidated text of the First Book of the Act respecting contracts of employment.
17. Royal Legislative Decree No. 5/2000 of 4 August 2000 to approve the consolidated text of the Act on infringements and sanctions in the social order.

Sri Lanka
1. Shop and Office Employees (Regulation of Employment and Remuneration) Act No. 19 of 1954, as amended.
2. Wages Boards Ordinance No. 27 of 1941, as amended.

Sudan

Suriname

Swaziland

Sweden
Switzerland
http://www.admin.ch/ch/f/lrs/c822_11.html
http://www.admin.ch/ch/f/lrs/c220.html
3. Federal Act of 11 April 1889 on debt recovery and bankruptcy proceedings, as last amended on 24 March 2000 (LP).  
http://www.admin.ch/ch/f/lrs/c281_1.html
5. Federal Act of 20 December 1946 on old-age and survivor insurance (LAVS).

Syrian Arab Republic
2. Order No. 332 of 23 June 1960 concerning the mode of payment of wages.  

Tajikistan

United Republic of Tanzania
1. Employment Ordinance (Cap. 366), as amended.  
3. Regulation of Wages and Terms of Employment Ordinance (Cap. 300), as amended.

Thailand

Togo
2. Decree No. 55-972 of 16 July 1955 concerning the attachment, assignment and deductions in respect of workers’ wages or salaries, as amended by Decree No. 57-471 of 8 April 1957.
Tunisia

Turkey
2. Execution and Bankruptcy Act No. 2004, as amended.

Uganda
1. Employment Decree (No. 4 of 1975).
2. Employment Regulations (No. 41 of 1977).
3. Bankruptcy Act (Cap. 71).
4. Companies Act (Cap. 85).

Ukraine
4. Decision of the Cabinet of Ministers No. 244 of 3 April 1993 regarding the list of goods prohibited as a means of payment of wages in kind.

United Arab Emirates
1. Federal Law No. 8 of 20 April 1980 to regulate employment relationships.

United Kingdom
   http://www.hmso.gov.uk/acts/acts1996/1996018.htm#aofs
4. Insolvency Act 1986 (Chapter 45).
5. Bankruptcy (Scotland) Act 1985 (Chapter 66).
   http://www.hmso.gov.uk/acts/acts1993/Ukpga_19930048_en_1.htm#tcon
7. Social Security Administration Act 1992 (Chapter 5).

Falkland Islands
10. Labour (Minimum Wage) Ordinance 1942 (Cap. 35).

Gibraltar
11. Regulation of Wages and Conditions of Employment Ordinance (Cap. 139), as amended up to 1976.

Guernsey

Isle of Man

Jersey
17. Payment of Wages (Jersey) Act 1962 as amended up to 1998.
   http://www.jerseylegalinfo.je/Law/LawsInForce.htm

Montserrat

Virgin Islands

United States

Federal legislation
   http://www.dol.gov/dol/allcfr/ESA/Title_29/Chapter_V.htm
   http://www.dol.gov/esa/regs/statutes/whd/garn01.pdf

States

Alabama

Alaska
   http://www.touchngo.com/lglcntr/akstats/Statutes/Title23.htm
6. Alaska Administrative Code, title 8, Chapter 25.
   http://touchngo.com/lglcntr/akstats/AAC/Title08/Chapter025.htm

Arizona
   http://www.azleg.state.az.us/ars/23/title23.htm

Arkansas
8. Arkansas Code, title 11, Chapter 4; title 16.
   http://www.accessarkansas.org/labor/laws_regs/index.html

California
   http://www.accessarkansas.org/labor/laws_regs/index.html

Colorado
10. Colorado Revised Statutes, title 8, article 4.

