



## Database of Conditions of Work and Employment Laws

The Database of Conditions of Work and Employment Laws provides comprehensive legal information from countries around the world. It covers legislation on three subject areas: maternity protection, minimum wages and working time. The database can be used to conduct customized research on individual countries or to compare laws from several countries on a particular subject.

### Where and when?

The Database of Conditions of Work and Employment Laws is now available at <http://www.ilo.org/travail/database/index.htm>

### Maternity protection

The database on maternity protection contains information on the principal legislative measures adopted in ILO member States to protect the health and welfare of working women during pregnancy, childbirth and breastfeeding, and to ensure that their employment is protected and that they are not subject to discrimination.

The statutory entitlements are divided into four major areas of protection covering the main provisions of the Maternity Protection Convention, 2000 (No. 183).

- *Maternity leave and related types of leave*, including paternity, adoption and parental leave.
- *Cash benefits* available during leave periods and their funding source.
- *Health protection measures*, e.g. arrangement of working time, avoidance of dangerous or unhealthy work, provision for breastfeeding.
- *Provisions aimed at protecting women from discrimination* on grounds of maternity and at providing employment security.

## Minimum wages

The database on minimum wages provides information on minimum wage legislation in ILO member States. The information provided is divided into six major areas, covering the main provisions of the Minimum Wage Fixing Convention, 1970 (No. 13).

- The *determination mechanism*: Is the minimum wage fixed by an authority (such as the State or a Wage Board), or by social partners via collective bargaining, or are both procedures used?
- The *coverage of the legislation* (which categories of worker are entitled to receive a wage at least equal to the minimum wage).
- The *criteria used* to introduce or adjust the level of the minimum wage.
- The *level of the minimum wage* in national currency and in US dollars.
- The *frequency of adjustment* of minimum wage rates.
- The *control mechanisms*.

## Working time

The database on working time provides information on the working time laws of more than 100 countries around the world. The database covers the laws of each country which protect the health and well-being of workers; facilitate a balance between work and family life; ensure workers have adequate time to devote to their other responsibilities and interests; and prevent discrimination against part-time workers.

The database provides summaries of the primary working time laws in each country.

- *Hour limits*: the number of hours a worker is permitted to perform each day, week or year.
- *Overtime work*: including limits on overtime hours, the amount of advance notice required, and the additional pay or time-off for overtime work.
- *Rest periods*: the amount of rest to which workers are entitled during the day, between working days and at weekends.
- *Annual leave and public holidays*: the number of holiday days and the entitlement to payment during these periods.
- *Night work*: prohibitions on performing night work and protection for night workers, including health assessments and the right to transfer to day work; extra pay or time-off for night workers; and protection for specific groups, such as pregnant workers.
- *Part-time work*: rights for part-time workers to equal treatment with full-timers.
- *Employee choice over working hours*: rights for workers to influence the length and scheduling of their working hours, including to work part time.