

DETAILED CONTENTS

	<i>Main Volume</i>	<i>Supple- ment</i>
Foreword	ix	ix
Preface	xi	xi
Outline of Topics	xiii	xii
Summary Contents.....	xix	xix
Finding List of Countries, International, Entities, and Special Topics	cxv	ccxxxix

Part 1. The European Union and Selected Member and Applicant Countries

The European Union..... see Volume IA
Employment and Corporate Law Issues
 Applicable in Restructuring of
 Companies in the EU..... see Volume IA
Belgium see Volume IA
France see Volume IA
Germany see Volume IA
Italy see Volume IA
Spain see Volume IA
United Kingdom see Volume IA
Bibliography IA..... see Volume IA

AUSTRIA (IIA)	9-1	9-1
Introduction.....	9-1	—
A. Partnership of Labor and Industry	9-2	—
B. Sources of Austrian Labor Law	9-3	—
1. National Sources	9-3	—
2. International Sources	9-6	—
C. Austrian Judicial System	9-6	—
D. Class or Group Actions.....	9-8	—

Austria (IIA)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
E. Extraterritorial Application of Labor and Employment Laws	9-11	—
I. Individual Employment.....	9-12	9-1
A. Substance of the Individual Employment Contract	9-12	9-1
1. The Employment Relationship	9-12	—
a. Employment Contracts	9-12	—
b. Apprenticeship Contracts	9-12	—
c. Employment Contract Alternatives.....	9-13	—
2. Categories of Employees	9-13	—
a. Part-Time/Full-Time.....	9-13	—
b. White-Collar/Blue-Collar.....	9-14	—
c. Children and Youth.....	9-14	—
3. Terms of the Contract.....	9-15	9-1
a. Duration.....	9-15	—
b. Probationary Period.....	9-15	—
c. Writing Requirement.....	9-15	9-1
B. Termination of Employment.....	9-16	9-2
1. General Rules.....	9-16	—
2. Ordinary Termination.....	9-17	—
3. Immediate Termination.....	9-18	—
4. Protected Groups.....	9-19	—
5. Reimbursement of Training Costs.....	9-20	9-2
6. Severance Pay	9-21	—
a. Ordinary Termination	9-21	—
i. Mandatory severance— old system.....	9-21	—
ii. Mandatory severance— new system	9-22	—
iii. Other payments.....	9-23	—
b. Termination by the Employee ..	9-23	—
c. Immediate Termination	9-23	—
7. Review Process	9-24	—
a. Ordinary Termination	9-24	—
i. Works council notice	9-24	—
ii. Labor court challenge	9-24	—

	<i>Main Volume</i>	<i>Supple- ment</i>
iii. Mutual agreement as alternative to formal procedures.....	9-26	—
b. Immediate Termination for Cause	9-26	—
c. Termination by Mutual Consent.....	9-27	—
d. Arbitration	9-27	—
8. Termination Contribution	9-27	9-3
C. Privacy	9-28	—
1. Data Protection	9-28	—
2. Employee Property	9-28	—
3. Employee Disclosures.....	9-29	—
D. Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete	9-29	9-3
1. Duty of Confidentiality	9-29	—
2. Covenants Not to Compete	9-30	9-3
3. Duty of Non-Solicitation	9-31	—
E. Choice of Law for Individual Employment Contracts	9-31	—
II. Collective Bargaining	9-34	—
A. Unions and Employers' Associations.....	9-34	—
1. Unions and Associations of Unions.....	9-34	—
2. Employers' Associations.....	9-35	—
3. Social Partnership/Parity Commission	9-36	—
B. Collective Bargaining Agreements	9-37	—
1. Coverage of Agreements.....	9-38	—
a. Scope	9-38	—
b. Agreement Priority	9-38	—
c. Contracting Parties	9-38	—
d. Extension by Decree	9-39	—
2. Duration of the Agreement	9-39	—
a. Specified Contractual Term.....	9-39	—
b. Post-Termination Effectiveness.....	9-40	—
C. Strikes and Other Industrial Actions.....	9-40	—
1. Legal Basis.....	9-40	—

Austria (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
2. Conduct in Strikes and Lockouts	9-40	—
D. Third Party Resolution of Disputes	9-41	—
1. Arbitration of Contractual Disputes	9-41	—
2. Mediation as Part of the Negotiation Process	9-41	—
3. Government Arbitration	9-41	—
III. Representation by Entities Other Than Unions	9-42	—
A. Works Councils.....	9-42	—
1. Establishment of the Works Council.....	9-42	—
a. Works Council Elections	9-42	—
b. Special Representation	9-43	—
2. Powers of the Works Council.....	9-44	—
a. The Right to Information and Co-determination.....	9-44	—
b. The Right to Monitor and Intervene.....	9-44	—
c. Right to Approve or Veto.....	9-45	—
i. Shop agreements.....	9-45	—
ii. Other measures	9-46	—
3. Rights and Protection of Works Council Members.....	9-46	—
B. European Works Council.....	9-47	—
IV. Redundancy and Transfers of Undertakings	9-48	—
A. Redundancy	9-48	—
1. Social Plan	9-48	—
2. Mass Layoffs.....	9-49	—
B. Transfers of Undertakings	9-50	—
1. Employee Rights.....	9-52	—
2. Collective Bargaining Agreements	9-53	—
3. Obligation for Employee Benefits	9-54	—
V. Wages, Hours, and Leave	9-54	9-4
A. Wages.....	9-54	9-4
1. Wage Determination	9-54	—

	<i>Main Volume</i>	<i>Supple- ment</i>
2. Payment Schedule	9-55	—
3. Premium Pay	9-55	—
4. Wage Dumping [New Topic]	—	9-4
B. Working Hours, Flexible Arrangements, and Rest Periods	9-56	—
1. General	9-56	—
2. Young Workers	9-57	—
3. Expectant Mothers	9-57	—
C. Leave	9-58	9-5
1. Vacation	9-58	—
a. Annual Leave	9-58	—
b. Entitlement Upon Termination of Employment	9-58	—
2. Parental Leave and Compensation	9-59	—
a. Leave Entitlement and Compensation	9-59	—
b. Protection Against Termination	9-60	—
3. Other Leave	9-61	—
4. Family-Time Leave and Bonus [New Topic]	—	9-5
VI. Antidiscrimination	9-61	9-6
A. Introduction	9-61	—
B. The Austrian Antidiscrimination Act	9-62	9-6
1. Discrimination	9-62	—
2. Harassment	9-63	—
3. Enforcement	9-63	9-6
a. Remedies	9-63	9-6
b. Administrative Enforcement	9-64	—
C. Protection of the Disabled	9-64	9-7
1. Antidiscrimination	9-64	—
2. Duty to Employ [Substitute Text]	—	9-7
VII. Occupational Safety and Health and Workers' Compensation	9-66	—
A. Occupational Safety and Health	9-66	—
B. Workers' Compensation	9-66	—
VIII. Pensions and Benefits	9-67	9-7
A. Pensions	9-67	9-7

Austria (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
1. Statutory Pension Insurance.....	9-67	9-7
2. Company Pension Plans.....	9-68	—
B. Social Insurance System.....	9-69	9-8
1. Employees.....	9-69	9-8
a. Coverage.....	9-69	—
b. Contributions.....	9-69	9-8
2. Self-Employed Workers	9-70	—
C. Health and Disability Funds	9-71	—
D. Unemployment Insurance.....	9-71	—
E. Other Benefits.....	9-72	9-8
1. Family Allowance and Childcare Compensation	9-72	9-8
2. Fringe Benefits.....	9-73	—
3. Subsistence Benefits	9-73	—
IX. Immigration.....	9-73	9-9
A. General	9-73	9-9
B. Residence and Work Permits	9-74	—
 BULGARIA (IIA)	 10-1	 10-1
Introduction.....	10-1	10-1
A. Constitution	10-2	—
1. Form of Government.....	10-3	—
2. The Courts.....	10-3	—
B. Labor Law Reforms.....	10-4	10-1
1. Traditional Bulgarian Labor Law ...	10-4	—
2. Post-Communist Era.....	10-5	10-1
C. Sources of Labor Law	10-6	10-3
1. National Sources	10-6	10-3
2. International Sources	10-7	—
a. European Union Membership.....	10-7	—
b. International Labour Organization	10-8	—
c. Bilateral Treaties	10-9	—
D. Administration of the Labor Laws	10-9	10-3
1. Government Bodies	10-9	—
2. Administrative Sanctions Under the Labor Code	10-10	10-3

	<i>Main Volume</i>	<i>Supple- ment</i>
3. The Law on Inspection of Labor.....	10-12	—
4. Administrative Cooperation through the Internal Market Information System [New Topic]....	—	10-4
E. Resolution of Labor Disputes.....	10-12	10-5
1. Jurisdiction.....	10-12	10-6
a. Trial Courts.....	10-13	—
b. Appeals.....	10-13	10-6
c. Foreign Nationals and Bulgarian Employees Working Abroad [Substitute Text]	—	10-8
2. Procedures.....	10-15	—
3. Statute of Limitations.....	10-15	—
F. Class or Group Actions	10-16	—
G. Extraterritorial Application of Bulgarian Labor Laws	10-16	—
I. Individual Employment.....	10-17	10-8
A. Job Placement Services	10-18	—
B. Formation of the Employment Relationship.....	10-18	10-8
1. Capacity of the Employee.....	10-19	—
2. Capacity of the Employer	10-19	—
3. Job Applications.....	10-19	—
4. Form of the Employment Contract.....	10-20	10-8
5. Content of the Employment Contract.....	10-21	—
6. Time of Conclusion and Execution of the Employment Contract.....	10-23	10-9
7. Employment by Election	10-24	—
8. Employment in the State Administration	10-24	—
9. Secondment of Employees to EU Institutions	10-25	—
C. Types of Employment Contracts	10-26	10-10
1. Indefinite-Duration Contracts	10-26	—
2. Fixed-Term Contracts	10-26	10-10

Bulgaria (IIA)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
3. Transformation of Fixed-Term Contract to Indefinite-Duration Contract.....	10-28	—
4. Probationary Contracts	10-29	—
5. Employment Agreements for Work from Home	10-30	—
6. Employment Agreements for Distance Work.....	10-32	—
7. Employment Agreements with Temporary Work Agencies.....	10-38	—
8. Employment Agreements for Vocational Training and Qualification [New Topic]	—	10-11
a. Agreements for Attainment of Qualification [New Topic] ...	—	10-11
b. Agreements with Clause for On-the-Job Training [New Topic].....	—	10-12
c. Agreements with Clause for Traineeship [New Topic].....	—	10-12
d. Agreements for Vocational Training and Retraining [New Topic].....	—	10-13
D. Mutual Rights and Obligations.....	10-40	10-14
1. Rights and Obligations of Employees.....	10-40	10-14
2. Rights and Obligations of Employers	10-42	10-15
3. Work Book.....	10-45	—
E. Discipline.....	10-46	10-16
1. Internal Rules of the Enterprise	10-46	—
2. Violations of Labor Discipline.....	10-46	10-16
3. Disciplinary Penalties	10-47	—
4. Disciplinary Procedures.....	10-48	—
5. Statute of Limitations.....	10-49	—
6. Deletion of Disciplinary Penalties	10-49	—
7. Appeals	10-49	—

	<i>Main Volume</i>	<i>Supple- ment</i>
8. Financial Liability.....	10-50	—
a. Scope of Liability	10-50	—
b. Procedure for Recoupment of Damages	10-51	—
F. Termination	10-52	10-17
1. Automatic Termination	10-52	—
2. Termination by Employee With Notice.....	10-53	—
3. Termination by Employee Without Notice.....	10-53	10-17
4. Termination by Employer with Notice.....	10-55	10-18
5. Termination by Employer Without Notice [Substitute Text]	—	10-19
6. Termination of the Employment Relationship Established by an Election	10-58	—
7. Special Protections Against Termination	10-59	10-20
8. Protection Against Unlawful Dismissal.....	10-60	—
G. Privacy [Substitute Text].....	—	10-20
H. Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete	10-63	—
1. Employee Duty of Loyalty	10-63	—
2. Trade Secrets	10-64	—
3. Covenants Not to Compete	10-64	—
I. Choice of Law for Individual Employment Contracts	10-66	—
II. Collective Bargaining	10-69	10-22
A. Unions.....	10-69	10-22
1. National Employees' Unions	10-70	10-22
2. National Employers' Unions	10-70	10-22
B. The Collective Labor Contract	10-71	—
1. Subjects of Bargaining.....	10-71	—
2. Superiority of the Labor Code	10-72	—
3. Relationship to Individual Contracts.....	10-72	—
4. Parties and Representation.....	10-73	—

Bulgaria (IIA)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
5. Conclusion and Registration	10-73	—
6. Duration	10-74	—
7. Coverage	10-75	—
8. Effect of Employer Noncompliance	10-75	—
C. Dispute Settlement.....	10-76	10-23
1. National Institute of Conciliation and Arbitration	10-76	—
2. Negotiation.....	10-76	10-23
3. Arbitration.....	10-77	—
D. Industrial Actions.....	10-77	10-24
1. Strikes	10-77	10-24
2. Lockouts.....	10-80	—
E. Union Security.....	10-81	—
III. Representation by Entities Other Than Unions	10-82	10-24
A. Employee Representatives for Information and Consultation.....	10-82	10-24
B. European Works Councils	10-83	10-25
IV. Redundancy and Transfers of Undertakings	10-85	10-25
A. Collective Redundancy	10-85	—
B. Transfers of Undertakings	10-87	10-25
V. Wages, Hours, and Leave	10-89	10-26
A. Wages.....	10-89	10-26
1. Mandatory Compensation.....	10-89	—
2. Role of Trade Unions.....	10-90	—
3. Minimum Wages	10-90	10-26
4. Additional Work Remuneration	10-90	10-26
a. Overview	10-90	10-26
b. Night Work	10-92	—
c. Overtime Pay [Substitute Text].....	—	10-26
d. Holiday Pay	10-92	—
e. Additional Remuneration for Length of Service and Professional Experience	10-93	—
5. Pay Reductions.....	10-93	—
6. Methods of Computing Wages.....	10-94	—

	<i>Main Volume</i>	<i>Supple- ment</i>
7. Remuneration of State Employees [Substitute Text]	—	10-27
8. Form of Payment.....	10-96	—
9. Place and Time of Payment.....	10-96	10-28
10. Withholding of Compensation [Substitute Text].....	—	10-28
11. Tax on Employment Remuneration.....	10-97	—
12. Guaranteed Payment of Remuneration in Case of Employer Bankruptcy.....	10-99	10-29
B. Hours	10-100	10-29
1. Normal Working Time	10-100	—
2. Overtime Hours.....	10-101	10-29
3. Reduced Work Hours	10-104	10-31
4. Part-Time Work.....	10-105	—
5. Work on Particular Days of the Month.....	10-106	—
6. Stand-By Duty	10-107	—
7. Night Work.....	10-107	10-31
8. Rest Periods	10-108	—
9. Open-Ended Working Time	10-109	10-32
10. Legal Holidays	10-110	10-32
C. Leave	10-111	10-32
1. Paid Annual Leave	10-111	10-32
a. Leave Accrual.....	10-111	—
b. Extended Annual Leave.....	10-111	10-32
c. Additional Paid Annual Leave	10-112	10-33
d. Use of Annual Leave	10-112	10-33
e. Rate of Compensation	10-114	—
2. Other Types of Paid Leave	10-115	10-34
a. Temporary Disability Leave	10-117	10-35
b. Parental Leave	10-119	10-36
i. Pregnancy, childbirth, adoption, and foster care leave [amended heading]	—	10-36
ii. Nursing leave	10-120	—

Bulgaria (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
iii. Childcare leave for a child under age two.....	10-120	10-38
iv. Childcare leave for two or more children.....	10-121	—
v. Return from parental leave.....	10-121	10-38
c. Educational Leave	10-122	—
3. Unpaid Leave	10-122	10-39
a. Childcare Leave.....	10-123	10-39
i. Mothers with four or more children.....	10-123	10-39
ii. Parents with child under age eight.....	10-123	10-40
b. Employment With International Organization	10-124	—
c. Volunteer Military Reserve	10-124	—
VI. Antidiscrimination	10-125	10-40
A. Protection Against Discrimination	10-125	10-40
1. Constitution.....	10-125	—
2. Labor Code	10-125	—
3. Law on Encouragement of Employment	10-126	10-40
4. Law on Protection Against Discrimination	10-127	10-41
B. Special Protections	10-129	10-41
1. Minors.....	10-129	—
2. Women	10-130	10-41
3. Persons With Reduced Work Capacity	10-131	—
VII. Occupational Safety and Health and Workers' Compensation	10-132	10-42
A. Safety and Health Protections	10-132	10-42
1. Constitutional Protections.....	10-132	—
2. Statutes and Regulations.....	10-132	10-42
a. Provision and Use of Protective Clothing and Equipment	10-133	—
b. Production of Hazardous Materials	10-134	—

	<i>Main Volume</i>	<i>Supple- ment</i>
c. Physical Examinations and Medical Services	10-135	—
d. Monitoring Workplace Safety and Health	10-135	—
e. Recordkeeping and Reporting Requirements [Substitute Text].....	—	10-42
3. Implementation of EU Directives on Safe Working Conditions	10-136	—
B. Reassignment and Compensation of Employees Following Illness or Injury...	10-137	10-42
VIII. Pensions and Benefits [Substitute Text]	—	10-43
A. Social Security Contributions.....	10-139	10-43
B. Health Security Contributions	10-140	10-44
C. Pensions.....	10-140	10-44
D. Unemployment Benefits.....	10-141	10-45
E. Welfare Benefits	10-143	10-45
IX. Immigration [Substitute Text].....	—	10-46
A. Free Movement of Workers	—	10-48
1. Mobile Workers.....	—	10-48
2. Posted Workers	—	10-49
B. Access of Third-Country Foreign Nationals to Bulgaria’s Labor Market	—	10-51
1. General Rules.....	—	10-51
2. Single Residency and Work Permit.....	—	10-54
3. EU Blue Card Program.....	—	10-55
4. Seasonal Employment.....	—	10-57
5. Intra-Corporate Transfer	—	10-58
6. Employment of Scientific Researchers, Students, and Trainees.....	—	10-59
7. Work Permit.....	—	10-60
8. Permit for Carrying Out of Activities as a Freelancer	—	10-61
9. Exceptions to the General Requirements for Access to the Bulgarian Labor Market.....	—	10-61
C. Employment of Foreign Nationals	—	10-62

Bulgaria (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
1. Registration With National Employment Agency.....	—	10-62
2. Documentation.....	—	10-63
3. Researchers Who Have Acquired Long-Term Stay Visa	—	10-63
4. Illegal Employment of Foreign Nationals.....	—	10-65
CZECH REPUBLIC (IIA)	11-1	11-1
Introduction.....	11-1	11-1
A. Historical Development of Labor and Employment Law	11-2	11-1
B. Sources of Czech Labor Law	11-4	11-1
1. National Sources of Law.....	11-4	11-1
a. Constitution and Bill of Fundamental Rights and Freedoms	11-4	—
b. Labor Code.....	11-5	11-1
c. Other General Regulations	11-6	—
d. Specific Regulations [Substitute Text]	—	11-2
e. Exercise of Public Office.....	11-6	11-3
2. International Sources of Law.....	11-6	—
a. International Labour Organization	11-6	—
b. European Union.....	11-7	—
C. Administrative Supervision	11-7	—
D. Labor Matters and the Justice System....	11-8	—
E. Class or Group Actions.....	11-8	—
F. Choice of Law and Extraterritorial Application of Law.....	11-8	—
I. Individual Employment.....	11-9	11-3
A. Creation of Employment Relationships..	11-9	11-3
1. Employment Contract.....	11-10	11-3
a. Pre-contractual Duties.....	11-10	—
b. Required Terms	11-10	11-3
c. Other Terms.....	11-11	—
d. Trial Period (Probation).....	11-11	—

	<i>Main Volume</i>	<i>Supple- ment</i>
e. Information Duties	11-11	—
2. Appointment	11-12	—
3. Labor Contracting	11-13	—
B. Duration of Employment Relationships	11-13	11-4
C. Obligations Ensuing From an Employment Relationship	11-14	—
D. Changes in Negotiated Working Conditions.....	11-15	11-5
1. Amendments to the Employment Contract [Substitute Text]	—	11-5
2. Reassignment to a Different Type of Work	11-15	—
3. Changes in Location of Work	11-17	—
4. Business Trips	11-18	—
5. Changes at the Employee’s Request.....	11-18	—
E. Termination of Employment Relationship.....	11-18	11-5
1. Termination by Agreement	11-19	—
2. Termination by Notice	11-19	11-6
a. Delivery of Notice	11-19	11-6
b. Notice Period.....	11-20	—
c. Notice Given by the Employee.....	11-21	—
d. Notice Served by the Employer	11-21	—
i. Reasons for serving notice	11-21	—
ii. Deadlines for serving notice	11-22	—
iii. Protective periods	11-23	—
iv. Involvement of labor unions.....	11-25	—
3. Immediate Termination.....	11-25	11-6
a. Immediate Termination by the Employer	11-26	—
b. Immediate Termination by the Employee.....	11-26	—