Connecticut
    http://www.cga.state.ct.us/2001/pub/Chap558.htm
12. Administrative Regulations, sections 31-60-3 and 31-60-12.
    http://www.ctdol.state.ct.us/wgwkstnd/adminregs.htm

Delaware
13. Delaware Code, title 19, Chapter 11, sections 1101 to 1115.
    http://www.delcode.state.de.us/title19/chapter11.htm#TopOfPage

District of Columbia
    http://decoder.westgroup.com/home/decodes/default.wl

Georgia
    http://www.state.ga.us/cgi-bin/pub/ocode/ocgsearch?number=34&format=full

Hawaii
    http://www.capitol.hawaii.gov/site1/docs/docs.asp?press1=docs
Idaho
17. Idaho Statutes, title 44, Chapters 9, 20, 24; title 45.
   http://www3.state.id.us/idstat/TOC/44FTOC.html

Illinois
18. Illinois Compiled Statutes, Chapter 820, sub-Chapter 115, sections 1 to 15.
   http://www.legis.state.il.us/ilcs/ch820/ch820act115.htm

Indiana
19. Indiana Code, title 22, article 2, Chapters 4 to 12.
   http://www.in.gov/legislative/ic/code/title22/ar2/

Iowa
20. Code of Iowa, Chapters 91 and 91A.
   http://www.iowaworkforce.org/labor/laborecard/laws/

Kansas
21. Kansas Statutes, Chapter 44, article 3, sections 312 to 327.
   http://www.hr.state.ks.us/home-html/wagepay.htm

Kentucky
22. Kentucky Revised Statutes, title 27, Chapter 337.
   http://www.lrc.state.ky.us/KRS/337-00/CHAPTER.HTM
23. Kentucky Administrative Regulations, title 803, Chapter 1.
   http://www.lrc.state.ky.us/KAR/title803.htm

Louisiana
24. Louisiana Revised Statutes, title 23.
   http://www.legis.state.la.us/

Maine
25. Maine Revised Statutes, title 26, Chapter 7, sections 621 to 635.
   http://janus.state.me.us/legis/statutes/26/title26ch7sec0.html

Maryland
   http://www.dllr.state.md.us/labor/wagepay/wpgenl.htm

Massachusetts
27. General Laws of Massachusetts, title 21, Chapter 149.
   http://www.state.ma.us/legis/laws/mgl/gl-149-toc.htm

Michigan
   http://michiganlegislature.org/law/mileg.asp?page=getObject&objName=mcl-chap408

Minnesota
29. Minnesota Statutes, Chapter 181.
   http://www.revisor.leg.state.mn.us/stats/181/
30. Minnesota Rules, Chapter 5200.
   http://www.revisor.leg.state.mn.us/arule/5200/
Mississippi
31. Mississippi Code, title 71, Chapter 1.
   http://www.mscode.com/free/statutes/71/index.htm

Missouri
32. Missouri Revised Statutes, title 18, Chapters 290 and 291.
   http://www.moga.state.mo.us/STATUTES/C290.HTM

Montana
    http://data.opi.state.mt.us/bills/mca_toc/39.htm

Nebraska
34. Nebraska Revised Statutes, Chapter 48, sections 224, 1201 to 1209 and 1228 to
    1232; Chapter 25, section 1558.
    http://www.dol.state.ne.us/nwd/center.cfm?PRICAT=4&SUBCAT=4G

Nevada
35. Nevada Revised Statutes, title 53, Chapter 608.
    http://www.leg.state.nv.us/NRS/NRS-608.html

New Hampshire
36. Revised Statutes, title 23, Chapter 275.
    http://www.gencourt.state.nh.us/rsa/html/indexes/275.html

New Jersey
    http://www.state.nj.us/labor/lsse/select.html

New Mexico
38. New Mexico Statutes Annotated, Chapter 14, article 13; Chapter 35, article 12;
    Chapter 50, article 4.

