Employing Workers Questionnaire – «Survey_Economy_FullName»

Dear «FirstName» «LastName»,

We sincerely thank you for participating in the Employing Workers project of the World Bank Group. Your expertise in «Survey_Economy_FullName» is essential to understand the flexibility in the regulation of employment, specifically as it relates to hiring, working hours and redundancy of workers in 191 economies worldwide.

We are honored to be able to count on your expertise for the Employing Workers project. Please follow these steps when 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 employment regulation since May 2, 2019.
- **Kindly return the questionnaire to** employingworkers@worldbank.org

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

Sincerely,

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Primary Contributor Information: Please check the box next to information you **do not** want us to **publish**.

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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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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
[ ]	[ ]	[ ]	[ ]	[ ]	[ ]	[ ]
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1. CASE STUDY ASSUMPTIONS

The Employing Workers project measures the flexibility of regulation of employment, specifically as it relates to the areas of hiring, working hours, and redundancy rules and costs.

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

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 (e.g. 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.
- **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).

2. REFORM UPDATE

2.1. Has there been any reform related to employment regulation since **May 2, 2019** (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 employment regulation expected to come into effect until May 1, 2020, 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 REGULATION OF EMPLOYMENT

	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 **since May 2, 2019**).

4.1. HIRING FRAMEWORK

4.1.1. Hiring of workers through fixed-term contracts

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

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_ProbationPeriodLegalBasis_s»		

4.1.3 Minimum wage: In which of the following cases does your country fall? Please check only one box.

☐ There is a minimum wage provided by law or collective bargaining agreement, enforced in practice and applicable to the worker as described in the case study.
☐ There is no minimum wage provided by law.
☐ There is only a minimum wage provided by law for the public sector. If this is the case, is the public sector minimum wage customarily used as a reference in the private sector?
☐ The law provides a regulatory mechanism for the minimum wage that is not however enforced in practice. Please explain:
☐ There is a minimum wage set by Collective Bargaining Agreements that do not apply to our case study (i.e. apply to less than 50% of the food retail sector and/or not apply to firms that were not a party to the agreement)
☐ Other. Please explain:

4.1.4 Has there been any change to the regulatory framework concerning the questions previously stated (4.1.3) in the past five years? -Click to Select-

If yes, please explain:

4.1.5

	Last year	Legal basis (Last year)	This year	Legal basis (This year)
4.1.5. If you checked the first box in 4.1.3, please provide the gross 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»		

4.2. 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_LengthWorkdayText_s_LB»		
What is the maximum number of hours (including overtime) allowed in a workweek in the food retail industry?	«DB_ew_MaxHoursIncOvertimeText_s»	«DB_ew_MaxHoursIncOvertimeText_s_LB»		
What is the maximum number of working days allowed in a workweek in the food retail industry?	«DB_ew_MaxDaysWeekText_s»	«DB_ew_MaxDaysWeekText_s_LB»		
How many weekly rest days are required by law?	«DB_ew_RestDaysText_s»	«DB_ew_RestDaysText_s_LB»		
Is there a legally designated weekly day of rest (i.e. a customary weekly holiday)?	«DB_ew_SpecifiedDayHolidayText_s»	«DB_ew_SpecifiedDayHolidayText_s_LB»		

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 industry? (e.g. limitation in the number of hours of overtime, restrictions applying to certain categories of workers, etc.)	«DB_ew_Overtime WorkRestrictionText _s»	«DB_ew_Overtime WorkRestrictionText _s_LB»		
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_Overtime WorkPremiumText_ s»	«DB_ew_Overtime WorkPremiumText_ s_LB»		

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? (e.g. 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_Restriction sWeeklyHolidayText _s»	«DB_ew_Restriction sWeeklyHolidayText _s_LB»		
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_PremiumW eeklyHolidayWorkTe xt_s»	«DB_ew_PremiumW eeklyHolidayWorkTe xt_s_LB»		