Czech Republic (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
c. Immediate Termination by the Statutory Representative of a Minor Employee [New Topic].....	—	11-6
4. Termination During a Trial Period	—	11-7
5. Severance Pay	11-27	—
F. Privacy	11-28	—
1. Personal Data	11-29	—
2. Employee Monitoring	11-30	—
G. Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete	11-30	11-7
1. Employee Duty of Loyalty.....	11-30	—
2. Trade Secrets [Substitute Text]	—	11-7
3. Covenants Not to Compete	11-31	—
H. Choice of Law for Individual Employment Contracts	11-32	—
II. Collective Bargaining	11-34	11-8
A. Union Structure and Status	11-35	11-8
1. Historical Background	11-35	—
2. Union Organization.....	11-37	11-8
3. Employee Representation	11-37	—
B. The Bargaining Process	11-38	—
C. Collective Agreements.....	11-39	—
D. Bargaining Disputes	11-40	—
1. Mediation and Arbitration.....	11-40	—
2. Strikes	11-41	—
3. Lockouts.....	11-43	—
III. Representation by Entities Other Than Unions	11-44	11-9
A. Council of Employees	11-44	—
B. Representatives for Safety and Protection of Health at Work [Substitute Text]	—	11-9
C. Employee Representatives on the Supervisory Board.....	—	11-9
D. European Works Councils	11-45	11-10
IV. Redundancy and Transfers of Undertakings	11-45	11-10

	<i>Main Volume</i>	<i>Supple- ment</i>
A. Redundancy	11-45	11-10
1. Notice Requirements.....	11-45	—
2. Mass Layoffs.....	11-46	11-10
B. Transfers of Undertakings	11-47	11-11
V. Wages, Hours, and Leave	11-48	11-12
A. Wages.....	11-48	11-12
1. Minimum Wage.....	—	11-12
2. Overtime Work.....	11-49	—
3. Holiday Compensation	11-49	—
4. Taxes	11-50	—
5. Protection Against Employer's Insolvency	11-50	11-12
B. Hours	11-51	11-12
1. Statutory Workweek.....	11-51	11-12
a. Shortened Workweek [Substitute Text]	—	11-12
b. Workweek Distribution	11-51	—
2. Shift Work	11-52	—
3. Overtime	11-53	—
4. Night Work.....	11-53	—
5. Rest and Standby Periods	11-54	11-13
C. Leave	11-54	11-13
1. Annual Leave	11-54	11-13
2. Sick Leave.....	11-56	—
3. Maternity Leave and Parental Leave.....	11-56	—
4. Military Training.....	11-57	—
5. Election to Public Office.....	11-57	—
VI. Antidiscrimination	11-57	11-14
A. Women.....	11-59	11-14
B. Juveniles	11-60	—
C. Disabled Employees	11-60	11-14
VII. Occupational Safety and Health and Workers' Compensation	11-61	11-15
A. Occupational Safety and Health	11-61	—
B. Workers' Compensation	11-62	11-15
VIII. Pensions and Benefits	11-62	11-15
A. Pensions	11-63	11-15

Czech Republic (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
B. Sickness Benefits	11-64	11-16
1. Sickness Benefits	11-64	11-16
2. Family Care Benefits	11-65	—
3. Pregnancy Compensation.....	11-65	11-17
4. Maternity Benefits	11-66	—
C. Unemployment Benefits.....	11-66	11-18
IX. Immigration [Substitute Text].....	—	11-18
 DENMARK (IIA)	 12-1	 12-1
Introduction.....	12-1	12-1
A. Basic Makeup of the Government	12-1	12-1
B. Characteristics of Danish Labor and Employment Law	12-2	—
1. Hierarchy of Domestic Law.....	12-2	—
2. Legislation.....	12-3	—
3. Collective Agreements	12-3	—
C. Coverage of Danish Labor and Employment Law	12-3	—
1. Employment Work Agreements	12-3	—
2. Public and Private Employees.....	12-4	—
D. International Aspects of Danish Labor and Employment Law	12-4	—
E. Dispute Resolution Procedures.....	12-5	12-2
1. The Courts.....	12-5	12-2
2. Arbitration.....	12-6	—
3. Interest Disputes	12-6	—
4. Sanctions and Remedies	12-6	—
F. Class or Group Actions.....	12-7	12-2
G. Extraterritorial Application of Danish Labor and Employment Laws.....	12-8	—
I. Individual Employment.....	12-9	12-4
A. Scope of Regulation	12-9	—
B. Employee Categories.....	12-10	—
1. White-Collar Employees.....	12-10	—
2. Blue-Collar Employees.....	12-10	—
3. General Managers/Managing Directors.....	12-11	—
C. Employee Selection	12-11	—

	<i>Main Volume</i>	<i>Supple- ment</i>
D. Substance of the Individual		
Employment Agreement.....	12-11	—
1. Mandatory Contract Terms	12-12	—
2. Duration of Employment	12-13	—
a. Indefinite Period	12-13	—
b. Fixed-Term Employment.....	12-13	—
E. Employee Dismissal	12-14	12-4
1. Cause for Dismissal	12-14	—
2. Procedural Requirements	12-15	—
3. Substantial Change of Employment Terms.....	12-15	—
4. Notice Periods.....	12-16	—
a. White-Collar Employees	12-16	—
b. Blue-Collar Employees	12-16	—
5. Employee Claims for Unfair Dismissal.....	12-17	—
6. Severance Compensation	12-18	12-4
F. Privacy	12-19	12-4
1. Danish Data Protection Act.....	12-19	—
2. Transfers of Personal Data to Countries Outside the EEA	12-21	12-4
3. Use of Health Data.....	12-22	—
G. Employee Duty of Loyalty, Trade Secrets, Restrictive Covenants.....	12-23	12-5
1. Duty of Loyalty and Trade Secrets	12-23	12-5
2. Restrictive Employment Clauses [Amended Heading]	12-24	12-6
II. Collective Bargaining	12-27	12-9
A. Employer Prerogatives.....	12-28	—
B. Special Protections	12-28	—
1. Shop Stewards.....	12-28	—
2. Discrimination Based on Membership or Nonmembership in a Union	12-29	—
C. Dispute Resolution	12-29	—
III. Representation by Entities Other Than Unions	12-30	12-10

Denmark (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
A. Works Councils.....	12-30	—
1. Agreement on Cooperation and Cooperation Committees	12-30	—
2. Act on Information and Consultation of Employees.....	12-31	—
3. The SE Act.....	12-32	—
B. European Cooperation Committee	12-34	—
C. Employee Representation on Company Board of Directors and Supervisory Board	12-34	12-10
1. Conditions for Employee Representation	12-35	—
2. Election Committee	12-36	—
3. The Yes/No Vote.....	12-37	—
4. Election of Representatives and Substitutes.....	12-37	—
5. Voting Procedures	12-38	—
a. Voting Rights and Eligibility....	12-38	—
b. Dates.....	12-39	—
c. Voting Lists and Ballots	12-39	—
d. Uncontested Election.....	12-40	—
e. Announcement of Result and Registration	12-40	—
f. Re-election and Resignation....	12-41	—
g. Costs.....	12-41	—
6. Legal Rights of Employee Representatives on the Board.....	12-41	—
IV. Redundancy and Transfers of Undertakings	12-42	12-10
A. Redundancy	12-42	12-10
B. Transfers of Undertakings	12-43	12-11
C. Insolvency.....	12-45	—
V. Wages, Hours, and Leave	12-45	12-12
A. Wages.....	12-45	—
B. Hours	12-46	—
1. Working Hours and Overtime	12-46	—
2. Part-Time Work.....	12-46	—
3. Rest Periods	12-47	—
4. Special Regulations.....	12-47	—

	<i>Main Volume</i>	<i>Supple- ment</i>
C. Leave	12-47	12-12
1. Annual Leave—Holidays.....	12-47	12-12
2. Sick Leave	12-48	12-12
a. Employee Illness	12-48	12-12
b. Family Illness	12-49	—
3. Maternity, Paternity, and Parental Leave.....	12-50	12-13
a. Leave Entitlement.....	12-50	12-13
b. The Maternity Pay Equalization Program.....	12-50	12-13
VI. Antidiscrimination	12-51	12-13
A. Discrimination Based on Sex	12-51	12-13
1. Equal Treatment with Regard to Employment.....	12-51	12-13
2. Equal Pay	12-51	12-14
B. Discrimination Based on Other Protected Factors	12-52	12-14
VII. Occupational Safety and Health and Workers' Compensation	12-53	12-16
A. Occupational Safety and Health	12-53	12-16
1. Framework	12-53	—
2. Responsibilities of the Employer....	12-54	12-16
3. Safety Representatives	12-54	12-16
4. Smoking	12-55	—
B. Workers' Compensation	12-55	12-16
VIII. Pensions and Benefits	12-56	12-17
A. Pensions.....	12-56	12-17
1. Old-Age Pension	12-56	12-17
2. The Labor Market Supplemental Pension	12-57	12-18
3. Employer Pension Plans	12-57	—
B. Stock Options	12-58	—
1. Stock Options Governed by the Danish Act on Exercise of Options or Subscription Rights for Stocks ...	12-58	—
2. Stock Options Not Governed by the Danish Act on Exercise of Options or Subscription Rights for Stocks	12-59	—

Denmark (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
IX. Immigration.....	—	12-18
A. Citizens of the Nordic Countries [Substitute Text]	—	12-18
B. EU/EEA Citizens.....	12-60	—
C. Foreign Nationals	12-60	12-18
1. The Positive List [Substitute Text]	—	12-18
2. The Pay Limit Scheme [Amended Heading].....	—	12-19
3. The Fast-track Scheme [Amended Heading] [Substitute Text].....	—	12-19
D. Stationing.....	12-61	12-20
GREECE (IIA)	13-1	13-1
Introduction.....	13-1	13-1
A. Sources of Greek Labor Law	13-3	13-1
1. National Sources	13-3	13-1
a. Constitutional Rules	13-3	—
b. Labor Laws	13-3	13-1
c. Government Regulation.....	13-6	—
d. Labor Custom	13-6	—
2. Contractual Sources	13-6	—
3. European Sources of Labor Law.....	13-6	—
a. European Union Requirements.....	13-6	—
b. European Convention on Human	13-6	—
Rights	13-7	—
4. International Sources	13-7	—
B. Administration and Enforcement of the Labor Laws	13-8	13-2
C. Class or Group Actions.....	13-8	—
D. Extraterritorial Application of Greek Law	13-9	—
I. Individual Employment.....	13-11	13-3
A. Categories of Employees.....	13-11	13-3
1. White-Collar vs. Blue-Collar Employees [Substitute Text]	—	13-3

	<i>Main Volume</i>	<i>Supple- ment</i>
2. Managers [Substitute Text]	—	13-3
3. Under-Age Workers [Substitute Text]	—	13-4
B. Types of Work Relationships [Substitute Text]	—	13-4
C. Characteristics of Employment Contracts	13-12	13-5
1. General Conditions	13-12	13-5
2. Conditions Precedent to Certain Contracts	13-13	13-5
a. Qualification Requirements	13-13	—
b. Health Certification [Substitute Text]	—	13-5
c. Successful Completion of Examination [Substitute Text]	—	13-6
3. Contract Terms [Substitute Text]	—	13-6
4. Contract Duration [Substitute Text]	—	13-7
a. Contract of Unlimited Duration	—	13-7
b. Fixed-Term Contract [Amended Heading]	—	13-7
D. Specific Types of Contracts [Substitute Text]	—	13-8
1. Probationary Period [Amended Topic] [Substitute Text]	—	13-8
2. Part-Time Employment [Substitute Text]	—	13-8
3. Employee Lending Contract	—	13-9
a. Genuine Lending Contract [Substitute Text]	—	—
b. Non-Genuine Lending Contract [Substitute Text]	—	13-9
E. Termination of Employment [Substitute Text]	—	13-10
1. Termination of a Contract of Unlimited Duration	—	13-11
a. Dismissal Without Cause	—	13-11

Greece (IIA)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
i. Termination with notice...	—	13-11
ii. Termination without notice	—	13-12
iii. Full severance pay	—	13-12
b. Dismissal for Cause.....	—	13-13
c. Constructive Dismissal.....	—	13-14
d. Restrictions on Dismissals	—	13-14
i. Collective dismissals	—	13-14
ii. Special categories of employees	—	13-14
e. Resignation by the Employee...	—	13-15
2. Termination of a Fixed-Term Contract.....	—	13-15
a. Term of the Contract.....	—	13-15
b. Renewal	—	13-15
c. Termination for Cause	—	13-16
d. Termination by the Employee.....	—	13-16
3. Employer’s Additional Obligations When an Employee Is Terminated	—	13-16
a. Reporting	—	13-17
b. Work Leave	—	13-17
c. Work Certificate	—	13-17
4. Withholding Work.....	—	13-17
F. Privacy	13-24	13-18
G. Employees’ Duty of Loyalty, Trade Secrets, Covenants Not to Compete	13-25	—
1. Duty of Loyalty.....	13-25	—
2. Trade Secrets.....	13-25	—
3. Covenants Not to Compete	13-25	—
H. Choice of Law for Individual Employment Contracts	13-25	—
II. Collective Bargaining	13-28	13-18
A. Union Membership and Organization ...	13-28	13-18
1. Employees’ Collective Rights.....	13-28	—
a. Exceptions to the Right to Unionize	13-28	—

	<i>Main Volume</i>	<i>Supple- ment</i>
b. Employees' Right to Participate in Different Unions	13-28	—
c. Protection From Employer Interference.....	13-29	—
2. Procedures for Establishment and Dissolution of a Union.....	13-29	—
a. Establishment	13-29	—
b. Dissolution	13-29	—
3. Categories of Unions [Substitute Text]	—	13-18
B. Collective Bargaining	13-30	13-18
1. The Bargaining Process	13-31	—
2. Third Party Dispute Resolution	13-31	—
C. Collective Bargaining Agreements	13-32	—
1. Types of Agreements.....	13-32	—
2. The “Most Favorable Rule” Principle	13-33	—
D. Strikes and Other Industrial Actions	13-34	—
E. Union Security.....	13-34	13-19
1. Union Representation of Nonmembers.....	13-34	—
2. Protection of Union Officers [Substitute Text].....	—	13-19
F. Union Access to the Courts	13-35	—
III. Representation by Entities Other Than Unions	13-36	13-20
A. Work Councils	13-36	—
B. Health and Safety Representatives and Health and Safety Committees [Amended Heading] [Substitute Text]....	—	13-20
IV. Redundancies and Transfers of Undertakings	13-37	13-22
A. Redundancies.....	13-37	13-22
1. Collective Dismissals [Substitute Text].....	—	13-22
2. Suspension for Business Reasons...	13-38	—
B. Transfers of Undertakings	13-38	—

Greece (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
1. Scope of the Law	13-38	—
2. Information and Consultation	13-39	—
3. Liabilities	13-40	—
V. Wages, Hours, and Leave	13-41	13-23
A. Wages.....	13-41	13-23
1. Minimum Wage	13-41	13-23
2. Overwork and Overtime [Amended Heading] [Substitute Text]	—	13-24
3. Night Work.....	13-43	—
4. Christmas—Easter—Holiday Allowances [Amended Heading] [Substitute Text].....	—	13-25
5. Compensation for Work on Sunday [New Topic]	—	13-25
6. Public Sector Employees [New Topic]	—	13-25
B. Hours	13-43	13-26
1. Maximum Working Periods [Substitute Text].....	—	13-26
2. Overwork—Overtime [Amended Heading] [Substitute Text].....	—	13-26
3. Night Work.....	13-44	—
4. Work on Sunday.....	13-44	—
5. Breaks and Rest Periods	13-45	—
C. Leave	13-45	13-27
1. Public Holidays [Substitute Text] ...	—	13-27
2. Annual Leave	13-45	—
3. Sickness and Disability Leave [Substitute Text].....	—	13-27
4. Maternity Leave and Reduced Working Hours [Amended Heading] [Substitute Text].....	—	13-28
5. Paternity Leave [New Topic]	—	13-29
6. Parental Leave [Renumbered Heading] [Substitute Text].....	—	13-29
7. Marriage Leave [New Topic]	—	13-30

	<i>Main Volume</i>	<i>Supple- ment</i>
8. Trade Union Officer Leaves [Amended Heading] [Renumbered Heading] [Substitute Text].....	—	13-30
9. Death of Close Relative Leave [New Topic].....	—	13-30
10. Study Leave [New Topic]	—	13-31
11. Election Leave [New Topic]	—	13-31
12. Unpaid Leave [New Topic].....	—	13-31
VI. Antidiscrimination	13-47	13-32
A. Constitution	13-47	—
B. Antidiscrimination Legislation.....	13-48	13-32
C. Employment of the Disabled and Others With Special Needs.....	13-48	—
VII. Occupational Safety and Health and Workers' Compensation	13-49	—
A. Occupational Safety and Health	13-49	—
B. Workers' Compensation	13-49	—
VIII. Pensions and Benefits [Substitute Text]	—	13-33
IX. Immigration [Substitute Text].....	—	13-35
HUNGARY (IIA)	14-1	14-1
Introduction.....	14-1	14-1
A. Government Structure.....	14-1	—
B. Sources of Labor Law	14-2	—
1. Domestic Sources	14-2	—
a. Fundamental Statute of Hungary	14-2	—
b. National Legislation	14-3	—
i. Labor Code	14-3	—
ii. Civil Code.....	14-4	—
2. International Sources	14-4	—
C. Employment Rights and Obligations.....	14-5	14-1
1. General Obligations of the employers.....	14-5	—
2. General Obligations of Employees.....	14-6	—
3. Employees' Obligation to Obey Instructions.....	14-6	—

Hungary (IIA)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
4. Proper Exercise of Rights	14-7	—
5. Protection of the Employer’s Business Secrets.....	14-7	—
6. Protection of the Employer’s Business Interests.....	14-7	—
7. Protection of Personal Rights [Substitute Text].....	—	14-1
8. Principle of Equal Treatment	14-8	—
D. Administration of the Labor Laws	14-8	—
1. Major Administrative Bodies	14-8	—
a. Ministry for National Economy.....	14-8	—
b. National Labor Office.....	14-9	—
2. National Economic and Social Council.....	14-9	—
E. Dispute Resolution	14-10	—
1. Legal Disputes	14-10	—
2. Collective Labor Disputes.....	14-11	—
F. Extraterritorial Application of Law	14-12	—
1. Application of Hungarian Law to Foreign Employers.....	14-12	—
2. Conflicts of Laws.....	14-12	—
I. Individual Employment.....	14-15	—
A. The Employment Relationship.....	14-15	—
B. The Employment Contract	14-16	—
1. Legal Capacity	14-17	—
2. Obligatory Contract Terms	14-17	—
3. Term of the Contract	14-19	—
4. Trial Period	14-20	—
5. Base Wage.....	14-20	—
6. Amendment.....	14-20	—
7. Comparison to Assignment Agreements	14-22	—
C. Leased Employees.....	14-22	—
1. Relationship Between the Placement Agency and the User Enterprise	14-23	—
2. Relationship Between the Placement Agency and the Employee	14-24	—

	<i>Main Volume</i>	<i>Supple- ment</i>
D. Public Employees	14-25	—
1. Act on Public Employees.....	14-25	—
2. Act on Public Service Officers.....	14-27	—
E. Cessation and Termination of Employment	14-29	—
1. Cessation of Employment.....	14-30	—
2. Termination of Employment.....	14-31	—
a. General Rules	14-31	—
b. Notice	14-31	—
i. Justification	14-31	—
ii. Notice period	14-32	—
iii. Exemption from work.....	14-33	—
c.. Termination Without Notice.....	14-33	—
d. Termination of Fixed-Term Relationship.....	14-35	—
e. Procedure for Termination (Cessation) of an Employment Relationship	14-35	—
f. Unlawful Termination and Its Legal Consequences.....	14-36	—
i. Termination by the employer	14-36	—
ii. Termination by the employee.....	14-36	—
3. Severance Pay	14-37	—
F. Liability for Damages Caused in Connection With Employment	14-38	—
1. Employee Liability	14-38	—
a. Breach of Employment Obligations	14-38	—
b. Property Loss or Damage.....	14-39	—
c. Inventory Liability.....	14-39	—
2. Employer Liability.....	14-41	—
G. Privacy.....	14-42	—
H. Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete	14-42	—
1. Employee Duty of Loyalty.....	14-42	—
2. Trade Secrets.....	14-43	—
3. Covenants Not to Compete	14-43	—