New York
39. New York State Consolidated Law, Chapter 31, articles 6 to 8, sections 190 to 199-
    a, 219, 221.
    http://assembly.state.ny.us/leg/?cl=54

North Carolina
40. North Carolina General Statutes, Chapter 95, articles 1 and 2A.
    http://www.ncga.state.nc.us/gascripts/Statutes/StatutesTOC.pl?0095
41. North Carolina Administrative Rules, title 13, Chapter 12.
    http://ncrules.state.nc.us/ncadministrativ/_title13labor_/chapter12_/default.htm

North Dakota
    http://www.state.nd.us/lt/assembly/57-2001/cencode/CCT34.pdf
Ohio
43. Ohio Revised Code, title 41, Chapters 4111, 4113.
   http://onlinedocs.andersonpublishing.com/revisedcode/

Oklahoma
44. Oklahoma Statutes, title 40.

Oregon
45. Oregon Revised Statutes, Chapter 652.
   http://www.leg.state.or.us/ors/652.html

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   http://www.pacode.com/secure/data/034/034toc.html

Rhode Island
47. Rhode Island General Laws, title 28, Chapters 28-1, 28-6.3, 28-12, 28-14, 28-15
   and 28-16.
   http://www.rilin.state.ri.us/Statutes/TITLE28/

South Carolina
48. South Carolina Code of Laws, title 41, Chapters 1, 3 and 10.
   http://www.lpitr.state.sc.us/code/titl41.htm

South Dakota
49. South Dakota Statutes, title 60, Chapters 5 and 11; title 62
   http://legis.state.sd.us/statutes/index.cfm?FuseAction=StatutesTitleList

Tennessee
50. Tennessee Code, title 50, Chapters 2 and 4.

Texas
   http://www.capitol.state.tx.us/statutes/latoc.html

Utah
52. Utah Code, title 34, Chapters 26, 28, 32 and 40.
   http://www.le.state.ut.us/~code/TITLE34/TITLE34.htm

Vermont
53. Vermont Statutes, title 21, Chapter 5.
   http://www.leg.state.vt.us/statutes/sections.cfm?Title=21&Chapter=005

Virginia
54. Code of Virginia, title 40.1, Chapter 3.
   http://leg1.state.va.us/cgi-bin/legp504.exe?000+cod+TOC4001000

Washington
55. Revised Code of Washington, title 49, Chapters 12, 46, 48, 52 and 56.
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Washington

56. Washington Administrative Code, title 296, Chapter 126.

West Virginia

57. West Virginia Code, Chapter 21, articles 5 and 5C.
   http://www.state.wv.us/labor/wage/laws.html

Wisconsin

58. Wisconsin Statutes, Chapter 109.
   http://www.legis.state.wi.us/rsb/Statutes.html

Wyoming

59. Wyoming Statutes, title 27, Chapter 4.
   http://legisweb.state.wy.us/statutes/sub27.htm

Uruguay

   http://www.parlamento.gub.uy/Constituciones/Const997.htm
2. Act No. 10.449 of 12 November 1943 on wages board, as amended.
6. Act No. 15.319 of 30 August 1982 on social housing funds.
7. Act No. 15.611 of 10 August 1984 authorizing the creation of administrator societies of complementary pension funds with financial autonomy.
8. Act No. 11.180 of 17 December 1948 on transport cooperatives.
11. Act No. 3.299 of 25 June 1906 on protection of wages.
15. Act No. 917 of 23 January 1868 to issue the Civil Code, as amended.
16. Decree No. 817 of 27 May 1861 to issue the Commercial Code, as amended.
17. Act No. 15.903 of 10 November 1987 on rendering of accounts and budget balance.