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 **night work** in the food retail industry? (e.g. limitation in the number of hours worked at night, restrictions applying to certain categories of workers)	«DB_ew_RestrictionsNightWorkText_s»	«DB_ew_RestrictionsNightWorkText_s_LB»		
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_PremiumNightWorkText_s_LB»		

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_PaidVacation1yText_s_LB»		
ii. After **5 years**	«DB_ew_PaidVacation5yText_s»	«DB_ew_PaidVacation5yText_s_LB»		
iii. After **10 years**	«DB_ew_PaidVacation10yText_s»	«DB_ew_PaidVacation10yText_s_LB»		
What is the formula for calculating the mandatory paid annual leave?	«DB_ew_VacationFormulaText_s»	«DB_ew_VacationFormulaText_s_LB»		

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_RedundancyAllowedText_s»	«DB_ew_RedundancyAllowedText_s_LB»		
Must the employer **notify or consult** a	«DB_ew_NotificationThirdPartyDissmissa	«DB_ew_NotificationThirdPartyDissmissa		

third party before dismissing **one redundant employee**?	lOneWorkerText_s»	lOneWorkerText_s_LB»		
Must the employer **notify or consult** a third party before dismissing a **group of 9 redundant employees**?	«DB_ew_NotificationThirdPartyDissm9WorkersText_s»	«DB_ew_NotificationThirdPartyDissm9WorkersText_s_LB»		
Must the employer obtain the **approval** of a third party in order to dismiss **one redundant employee**?	«DB_ew_ApprovalThirdPartyDissmOneWorkerText_s»	«DB_ew_ApprovalThirdPartyDissmOneWorkerText_s_LB»		
Must the employer obtain the **approval** of a third party in order to dismiss a **group of 9 redundant employees**?	«DB_ew_ApprovalThirdPartyDissm9WorkersText_s»	«DB_ew_ApprovalThirdPartyDissm9WorkersText_s_LB»		
Are employers obliged to retrain or reassign an employee before making the employee redundant?	«DB_ew_RetrainReassignBeforeDissmText_s»	«DB_ew_RetrainReassignBeforeDissmText_s_LB»		
Are there priority rules that apply in case of redundancy dismissals or lay-offs (i.e. specific order based on seniority, marital status, number of dependents)?	«DB_ew_PriorityDissmText_s»	«DB_ew_PriorityDissmText_s_LB»		
Are there priority rules that apply to reemployment *(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)*?	«DB_ew_PriorityReemployText_s»	«DB_ew_PriorityReemployText_s_LB»		

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_NoticeOneYearOfContinuousinuousEmployText_s»	«DB_ew_NoticeOneYearOfContinuousinuousEmployText_s_LB»		
ii. After **5 years**	«DB_ew_Notice5YearsOfContinuousinuousEmployText_s»	«DB_ew_Notice5YearsOfContinuousinuousEmployText_s_LB»		
iii. After **10 years**	«DB_ew_Notice10YearsOfContinuousEmployText_s»	«DB_ew_Notice10YearsOfContinuousEmployText_s_LB»		
What is the formula for calculating the notice period?	«DB_ew_NoticeFormula_s»	«DB_ew_NoticePeriodLegalBasis_s»		

4.3.3. Amount of severance pay

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

Last year	Legal basis (Last year)	This year	Legal basis (This year)
«DB_ew_Seniority_for severance pay»	«DB_ew_Seniority_for severance pay_LB»		

4.3.3.B. 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_SeverancePayOneYearOfContinuousEmployText_s_LB»		
ii. After **5 years**	«DB_ew_SeverancePay5YearsOfContinuousEmployText_s»	«DB_ew_SeverancePay5YearsOfContinuousEmployText_s_LB»		
iii. After **10 years**	«DB_ew_SeverancePay10YearsOfContinuousEmployText_s»	«DB_ew_SeverancePay10YearsOfContinuousEmployText_s_LB»		
What is the formula for calculating the severance pay?	«DB_ew_SeverancePayFormula_s»	«DB_ew_SverancePayLegalBasis_s»		