Hungary (IIA)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
II. Collective Bargaining	14-44	14-2
A. Trade Unions	14-44	—
1. The Right of Association	14-44	—
2. Establishment of a Trade Union.....	14-44	—
B. The Collective Bargaining Agreement ...	14-45	—
1. Parties.....	14-45	—
2. Duration	14-46	—
3. Scope.....	14-46	—
4. Termination of Collective Agreements	14-46	—
C. Settlement of Collective Labor Disputes	14-47	14-2
1. Judicial Claims.....	14-47	14-2
2. Conciliation Committee.....	14-48	—
D. Strikes	14-48	—
1. Lawful Strikes.....	14-48	—
2. Unlawful Strikes	14-49	—
3. The Rights of Strikers	14-50	—
E. Union Security.....	14-50	—
1. Trade Union Membership.....	14-50	—
2. Trade Union Rights.....	14-51	—
3. Benefits of Union Officers and Members	14-51	—
III. Representation by Entities Other Than Trade Unions.....	14-52	—
A. Election of the Works Council.....	14-52	—
B. Operation of the Works Council.....	14-54	—
C. Cessation of the Council and Its Members.....	14-55	—
D. Central Works Councils and Corporate- Level Works Councils.....	14-57	—
IV. Redundancy and Transfers of Undertakings.	14-57	—
A. Redundancy	14-57	—
1. Government Employment Agency	14-58	—
2. Procedures for Collective Redundancy.....	14-59	—
B. Transfers of Undertakings	14-60	—
1. Notice Requirements.....	14-60	—

	<i>Main Volume</i>	<i>Supple- ment</i>
2. Employer Liability	14-61	—
3. Employee’s Right to Terminate Employment.....	14-62	—
V. Wages, Hours, and Leave	14-62	14-2
A. Remuneration for Work	14-62	14-2
1. Types of Remuneration	14-64	14-2
a. Base Wage [Substitute Text].....	—	14-2
b. Minimum Wage	14-64	—
c. Absentee Pay	14-64	14-3
d. Wage Supplements	14-65	—
e. Other Employer Support	14-67	—
f. Employee Expenses.....	14-68	—
2. Salary Payment	14-68	—
3. Deductions	14-70	—
B. Working Hours and Time Off.....	14-71	—
1. Working Hours.....	14-71	—
2. Night Work.....	14-71	—
3. Overtime Work.....	14-71	—
4. On-Call and Stand-by Duty	14-73	—
5. Working Time Banking.....	14-74	—
6. Time Off.....	14-74	—
a. Breaks.....	14-74	—
b. Daily Rest Period	14-75	—
c. Weekly Rest Time	14-75	—
d. Work on Sundays.....	14-76	—
e. Public Holidays	14-77	—
C. Leave	14-78	14-4
1. Basic Annual Leave	14-78	—
2. Supplementary Leave.....	14-80	—
3. Sick Leave.....	14-80	—
4. Conditional Leaves	14-80	14-4
a. Maternity Leave	14-81	—
b. Paternity Leave	14-81	—
c. Nursing Leave	14-81	—
d. Childcare Leave.....	14-82	—
e. Health Problems [New Topic].....	—	14-4
D. Employer Recordkeeping	14-82	—
VI. Antidiscrimination	14-82	—

Hungary (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
A. Prohibition of Discrimination, Principal of Equal Treatment.....	14-82	—
1. Domestic Law, European Community Law	14-82	—
2. The New York Treaty	14-86	—
B. Regulations on the Employment of Women, Young Persons, Persons of Changed Working Abilities, and Men	14-87	—
1. Women	14-87	—
a. Transfer	14-87	—
b. Night Work	14-88	—
c. Overtime.....	14-88	—
2. Young Persons.....	14-88	—
a. Night Work and Overtime	14-88	—
b. Supplementary Leave	14-89	—
c. Time-Off.....	14-89	—
3. Persons With Changed Working Abilities.....	14-89	—
4. Men	14-89	—
5. Enforcement.....	14-90	—
C. Employees With Disabilities	14-91	—
VII. Occupational Safety and Health and Workers’ Compensation	14-92	—
A. Occupational Safety and Health	14-92	—
1. Labor Conditions	14-92	—
2. Employer Obligations	14-93	—
3. Employee Rights and Obligations.....	14-94	—
4. Labor Safety Supervision and Enforcement.....	14-96	—
a. Labor Safety Regulations	14-96	—
b. Safety Representatives.....	14-97	—
c. Labor Safety Committee	14-98	—
d. Labor Safety Enforcement	14-98	—
B. Workers’ Compensation	14-99	—
VIII. Pensions and Benefits	14-100	—
A. Social Security Benefits	14-100	—
1. Retirement Pensions	14-100	—

	<i>Main Volume</i>	<i>Supple- ment</i>
a. Social Security Pension.....	14-100	—
i. Old-age pension.....	14-100	—
ii. Disability pension.....	14-101	—
iii. Accident-related disability pension.....	14-102	—
b. Retirement Benefits for Dependants	14-102	—
2. Health Insurance Benefits	14-102	—
a. In-Kind Services Provided by the Health Insurance Fund.....	14-102	—
b. Health Insurance Benefits Paid in Cash.....	14-103	—
3. Accident-Related Benefits	14-103	—
4. Social Security Contributions	14-104	—
5. Employer Recordkeeping.....	14-104	—
a. Requirements.....	14-104	—
b. Leased Employees.....	14-105	—
c. Electronic Filing.....	14-106	—
B. Unemployment Benefits.....	14-106	—
1. Benefits	14-106	—
2. Contribution	14-106	—
C. Rehabilitation Contribution	14-107	—
IX. Immigration.....	14-107	—
A. Governing Law	14-107	—
B. Work Permits	14-107	—
1. Persons From Third Countries	14-107	—
a. Individual Permit.....	14-108	—
b. General Group Permit	14-113	—
2. Persons with the Right of Free Movement and Residence	14-113	—
C. Visas	14-113	—
IRELAND (IIA)	15-1	15-1
Introduction.....	15-1	15-1
A. Political System.....	15-1	—
B. General Sources of Labor and Employment Law	15-2	—
1. Constitutional Rights	15-2	—

Ireland (IIA)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
2. Common Law Principles and Statutes.....	15-3	—
3. International Sources	15-3	—
C. Administration of the Labor and Employment Laws.....	15-5	—
D. Dispute Resolution System.....	15-5	15-1
1. Courts [Substitute Text]	—	15-1
2. Tribunals and Industrial Relations Bodies	15-7	15-2
a. Labour Relations Commission	15-7	15-3
b. Rights Commissioner Service.....	15-8	15-3
c. Labour Court [Substitute Text]	—	15-3
d. Employment Appeals Tribunal	15-9	15-4
e. Personal Injuries Board [Substitute Text]	—	15-5
f. National Employment Rights Authority	15-12	15-7
3. Appeals	15-13	15-7
E. Class or Group Actions.....	15-14	—
F. Extraterritorial Application of Irish Law	15-14	—
I. Individual Employment.....	15-15	15-8
A. Employment Status.....	15-15	—
B. Individual Employment Contracts	15-16	—
1. Terms and Conditions	15-16	—
a. Formalities.....	15-16	—
b. Implied Terms.....	15-18	—
c. Contract Changes	15-18	—
2. Incorporation of Terms in a Collective Agreement.....	15-19	—
C. Employee Dismissal	15-21	15-8
1. Notice Periods.....	15-21	15-8
a. Employer Notice.....	15-22	15-8
b. Employee Notice	15-22	—

	<i>Main Volume</i>	<i>Supple- ment</i>
c. Exceptions to Notice Requirement	15-23	—
2. Wrongful and Unfair Dismissal	15-24	15-8
a. Wrongful Dismissal	15-25	—
b. Interlocutory Injunctions	15-26	—
c. Unfair Dismissal	15-29	15-9
D. Atypical Workers	15-32	15-9
1. Young Persons	15-32	15-9
a. Children	15-32	15-9
b. Young Persons	15-33	—
2. Part-Time Workers	15-33	15-9
3. Agency Workers	15-37	15-10
a. Employment Agencies	15-37	—
b. Protection of Employees (Temporary Agency Work) Act, 2012	15-38	—
c. Unfair Dismissal	15-39	—
d. Payment of Wages	15-40	—
e. Maternity Protection [Substitute Text]	—	15-10
f. Additional Employer Obligations	15-41	—
g. Statement of Terms and Conditions	15-42	—
4. Fixed-Term Workers	15-42	15-10
E. Privacy	15-44	—
1. Sources	15-44	—
a. Fundamental Rights	15-44	—
b. The Constitution	15-45	—
c. Data Protection	15-46	—
F. Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete	15-49	—
1. Employee Duty of Loyalty	15-49	—
2. Trade Secrets	15-50	—
3. Covenants Not to Compete	15-53	—
a. Common Law	15-53	—
b. Competition Act, 2002	15-54	—
G. Choice of Law for Individual Employment Contracts	15-56	—

Ireland (IIA)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
II. Collective Bargaining	15-59	15-11
A. Introduction	15-59	—
B. Union Recognition.....	15-61	15-11
C. Inter-Union Disputes and Recognition	15-65	—
D. Union Membership	15-66	15-11
1. Waiver	15-67	—
2. Public Sector Employees	15-67	15-11
3. Employer Knowledge of Union Membership	15-68	—
4. Protection Against Discrimination Based on Trade Union Membership and Activities	15-68	15-12
E. Level of Bargaining	15-70	15-12
F. Collective Agreements.....	15-72	15-12
1. Legal Effect.....	15-72	15-12
2. Registered Employment Agreements [Amended Heading] ...	—	15-13
3. Duration of a Collective Agreement.....	15-76	15-14
G. Strikes and Other Industrial Action	15-77	—
1. Strikes	15-77	—
2. Lockouts.....	15-78	—
3. Picketing	15-79	—
4. Handbilling	15-81	—
5. Slowdowns and Sit-ins	15-82	—
6. Secondary Action.....	15-83	—
H. Third Party Resolution of Disputes	15-84	—
I. Union Security.....	15-87	—
1. Employees’ Right Not to Belong to a Union.....	15-87	—
2. Union Membership Fees.....	15-89	—
3. Obligation to Represent Non- Members	15-90	—
4. Union Rights in the Workplace.....	15-90	—
III. Representation by Entities Other Than Unions	15-91	—
A. Employees (Provision of Information and Consultation) Act, 2006.....	15-91	—

	<i>Main Volume</i>	<i>Supple- ment</i>
B. European Works Council.....	15-95	—
IV. Redundancy and Transfers of Undertakings.....	15-96	15-15
A. Redundancy.....	15-96	15-15
1. Termination by Reason of Redundancy.....	15-96	15-15
a. Fair Selection.....	15-97	—
b. Redundancy Procedure.....	15-99	—
c. Collective Redundancies	15-99	—
i. Notice to employee representatives	15-100	—
ii. Notice to Minister for Jobs, Enterprise, and Innovation	15-102	—
d. Exceptional Redundancies	15-103	15-15
e. Union Agreement	15-106	—
f. Consultation With European Works Council.....	15-107	—
2. Redundancy Payments.....	15-107	15-15
a. Statutory Redundancy Payments	15-107	15-15
b. Ex Gratia Termination Payments [Substitute Text].....	—	15-16
B. Transfers of Undertakings	15-112	—
1. Application.....	15-112	—
2. Information and Consultation Obligations.....	15-114	—
3. Transferor Notice of Employee Rights and Obligations.....	15-115	—
4. Collective Agreements and Employee Representation	15-116	—
5. Agreement to Limit or Waive Application of the Regulations	15-117	—
6. Liability	15-117	—
V. Wages, Hours, and Leave	15-118	15-18
A. Wages.....	15-118	15-18
1. Minimum Wage.....	15-118	—
2. Payment of Wages.....	15-120	15-18

Ireland (IIA)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
a. Definition of Wages.....	15-121	—
b. Modes or Methods of Payment.....	15-121	—
c. Right to a Written Statement [Substitute Text]	—	15-18
d. Deductions From Wages.....	15-122	—
i. Allowable deductions	15-122	—
ii. Deductions and payments outside the application of the PWA.....	15-123	—
iii. Redress and complaints procedure	15-124	—
B. Taxes (Including Social Insurance)	15-124	15-18
1. Residence and Domicile	15-124	—
a. Residence	15-124	—
b. Domicile	15-125	—
c. Ordinarily Resident	15-125	—
2. Taxation of Income and Capital and the Remittance Basis of Taxation.....	15-125	15-18
a. Irish Source Income and the Remittance to Ireland	15-125	15-18
b. Income Tax Rates and Credits [Substitute Text]	—	15-20
c. Capital Gains	15-130	—
d. Remittances of Capital	15-130	—
3. Income Tax and Social Insurance Deductions	15-131	15-22
a. Pay-as-You-Earn System.....	15-131	15-22
i. Employer obligations.....	15-131	—
ii. Determination of tax credits and standard rate cut-off point	15-132	—
iii. Employees working under foreign employment contracts	15-132	—
iv. Employees on temporary assignment [substitute text].....	15-132	15-22

	<i>Main Volume</i>	<i>Supple- ment</i>
v. Taxable pay	15-133	—
vi. Emergency card procedure	15-133	—
b. Pay-Related Social Insurance	15-133	15-22
c. P35 End-of-Year Return	15-135	—
4. Domicile Levy	15-135	15-23
5. Tax Payment.....	15-136	—
a. Preliminary Payment	15-136	—
b. Filing of Returns.....	15-137	—
C. Hours	15-137	15-24
1. Rest Periods	15-138	15-24
2. Sunday Work.....	15-139	—
3. Weekly Working Hours.....	15-139	—
4. Night Time Working Hours.....	15-140	—
5. Prohibition on Double Employment.....	15-140	—
6. Children and Young Persons	15-141	—
7. Exemptions	15-141	15-24
8. Notice of Working Hours	15-142	—
9. Recordkeeping	15-143	15-25
10. Employee Complaints	15-144	—
D. Leave	15-144	15-25
1. Annual Leave	15-144	—
2. Public Holidays.....	15-146	—
3. Maternity and Adoptive Leave.....	15-147	15-25
a. Maternity Leave	15-147	15-25
b. Adoptive Leave.....	15-148	15-26
4. Parental Leave	15-149	15-27
5. Force Majeure Leave	15-152	—
6. Health and Safety Leave	15-153	—
7. Carer's Leave	15-154	15-27
8. Paternity Leave [New Topic]	—	15-28
VI. Antidiscrimination	15-155	15-28
A. Background.....	15-155	15-28
1. Early EU Framework	15-155	—
2. 1977 Employment Equality Act.....	15-156	—

Ireland (IIA)—contd.

*Main
Volume* *Supple-
ment*

3.	Employment Equality Acts, 1998–2015 [Amended Heading] [Substitute Text].....	—	15-28
B.	Non-Gender Discrimination	15-159	15-31
1.	Family Status	15-160	—
2.	Sexual Orientation	15-160	—
3.	Age.....	15-160	15-31
4.	Disability.....	15-161	15-32
5.	Race	15-163	—
6.	Status.....	15-165	15-33
C.	Direct and Indirect Discrimination.....	15-166	15-33
1.	Direct Discrimination	15-166	—
2.	Indirect Discrimination [Substitute Text].....	—	15-33
D.	Affirmative Action.....	15-169	—
E.	Harassment	15-169	15-35
F.	Enforcement and Remedies [Substitute Text]	—	15-35
VII.	Occupational Safety and Health and Workers' Compensation	15-174	15-36
A.	Occupational Safety and Health	15-174	—
1.	Introduction.....	15-174	—
2.	Common Law Principles.....	15-175	—
3.	Safety Legislation	15-177	—
a.	General Employer Duties	15-177	—
b.	Employee Duties	15-177	—
c.	Safety Statement	15-178	—
d.	Consultation and Safety Representatives.....	15-179	—
e.	Health and Safety Authority	15-180	—
4.	Safety Regulations	15-180	—
5.	Workplace Bullying	15-181	—
6.	Smoking Regulations	15-181	—
B.	Workers' Compensation	15-182	15-36
VIII.	Pensions and Benefits	15-182	15-36
A.	Introduction	15-182	—
B.	Types of Pension Plans.....	15-183	—
C.	Overview of Governing Law and Legislation	15-184	15-36

	<i>Main Volume</i>	<i>Supple- ment</i>
D. Applicable Statutes and Regulations	15-185	15-37
1. The Pensions Act	15-185	15-37
a. Part I: Preliminary and General (Section 1-7A)	15-185	—
b. Part II: Establishment of the Pensions Authority (previously, Pensions Board) [Amended Heading]	—	15-37
c. Part III: Preservation of Benefits and Minimum Value of Contributory Retirement Benefits	15-187	15-37
d. Part IV: The Funding Standard [Substitute Text]	—	15-38
e. Part V: Disclosure of Information	15-192	—
f. Part VI: Trustees of Plans	15-195	—
g. Part VIA: Registered Administrators	15-197	—
h. Part VII: Equal Pension Treatment in Occupational Benefit Schemes	15-198	—
i. Part VIII: Compulsory and Voluntary Reporting to the Pensions Board	15-199	—
j. Part IX: Miscellaneous Applications to the High Court	15-200	—
k. Part X: Personal Retirement Savings Accounts	15-201	15-43
l. Part XI: The Pensions Ombudsman	15-202	15-44
m. Part XII: Cross-Border Plans [Substitute Text]	—	15-44
n. Other Statutes Related to Pensions [New Topic with Renumbered Subtopics]	—	—

Ireland (IIA)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
(1) Social Welfare and Pensions Act, 2009	15-205	—
(2) Social Welfare and Pensions Act, 2010	15-206	—
(3) Social Welfare and Pensions Act, 2011	15-207	—
(4) Social Welfare and Pensions Act, 2012	15-207	—
(5) Social Welfare and Pensions (Miscellaneous Provisions) Act, 2013	15-208	—
(6) Finance Act, 2011 ...	15-208	—
(7) Finance (No. 2) Act, 2011 [Substitute Text]	15-209	—
(8) The Finance Act, 2012	15-210	—
(9) The Finance Act, 2013	15-210	—
(10) The Taxes Consolidation Act, 1997 [Substitute Text]	—	—
(11) The Family Law Act, 1995	15-212	—
(12) The Family Law (Divorce) Act, 1996	15-213	—
(13) The Civil Partnership and Certain Rights and Obligations of Cohabitants Act, 2010	15-213	—

	<i>Main Volume</i>	<i>Supple- ment</i>
(14) Social Welfare and Pensions Act, 2013 [New Topic]	—	—
(15) Social Welfare and Pensions (No. 2) Act, 2013 [New Topic]	—	—
(16) Finance (No. 2) Act, 2013 [New Topic] ...	—	—
2. Other Statutes Related to Pensions [New Topic]	—	15-46
a. Taxes Consolidation Act, 1997	—	15-46
b. Social Welfare and Pensions Act, 2009	—	15-48
c. Social Welfare and Pensions Act, 2010	—	15-49
d. Social Welfare and Pensions Act, 2011	—	15-50
e. Social Welfare and Pensions Act, 2012	—	15-50
f. Social Welfare and Pensions Act, 2013	—	15-51
g. Social Welfare and Pensions (No. 2) Act, 2013	—	15-51
h. Social Welfare and Pensions (Miscellaneous Provisions) Act, 2013	—	15-52
i. Social Welfare and Pensions Act, 2015	—	15-52
j. Finance Act, 2011	—	15-52
k. Finance (No. 2) Act, 2011	—	15-53
l. Finance Act, 2012	—	15-54
m. Finance Act, 2013	—	15-54
n. Finance (No. 2) Act, 2013	—	15-55
o. Finance Act, 2014	—	15-55
p. Finance Act, 2016	—	15-56
q. Family Law Act, 1995	—	15-56

Ireland (IIA)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
r. Family Law (Divorce) Act, 1996	—	15-56
s. Civil Partnership and Certain Rights and Obligations of Cohabitants Act, 2010	—	15-57
E. Health and Disability Funds	15-214	15-57
1. Private Health Insurance [Substitute Text]	—	15-57
2. Sick Pay and Disability Benefits [Substitute Text]	—	15-57
3. Death Benefits	15-215	—
F. Other Employee Benefit Arrangements	15-216	15-58
1. Share Option Plans	15-216	15-58
2. Approved Profit-Sharing Plans	15-218	—
3. Employee Share Ownership Trust	15-219	—
4. Save-As-You-Earn Plans	15-219	—
5. Convertible Securities [Substitute Text]	—	15-59
6. Share Subscription Plans	15-221	—
7. Restricted Shares	15-221	—
8. Forfeitable Shares [Substitute Text]	—	15-60
9. Reporting and Payroll Obligations [Substitute Text]	—	15-60
G. Securities Regulation [Substitute Text]	—	15-61
IX. Immigration	15-224	15-62
A. Entry to Ireland	15-224	15-62
B. Employment Permits	15-226	15-63
1. Types of Employment Permits	15-226	15-63
a. Critical Skills Employment Permit (previously Green Card) [Amended Heading]	—	15-63
b. General Employment Permit (previously, Work Permit) [Amended Heading]	15-227	15-64