Venezuela

   http://www.tsj.gov.ve/legislacion/lot.html

Viet Nam
   [http://www.ivietnam.com/eng/business/LAWS/labourcode/printable/English/labor
 _law/laborcode.htm](http://www.ivietnam.com/eng/business/LAWS/labourcode/printable/English/labor
 _law/laborcode.htm)
2. Government Decree No. 198/CP of 31 December 1994 on the implementation of a
   number of sections of the Labour Code with respect to labour contracts. 
   [http://www.ivietnam.com/eng/business/LAWS/labourcode/printable/English/regula
tions/decree198.htm](http://www.ivietnam.com/eng/business/LAWS/labourcode/printable/English/regula
tions/decree198.htm)
   labour offences. 
   [http://www.ivietnam.com/eng/business/LAWS/labourcode/printable/English/regula
tions/decree38.htm](http://www.ivietnam.com/eng/business/LAWS/labourcode/printable/English/regula
tions/decree38.htm)
4. Government Decree No. 197/CP of 31 December 1994 on the implementation of a
   number of sections of the Labour Code with respect to wages. 
   [http://www.ivietnam.com/eng/business/LAWS/labourcode/printable/English/regula
tions/decree197.htm](http://www.ivietnam.com/eng/business/LAWS/labourcode/printable/English/regula
tions/decree197.htm)

Yemen
2. Act No. 25 of 1997 amending certain provisions of the Presidential Order to
   promulgate the Labour Code No. 5 of 1995.

Zambia

Zimbabwe
1. Labour Relations Act (Chapter 28:01).
2. Insolvency Act (Chapter 303).
3. Collective Bargaining Agreement: Engineering and Iron and Steel Industry, 
4. Collective Bargaining Agreement: Food and Allied Industries (Baking Industry 
APPENDIX III

MAIN PROVISIONS OF THE INSTRUMENTS ON PROTECTION OF WAGES

Convention No. 95

Convention concerning the Protection of Wages

The General Conference of the International Labour Organisation,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-second Session on 8 June 1949, and

Having decided upon the adoption of certain proposals concerning the protection of wages, which is the seventh item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this first day of July of the year one thousand nine hundred and forty-nine the following Convention, which may be cited as the Protection of Wages Convention, 1949:

Article 1

In this Convention, the term “wages” means remuneration or earnings, however designated or calculated, capable of being expressed in terms of money and fixed by mutual agreement or by national laws or regulations, which are payable in virtue of a written or unwritten contract of employment by an employer to an employed person for work done or to be done or for services rendered or to be rendered.

Article 2

1. This Convention applies to all persons to whom wages are paid or payable.

2. The competent authority may, after consultation with the organisations of employers and employed persons directly concerned, if such exist, exclude from the application of all or any of the provisions of the Convention categories of persons whose circumstances and conditions of employment are such that the application to them of all or any of the said provisions would be inappropriate and who are not employed in manual labour or are employed in domestic service or work similar thereto.

3. Each Member shall indicate in its first annual report upon the application of this Convention submitted under article 22 of the Constitution of the International Labour Organisation any categories of persons which it proposes to exclude from the application of all or any of the provisions of the Convention in accordance with the provisions of the
preceding paragraph; no Member shall, after the date of its first annual report, make exclusions except in respect of categories of persons so indicated.

4. Each Member having indicated in its first annual report categories of persons which it proposes to exclude from the application of all or any of the provisions of the Convention shall indicate in subsequent annual reports any categories of persons in respect of which it renounces the right to have recourse to the provisions of paragraph 2 of this Article and any progress which may have been made with a view to the application of the Convention to such categories of persons.

**Article 3**

1. Wages payable in money shall be paid only in legal tender, and payment in the form of promissory notes, vouchers or coupons, or in any other form alleged to represent legal tender, shall be prohibited.

2. The competent authority may permit or prescribe the payment of wages by bank cheque or postal cheque or money order in cases in which payment in this manner is customary or is necessary because of special circumstances, or where a collective agreement or arbitration award so provides, or, where not so provided, with the consent of the worker concerned.

**Article 4**

1. National laws or regulations, collective agreements or arbitration awards may authorise the partial payment of wages in the form of allowances in kind in industries or occupations in which payment in the form of such allowances is customary or desirable because of the nature of the industry or occupation concerned; the payment of wages in the form of liquor of high alcoholic content or of noxious drugs shall not be permitted in any circumstances.

