



How to use EPLex database

EPLex contains information on national employment protection legislation of some 90 countries. The information is broken down to cover more than 50 variables, and will be updated annually to facilitate analysis of impacts and trends over time. It allows the user to browse through information by country or by theme, to perform advanced searches that combine themes and countries, and to download the entire database onto a spreadsheet.

Browsing by country:



If you wish to see all the data for a specific country, click on “Browse by country” in the left-hand side bar. Countries can be selected from either the list of “all countries” classified by alphabetical order, or by region (Africa, Americas, Arab States, Asia, Europe and Central Asia).

Browsing by theme:

If you wish to access data of all countries on a specific theme, click on “browse by theme” and select a theme from one of the following:

- Source and scope of regulations
- Types of employment contracts
- Substantive requirements for dismissals (justified and prohibited grounds)
- Procedural requirements for individual dismissals
- Procedural requirements for collective dismissals for economic reasons (redundancy, retrenchment)
- Severance pay
- Avenues for redress (penalties, remedies) and litigation procedure for individual complaints.

Advanced search:

The advanced search allows you to narrow search parameters by selecting specific criteria within a particular theme. This search will display only those countries that fulfil the selected criteria.

Download to spreadsheet:

This function allows you to download the entire database onto a spreadsheet. When you click on this, the following screen should appear:




Select the appropriate action (open /save) and programme to open it (MS Excel or other). Adjust cell formatting if necessary.

Data display – specific functions:

- *Remarks:*

The remarks refer the user to the legal provisions in force and provide further legal information and comments, when necessary to understand the legal rules. When browsing by theme or by country, all available remarks are displayed by default. You can deactivate the display by clicking on (-) *hide remarks* in the top right-hand corner. Clicking again on (+) *show remarks* will reactivate them. When

remarks are hidden the sign  placed after each item indicates that a remark is available.

- *View all years:*

EPLex is designed to be regularly up-dated. For the time being, EPLex provides data for the years 2009, 2010 and 2011. The *view all years* option allows the user to follow the evolution of the legislation and keep track of the various changes in each countries.

Access to internal and external resources by country:

For each country, access to several links is provided upon click. They include:

- ILO databases:
 - **NATLEX** - access to national legislations, available under the theme "Source and scope of regulations". Where full texts are not accessible via NATLEX, national links are provided.
 - **APPLIS** - access by country to comments made by the Committee of Experts on the Convention N° 158 , available under the theme "Additional information"
 - **Use of International Law by Domestic Courts (ICT-ILO)**- compendium of court decisions in which domestic courts have relied on elements of international law. To see decisions on dismissal, click on "Decisions by Subject" in the left-hand side bar, then on "Dismissal" (third item under the first heading "Contract of employment: working conditions and termination").
- Various sites of interest (relevant Ministries, legal resources, publications...)