	<i>Main Volume</i>	<i>Supple- ment</i>
c. Intra-Company Transfer Program	15-228	15-65
d. Dependent/Partner/Spouse Employment Permit (previously, Spousal/Dependant Permit) [Amended Heading]	—	15-65
e. Reactivation Employment Permit [New Topic]	—	15-66
f. Contract for Services Employment Permit [New Topic]	—	15-66
g. Exchange Agreement Employment Permit [New Topic]	—	15-66
h. Sports and Cultural Employment Permit [New Topic]	—	15-66
i. Internship Employment Permit [New Topic]	—	15-67
2. Denial of an Employment Permit [Substitute Text]	—	15-67
3. Renewal of an Employment Permit [Substitute Text]	—	15-68
4. Employment Permit Exceptions [Substitute Text]	—	15-68
5. Third-Level Graduate System [Substitute Text]	—	15-69
6. Enforcement	15-233	15-70
7. Employment Permits (Amendment) Bill 2014 [New Topic]	—	—
C. Workers Posted Abroad	15-234	—
D. Business Permission [Substitute Text]	—	—
THE NETHERLANDS (IIA)	16-1	16-1
Introduction	16-1	16-1
A. History, Population, and Government	16-1	16-1
B. Separation of the Legislative, Executive, and Judicial Powers	16-2	—

Netherlands (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
1. Legislative Powers	16-2	—
2. Executive Powers	16-3	—
3. Judicial Powers	16-4	—
C. General Sources of Labor and Employment Law	16-4	16-2
1. Statutes.....	16-4	16-2
a. Book 7, Title 10 of the Civil Code	16-4	16-2
b. Books 3 and 6 of the Civil Code [Amended Heading].....	16-5	16-2
c. Collective Labor Agreements...	16-5	—
d. The Works Councils Act.....	16-5	—
e. The Minimum Wage and Minimum Holiday Allowance Act	16-5	—
f. The Working Time Act	16-5	—
g. The Occupational Safety and Health Act.....	16-6	—
h. Pension Act [New Topic].....	—	16-2
i. Equal Treatment Legislation [New Topic].....	—	16-2
2. Case Law	16-6	—
3. Treaties.....	16-6	16-3
a. European Convention for the Protection of Human Rights and Fundamental Freedoms (<i>EVRM</i>).....	16-6	—
b. Treaty of Rome of 1957	16-7	—
c. The European Social Charter ...	16-7	—
d. The Maastricht Treaty of 1993	16-8	—
e. International Labour Organization Conventions	16-8	16-3
4. Case Law of the Court of Justice of the European Union.....	16-9	—
D. Scope of Labor and Employment Law ...	16-9	—
E. The Inspectorate SZW [Amended Heading] [Substitute Text].....	—	16-3

	<i>Main Volume</i>	<i>Supple- ment</i>
F. Structure of the Judicial System for Labor and Employment Law	16-10	16-4
1. Jurisdiction	16-10	16-4
a. Exclusive Jurisdiction.....	16-10	—
b. Venue	16-11	16-4
2. The Government Financial Legal Aid System	16-11	16-4
G. Structure of the Third Party Dispute Resolution System for Labor and Employment Law	16-12	—
1. Arbitration.....	16-12	—
2. Enforceable Mediation.....	16-12	—
H. Class or Group Actions.....	16-12	—
1. In General	16-12	—
2. Labor and Employment Law	16-13	—
I. Extraterritorial Application of Dutch Labor and Employment Laws.....	16-14	—
I. Individual Employment.....	16-15	16-4
A. Individual Employment Agreements	16-15	16-4
1. Historical Background	16-16	16-4
2. Substance of the Individual Employment Agreement	16-18	16-5
a. Statutory Regulation of Individual Employment Agreements [Substitute Text].....	—	16-5
b. Definition [Substitute Text]	—	16-5
c. Formation [Substitute Text].....	—	16-6
d. Duration/Definite-Term Agreements [Amended Heading] [Substitute Text]	—	16-8
i. Rules limiting the use of employment agreements for a definite term	—	16-8
ii. Exceptions	—	16-9
iii. Confirmation obligation with respect to (dis)continuation of a definite-term employment agreement.....	—	16-10

Netherlands (IIA)—contd.

*Main
Volume* *Supple-
ment*

e.	Collective Bargaining Agreements.....	16-21	—
f.	Probationary Period [New Topic].....	—	16-11
g.	Unilateral Changes Clause [New Topic].....	—	16-12
B.	Contingent Employment Arrangements	16-21	16-12
1.	Temporary Workers [Substitute Text].....	16-22	16-12
2.	On-Call Workers	16-22	—
3.	Agreement for the Provision of Services [Amended Heading] [Substitute Text].....	—	16-13
a.	Standard Agreements or Custom Contracts	—	16-14
b.	Contractor or Employee	—	16-15
c.	Risks of Using a Contractor in an Employee Role	—	16-17
d.	Liability	—	16-19
C.	Termination of Employment [Substitute Text]	—	16-19
1.	Mutual Agreement	—	16-20
2.	Death of the Employee	—	16-21
3.	Employee Resignation	—	16-21
4.	Unilateral Termination by the Employer.....	—	16-22
a.	Prohibitions Against Termination	—	16-22
b.	Termination after Permission from the Employee Insurance Agency	—	16-25
5.	Dissolution by the District Court Cantonal Section.....	—	16-27
a.	Dissolution of Employment Agreement at the Request of Employer.....	—	16-27

	<i>Main Volume</i>	<i>Supple- ment</i>
b. Dissolution of Employment Agreement at the Request of Employee	—	16-28
c. Breach of Contract	—	16-29
d. Appeal	—	16-29
6. Notice Periods for Termination.....	—	16-30
7. Termination for Urgent Cause	—	16-31
8. Irregular Termination	—	16-32
9. Seriously Culpable Conduct or Negligence	—	16-33
10. Severance Payments.....	—	16-33
11. Transitional Compensation	—	16-34
a. Calculation	—	16-35
b. Deductibility of Transition and Employability Costs	—	16-36
c. No Entitlement	—	16-37
12. Equitable Compensation.....	—	16-38
D. Privacy [Substitute Text].....	—	16-39
1. Rules to Protect the Privacy of Data of Employees.....	—	16-39
2. Processing of Personal Data	—	16-40
3. PDPA Exemption Decree.....	—	16-42
4. Processing of Special Personal Data.....	—	16-44
5. International Transfers	—	16-45
6. Enforcement of the Personal Data Protection Act.....	—	16-47
a. Notification to Data Processing Authority	—	16-47
b. Security Breaches.....	—	16-47
c. Administrative Sanctions.....	—	16-49
d. Criminal Sanctions	—	16-49
e. Damage Claims From a Data Subject.....	—	16-50
E. Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete	16-35	16-50
1. Employee Duty of Loyalty.....	16-35	16-50

Netherlands (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
a. Duty to Act as a Good Employee.....	16-35	—
b. Whistleblowing	16-35	16-50
2. Trade Secrets	16-36	—
3. Covenants Not to Compete [Substitute Text]	—	16-51
F. Choice of Law for Individual Employment Contracts	16-38	16-53
II. Collective Bargaining	16-41	16-53
A. Historical Background.....	16-41	—
B. Trade Unions and Employers’ Associations.....	16-41	—
1. Unions.....	16-41	—
2. Employers’ Associations.....	16-42	—
3. Advisory Organizations Consisting of Employees and Employers	16-42	—
C. Union Recognition Process	16-43	—
D. Collective Bargaining Process.....	16-43	—
E. Collective Bargaining Agreements.....	16-44	—
1. Effect.....	16-44	—
2. Scope.....	16-45	—
a. Situations When a Collective Bargaining Agreement Applies to an Individual Employment Agreement	16-45	—
i. Mutual agreement.....	16-45	—
ii. Employer and employee are both members of parties to the collective bargaining agreement	16-45	—
iii. Employer is a member of a contracting party to the agreement but employee is not.....	16-45	—
iv. The collective bargaining agreement is declared generally binding	16-46	—

	<i>Main Volume</i>	<i>Supple- ment</i>
b. Collective Bargaining		
Agreement Terms	16-46	—
i. Compulsory provisions....	16-46	—
ii. Diagonal provisions.....	16-47	—
iii. Normative provisions.....	16-47	—
c. Conflicts Between Terms in Collective Bargaining Agreements and Individual Employment Agreements	16-47	—
3. Duration	16-48	—
F. Strikes and Other Industrial Actions.....	16-48	16-53
1. Strikes	16-48	16-53
a. The Right to Strike [Substitute Text]	—	16-53
b. Types of Strikes	16-49	—
2. Work-to-Rule or Slow-Down Actions	16-50	—
3. Employer Lockouts.....	16-50	—
4. Disciplinary Sanctions	16-50	—
G. Governmental and Third-Party Resolution of Disputes	16-50	—
H. Union Security.....	16-51	—
III. Representation by Entities Other Than Unions	16-51	16-56
A. Historical Background	16-51	—
B. Establishment of a Works Council	16-52	—
1. Companies With 50 Employees or More.....	16-52	—
2. Companies With 10-49 Employees.....	16-54	—
3. Companies With Fewer Than 10 Employees.....	16-54	—
C. Works Council Powers	16-54	16-56
1. Companies with 50 Employees or More.....	16-54	16-56
a. Deliberation and Initiative Rights	16-54	—
b. Consultation Rights	16-55	—

Netherlands (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
c. Co-Determination Rights	16-56	16-56
d. Information Rights	16-56	—
2. Companies With 10-49 Employees.....	16-57	—
a. Meeting With Employees (<i>Personeelsvergadering</i>).....	16-57	—
b. An Employee Representative Body (<i>Personeelsvertegen- woordiging</i>)	16-58	—
3. Companies with Fewer Than 10 Employees.....	16-58	—
D. Procedures for Resolving Disputes Between the Works Council and the Employer	16-59	16-56
1. Violations of the Works Councils Act [Substitute Text].....	—	16-56
2. Company Fails to Ask Works Council for Advice.....	16-59	—
3. Company Fails to Ask Works Council for Permission	16-59	—
4. Works Council Fails to Grant Permission to the Company	16-60	—
E. Relationship Between Unions and Works Councils.....	16-60	—
F. European Works Council.....	16-60	—
IV. Redundancy and Transfers of Undertakings	16-61	16-57
A. Redundancy	16-61	16-57
1. Layoffs	16-61	16-57
a. Individual Terminations for Economic Reasons	16-61	16-57
i. <i>UWV</i> [Substitute Text].....	—	16-57
ii. District court, cantonal section [substitute text]	—	16-58
b. Mass Layoffs (also referred to as Collective Dismissals).....	16-62	16-58
i. Obligation to notify union	16-63	—

	<i>Main Volume</i>	<i>Supple- ment</i>
ii. Obligation to report to <i>UWV</i>	16-63	—
iii. Obligation to seek advice of works council	16-64	—
2. Severance Payments [Substitute Text]	—	16-59
a. Individual Termination	16-64	16-59
i. Compensation for termination due to redundancy [amended heading]	—	16-59
ii. Compensation for manifestly unreasonable termination [substitute text]	—	16-60
b. Mass Layoffs (also referred to as Collective Dismissals)	16-66	16-60
i. Social plan	16-66	—
ii. Compensation for terminations due to redundancy	16-66	16-60
iii. Compensation for manifestly unreasonable termination	16-67	16-60
B. Transfers of Undertakings	16-67	16-61
1. EU Directive on Transfers of Undertakings	16-67	—
2. National Laws Regarding Business Transfers	16-67	16-61
a. Book 7, Title 10 of Civil Code	16-67	16-61
b. The Works Councils Act	16-69	—
c. Merger Code [Amended Heading]	16-69	16-62
V. Wages, Hours, and Leave	16-69	16-63
A. Wages	16-69	16-63
1. Minimum Wages	16-70	16-63

Netherlands (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
2. Holiday Allowance [Substitute Text].....	—	16-64
3. Enforcement Mechanism	16-71	16-64
B. Hours	16-71	16-64
1. Working Hours [Substitute Text] ...	—	16-66
a. Standard Working Hours	—	16-66
b. Adjustments to Working Hours	—	16-67
c. Rest Periods.....	—	16-69
2. Night Work (Between 0.00 am- 06.00 am)	16-72	—
3. Overtime	16-73	—
4. Special Rules.....	16-73	—
a. Children and Youthful Employees	16-73	—
b. Pregnant Women and Recent Mothers.....	16-73	—
5. Enforcement Mechanism	16-74	16-70
C. Leave	16-74	16-70
1. Paid Leave.....	16-74	16-70
a. Vacation.....	16-74	—
b. Public Holidays	16-75	16-70
c. Sick Leave	16-76	16-70
d. Pregnancy and Childbirth [Substitute Text]	—	16-71
e. Works Council Membership [Substitute Text]	—	16-71
f. Adoption and Fostering [Substitute Text]	—	16-72
g. Family Medical Leave	16-78	—
h. Short-Term Care Leave, Emergencies, and Other Short-Term Leave [New Topic].....	—	16-72
2. Unpaid Leave	16-79	16-73
a. Parental Leave [Substitute Text].....	—	16-73
b. Political Leave.....	16-79	—

	<i>Main Volume</i>	<i>Supple- ment</i>
c. Long-Term Care Leave [Substitute Text]	—	16-74
VI. Antidiscrimination	16-80	16-74
A. Sources of Antidiscrimination Law	16-80	16-74
1. Constitution.....	16-80	—
2. Statutory Provisions.....	16-80	16-74
a. Act on Equal Treatment of Men and Women of 1980	16-80	—
b. Equal Treatment Act of 1994 ...	16-81	16-74
c. Book 7, Title 10 of the Civil Code	16-82	16-75
i. Articles 646 and 681 [amended heading]	—	16-75
ii. Article 648 [substitute text]	—	16-75
iii. Article 649 [substitute text]	—	16-76
d. Act on Equal Treatment Based on a Disability or Chronic Illness [Substitute Text].....	—	16-76
e. Collective Labor Agreement Act	16-83	—
f. Act on Equal Treatment Based on Age [Substitute Text].....	—	16-77
B. Protected Groups	16-84	16-78
1. Gender.....	16-84	—
2. Family Status	16-84	—
3. Religion.....	16-85	—
4. Race or National Origin.....	16-85	—
5. Sexual Orientation	16-85	—
6. Working Hours [Substitute Text] ...	—	16-78
7. Disability.....	16-86	16-78
8. Sexual Harassment.....	16-86	16-79
9. Age.....	16-86	16-79
C. Enforcement Mechanisms	16-87	16-80
VII. Occupational Safety and Health and Workers' Compensation	16-88	—
A. Occupational Safety and Health	16-88	—

Netherlands (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
1. Historical Background	16-88	—
2. Summary of Main Legal Provisions	16-89	—
3. Enforcement Mechanisms.....	16-89	—
B. Workers’ Compensation	16-90	—
1. Historical Background	16-90	—
2. Summary of Main Legal Provisions	16-90	—
a. Economic Damages.....	16-90	—
b. Tort Damages	16-90	—
3. Enforcement Mechanisms.....	16-91	—
VIII. Pensions and Benefits	16-91	16-80
A. Social Security.....	16-91	16-80
1. Employee Insurance Programs	16-92	—
2. National Insurance Programs.....	16-92	16-80
3. Social Benefits Provisions	16-93	—
B. Pensions [Substitute Text]	—	16-81
1. State Old-Age Pensions	—	16-81
2. Supplementary Pensions.....	—	16-83
a. Types of Supplementary Pensions.....	—	16-83
i. Mandatory pension fund participation or occupational pensions	—	16-83
ii. Other private pensions	—	16-84
b. Level of Supplementary Pensions.....	—	16-84
3. Individual Pension Plan	—	16-85
C. Benefits.....	16-97	16-86
1. Employees’ Insurance Programs	16-97	16-86
a. Short-Term Sickness Benefits.....	16-97	16-86
b. Disability Benefits.....	16-98	—
c. Unemployment Benefits.....	16-98	—
2. Social Benefits	16-99	—
a. Social Minimum Benefits.....	16-99	—
b. Supplementary Allowances	16-100	—
IX. Immigration [Substitute Text].....	—	16-86
A. National Immigration Laws.....	—	16-86

	<i>Main Volume</i>	<i>Supple- ment</i>
1. Historical Background	—	16-86
2. Foreign Nationals Employment Act of 1995	—	16-87
3. Standard Procedure for Obtaining Single Work and Residence Permit	—	16-87
4. Exemption for Highly-Skilled Migrants	—	16-89
5. EU Blue Card	—	16-90
6. Intra-Corporate Transfers of Non-European Personnel	—	16-91
7. Posted Workers	—	16-92
8. Permanent Long-Term Residents....	—	16-93
B. International Law.....	—	16-94
1. Treaty of Rome of 1957.....	—	16-94
2. EU Free Movement of Workers Regulation.....	—	16-94
POLAND (IIA)	17-1	17-1
Introduction.....	17-1	17-1
A. Polish Labor Law	17-2	—
B. Sources of Labor Law	17-4	—
1. National Sources	17-4	—
a. The Constitution.....	17-4	—
b. Legislation	17-4	—
i. The Labor Code.....	17-4	—
ii. Other labor acts and regulations	17-6	—
iii. Collective arrangements applying to the employment relationship .	17-7	—
2. EU and Other International Sources.....	17-8	—
C. Administration.....	17-8	—
1. <i>PIP</i>	17-9	—
2. Voluntary Labor Inspection.....	17-9	—
3. Public Employment Services	17-10	—
D. Dispute Resolution	17-10	—

Poland (IIA)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
1. Conciliation Committees	17-10	—
2. Labor Courts	17-11	—
3. Mediation	17-14	—
4. Arbitration.....	17-15	—
E. Class or Group Actions.....	17-15	—
F. Choice of Law and Extraterritorial Application of Polish Labor and Employment Law	17-15	17-1
1. Choice of Law Rules Under the Rome Convention and the Rome I Regulation.....	17-16	—
2. Posted Workers Directive.....	17-18	17-1
3. Act on International Private Law	17-19	—
I. Individual Employment.....	17-20	17-2
A. Employment Relationship	17-20	—
B. Employment Contracts	17-20	17-2
1. Employment Contract for an Indefinite Period.....	17-21	—
2. Employment Contract for a Definite Period.....	17-22	17-3
a. In General.....	17-22	—
b. Replacement Contracts.....	17-23	—
3. Employment Contract for the Time of Performance of a Specified Task.....	17-23	17-3
4. Employment Contract for a Trial Period.....	17-24	—
5. Distance Work Contracts	17-24	—
C. Termination of Employment Contracts.....	17-25	17-4
1. Termination by Mutual Agreement.....	17-25	—
2. Termination by Notice	17-26	17-4
a. Contracts for an Indefinite Period	17-26	—
b. Other Types of Employment Contracts	17-27	17-4

	<i>Main Volume</i>	<i>Supple- ment</i>
3. Termination Without Notice	17-28	—
D. Protection Against Termination of the Employment Contract.....	17-29	—
1. Prohibitions.....	17-29	—
2. Employee Rights in Case of Unjustified Termination	17-30	—
E. Privacy	17-31	—
F. Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete	17-33	—
1. Employee Duty of Loyalty	17-33	—
2. Trade Secrets	17-34	—
3. Covenants Not to Compete	17-34	—
II. Collective Bargaining	17-35	—
A. Union Rights.....	17-35	—
B. Collective Bargaining	17-37	—
1. Claim Submission and Negotiation.....	17-37	—
2. Mediation.....	17-38	—
3. Arbitration.....	17-38	—
C. Strikes	17-38	—
D. Union Security.....	17-40	—
III. Representation by Entities Other Than Unions	17-40	—
A. The Staff Delegate (<i>Przedstawiciel Załogi</i>)	17-40	—
B. Work Safety and Hygiene Service (<i>Służba Bezpieczeństwa i Higieny Pracy</i>)	17-41	—
C. Work Safety and Hygiene Commission (<i>Komisja Bezpieczeństwa i Higieny Pracy</i>)	17-41	—
D. Works Council (<i>Rada Pracowników</i>)	17-41	—
E. European Works Council (<i>Europejska Rada Zakładowa</i>)	17-42	—
IV. Redundancy and Transfers of Undertakings	17-43	—
A. Redundancy	17-43	—
1. Collective Dismissals.....	17-43	—