2. In cases in which partial payment of wages in the form of allowances in kind is authorised, appropriate measures shall be taken to ensure that –

(a) such allowances are appropriate for the personal use and benefit of the worker and his family; and

(b) the value attributed to such allowances is fair and reasonable.

**Article 5**

Wages shall be paid directly to the worker concerned except as may be otherwise provided by national laws or regulations, collective agreement or arbitration award or where the worker concerned has agreed to the contrary.

**Article 6**

Employers shall be prohibited from limiting in any manner the freedom of the worker to dispose of his wages.

**Article 7**

1. Where works stores for the sale of commodities to the workers are established or services are operated in connection with an undertaking, the workers concerned shall be free from any coercion to make use of such stores or services.
2. Where access to other stores or services is not possible, the competent authority shall take appropriate measures with the object of ensuring that goods are sold and services provided at fair and reasonable prices, or that stores established and services operated by the employer are not operated for the purpose of securing a profit but for the benefit of the workers concerned.

Article 8

1. Deductions from wages shall be permitted only under conditions and to the extent prescribed by national laws or regulations or fixed by collective agreement or arbitration award.

2. Workers shall be informed, in the manner deemed most appropriate by the competent authority, of the conditions under which and the extent to which such deductions may be made.

Article 9

Any deduction from wages with a view to ensuring a direct or indirect payment for the purpose of obtaining or retaining employment, made by a worker to an employer or his representative or to any intermediary (such as a labour contractor or recruiter), shall be prohibited.

Article 10

1. Wages may be attached or assigned only in a manner and within limits prescribed by national laws or regulations.

2. Wages shall be protected against attachment or assignment to the extent deemed necessary for the maintenance of the worker and his family.

Article 11

1. In the event of the bankruptcy or judicial liquidation of an undertaking, the workers employed therein shall be treated as privileged creditors either as regards wages due to them for service rendered during such a period prior to the bankruptcy or judicial liquidation as may be prescribed by national laws or regulations, or as regards wages up to a prescribed amount as may be determined by national laws or regulations.

2. Wages constituting a privileged debt shall be paid in full before ordinary creditors may establish any claim to a share of the assets.

3. The relative priority of wages constituting a privileged debt and other privileged debts shall be determined by national laws or regulations.

Article 12

1. Wages shall be paid regularly. Except where other appropriate arrangements exist which ensure the payment of wages at regular intervals, the intervals for the payment of wages shall be prescribed by national laws or regulations or fixed by collective agreement or arbitration award.

2. Upon the termination of a contract of employment, a final settlement of all wages due shall be effected in accordance with national laws or regulations, collective agreement or arbitration award or, in the absence of any applicable law, regulation,
agreement or award, within a reasonable period of time having regard to the terms of the contract.

Article 13

1. The payment of wages where made in cash shall be made on working days only and at or near the workplace, except as may be otherwise provided by national laws or regulations, collective agreement or arbitration award, or where other arrangements known to the workers concerned are considered more appropriate.

2. Payment of wages in taverns or other similar establishments and, where necessary to prevent abuse, in shops or stores for the retail sale of merchandise and in places of amusement shall be prohibited except in the case of persons employed therein.

Article 14

Where necessary, effective measures shall be taken to ensure that workers are informed, in an appropriate and easily understandable manner –
(a) before they enter employment and when any changes take place, of the conditions in respect of wages under which they are employed; and
(b) at the time of each payment of wages, of the particulars of their wages for the pay period concerned, in so far as such particulars may be subject to change.

Article 15

The laws or regulations giving effect to the provisions of this Convention shall –
(a) be made available for the information of persons concerned;
(b) define the persons responsible for compliance therewith;
(c) prescribe adequate penalties or other appropriate remedies for any violation thereof;
(d) provide for the maintenance, in all appropriate cases, of adequate records in an approved form and manner.