4.3.3.C. Please list any additional payments required of employers in the case of terminating a redundant worker. *(Additional payments can be, but are not limited to: an amount the company must pay to all workers at the end of their employment, as opposed to just redundant ones, or an obligation to continue paying the worker's wages until the worker finds a new job.)*

This year	Legal basis (This year)

4.3.4. Has there been any change to the regulatory framework concerning the question above (4.3.3.C) in the past five years? -Click to Select-
If yes, please explain:

5. UNEMPLOYMENT PROTECTION AND EMPLOYMENT SERVICES
Please note that the case study assumptions stated at the beginning of the questionnaire also apply to the research questions below.

5.1. Availability of unemployment protection

	Last Year	Last Year Legal Basis	This Year	This Year Legal Basis
Is there a national unemployment protection scheme in «Survey_Economy_FullName»?	«DB_ew_Unemploy SchemeText_s»	«DB_ew_Unemploy SchemeText_s_LB»		
Assuming that the cashier is made redundant **after one year of employment**, would he/she automatically be eligible to receive unemployment benefits?	«DB_ew_Unemploy SchemeAvailableTe xt_s»	«DB_ew_Unemploy SchemeAvailableTe xt_s_LB»		
What duration of contribution period (months of employment, consecutive or not) is required before an employee can become eligible for unemployment protection?	«DB_ew_TimeForU nemployProtectionT ext_s»	«DB_ew_TimeForU nemployProtectionT ext_s_LB»		

5.2. What is the duration of the unemployment benefit in each of the following cases? (e.g., under ILO Convention No. 102, duration of benefits should cover at least 13 weeks of unemployment for each year) *Please provide the answer in weeks.*

	This Year	This Year Legal Basis
i. After **1 year** of contribution		
ii. After **5 years** of contribution		
iii. After **10 years** of contribution		
What is the formula for calculating the unemployment benefit rate?		

5.3. What is the amount of the unemployment benefit <u>in the first year of unemployment</u> in each of the following cases? *The answer to this question is a percentage of the cashier's salary before being made redundant.*

	This Year	This Year Legal Basis
i. After **1 year** of contribution		

ii. After **5 years** of contribution		
iii. After **10 years** of contribution		
What is the formula for calculating the unemployment benefit rate?		

5.4. Is receiving national unemployment benefit conditional on any of the following? *Please select all that apply:*
☐ Registration as unemployed with the public employment agency
☐ Proof of loss of job through no fault of the employee
☐ Proof of no other income source
☐ Periodical reporting on active job search (interviews, job applications)
☐ Participation in trainings assigned by the public employment agency
☐ Other
Please provide the legal basis:

5.5. What types of employment services does your country provide for job-seekers? *Please select all that apply.*
☐ Vacancy databases/labor market information (e.g., annual lists of skills/occupations in demand)
☐ Job placements (e.g., job offers that become available via employment services)
☐ Counseling and vocational guidance
☐ Training and skill enhancement programs
☐ Support of geographic mobility and similar programs in connection with job search and placement
☐ Apprenticeships (paid supervised systematic training intended to young people to learn a trade or acquire a specific skill
☐ Internships (usually unpaid work arrangement intended to students to obtain work experience in a specific industry or satisfy requirements for a qualification
☐ Job matching
☐ None
☐ Other, please indicate:
Please provide the legal basis:

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

This Year	This Year Legal Basis

5.7. Does the government offer incentives for firms to provide training to employees in the services sector?
-Click to Select-
Please provide the legal basis:

5.8. If yes, please select applicable option:
☐ Tax deduction
☐ Subsidies
☐ Cost reimbursement
☐ Other, please indicate:

Thank you very much for completing the questionnaire!
We sincerely appreciate your contribution to the Employing Workers project.