Poland (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
2. Procedure for Collective Dismissals	17-44	—
3. Severance Pay	17-46	—
B. Transfers of Undertakings	17-46	—
1. Effects on Individual Contract Relationships	17-47	—
2. Effects on Collective Agreements...	17-48	—
V. Wages, Hours, and Leave	17-49	17-4
A. Wages.....	17-49	17-4
1. General Rules for Remuneration	17-49	17-4
2. Protection of Remuneration	17-50	—
3. Overtime Pay	17-50	—
4. Pay for Work on Sundays and Official Holidays.....	17-51	—
5. Pay for Night Work	17-52	—
B. Hours	17-52	17-5
1. Working Time	17-52	17-5
2. Overtime	17-53	—
3. Work on Sundays and Official Holidays	17-53	17-6
4. Night Work.....	17-54	—
5. Rest Time	17-55	—
C. Leave	17-55	17-6
1. Vacation Leave.....	17-55	—
2. Maternity, Parental, Paternity, and Adoption Leave.....	17-57	17-6
a. Maternity Leave	17-57	17-6
b. Additional Maternity Leave	17-58	17-8
c. Parental Leave	17-59	17-8
d. Paternity Leave.....	17-59	17-8
e. Adoption Leave	17-59	—
f. Employee Protections.....	17-60	—
3. Childcare Leave	17-60	17-8
4. Educational Leave	17-62	—
5. Other Leaves of Absence	17-63	—
6. Unpaid Leave	17-63	—
VI. Antidiscrimination	17-64	17-9

	<i>Main Volume</i>	<i>Supple- ment</i>
A. Introduction	17-64	—
1. Equal Treatment.....	17-64	—
2. Mobbing.....	17-66	—
B. Age	17-67	—
1. Minors.....	17-67	—
2. Retired Workers	17-68	—
C. Gender and Pregnancy.....	17-68	17-9
D. Disability	17-70	—
VII. Occupational Safety and Health.....	17-71	—
A. Employer’s Duties	17-72	—
B. Employee’s Duties.....	17-73	—
C. Accidents at Work and Occupational Diseases.....	17-73	—
1. Covered Accidents and Diseases	17-73	—
2. Employer Liability.....	17-74	—
3. Indemnity.....	17-75	—
D. Supervision and Enforcement.....	17-75	—
1. State Labor Inspection (<i>Państwowa Inspekcja Pracy</i> or <i>PIP</i>).....	17-75	—
2. Voluntary Labor Inspection.....	17-76	—
3. Work Safety and Hygiene Service and Commission	17-76	—
VIII. Pensions and Benefits	17-77	17-9
A. Pension System.....	17-78	17-9
1. First Pillar	17-78	—
2. Second Pillar [Substitute Text]	—	17-9
3. Third Pillar.....	17-79	—
4. Work on Sundays and Official Holidays [New Topic].....	—	—
B. Social Insurance Benefits and Allowances	17-80	17-10
1. General.....	17-80	—
2. Benefits and Allowances.....	17-81	17-10
a. Sickness and Maternity Benefits [Substitute Text].....	—	17-10
b. Pension Benefits.....	17-83	—

Poland (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
c. Benefits in Case of Accidents at Work and Occupational Diseases	17-85	—
C. Other Allowances	17-86	17-12
D. Company's Social Assistance Fund.....	17-87	17-13
IX. Immigration.....	17-88	17-13
A. Work Permits	17-89	17-13
1. EU Citizens	17-89	—
2. Non-EU Citizens.....	17-90	17-13
B. Visas and Residence Permits	17-91	—
1. Non-EU Citizens.....	17-91	—
2. EU Citizens	17-93	—
 PORTUGAL (IIA)	 18-1	 18-1
Introduction.....	18-1	—
A. The Portuguese Political System.....	18-1	—
B. Sources of Labor Law	18-3	—
1. National Sources	18-3	—
a. General Sources.....	18-3	—
b. Specific Sources	18-4	—
2. European Union Law	18-5	—
3. International Law	18-8	—
C. Employer and Employee Participation in the Drafting of Labor Legislation.....	18-10	—
D. Public Bodies with Labor Jurisdiction ...	18-10	—
1. Ministry of Economy and Employment and Ministry of Solidarity and Social Security.....	18-10	—
2. Authority for Working Conditions.....	18-13	—
3. Directorate General for Employment and Labor Relations ..	18-13	—
4. Directorate General for Social Security	18-13	—
5. Employment and Vocational Training Institute.....	18-13	—
6. Social Security Institute	18-14	—
7. National Institute for Rehabilitation.....	18-14	—

	<i>Main Volume</i>	<i>Supple- ment</i>
8. Committee for Equality in Employment and in the Workplace	18-14	—
9. Economic and Social Council.....	18-14	—
10. Permanent Social Dialogue Committee.....	18-15	—
E. Labor Courts.....	18-15	—
F. Class or Group Actions.....	18-16	—
G. Extraterritorial Application of Labor and Employment Laws	18-17	—
I. Individual Employment.....	18-20	18-1
A. Individual Contract of Employment	18-20	18-1
1. Background.....	18-20	—
2. Main Legal Instruments Regulating Individual Employment Contracts	18-20	—
3. Types of Employment Contracts Governed by Separate Legislation.....	18-21	—
4. Employment Contract Presumption	18-21	18-1
5. Combatting Modern Forms of Forced Labor [New Topic].....	—	18-2
B. Statutory Regulation of Hiring	18-22	—
C. Contract Formation: Substantive Terms of the Individual Employment Contract	18-23	18-3
1. Presumption of Term	18-23	18-3
a. Fixed and Short-Term Contracts	18-23	18-3
b. Very Short Duration and Intermittent Employment Contracts	18-24	—
2. Incorporation of Terms	18-24	—
3. Contract Formalities.....	18-25	—
4. Probationary Periods.....	18-26	—
5. Notice Periods.....	18-28	—
a. Notice of Termination	18-28	—

Portugal (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
i. Termination during the probationary period.....	18-28	—
ii. Termination by the employer without cause	18-28	—
iii. Termination by the employee with cause.....	18-28	—
iv. Termination by the employee without cause...	18-28	—
v. Expiration of a fixed or short-term contract.....	18-29	—
vi. Termination of a fixed- or short-term contract by the employee.....	18-29	—
vii. Employee revocation of a notice to terminate	18-29	—
b. Other Notice Periods	18-29	—
i. Absences.....	18-30	—
ii. Change of workplace	18-30	—
iii. Non-retirement agreements.....	18-30	—
D. Change of Workplace	18-30	—
E. Employee Dismissal	18-31	18-4
1. Dismissal for Cause	18-31	—
2. Dismissal Procedures.....	18-32	18-4
3. Employee Appeals	18-33	—
4. Special Protections Against Dismissal for Cause	18-36	—
F. Severance Pay.....	18-37	—
G. Privacy	18-38	—
H. Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete	18-40	18-5
1. Duty of Loyalty	18-40	18-5
2. Trade Secrets.....	18-40	—
3. Covenants Not to Compete	18-41	—
I. Choice of Law for Individual Employment Contracts	18-41	—

	<i>Main Volume</i>	<i>Supple- ment</i>
II. Collective Bargaining	18-43	18-5
A. Labor and Management Associations....	18-43	—
1. Trade Union Associations	18-43	—
2. Employers' Associations.....	18-45	—
B. Trade Union Independence.....	18-45	—
C. Trade Union Membership.....	18-45	—
D. Trade Union Organization	18-46	—
1. Internal Governance.....	18-46	—
2. Membership Dues	18-47	—
E. Information and Consultation.....	18-47	—
F. Collective Bargaining	18-48	—
G. Collective Agreements.....	18-49	18-5
1. Formalities	18-49	—
2. Scope.....	18-49	—
a. Nature of Signatory	18-49	—
b. Application to Nonunion Members.....	18-50	—
c. Withdrawal from a Signatory Body	18-50	—
d. Transfer of a Business or Part of a Business.....	18-50	—
e. Joinder Agreements	18-50	—
3. Publication and Entry into Force ...	18-51	—
4. Content.....	18-51	—
5. Conflicts Between Collective Instruments.....	18-52	—
6. Duration	18-53	18-5
7. Effect of Collective Bargaining Agreements on Individual Employment Contracts	18-55	—
H. Collective Regulations.....	18-55	—
1. Extension Regulations	18-55	—
2. Minimum Standards Regulations....	18-56	—
3. Publication	18-56	—
I. Third-Party Dispute Resolution.....	18-57	—
1. Conciliation	18-57	—
2. Mediation	18-57	—

Portugal (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
3. Arbitration.....	18-58	—
a. Voluntary Arbitration.....	18-58	—
b. Compulsory Arbitration	18-59	—
J. Industrial Actions.....	18-60	—
1. Strikes	18-60	—
2. Lockouts.....	18-61	—
K. Union Security.....	18-62	—
1. Right to Conduct Business Within the Company	18-62	—
2. Rights of Trade Union Representatives	18-62	—
3. Special Protections for Trade Union Representatives	18-63	—
4. Rights of Trade Union Board Members	18-64	—
III. Representation by Entities Other Than Unions	18-65	—
A. Workers’ Committees and Subcommittees	18-65	—
1. Creation.....	18-65	—
2. Composition.....	18-66	—
3. Rights	18-67	—
4. Time Off.....	18-70	—
5. Workers’ Meetings.....	18-70	—
6. Support for Workers’ Committees	18-71	—
7. Protection for Workers’ Representatives	18-71	—
B. European Works Councils	18-71	—
1. Scope.....	18-71	—
2. Choice of Law	18-72	—
3. Negotiations	18-73	—
4. Creation.....	18-74	—
5. Composition.....	18-74	—
6. Rights	18-75	—
7. Protection for EWC Representatives	18-75	—
IV. Redundancy and Transfers of Undertakings	18-76	18-7

	<i>Main Volume</i>	<i>Supple- ment</i>
A. Collective Redundancy	18-76	18-7
1. Definition and General Requirements	18-76	—
2. The Collective Redundancy Process	18-77	—
a. Initial Communication.....	18-77	—
b. Information and Consultation...	18-78	—
c. Communicating the Redundancy Decision	18-79	—
3. Redundancy Pay [Substitute Text].....	—	18-7
4. Unfair Redundancy	18-81	—
B. Transfers of Undertakings	18-81	—
1. Continuity of Employment	18-81	—
2. Formalities	18-82	—
V. Wages, Hours, and Leave	18-83	18-10
A. Wages.....	18-83	18-10
1. Minimum Wage.....	18-83	18-10
2. Seniority Bonus.....	18-84	—
3. Overtime Pay	18-84	18-10
4. Vacation Bonus	18-84	—
5. Taxes	18-85	—
B. Hours	18-85	—
1. Restrictions on Working Time	18-85	—
a. Force Majeure	18-86	—
b. Additional Hours as Determined by Collective Agreements.....	18-86	—
c. Adaptability by Contract	18-86	—
d. Exemption from the Work Schedule	18-87	—
2. Night Work	18-88	—
a. Pregnant Women and Postnatal and Breastfeeding Mothers.....	18-89	—
b. Underage Workers	18-89	—
c. Disabled or Chronically Ill Workers	18-90	—
3. Daily Rest Periods	18-90	—

Portugal (IIA)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
4. Weekly Rest Period	18-90	—
a. Compulsory Weekly Rest Period	18-90	—
b. Additional Weekly Rest Day	18-91	—
C. Leave	18-91	18-11
1. Annual Leave (Vacation)	18-91	—
a. Vacation Entitlement	18-91	—
b. Acquiring the Right to Annual Leave	18-91	—
c. Amount of Annual Leave	18-91	—
d. Vacation Entitlement for Contracts of Less Than Six Months’ Duration	18-91	—
2. Holidays	18-92	18-11
a. Compulsory Public Holidays ...	18-92	18-11
b. Optional Public Holidays	18-92	—
3. Pregnancy, Childbirth, and Family Leave	18-92	18-12
a. Special Pregnancy Leave.....	18-93	—
b. Maternity Leave	18-93	—
c. Time Off for Doctors’ Appointments and Feeding.....	18-94	—
d. Paternity Leave	18-94	18-12
e. Adoption Leave	18-95	—
f. Parental Leave	18-95	—
i. Childcare	18-95	—
ii. Accident or illness	18-96	—
iii. Chronic illness or disability	18-96	—
g. Other Effects of Pregnancy, Childbirth, or Family-Related Leave	18-97	—
4. Military Service Leave.....	18-98	—
VI. Antidiscrimination	18-98	—
A. Sources of Protection	18-98	—
1. International Sources	18-98	—
2. European Union Law	18-99	—
3. The Constitution of the Republic of Portugal.....	18-100	—

	<i>Main Volume</i>	<i>Supple- ment</i>
4. The Labor Code	18-100	—
B. Protected Groups	18-101	—
1. Sex Discrimination.....	18-101	—
2. Discrimination Against Workers with Reduced Working Capacity, Disabilities, or Chronic Illness.....	18-102	—
3. Discrimination on the Basis of Race or National Origin.....	18-103	—
VII. Occupational Safety and Health and Workers' Compensation	18-104	18-12
A. Occupational Health, Hygiene, and Safety	18-104	18-12
1. General Principles	18-104	—
2. General Employer Obligations	18-105	18-12
3. Protection of Genetic Status	18-107	—
4. General Employee Obligations	18-107	—
5. Workers' Representatives	18-108	—
a. Election of Workers' Representatives.....	18-108	—
b. Occupational Safety, Hygiene, and Health Committees	18-108	—
c. Training Workers' Representatives.....	18-108	—
d. Protection for Workers' Representatives	18-109	—
6. Information and Consultation	18-109	—
7. Training Employees	18-112	—
8. Occupational Safety, Hygiene, and Health Services	18-112	—
a. Organization	18-112	—
b. Operation	18-114	—
c. Company Doctor	18-115	—
9. Inquiries and Inspections	18-116	—
B. Workers' Compensation for Occupational Accidents and Diseases	18-116	—
1. The Occupational Accident.....	18-116	—
a. Definitions	18-116	—
b. Beneficiaries.....	18-117	—

Portugal (IIA)—contd.

*Main
Volume* *Supple-
ment*

c.	Foreign Nationals and Portuguese Employees Working Abroad	18-117	—
d.	Compensable Injuries	18-118	—
e.	Exceptions to Employer Liability	18-119	—
f.	Employee Pay Deductions for Accident-Related Expenses	18-120	—
g.	Third-Party Liability	18-120	—
h.	Aggravated Liability	18-121	—
i.	Compensation	18-121	—
j.	Insurance	18-121	—
k.	Occupational Accidents Fund... ..	18-122	—
l.	Providing an Occupation for, and Rehabilitating, Disabled Employees	18-123	—
2.	Occupational Disease	18-123	—
a.	The Applicable Law	18-123	—
b.	List of Occupational Diseases	18-124	—
c.	Compensation	18-124	—
VIII.	Pensions and Benefits	18-124	—
A.	Social Security	18-124	—
1.	The Constitutional Right	18-124	—
2.	The Social Security System	18-125	—
a.	Social Protection of the Citizenship System	18-125	—
b.	Provident System	18-126	—
c.	Complementary System	18-126	—
3.	Registering for Social Security	18-127	—
a.	Employers	18-127	—
b.	Employees	18-127	—
4.	Contributions	18-127	—
5.	Income Provided by the Public Social Security System	18-130	—
a.	Maternity, Paternity, and Adoption Benefits	18-130	—

	<i>Main Volume</i>	<i>Supple- ment</i>
b. Family Expenses	18-130	—
i. Children and young persons' benefits	18-130	—
ii. Funeral allowance	18-131	—
c. Family Protection Benefits	18-131	—
i. Disability-related increase in children's and young persons' benefits	18-132	—
ii. Special school allowance	18-132	—
iii. Lifelong monthly allowance	18-133	—
iv. Third-person assistance allowance	18-133	—
d. Unemployment Benefits	18-134	—
i. Eligibility	18-134	—
ii. Categories of protective measures	18-135	—
iii. Unemployment payments	18-135	—
(a) Basic unemployment benefit payments	18-136	—
(b) Social unemployment benefit payments	18-138	—
(c) Partial unemployment benefit payments	18-139	—
iv. Termination of unemployment payments	18-139	—
e. Illness Benefits	18-140	—
i. Protection against illness	18-140	—
ii. Sickness benefits	18-140	—
iii. Compensatory payments	18-141	—
f. Occupational Disease Benefits	18-141	—

Portugal (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
g. Disability Pension	18-142	—
h. Old-Age Pension	18-142	18-13
i. Early retirement [new topic].....	—	18-13
i. Survivors' Benefits	18-143	—
i. Survivor's pension	18-143	—
ii. Death grant	18-143	—
j. Dependence Allowance	18-143	—
B. Other Programs.....	18-144	—
IX. Immigration.....	18-145	—
A. Applicable Law	18-145	—
B. Requirements for Entry and Stay in Portugal.....	18-145	—
1. European Union Nationals	18-145	—
2. Other Foreign Nationals.....	18-146	—
a. Temporary Stay Visa	18-147	—
b. Residence Visa.....	18-148	—
C. Employment Contract Formalities	18-148	—
SWEDEN (IIA)	19-1	19-1
Introduction.....	19-1	—
A. A Glimpse at Sweden's Political and Legal System	19-1	—
B. Characteristics of Swedish Labor and Employment Law	19-3	—
1. Employment Work Versus Contract Work.....	19-3	—
2. Employer Prerogatives.....	19-5	—
3. Role of Legislation.....	19-6	—
C. Coverage of Swedish Labor and Employment Law	19-7	—
D. Sources of Swedish Labor and Employment Law	19-8	—
1. Hierarchy of Domestic Labor Law	19-8	—
2. Statutes.....	19-9	—
E. International Sources.....	19-12	—

	<i>Main Volume</i>	<i>Supple- ment</i>
1. The “Social Dimension” of EU Law and Swedish Labor Law	19-12	—
2. International Labour Organization.....	19-13	—
F. Employment Exchange and Hiring Out of Employees	19-14	—
G. Promotion of Employment Act.....	19-15	—
H. Grievance Handling and Litigation	19-16	—
1. Procedural Levels.....	19-16	—
2. The Grievance Structure	19-16	—
3. The Swedish Labor Court.....	19-17	—
4. Arbitration.....	19-18	—
I. Sanctions and Remedies	19-19	—
J. Class or Group Actions.....	19-20	—
K. Extraterritorial Application of Swedish Law	19-21	—
I. Individual Employment.....	19-21	19-1
A. Individual Employment Law	19-21	—
B. Contract Formation.....	19-23	—
C. Duration.....	19-23	—
D. Atypical Employment.....	19-25	19-1
1. The Concept of “Atypical”.....	19-25	—
2. Part-Time Employment.....	19-25	—
3. Fixed-Term Employment	19-26	19-1
4. Distance Work.....	19-26	—
5. Nondiscrimination of Part-Time and Fixed-Term Employees	19-26	—
E. Principal Obligations of Employers and Employees	19-27	19-2
1. Employer Obligations	19-27	—
2. Employee Obligations.....	19-28	19-2
a. Performing Assigned Tasks	19-28	—
i. Kinds of obligations and changes in work assignments.....	19-28	—
ii. Individual employment contracts.....	19-28	—

Sweden (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
iii. Collective agreements.....	19-29	—
b. Altering the Employee's Job		
Duties	19-29	—
c. When and Where: Transfers	19-31	—
d. Duty of Loyalty	19-31	—
e. Duty of Confidentiality/ Whistleblowing	19-31	19-2
f. Duty Not to Compete	19-32	—
g. Off-the-Job Conduct.....	19-32	—
h. Ownership of Work Product.....	19-32	—
i. Privacy and Personal Data	19-32	—
j. Trade Secrets	19-34	—
F. Just Cause Termination—1982		
Employment Protection Act	19-35	—
1. History	19-35	—
2. Just Cause for Dismissal	19-36	—
3. Dismissal for Personal Reasons.....	19-38	—
4. Termination of Employment Contracts	19-40	—
5. Sanctions and Remedies	19-41	—
G. Employee Discipline Short of Dismissal	19-42	—
H. Choice of Law for Individual Employment Contracts	19-44	—
1. Introduction.....	19-44	—
2. Jurisdiction of the Swedish Courts	19-45	—
3. Applicable Law	19-48	—
II. Collective Bargaining	19-51	—
A. The Swedish Model.....	19-51	—
B. Statutes	19-52	—
C. Overview of Industrial Relations in Sweden	19-53	—
1. Unions	19-53	—
2. Employers	19-54	—
3. Centralized System	19-55	—
4. Mutual Acceptance	19-56	—
5. Continuity: The Evolution of Labor Agreements	19-57	—