[...]

Recommendation No. 85

Recommendation concerning the Protection of Wages

The General Conference of the International Labour Organisation,
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-second Session on 8 June 1949, and

Having decided upon the adoption of certain proposals concerning the protection of wages, which is the seventh item on the agenda of the session, and

Having decided that these proposals shall take the form of a Recommendation supplementing the Protection of Wages Convention, 1949,
adopts this first day of July of the year one thousand nine hundred and forty-nine the following Recommendation, which may be cited as the Protection of Wages Recommendation, 1949:

The Conference recommends that each Member should apply the following provisions as rapidly as national conditions allow and report to the International Labour Office as requested by the Governing Body concerning the measures taken to give effect thereto.

I. DEDUCTIONS FROM WAGES

1. All necessary measures should be taken to limit deductions from wages to the extent deemed to be necessary to safeguard the maintenance of the worker and his family.

2. (1) Deductions from wages for the reimbursement of loss of or damage to the products, goods or installations of the employer should be authorised only when loss or damage has been caused for which the worker concerned can be clearly shown to be responsible.

   (2) The amount of such deductions should be fair and should not exceed the actual amount of the loss or damage.

   (3) Before a decision to make such a deduction is taken, the worker concerned should be given a reasonable opportunity to show cause why the deduction should not be made.

3. Appropriate measures should be taken to limit deductions from wages in respect of tools, materials or equipment supplied by the employer to cases in which such deductions –
   (a) are a recognised custom of the trade or occupation concerned; or
   (b) are provided for by collective agreement or arbitration award; or
   (c) are otherwise authorised by a procedure recognised by national laws or regulations.

II. PERIODICITY OF WAGE PAYMENTS

4. The maximum intervals for the payment of wages should ensure that wages are paid –
   (a) not less often than twice a month at intervals not exceeding sixteen days in the case of workers whose wages are calculated by the hour, day or week; and
   (b) not less often than once a month in the case of employed persons whose remuneration is fixed on a monthly or annual basis.

5. (1) In the case of workers whose wages are calculated on a piece-work or output basis, the maximum intervals for the payment of wages should, so far as possible, be so fixed as to ensure that wages are paid not less often than twice a month at intervals not exceeding sixteen days.

   (2) In the case of workers employed to perform a task the completion of which requires more than a fortnight, and in respect of whom intervals for the payment of wages are not otherwise fixed by collective agreement or arbitration award, appropriate measures should be taken to ensure –
(a) that payments are made on account, not less often than twice a month at intervals not exceeding sixteen days, in proportion to the amount of work completed; and
(b) that final settlement is made within a fortnight of the completion of the task.

III. NOTIFICATION TO WORKERS OF WAGE CONDITIONS

6. The details of the wages conditions which should be brought to the knowledge of the workers should include, wherever appropriate, particulars concerning –
(a) the rates of wages payable;
(b) the method of calculation;
(c) the periodicity of wage payments;
(d) the place of payment; and
(e) the conditions under which deductions may be made.

IV. WAGES STATEMENTS AND PAYROLL RECORDS

7. In all appropriate cases, workers should be informed, with each payment of wages, of the following particulars relating to the pay period concerned, in so far as such particulars may be subject to change:
(a) the gross amount of wages earned;
(b) any deduction which may have been made, including the reasons therefor and the amount thereof; and
(c) the net amount of wages due.

8. Employers should be required in appropriate cases to maintain records showing, in respect of each worker employed, the particulars specified in the preceding Paragraph.

V. ASSOCIATION OF WORKERS IN THE ADMINISTRATION OF WORKS STORES

9. Appropriate measures should be taken to encourage arrangements for the association of representatives of the workers concerned, and more particularly members of works welfare committees or similar bodies where such bodies exist, in the general administration of works stores or similar services established in connection with an undertaking for the sale of commodities or provision of services to the workers thereof.