	<i>Main Volume</i>	<i>Supple- ment</i>
6. Collectivization	19-58	—
D. Freedom of Association.....	19-59	—
1. General Rights	19-59	—
2. Organizational Structure	19-60	—
3. Union Dues	19-61	—
4. Inter-Union Disputes.....	19-61	—
5. Union Recognition.....	19-61	—
6. Union Rights	19-62	—
7. Union Security	19-63	—
E. The General Right of Negotiation	19-65	—
F. The Collective Agreement	19-66	—
1. The Swedish Model	19-66	—
2. Collective Agreement Defined.....	19-66	—
3. Binding Effect of Collective Agreements	19-67	—
4. Extension of Collective Agreements	19-67	—
5. Duration	19-68	—
6. Breach of the Agreement	19-69	—
G. Direction and Distribution of Work.....	19-69	—
1. Limitation of Employer Prerogatives.....	19-69	—
2. “Primary” Negotiations (Decision- Bargaining)	19-70	—
3. Union Access to Information	19-71	—
4. Union Priority of Interpretation (Rights Disputes)	19-72	—
5. Union Veto Rights.....	19-73	—
6. Collective Agreements on Co- Determination	19-73	—
H. Individual Employee Grievances.....	19-74	—
I. Industrial Actions.....	19-74	—
1. A Fundamental Right.....	19-74	—
2. The Right to Engage in Industrial Actions	19-75	—
3. Mutual Rights and Obligations of the Parties	19-76	—
4. Public and Private Sector Distinctions.....	19-77	—

Sweden (IIA)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
5. No Strikes During the Lifetime of Collective Agreement.....	19-77	—
6. Who Has the Right to Strike?	19-77	—
7. Employee Rights During a Strike ...	19-78	—
8. Types of Industrial Actions	19-79	—
a. Partial Actions	19-79	—
b. Boycotts and Blockades	19-80	—
c. Secondary Actions.....	19-81	—
d. Picketing and Handbilling	19-81	—
e. Work-to-Rule Actions.....	19-81	—
f. Actions to Prevent Social Dumping.....	19-82	—
g. Other Concerted Actions	19-83	—
9. Lockouts and Blockades	19-83	—
a. Choice of Partial or Total Lockouts	19-83	—
b. Employer Blockades.....	19-84	—
c. Suspension of Employer Obligations	19-84	—
10. Government Intervention	19-85	—
11. Liability for Damages	19-86	—
12. Arbitration and Mediation	19-86	—
J. Board Representation for Employees.....	19-87	—
III. Representation by Entities Other Than Unions	19-88	—
A. Works Councils.....	19-88	—
B. European Works Council.....	19-89	—
C. Safety Committees.....	19-90	—
IV. Redundancy and Transfers of Undertakings	19-90	—
A. Redundancy	19-90	—
1. Shortage of Work	19-90	—
2. Notice.....	19-91	—
3. Severance Pay	19-91	—
4. Ranking	19-91	—
5. Recall	19-93	—
6. Blue-Collar Employees.....	19-93	—
B. Transfers of Undertakings	19-93	—

	<i>Main Volume</i>	<i>Supple- ment</i>
C. Insolvency.....	19-94	—
V. Wages, Hours, and Leave	19-94	—
A. Wages.....	19-94	—
B. Hours	19-95	—
C. Leave	19-95	—
1. Employee Right to Time Off.....	19-95	—
2. Parental Leave	19-95	—
3. Vacation Leave.....	19-96	—
4. Holidays	19-96	—
5. Other Leave Programs	19-96	—
VI. Antidiscrimination	19-97	19-3
A. Overview and Framework Legislation on Discrimination	19-97	19-3
B. Discrimination Because of Gender, Sexual Identity, and Expression	19-99	—
1. Constitutional Provision	19-99	—
2. Statutory Requirements.....	19-100	—
3. Hiring, Promotion, and Affirmative Action.....	19-102	—
4. Equal Pay	19-102	—
5. Sanctions.....	19-103	—
6. Marriage and Maternity Leave Issues.....	19-103	—
C. Discrimination Because of Ethnic Origin, Skin Color, Religion, or Other Belief	19-103	—
D. Disability Discrimination	19-105	19-5
E. Sexual Orientation	19-105	—
F. Age Discrimination	19-106	—
VII. Occupational Safety and Health and Workers' Compensation	19-106	—
A. The Statutory Regulation.....	19-106	—
B. The Four Cornerstones of the Act	19-107	—
C. Safety Committees; Safety Delegates.....	19-107	—
D. The Swedish Work Environment Authority.....	19-108	—
E. Workers' Compensation	19-109	—
VIII. Pensions and Benefits	19-109	—

Sweden (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
A. Retirement	19-109	—
B. Statutory Plans.....	19-110	—
C. Private Pension Plans.....	19-111	—
IX. Immigration.....	19-111	—
 TURKEY (IIA)	 20-1	 20-1
Introduction.....	20-1	20-1
A. Sources of Turkish Labor Law	20-2	—
1. The Constitution	20-2	—
2. National Labor Legislation	20-3	—
a. Individual Relations	20-3	—
b. Collective Relations.....	20-4	—
c. Social Security.....	20-4	—
3. International Sources	20-5	—
B. Government Agencies.....	20-5	—
1. The Ministry of Labor and Social Security	20-5	—
a. Supervision and Inspection	20-5	—
b. Exemption from Fees and Taxes.....	20-6	—
2. Turkish Employment Agency	20-6	—
3. Social Security Institution.....	20-7	—
C. Labor Courts.....	20-7	20-1
D. Class or Group Actions.....	20-8	—
E. Extraterritorial Application of Turkish Law	20-9	—
1. The Authorized Court for International Cases.....	20-10	—
2. Governing Foreign Law	20-10	—
3. Public Order.....	20-10	—
4. Law Applicable to Contractual Obligations.....	20-11	—
5. Employment Contracts	20-11	—
6. Rules Applicable Directly.....	20-12	—
I. Individual Employment.....	20-12	20-3
A. Individual Contract of Employment	20-12	20-3
1. Historical Background	20-12	—
2. Legislation Concerning Individual Employment.....	20-13	20-3

	<i>Main Volume</i>	<i>Supple- ment</i>
a. Basic Legislation [Substitute Text].....	—	—
i. Turkish Constitution, No. 2709 (<i>Türkiye Cumhuriyeti Anayasası</i>)	20-13	—
ii. Labor Law, No. 4857 (<i>İş Kanunu</i>)	20-13	—
iii. Maritime Labor Law, No. 854 (<i>Deniz İş Kanunu</i>)	20-14	—
iv. Law Concerning the Relationship Between Workers and Employers at Press, No. 5953 (<i>Basın İş Kanunu</i>) (Press Labor Law).....	20-15	—
v. Code of Obligations, No. 6098 (<i>Türk Borçlar Kanunu</i>)	20-15	—
b. Specific Legislation	20-15	—
i. Law on Rest at Noon, No. 6301 (<i>Öğle Dinlenmesi Kanunu</i>)	20-15	—
ii. Law on Weekend Holiday, No. 394 (<i>Hafta Tatili Hakkında Kanun</i>).....	20-15	—
iii. Law on National Holiday and General Holidays, No. 2429 (<i>Ulusal Bayram ve Genel Tatiller Hakkında Kanun</i>)	20-16	—
iv. Law on General Health, No. 1593 (<i>Umumi Hıfzısıhha Kanunu</i>).....	20-16	—

Turkey (IIA)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
v. Law Allowing Foreigners of Turkish Origin to Freely Perform Their Professions in Turkey and to Work at Public and Private Undertakings, No. 2527 (<i>Türk Soylu Yabancıların Türkiye'de Meslek ve Sanatlarını Serbestçe Yapabilmelerine, Kamu, Özel Kuruluş veya İşyerlerinde Çalıştırılabilmelerine İlişkin Kanun</i>)	20-16	—
c. Other Related Legislation	20-17	—
i. Labor Courts Law, No. 5521 (<i>İş Mahkemeleri Kanunu</i>)	20-17	—
ii. Civil Code, No. 4721 (<i>Türk Medeni Kanunu</i>)	20-17	—
iii. Law on Associations, No. 5253 (<i>Dernekler Kanunu</i>)	20-17	—
iv. Occupational Training Law, No. 3308 (<i>Meslekî Eğitim Kanunu</i>).....	20-17	—
v. Law on Work Health and Safety, No. 6331 (<i>İş Sağlığı ve Güvenliği Kanunu</i>)	20-17	—
d. Regulations [Substitute Text] ...	—	20-3
e. Court Decisions	20-20	—
3. Employment Not Covered Under the Labor Law	20-20	—
a. Excluded Categories.....	20-20	—
b. Transitory Employment.....	20-21	—
B. Employer's Notice, Workplace Opening, and Operation License	20-22	—

	<i>Main Volume</i>	<i>Supple- ment</i>
C. Individual Employment Contracts	20-23	20-6
1. Requirement of a Written Contract.....	20-23	—
2. Contract Terms.....	20-23	—
3. Probationary Period	20-24	—
4. Gang Contracts	20-24	—
5. Contracts for a Definite Term	20-25	—
6. Temporary Employment	20-26	20-6
7. Part-Time and Full-Time Employment Contracts	20-27	—
8. Work on Call.....	20-27	—
9. Seasonal Employment Contracts	20-28	—
10. Remote Work [New Topic]	—	20-8
D. Worker Dismissal	20-28	—
1. Termination of a Probationary Worker.....	20-28	—
2. Termination with Advance Notice.....	20-28	—
a. Termination Without Cause.....	20-28	—
b. Termination in Accordance With Articles 18–21.....	20-29	—
i. Termination procedure.....	20-30	—
ii. Challenging a termination.....	20-31	—
3. Termination Due to Cause Without Advance Notice.....	20-32	—
a. Termination by the Employer...	20-32	—
i. Health reasons.....	20-32	—
ii. Grounds of bad faith, immorality, or other misconduct.....	20-33	—
iii. Force majeure	20-34	—
iv. Other causes.....	20-34	—
b. Termination by the Worker.....	20-34	—
i. Health reasons.....	20-35	—
ii. Grounds of bad faith, immorality, or other misconduct.....	20-35	—

Turkey (IIA)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
iii. Force majeure	20-36	—
4. Additional Employer Obligations...	20-36	—
5. Unjust Termination	20-36	—
a. By the Employer.....	20-36	—
b. By the Worker.....	20-37	—
6. Severance Pay (<i>Kıdem Tazminatı</i>)...	20-38	—
E. Privacy	20-40	20-9
F. Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete	20-41	20-12
1. Employee Duty of Loyalty	20-41	—
2. Trade Secrets.....	20-42	—
3. Covenants Not to Compete	20-42	—
4. Duty to Inform Official Authorities and Whistleblowing [New Topic] ...	—	20-12
II. Collective Bargaining	20-44	20-13
A. Introduction	20-44	—
B. Union Organization	20-45	—
C. Union Recognition.....	20-46	20-13
1. Conditions for Recognition [Substitute Text].....	—	20-13
2. Authorization (<i>Yetki Belgesi</i>)	20-47	—
D. Levels of Bargaining.....	20-49	—
1. Workplace Collective Agreement (<i>İşyeri Toplu İş Sözleşmesi</i>).....	20-49	—
2. Undertaking Collective Agreement (<i>İşletme Toplu İş Sözleşmesi</i>)	20-49	—
3. Framework Agreement (<i>Çerçeve Sözleşme</i>)	20-50	—
E. Effect of the Agreement.....	20-50	—
1. Effect on the Parties	20-50	—
2. Effect on Employment Contracts....	20-51	—
3. Subjects of Bargaining.....	20-51	—
4. Extension of Collective Labor Agreements	20-52	—
F. Duration of the Collective Labor Agreement	20-53	—
1. Duration and Expiration	20-53	—
2. Obligation of Peace	20-53	—

	<i>Main Volume</i>	<i>Supple- ment</i>
3. Application of a Single Collective Labor Agreement	20-54	—
G. Strikes and Other Industrial Action	20-54	20-14
1. Conditions for a Legal Strike	20-54	—
2. Rules Concerning the Conduct of Strikes and Lockouts.....	20-55	—
a. Safeguarding the Freedom to Work	20-55	—
b. Maintaining the Security of the Workplace.....	20-55	—
c. Suspension of Work.....	20-55	—
d. Protecting the Rights of Strikers	20-56	—
3. Picketing	20-56	—
4. Prohibited Strikes and Lockouts	20-56	20-14
5. Postponement of Strikes and Lockouts.....	20-57	20-15
6. Slowdowns and Sit-Ins.....	20-58	—
7. Ending a Legal Strike.....	20-58	—
8. Consequences of Legal Strikes	20-58	—
9. Consequences of Illegal Strikes and Collective Actions	20-59	—
10. Lockouts.....	20-60	—
H. Third-Party Resolution of Disputes.....	20-60	—
1. Rights Disputes	20-60	—
2. Voluntary Arbitration	20-60	—
3. Mediation	20-61	—
4. The High Arbitration Board (<i>Yüksek Hakem Kurulu</i>).....	20-61	—
I. Union Security.....	20-62	—
1. Union Membership	20-62	—
a. Freedom to Organize and Join Unions	20-62	—
b. Membership Rights and Dues.....	20-63	—
2. Antidiscrimination	20-64	—
3. Role and Protection of Union Representatives	20-65	—

Turkey (IIA)—contd.

*Main
Volume* *Supple-
ment*

III. Representation by Entities Other Than Unions	20-66	—
IV. Redundancy and Transfers of Undertakings	20-66	—
A. Redundancy	20-66	—
B. Transfers of Undertakings	20-68	—
1. New Owner's Duty to Abide by the Terms of the Collective Agreement	20-68	—
2. Effect of a Change in Ownership on Workers' Status and Benefits	20-68	—
a. Transfer of Employment Contracts	20-68	—
b. Severance Payments	20-69	—
c. Annual Leave	20-69	—
V. Wages, Hours, and Leave	20-70	20-15
A. Wages	20-70	20-15
1. Wage Payments	20-70	—
2. Minimum Wage	20-71	20-15
3. Overtime and Extra Hours Pay	20-71	—
a. Overtime Pay	20-71	—
b. Extra Hours Pay	20-72	—
4. Tip Income	20-72	—
5. Payment for Short-Time Work	20-72	—
B. Hours	20-73	—
1. Arranging of Work	20-73	—
a. Working Hours	20-73	—
b. Periods Considered as Working Time	20-73	—
c. Work for Compensation	20-74	—
d. Short-Time Work	20-74	—
e. Regulation of Time and Rest Periods	20-75	—
f. Restrictions on Night Work	20-76	—
2. Overtime Work	20-76	—
a. Ordinary Overtime	20-76	—
b. Overtime in Case of Emergency	20-77	—

	<i>Main Volume</i>	<i>Supple- ment</i>
c. Overtime During Mobilization	20-77	—
d. Extra Hours Work.....	20-77	—
C. Leave	20-78	20-15
1. Paid Annual Leave	20-78	—
a. Determination of the Right to Paid Annual Leave.....	20-78	—
b. Implementation of Paid Annual Leave	20-79	—
c. Recordkeeping.....	20-81	—
2. Paid Time Off for Rest and Holidays	20-81	—
a. Weekly Rest Period	20-81	—
b. Public Holidays	20-82	—
c. Common Provisions	20-82	—
3. Other Leaves	20-83	20-15
a. Maternity and Family Leave	20-83	20-15
b. Time Off for Military Service or Statutory Labor Service	20-84	—
VI. Antidiscrimination	20-84	—
A. The Principle of Equal Treatment.....	20-84	—
B. Specific Categories of Protection	20-85	—
1. Women	20-85	—
2. Children	20-86	—
3. Disabled Persons, Ex-Convicts, and Victims of Terrorism	20-86	—
4. Union Membership and Activity.....	20-87	—
VII. Occupational Safety and Health and Workers' Compensation	20-88	—
A. Safety and Health in the Workplace	20-88	—
1. Health and Safety Conditions	20-88	—
a. General Obligations.....	20-88	—
b. Medical Treatment.....	20-89	—
c. Rights of Employees	20-90	—
2. Heavy and Dangerous Work	20-90	—
3. Enforcement Mechanisms.....	20-91	—

Turkey (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
a. Suspension of Work and Workplace Closing	20-91	—
b. Work Health and Safety Boards.....	20-91	—
c. Penalties Relating to Workers’ Health and Safety	20-92	—
B. Workers’ Compensation	20-93	—
VIII. Pensions and Benefits	20-94	—
A. Summary of Main Legal Instruments Regulating Social Insurance System	20-94	—
B. Social Insurance Benefits	20-95	—
1. Coverage	20-95	—
2. Employer Contributions	20-95	—
3. Benefits	20-96	—
IX. Immigration.....	20-97	20-17
A. Work Permits	20-97	20-17
B. The Status of Foreign Workers	20-98	—

Part 2. NAFTA/NAALC and Member Countries

NAFTA/NAALCsee Volume IB

*Table 30-1. Review and Enforcement
Under the
NAALCsee Volume IB*

*Table 30-2. Finding List of NAO
Submissions by Country
and Case Namesee Volume IB*

*Table 30-3. Finding List of NAO
Submissions by Issue,
Country, and Case
Name.....see Volume IB*

Member Countries

Canada.....see Volume IB

Mexico.....see Volume IB

United States.....see Volume IB

*Northern Mariana Islands (part of the
United Statessee Volume IB*

	<i>Main Volume</i>	<i>Supple- ment</i>
<i>Puerto Rico (part of United States)see Volume IB</i>		
<i>Extraterritorial Application of U.S. Laws.....see Volume IB</i>		
<i>Labor Provisions in U.S. Free Trade Agreements Under the Trade Promotion Authority Act of 2002.....see Volume IB</i>		
 <i>NAFTA Appendixes</i>		
<i>A. North American Agreement on Labor Cooperation (NAALC).....see Volume IB</i>		
<i>B. Procedural Guidelines Applicable to U.S. Free Trade Agreements With Labor Standards Provisions.....see Volume IB</i>		
<i>C. Procedural Guidelines of the Canadian National Administrative Office Under the NAALCsee Volume IB</i>		
<i>D. Procedural Guidelines of the Mexican National Administrative Office Under the NAALCsee Volume IB</i>		
<i>E. Rules of Procedure for Evaluation Committees Under the NAALCsee Volume IB</i>		

Part 3. Other European Countries

NORWAY (IIA)	40-1	40-1
Introduction.....	40-1	40-1
A. Basic Makeup of the Government (Executive, Legislative, and Judicial)	40-2	—
1. Executive Branch	40-2	—
2. Legislative Branch	40-2	—
a. National Government	40-2	—
b. County and Municipal Governments	40-3	—
3. Judicial Branch	40-3	—
a. Supreme Court.....	40-4	—

Norway (IIA)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
b. Courts of Appeal.....	40-4	—
c. District Courts	40-5	—
d. Conciliation Boards.....	40-5	—
e. Labor Court	40-5	—
f. Ombudsmen.....	40-6	—
g. International Courts.....	40-6	—
B. General Sources of Labor and Employment Law	40-6	40-1
1. Domestic Law	40-7	40-1
a. Individual Employment.....	40-7	40-1
b. Collective Labor Relations.....	40-8	—
2. International Law.....	40-9	—
C. Major Administrative Bodies Responsible for Overseeing the Labor and Employment Law Regulatory System	40-10	40-3
1. Ministry of Labor and Social Affairs [Amended Heading]	40-10	40-3
2. Subordinate Institutions	40-11	40-3
a. Norwegian Labor Inspection Authority	40-11	40-3
i. Supervising WEA compliance.....	40-12	—
ii. Imposing sanctions for WEA violations [substitute text]	—	40-3
b. National Insurance Service/ Norwegian Labor and Welfare Organization Service.....	40-13	—
c. National Insurance Appeals Court.....	40-13	—
d. Petroleum Safety Authority	40-13	—
e. National Institute of Occupational Health.....	40-14	—
3. Other Administrative Bodies	40-14	—
a. Tariff Board	40-14	—
b. Directorate of Health.....	40-15	—

	<i>Main Volume</i>	<i>Supple- ment</i>
c. National Board of Health Supervision.....	40-15	—
d. Pension Insurance for Seamen Board	40-15	—
D. Structure of the Dispute Resolution System for Labor and Employment.....	40-16	—
1. Individual Employment Disputes ...	40-16	—
2. Collective Labor Disputes.....	40-16	—
E. Class or Group Actions.....	40-18	40-4
F. Extraterritorial Application of Law	40-19	40-4
1. Norwegian Regulations Regarding the Application of Labor Law Outside of Norway.....	40-19	40-4
2. Application of Norwegian Labor Law Outside of Norway When Not Regulated by Law	40-21	—
I. Individual Employment.....	40-22	40-5
A. Individual Contract of Employment	40-22	—
B. Covered Parties	40-23	—
C. Hiring.....	40-23	—
D. Temporary Agency Workers	40-23	40-5
E. Substance of the Individual Employment Contract	40-25	—
1. Written Contract	40-25	—
2. Duration	40-27	—
F. Employee Dismissal	40-27	—
1. Justification.....	40-27	—
2. Notice Requirements.....	40-28	—
a. Formal Requirements With Regard to Notice of Dismissal	40-30	—
b. Consequences of Not Complying With Formal Requirements.....	40-31	—
3. Unfair Dismissal	40-31	—
4. Special Protections.....	40-33	—
G. Privacy.....	40-34	—
1. Data Protection	40-34	—

Norway (IIA)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
2. Employer Access to E-Mail and Electronic Content	40-36	—
H. Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete	40-37	40-5
1. Trade Secrets.....	40-37	—
2. Covenants Not to Compete	40-38	40-5
II. Collective Bargaining	40-39	40-7
A. Historical Background.....	40-40	—
B. Union Recognition.....	40-42	—
C. Collective Bargaining	40-42	—
1. Duty to Bargain.....	40-42	—
2. Level of Bargaining	40-43	—
a. Bargaining Structure.....	40-43	—
b. Employer Associations	40-43	—
c. Trade Unions	40-44	—
d. Accession Agreements	40-44	—
3. Scope of Bargaining.....	40-45	—
D. Collective Bargaining Agreements	40-45	40-7
1. Effect.....	40-45	40-7
a. Effect on Non-Signatories	40-45	—
b. Effect on Individual Employment Contracts	40-46	—
c. Extension	40-46	40-7
2. Duration	40-47	—
E. Strikes and Other Industrial Actions.....	40-48	—
1. Notice Requirements.....	40-49	—
2. Picketing	40-49	—
3. Replacement Workers	40-49	—
4. Duration	40-49	—
5. Prohibited Actions.....	40-50	—
6. Actions in Support of Union Organization.....	40-50	—
7. Consequences of an Illegal Strike or Lockout.....	40-50	—
F. Third Party Resolution of Disputes	40-51	—
1. Interest Disputes	40-51	—
a. Mediation	40-51	—
b. Arbitration	40-52	—

	<i>Main Volume</i>	<i>Supple- ment</i>
2. Rights Disputes	40-52	—
a. Basic Agreement	40-52	—
b. Labor Court	40-53	—
c. Mediation	40-54	—
d. Arbitration	40-54	—
G. Union Security	40-55	—
1. Freedom of Association	40-55	—
2. Union Dues	40-55	—
3. Meetings During Working Time	40-55	—
4. Shop Steward Time Off	40-56	—
5. Free Movement Within the Workplace	40-56	—
III. Representation by Entities Other Than Unions	40-56	—
A. Works Councils	40-56	—
B. Working Environment Committees	40-57	—
C. Joint Works Council and Working Environment Committee	40-58	—
IV. Redundancy and Transfers of Undertakings	40-58	40-8
A. Redundancy	40-58	40-8
1. Selection for Dismissal	40-58	—
2. Consultation With Employee Representatives	40-60	—
3. Notice	40-60	—
4. Severance Pay	40-62	—
5. Reemployment (Preferential Rights)	40-62	—
6. Employee Challenges Against Dismissal	40-62	—
7. Temporary Redundancy [New Topic]	—	40-8
B. Transfers of Undertakings	40-63	—
V. Wages, Hours, and Leave	40-65	40-10
A. Wages	40-65	—
1. Minimum Wage	40-65	—
2. Overtime Pay	40-66	—
3. Payroll Taxes	40-66	—

Norway (IIA)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
B. Hours	40-66	40-10
1. Standard Working Hours.....	40-66	40-10
2. Work on Sundays, Public Holidays, and During Night Hours.....	40-67	40-10
3. Overtime	40-67	40-10
4. Exemptions	40-68	—
C. Leave	40-69	40-10
1. Vacation	40-69	40-10
2. Public Holidays.....	40-69	—
3. Parental Leave	40-70	40-11
4. Health Leave	40-72	—
5. Educational Leave.....	40-72	—
6. Military Service Leave.....	40-72	—
7. Paid Time Off for Nursing Mothers [New Topic]	—	40-11
VI. Antidiscrimination	40-73	40-12
A. Working Environment Act.....	40-73	40-12
B. Gender Equality Act of 2013 [Amended Heading]	40-74	40-13
C. Ethnicity Antidiscrimination Act [Amended Heading].....	40-75	40-14
D. Antidiscrimination and Accessibility Act of 2013 [Amended Heading]	40-76	40-15
E. Sexual Orientation Antidiscrimination Act [New Topic]	—	40-15
F. Equality and Antidiscrimination Ombudsman [Substitute Text] [Renumbered Heading]	—	40-16
VII. Occupational Safety and Health and Workers’ Compensation	40-77	40-16
A. Occupational Safety and Health	40-77	40-16
1. Working Environment Committees	40-78	—
2. Occupational Health Services.....	40-78	—
3. Enforcement.....	40-79	40-16
a. Labor Inspection Authority	40-79	40-16
b. Other Enforcement Bodies	40-79	—
B. Workers’ Compensation	40-80	—

	<i>Main Volume</i>	<i>Supple- ment</i>
VIII. Pensions and Benefits	40-80	40-17
A. Introduction	40-80	—
1. Historical Background	40-80	—
2. Public and Private Employee Benefit Systems	40-81	—
a. Summary of Benefits.....	40-81	—
b. National Insurance System.....	40-82	—
B. Pensions.....	40-82	40-17
1. Public Pension System.....	40-82	—
a. Introduction	40-82	—
b. The Old NIS Retirement Pension (Wholly or Partly Applicable for Persons Born in 1962 and Before).....	40-83	—
c. The New NIS Retirement Pension (Wholly or Partly Applicable for Persons Born in 1954 and After)	40-84	—
2. Private Pension Plans.....	40-85	40-17
a. Types of Plan—Introduction ...	40-85	40-17
i. Defined benefit plan	40-86	—
ii. Defined contribution plan	40-86	40-17
iii. Implementing a new defined contribution plan	40-87	—
iv. Hybrid pension plan [new topic].....	—	40-17
b. Mandatory Occupational Pensions Act	40-87	40-18
c. Portability	40-88	—
C. Health, Disability, and Other Employee Benefits.....	40-88	—
1. National Insurance Service Benefits	40-88	—
2. Health Benefits.....	40-89	—
3. Disability Benefits	40-90	—
D. Merger and Acquisition Issues	40-90	—
IX. Immigration.....	40-91	40-19

	<i>Main Volume</i>	<i>Supple- ment</i>
RUSSIA (IIA)	41-1	41-1
Introduction.....	41-1	41-1
A. Basic Makeup of the Government	41-1	41-1
B. General Sources of Labor Law	41-4	—
1. Domestic Law	41-4	—
2. International Law	41-4	—
C. Division of Responsibility for Labor Law Between Federal and Constituent Region Governments	41-5	—
1. Federal and Joint Jurisdiction	41-5	—
2. The Labor Code	41-6	—
D. Major Administrative Bodies Responsible for Overseeing the Labor Law Regulatory System.....	41-7	—
E. Structure of Dispute Resolution System for Labor Law	41-9	41-2
1. Individual Labor Disputes.....	41-9	41-2
a. Labor Disputes Commissions...	41-9	41-2
b. Courts	41-11	41-2
i. Jurisdiction and procedures.....	41-11	—
ii. Court structure	41-12	41-2
c. Mediation	41-14	41-4
2. Collective Labor Disputes.....	41-15	41-4
a. Settlement Procedure [Substitute Text]	—	41-4
i. Commission of conciliation [amended topic].....	41-16	41-5
ii. Use of a mediator.....	41-16	41-5
iii. Labor arbitration panel	41-17	—
b. Strikes [Substitute Text]	—	41-5
c. Protection for Settlement Procedure Participants [Substitute Text]	—	41-6
d. Settlement Procedure Enforcement [Substitute Text]	—	41-6

	<i>Main Volume</i>	<i>Supple- ment</i>
F. Class or Group Actions.....	41-19	—
G. Extraterritorial Application of Laws.....	41-19	—
1. Application of Russian Labor Law Outside Russia	41-19	—
2. Application of Foreign Employment Laws in Russia	41-19	—
I. Individual Employment.....	41-20	41-6
A. Statutory Regulation of Employment.....	41-20	—
B. Individual Labor Contracts.....	41-21	41-6
1. Substance of the Labor Contract.....	41-22	41-6
2. Formalities	41-23	—
3. Duration	41-24	—
4. Probation.....	41-26	—
5. Termination of a Labor Contract.....	41-27	41-7
a. Permissible Reasons for Termination	41-27	—
b. Termination at the Employer’s Initiative [Substitute Text]	—	41-7
c. Termination Based on Circumstances Beyond the Parties’ Control.....	41-29	—
d. Termination Based on Violation of Legal Rules for Conclusion of a Labor Contract	41-31	—
e. Chief Executive Officers	41-31	—
f. Employees Working in Specific Areas.....	41-32	—
g. Notice Requirements	41-32	—
h. Severance Pay.....	41-33	—
i. Special Protections	41-34	—
j. Employees’ Right to Challenge Termination	41-35	—
C. Privacy	41-35	41-9
1. Constitutional Protection	41-35	—
2. Legislative Protection of Personal Employee Data.....	41-35	41-9
D. Trade Secrets and Covenants Not to Compete.....	41-38	41-12
1. Trade Secrets	41-38	—

Russia (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
2. Covenants Not to Compete	41-39	—
3. Anti-Corruption Policy [New Topic]	—	41-12
E. Special Labor Regulations for Certain Categories of Employees [Substitute Text]	—	41-13
F. Civil Law Contracts [New Topic].....	—	41-14
II. Collective Bargaining	41-41	—
A. Introduction	41-41	—
1. Statutory Regulation of the Social Partnership and Collective Bargaining.....	41-41	—
2. Social Partnership in the Field of Labor Relations.....	41-41	—
3. Trade Unions.....	41-42	—
a. Legal Status and Organization	41-42	—
b. Membership.....	41-43	—
B. Tripartite Commissions	41-44	—
C. Employer and Employee Representatives	41-45	—
1. Trade Unions at the Local Level....	41-45	—
2. Trade Union Associations	41-45	—
3. Employers' Representatives.....	41-46	—
D. Collective Contracts and Agreements....	41-46	—
1. Collective Contracts.....	41-47	—
2. Agreements	41-48	—
3. Registration of Collective Contracts and Agreements	41-50	—
E. Strikes	41-50	—
1. Strikes	41-50	—
2. Employer Lockouts.....	41-52	—
F. Union Security.....	41-53	—
III. Representation by Entities Other Than Unions	41-54	—
IV. Redundancy and Transfers of Undertakings	41-54	—
A. Redundancy	41-54	—

	<i>Main Volume</i>	<i>Supple- ment</i>
1. Layoffs and Staff Reductions.....	41-54	—
2. Mass Dismissals.....	41-55	—
3. Trade Union Notice and Consultation	41-56	—
a. Trade Union Notice	41-56	—
b. Consultation	41-56	—
4. Severance Pay	41-57	—
B. Transfers of Undertakings	41-58	—
1. Effect on Individual Labor Contracts	41-58	—
2. Effect on Collective Contracts	41-58	—
V. Wages, Hours, and Leave	41-59	41-16
A. Wages.....	41-59	41-16
1. Minimum Wage.....	41-59	41-16
2. Average Monthly Salary [Substitute Text].....	—	41-16
3. Terms of Pay	41-60	—
4. Mode and Time of Payment.....	41-60	41-17
5. Overtime Pay	41-62	—
6. Taxation [Substitute Text].....	—	41-18
B. Hours	41-64	—
1. Weekly and Daily Working Hours.....	41-64	—
a. Normal Working Hours	41-64	—
b. Reduced and Part-Time Work Schedules.....	41-64	—
c. Night Work	41-65	—
d. Overtime Work	41-66	—
e. Shift Work	41-66	—
2. Daily Rest Breaks	41-66	—
3. Weekly Rest and Holidays.....	41-67	—
a. Days Off	41-67	—
b. Holidays	41-67	—
c. Working on Days Off and Non-Working Holidays	41-68	—
C. Leave	41-69	—
1. Annual Leave	41-70	—
2. Maternity and Childcare Leave.....	41-71	—
3. Unpaid Leave	41-71	—

Russia (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
VI. Antidiscrimination	41-72	—
A. Equal Rights Laws	41-72	—
B. Special Protections	41-73	—
1. Women	41-74	—
2. Disabled Employees	41-74	—
C. Enforcement	41-75	—
VII. Occupational Safety and Health and Workers' Compensation	41-75	41-19
A. Occupational Safety and Health	41-75	41-19
1. Government Regulation	41-75	41-19
2. Employer and Employee Obligations.....	41-76	—
3. Enforcement.....	41-76	—
B. Workers' Compensation	41-77	—
1. Compulsory Social Insurance	41-77	—
2. Compensation	41-77	—
VIII. Pensions and Benefits	41-78	41-20
A. Pensions.....	41-78	41-20
1. Compulsory Insurance	41-78	41-20
2. Labor Pensions	41-80	41-21
a. Old-Age Pension	41-80	—
b. Disability Pension	41-80	—
c. Survivors' Pension.....	41-81	—
3. State Pensions	41-82	—
B. Health and Social Insurance Benefits.....	41-83	—
1. Compulsory Health Insurance	41-83	—
2. Unemployment Benefits	41-85	—
IX. Immigration.....	41-86	41-22
A. Introduction	41-86	—
B. Entering and Leaving Russia.....	41-87	—
C. Employment of Foreign Nationals	41-87	41-22
1. Employer Responsibilities: Hiring and Work Permits [Substitute Text].....	—	41-22
a. General Requirements.....	—	41-22
b. Exceptions	—	41-22
2. Quotas and Other Limits on Foreign National Employees.....	41-90	41-26
D. Enforcement	41-91	41-26

	<i>Main Volume</i>	<i>Supple- ment</i>
SWITZERLAND (IIA)	42-1	42-1
Introduction.....	42-1	42-1
A. Brief Political History.....	42-1	—
B. Government Structure.....	42-3	—
C. Economy.....	42-4	42-1
D. International Relations and Relationship with the EU.....	42-6	—
E. Sources of Labor and Employment Law.....	42-7	—
1. Domestic Law.....	42-7	—
2. International Law.....	42-9	—
F. Labor Court System.....	42-10	—
1. Subject Matter Jurisdiction and Procedure.....	42-10	—
2. Personal Jurisdiction and Venue.....	42-11	—
a. National Context.....	42-11	—
b. International Context.....	42-12	—
G. Extraterritorial Application of Swiss Labor and Employment Law.....	42-13	—
I. Individual Employment.....	42-13	—
A. Employment Contract.....	42-14	—
1. Definition.....	42-14	—
2. Formation.....	42-14	—
3. Typical Elements.....	42-15	—
a. Work to Be Performed.....	42-15	—
b. Subordinate Legal Relationship.....	42-15	—
c. Remuneration.....	42-15	—
d. Length of Employment.....	42-15	—
4. The Parties.....	42-16	—
a. Employer.....	42-16	—
b. Employee.....	42-16	—
5. Form.....	42-16	—
6. Information Requirements.....	42-17	—
7. Limits of Contractual Freedom.....	42-17	—
8. Employee Transfers.....	42-18	—
B. Legal Obligations of Employers and Employees.....	42-18	—

Switzerland (IIA)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
1. Employers’ Duty to Protect Employee Rights.....	42-18	—
2. Employee Obligations and Liability.....	42-19	—
a. Obligation of Diligence and Fidelity	42-19	—
b. Obligation to Personally Perform Work	42-19	—
c. Employee Liabilities	42-19	—
C. Duration of Employment.....	42-20	—
1. Contract for a Specified Period.....	42-20	—
2. Contract for an Indefinite Period	42-20	—
3. Probationary Period	42-21	—
D. Termination.....	42-21	—
1. Contracts for a Definite Term	42-21	—
2. Contracts for an Indefinite Term.....	42-22	—
a. Notice Periods	42-22	—
b. Protective Periods	42-23	—
3. Termination Without Notice	42-25	—
4. Employee’s Death	42-26	—
5. Employer’s Death	42-27	—
6. Protection Against Unjust or Wrongful Termination	42-27	—
a. Protection Against Immediate Termination Without Just Cause	42-27	—
b. Protection Against Wrongful Termination	42-27	—
7. Work Reference	42-29	—
E. Privacy.....	42-30	—
1. Swiss Data Protection Law	42-30	—
2. Labor Law.....	42-33	—
3. Transfer of Personal Data Abroad	42-33	—
F. Trade Secrets, Duty of Loyalty, Covenants Not to Compete.....	42-34	—
1. Trade Secrets.....	42-34	—
2. Duty of Loyalty and Non- Competition	42-34	—

	<i>Main Volume</i>	<i>Supple- ment</i>
a. During the Employment Relationship.....	42-34	—
b. After Termination of Employment	42-35	—
3. Inventions and Designs	42-36	—
4. Copyrights.....	42-37	—
II. Collective Bargaining	42-37	—
A. Trade Union Freedom.....	42-37	—
B. Bargaining Process	42-39	—
1. Recognition and Legal Form of Trade Unions.....	42-39	—
2. Role of Trade Unions	42-39	—
3. Rights of Trade Unions	42-40	—
4. Intra-Union Disputes	42-40	—
C. Collective Bargaining Agreements	42-40	—
1. Definition	42-40	—
2. Parties	42-41	—
3. Scope.....	42-41	—
4. Content.....	42-41	—
a. Normative Terms	42-41	—
b. Contractual Terms	42-42	—
i. Respect for equality	42-43	—
ii. Respect for freedom of association	42-43	—
iii. Respect for professional freedom.....	42-43	—
c. Quasi-Normative Terms	42-43	—
5. Effects	42-43	—
a. Between Employers and Employees	42-43	—
b. Between Contracting Parties	42-43	—
6. Declaration of Expanded Scope.....	42-44	—
7. Termination.....	42-45	—
a. Means of Termination	42-45	—
i. According to the agreement.....	42-45	—
ii. By operation of law	42-45	—
b. Effect	42-46	—
D. Strikes and Other Industrial Action	42-46	—

Switzerland (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
1. Definition of a Strike	42-46	—
2. The Right to Take Industrial Action.....	42-46	—
3. Consequences of a Strike	42-47	—
a. Lawful Strike	42-47	—
b. Unlawful Strike	42-48	—
E. Union Security.....	42-48	—
F. Unions' Right to Bring Legal Claims.....	42-49	—
1. In General	42-49	—
2. Special Laws	42-49	—
a. Act on Equality Between Women and Men	42-50	—
b. Labor Act.....	42-50	—
c. Act on Participation.....	42-50	—
d. Act Against Unfair Competition.....	42-50	—
III. Representation by Entities Other Than Unions	42-51	—
IV. Redundancy and Transfers of Undertakings	42-51	—
A. Mass Redundancies	42-51	—
1. Definition	42-51	—
2. Consultation with Employees	42-52	—
3. Procedure	42-53	—
4. Effects	42-53	—
5. Redundancy Program (Social Plan).....	42-54	—
B. Transfers of Undertakings	42-55	—
1. Definition	42-55	—
2. Consequences.....	42-55	—
3. Joint Liability of the Former and Successor Employer.....	42-56	—
4. Restricted Applicability in Case of Insolvency	42-57	—
5. Consultation With Employees.....	42-57	—
6. Sanctions.....	42-58	—
V. Wages, Hours, and Leave	42-58	42-2
A. Wages.....	42-58	—

	<i>Main Volume</i>	<i>Supple- ment</i>
1. Minimum Wage.....	42-58	—
2. Maximum Wage.....	42-59	—
3. Wage Determination	42-60	—
4. Collective Bargaining Agreements	42-61	—
5. Overtime	42-61	—
B. Hours	42-62	—
1. Maximum Weekly Hours.....	42-62	—
2. Work in Excess of the Maximum Weekly Hours.....	42-62	—
3. Continuous Work	42-63	—
4. Daytime and Evening Work.....	42-63	—
5. Night Work.....	42-64	—
6. Rest Periods	42-64	—
a. Daily	42-64	—
b. Weekly.....	42-64	—
C. Leave	42-65	42-2
1. Public Holidays.....	42-65	—
2. Annual Vacation.....	42-65	—
3. Justified Leave	42-66	—
4. Maternity and Nursing Leave [Substitute Text].....	—	42-2
5. Youth Leave	42-66	—
6. Time Off to Look for Work.....	42-66	—
D. International Relations and Relationship with the EU [New Topic].....	—	42-3
VI. Antidiscrimination	42-67	—
A. Constitutional Background.....	42-67	—
B. Equality Between Women and Men	42-67	—
1. Act on Equality Between Women and Men	42-67	—
a. Coverage.....	42-67	—
b. Sexual Harassment	42-68	—
c. Enforcement Litigation	42-68	—
i. Application of Code of Obligations Article 343....	42-68	—
ii. Burden of proof	42-68	—

Switzerland (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
iii. Union actions.....	42-68	—
iv. Remedies	42-68	—
2. Federal Labor Act	42-69	—
a. Protective Measures.....	42-69	—
b. Protection in Case of Pregnancy and Nursing	42-69	—
c. Protection Against Other Types of Discrimination.....	42-69	—
VII. Occupational Safety and Health and Workers' Compensation	42-70	—
A. Occupational Safety and Health	42-70	—
1. Employers' Obligations	42-70	—
2. Fitness for Work	42-70	—
3. Second-Hand Smoke.....	42-71	—
B. Workers' Compensation	42-72	—
VIII. Pensions and Benefits	42-72	—
A. Pensions and Disability Benefits.....	42-72	—
1. Old Age, Survivors', and Disability Insurance.....	42-72	—
2. Employee Pension Plans.....	42-73	—
B. Other Benefits.....	42-74	—
1. Unemployment Insurance	42-74	—
2. Family Benefits	42-74	—
3. Health Benefits.....	42-75	—
4. Maternity Benefits	42-75	—
a. Federal Maternity Insurance Program	42-75	—
b. Continued Salary Pursuant to the Code of Obligations.....	42-76	—
IX. Immigration.....	42-76	42-3
A. Legal Basis	42-76	42-3
B. Priority of Applicants From EU/EFTA Member States	42-78	—
C. Citizens of Third Countries	42-78	42-6
1. Labor Market Access	42-78	—
2. Permit Quotas	42-79	42-6

	<i>Main Volume</i>	<i>Supple- ment</i>
D. Compliance With Local and Professional Standards for Wages and Labor Conditions	42-79	—
E. Procedure	42-79	—
1. General	42-79	—
2. EU/EFTA Nationals	42-80	—
3. Non-EU/EFTA Nationals	42-80	—
F. Types of Permits	42-81	—
1. EU/EFTA Nationals	42-81	—
a. EC Short-Term Residence Permit (Type L EU/EFTA)	42-81	—
b. EC Cross-Border Commuter Permit (Type G EU/EFTA)	42-81	—
c. EC Residence Permit (Type B EU/EFTA)	42-81	—
d. EC Permanent Residence Permit (Type C EU/EFTA)	42-81	—
2. Non-EU/EFTA Nationals	42-82	—
a. Short-Term Residence Permits (Less Than Four Months)	42-82	—
b. Apprentice Agreements	42-82	—
c. Temporary Residence Permit (Type L)	42-82	—
d. Cross-Border Commuter Permit (Type G)	42-82	—
e. Annual Residence Permit (Type B)	42-83	—
i. Unlimited annual residence permit	42-83	—
ii. Limited annual residence permit	42-83	—
iii. Annual residence permit for trainees	42-83	—
f. Permanent Residence Permit (Type C)	42-83	—
3. Permit Under the General Agreement on Trade in Services	42-84	—

	<i>Main Volume</i>	<i>Supple- ment</i>
UKRAINE (IIA)	43-1	43-1
Introduction.....	43-1	43-1
A. Historical Development of Labor and Employment Law	43-2	43-1
B. Sources of Ukrainian Labor and Employment Law	43-4	43-2
1. National Sources of Law.....	43-4	43-2
a. Constitution	43-4	43-2
b. Labor Laws and Regulations ...	43-5	43-2
c. State Service Law	43-6	43-3
2. International Sources of Law	43-7	—
C. State Employment Policy	43-7	43-4
D. Resolution of Labor Disputes.....	43-9	—
E. Class Actions	43-9	—
F. Extraterritorial Application of Ukrainian Labor Law	43-10	—
I. Individual Employment	43-12	43-5
A. Creation of the Employment Relationship.....	43-12	43-5
1. The Employment Agreement (and Employment Contract) Distinguished From the Contractor’s Agreement	43-12	—
2. The Employment Agreement Distinguished From the Employment Contract	43-14	43-5
a. Employment Contracts	43-14	43-5
b. Employment Agreements	43-15	43-5
3. Employer Sanctions for Allowing Employees to Start Work Without an Employment Agreement or Contract [New Topic].....	—	43-6
B. Probation.....	43-17	—
C. Hiring Commitments of the Employer...	43-18	—
D. Changing Labor Conditions	43-18	—
E. Maintaining Labor Books.....	43-19	—
F. Termination of Employment.....	43-20	43-7
1. General [Substitute Text]	—	43-7

	<i>Main Volume</i>	<i>Supple- ment</i>
2. Employee’s Termination of the Employment Agreement	43-21	43-8
3. Employer’s Termination of the Employment Agreement [Substitute Text].....	—	43-9
4. Dismissal Order and Return of Labor Book	43-24	—
G. Severance Payment.....	43-24	—
H. Disciplinary Measures	43-25	—
I. Employee’s Liability to the Employer....	43-25	—
J. Privacy	43-27	—
K. Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete	43-28	—
1. Employee Duty of Loyalty.....	43-28	—
2. Trade Secrets.....	43-28	—
3. Covenants Not to Compete	43-28	—
II. Collective Bargaining	43-29	43-11
A. Union Membership and Representation	43-30	—
B. Bargaining Process	43-31	—
C. Collective Agreements.....	43-32	43-11
1. Types	43-32	—
2. Execution	43-32	—
3. Scope.....	43-33	—
4. Duration	43-33	—
5. Registration and Notice	43-33	43-11
D. Dispute Resolution	43-34	—
1. Bargaining Disputes.....	43-34	—
2. Disputes Regarding Collective Agreements	43-35	—
3. Liability for Refusal to Participate in Collective Bargaining and for Violation of Collective Agreements	43-35	—
E. Strikes	43-36	—
1. Legal Strikes	43-36	—
2. Illegal Strikes	43-37	—
3. Rights of Strikers	43-38	—

Ukraine (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
F. Union Security.....	43-38	—
III. Representation by Entities Other Than Unions.....	43-39	—
A. Collective of Employees.....	43-39	—
B. Employee Representation on Company Board	43-40	—
IV. Redundancy and Transfers of Undertakings.....	43-40	43-12
A. Redundancy	43-40	43-12
B. Transfers of Undertakings	43-42	—
V. Wages, Hours, and Leave	43-42	43-13
A. Wages.....	43-42	43-13
1. Minimum Wage.....	43-43	43-13
2. Overtime, Holidays, and Night Work.....	43-43	—
3. Wage Payment Dates	43-43	—
4. Taxes	43-44	43-13
5. Foreign Employers.....	43-46	—
6. Employer Penalties [New Topic]	—	43-15
B. Hours	43-47	43-16
1. Normal Working Hours.....	43-47	—
2. Five-Day and Six-Day Workweeks.....	43-47	—
3. Days Off.....	43-48	—
4. Holidays and Nonworking Days [Substitute Text].....	—	43-16
5. Night Work.....	43-49	—
6. Overtime	43-49	—
a. Overtime Provisions in the Labor Code.....	43-49	—
b. Aggregate Working Hours.....	43-49	—
c. Unlimited Workdays.....	43-50	—
C. Leave	43-51	43-17
1. Vacations.....	43-51	—
2. Maternity and Childcare Leave.....	43-52	43-17
VI. Antidiscrimination	43-54	—
A. Women.....	43-54	—

	<i>Main Volume</i>	<i>Supple- ment</i>
1. Restrictions on Employment.....	43-54	—
2. Hiring and Dismissal	43-55	—
B. Minors.....	43-56	—
C. Student Employees	43-56	—
D. Senior Citizens.....	43-57	—
E. Disabled Individuals	43-57	—
VII. Occupational Safety and Health and Workers' Compensation	43-59	43-18
A. Occupational Safety and Health	43-59	—
B. Workers' Compensation [Substitute Text]	—	43-18
VIII. Pensions and Benefits	43-65	43-21
A. Pensions.....	43-65	43-21
1. Benefits	43-65	43-21
2. Recordkeeping	43-68	—
B. Other Benefits.....	43-68	43-22
1. Single Social Contribution.....	43-69	43-22
a. Registration as SSC-Payers	43-69	—
b. Payment Procedure and Penalties	43-70	43-22
c. SSC Rate and Distribution	43-71	43-23
2. Social Benefits Funds [Substitute Text].....	—	43-24
a. Social Insurance Fund	43-72	43-24
b. Unemployment Fund [Substitute Text]	—	43-25
c. Social Insurance Disability Fund.....	43-76	—
3. Employer-Provided Benefits [New Topic]	—	43-27
IX. Immigration.....	43-76	43-27

Part 4. Miscellaneous Countries

Africa

South Africa *see Volume IA*

	<i>Main Volume</i>	<i>Supple- ment</i>
THE FEDERAL REPUBLIC OF NIGERIA (IIB)	51-1	51-1
Introduction.....	51-1	51-1
A. Basic Composition of the Government	51-2	—
1. Executive Branch	51-2	—
2. Legislative Branch	51-3	—
a. National Government	51-3	—
b. State and Local Governments...	51-4	—
3. Judicial Branch	51-6	—
a. The Supreme Court	51-7	—
b. The Court of Appeal.....	51-7	—
c. The Federal High Court.....	51-8	—
d. The High Courts	51-8	—
e. The Sharia Court of Appeal.....	51-9	—
f. The Customary Court of Appeal	51-9	—
g. The National Industrial Court.....	51-10	—
B. General Sources of Labor and Employment Law	51-11	—
1. Domestic Law	51-11	—
a. Individual Employment.....	51-11	—
b. Collective Labor Relations.....	51-12	—
2. International Law.....	51-12	—
C. Major Administrative Bodies Responsible for Overseeing the Labor and Employment Law Regulatory System	51-14	—
1. Ministry of Labor and Productivity.....	51-14	—
2. Subordinate Agencies and Parastatals	51-14	—
a. National Labor Advisory Council	51-14	—
b. Michael Imoudu National Institute for Labor Studies	51-15	—
c. National Directorate of Employment	51-15	—

	<i>Main Volume</i>	<i>Supple- ment</i>
d. National Productivity Center....	51-16	—
e. Nigeria Social Insurance Trust Fund.....	51-16	—
3. Other Administrative Bodies	51-16	—
a. National Pension Commission.....	51-16	—
b. National Salaries, Incomes, and Wages Commission	51-17	—
c. Industrial Training Fund.....	51-17	—
d. Ministry of Petroleum Resources	51-18	—
e. Maritime Administration and Safety Agency.....	51-18	—
f. Nigerian Content Development and Monitoring Board	51-19	—
D. Structure of the Dispute Resolution System for Labor and Employment.....	51-19	—
1. Individual Employment Disputes ...	51-19	—
2. Collective Labor Disputes.....	51-20	—
I. Individual Employment.....	51-21	—
A. Individual Contract of Employment	51-21	—
1. Covered Parties	51-21	—
2. Contracts of Apprenticeship.....	51-22	—
B. Substance of the Individual Employment Contract	51-23	—
1. Written Contract	51-23	—
2. Duration	51-24	—
C. Employee Dismissal	51-24	—
1. Termination of the Employment Contract.....	51-24	—
2. Notice Requirements.....	51-25	—
3. Consequences of Improperly Terminating a Contract of Employment.....	51-26	—
4. Summary Dismissal	51-26	—
D. Privacy	51-26	—
E. Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete	51-27	—

Nigeria (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
1. Duty of Loyalty and Trade Secrets	51-27	—
2. Covenants Not to Compete	51-27	—
II. Collective Bargaining	51-28	—
A. Union Registration and Recognition	51-30	—
B. Collective Bargaining	51-31	—
1. Duty to Bargain	51-31	—
2. Level of Bargaining	51-31	—
a. Employer Associations	51-31	—
b. Trade Unions	51-32	—
3. Scope of Bargaining	51-33	—
4. Effect of Collective Agreement	51-34	—
C. Strikes and Other Industrial Actions	51-34	—
1. Strikes and Lockouts	51-34	—
2. Picketing	51-36	—
D. Third-Party Resolution of Disputes	51-36	—
1. “Trade Disputes”	51-36	—
2. Procedures for Settling Trade Disputes	51-37	—
E. Union Security	51-38	—
1. Freedom of Association	51-38	—
2. Union Dues	51-39	—
III. Representation by Entities Other than Unions	51-39	—
IV. Redundancy and Transfers of Undertakings	51-40	—
A. Redundancy	51-40	—
B. Transfers of Undertakings/Mergers and Acquisitions	51-40	—
V. Wages, Hours, and Leave	51-42	—
A. Wages	51-42	—
1. Minimum Wage	51-42	—
2. Protection of Wages	51-43	—
a. Payment of Wages	51-43	—
b. Deductions from Wages	51-44	—
c. Wage Advances	51-45	—
d. Transportation	51-45	—
3. Overtime Pay	51-45	—
B. Hours	51-46	—

	<i>Main Volume</i>	<i>Supple- ment</i>
1. Standard Working Hours and Required Breaks.....	51-46	—
C. Leave	51-47	—
1. Vacation	51-47	—
2. Public Holidays.....	51-47	—
3. Maternity and Nursing Leave	51-48	—
4. Sick Leave.....	51-49	—
VI. Antidiscrimination	51-49	51-1
A. Constitutional Provisions.....	51-49	—
B. Laws Addressing the Employment of Women.....	51-50	—
C. Federal and State Antidiscrimination Laws [Substitute Text].....	—	51-1
1. Law Related to the Freedom of Religion.....	51-51	—
2. The HIV/AIDS Antidiscrimination Act of 2014 [New Topic]	—	51-1
3. The Lagos State HIV and AIDS Anti-Discrimination Law [Renumbered Heading (formerly VI.C.2.)] [Substitute Text]	—	51-2
VII. Occupational Safety and Health and Workers' Compensation	51-52	—
A. Occupational Safety and Health	51-52	—
1. Registration of Factories.....	51-53	—
2. Health and Safety Provisions.....	51-53	—
3. Inspections, Accident Investigations and Enforcement.....	51-54	—
a. Notification.....	51-54	—
b. Powers of Inspectors	51-55	—
c. Penalties and Appeals.....	51-56	—
4. Other Health and Safety Related Statutes.....	51-56	—
B. Workers' Compensation	51-57	—
VIII. Pensions and Benefits	51-58	51-2
A. Historical Background.....	51-58	—
B. Contributory Pension Scheme [Substitute Text]	—	51-2

Nigeria (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
C. Health and Disability Benefits.....	51-62	—
1. National Health Insurance Scheme.....	51-62	—
2. Disability Benefits	51-63	—
IX. Immigration.....	51-64	51-4

Asia

<i>China</i>	<i>see Volume IA</i>
<i>Hong Kong (part of China)</i>	<i>see Volume IA</i>
<i>Japan</i>	<i>see Volume IA</i>

CAMBODIA	57-1	57-1
Introduction.....	57-1	57-1
A. Government and State	57-1	—
B. Brief History of Cambodian Law	57-3	—
C. General Sources of Labor Law.....	57-5	—
D. Major Administrative Bodies.....	57-6	57-1
E. Structure of Dispute Resolution System	57-7	—
F. Labor Law Enforcement [Substitute Text]	—	57-2
I. Individual Employment.....	57-9	57-4
A. Employment Relationship	57-9	—
1. Summary of Main Legal Instruments.....	57-9	—
2. Forms of Employment	57-9	—
B. Statutory Regulation of Employment.....	57-10	57-4
1. Employment Listings.....	57-10	—
2. Labor Supply Organizations or Labor Contractors	57-10	—
3. Training of Apprentices [New Topic]	—	57-4
4. Recruitment of Young Workers [New Topic]	—	57-5
C. Substance of the Individual Contract of Employment	57-11	—
1. Mandatory Terms in a Contract	57-11	—
2. Notice Period	57-12	—

	<i>Main Volume</i>	<i>Supple- ment</i>
3. Presumption of Term.....	57-13	—
4. Incorporation of Terms in a Collective Agreement.....	57-14	—
D. Contract Termination and Dismissal	57-14	—
1. General.....	57-14	—
2. Dismissal for Cause	57-15	—
3. The Role of the Union and Labor Authority in Termination/ Dismissal.....	57-16	—
E. Privacy	57-16	—
F. Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete	57-17	—
1. Duty of Loyalty	57-17	—
2. Trade Secrets.....	57-17	—
II. Collective Bargaining	57-17	57-6
A. Union Recognition.....	57-17	57-6
B. Level of Bargaining	57-19	57-8
C. Effect of the Agreement.....	57-19	—
D. Duration of the Collective Agreement....	57-20	57-9
E. Strikes	57-20	—
F. Third-Party Resolution of Disputes.....	57-22	—
1. Individual Labor Disputes.....	57-22	—
2. Collective Labor Disputes.....	57-22	—
III. Representation by Entities Other Than Unions	57-23	57-9
IV. Redundancy and Transfers of Undertakings	57-24	—
A. Redundancy	57-24	—
1. Legal Basis.....	57-24	—
2. Procedures and Formalties.....	57-24	—
3. Compensation	57-25	—
B. Transfers of Undertakings	57-26	—
V. Wages, Hours, and Leave	57-26	57-10
A. Wages.....	57-26	57-10
1. Minimum Wage.....	57-27	57-10
2. Overtime Pay	57-28	—
3. Taxes (Including Social Security)...	57-28	57-10
a. Personal Income Tax	57-28	57-10

Cambodia (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
i. Tax on salary [new topic].....	—	57-10
ii. Tax on fringe benefits [new topic].....	—	57-11
b. Exemption	57-28	57-12
4. Health Insurance	57-29	57-12
5. Social Insurance.....	57-29	57-13
6. Daily Base Wage for Penalty under the Cambodian Labor Law [New Topic]	—	57-13
B. Hours	57-30	57-14
1. Normal Working Hours.....	57-30	—
2. Overtime	57-30	57-14
3. Rest Breaks	57-30	—
C. Leave	57-31	—
1. Annual Leave	57-31	—
2. Public Holidays.....	57-31	—
3. Leave for Pregnancy, Maternity, and Adoption.....	57-31	—
a. Maternity Leave	57-31	—
b. Pre-natal Check-ups, Miscarriages, Abortions, or Stillbirth.....	57-31	—
4. Military Service and Trainings	57-32	—
VI. Antidiscrimination	57-32	—
VII. Occupational, Safety and Health and Workers’ Compensation	57-32	—
A. Occupational Safety and Health	57-32	—
B. Workers’ Compensation	57-33	—
VIII. Pensions and Benefits	57-33	57-14
IX. Immigration.....	57-34	57-16
INDIA (IIB) [REPLACEMENT CHAPTER]	58-1	58-1
Introduction.....	—	58-1
A. Branches of Government.....	—	58-2
1. Executive Branch	—	58-3
2. Legislative Branch	—	58-3
3. The Judicial Branch	—	58-5

	<i>Main Volume</i>	<i>Supple- ment</i>
a. Subordinate Courts	—	58-6
b. High Courts	—	58-7
c. Supreme Court	—	58-8
i. Original Jurisdiction	—	58-8
ii. Appellate Jurisdiction	—	58-9
iii. Advisory Jurisdiction	—	58-10
iv. Public Interest Litigation	—	58-10
B. The Labor Law Regime	—	58-10
1. Constitution as the Basis for Labor Legislation	—	58-10
a. Fundamental Rights	—	58-10
b. Directive Principles of State Policy	—	58-11
i. “State to secure a social order for the promotion of welfare of the people”	—	58-11
ii. “Certain principles of policy to be followed by the state”	—	58-11
iii. “Right to work, to education, and to public assistance in certain cases”	—	58-12
iv. “Conditions of work”	—	58-12
v. “Living wage for workers”	—	58-12
vi. “Participation of workers in management of industries”	—	58-13
2. The Statutory System (Concurrent List)	—	58-13
3. Relevant Central Government Labor Agencies and Courts	—	58-14
a. Central Government Ministry of Labor	—	58-14
i. Functions of the Ministry of Labor	—	58-15

India (IIB)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
ii. Structure of the Ministry of Labor	—	58-15
b. Employment Exchanges	—	58-21
4. State Government Ministries of Labor	—	58-21
5. Labor Courts and Other Government Dispute Resolution Bodies	—	58-21
C. International Sources of Labor and Employment Law	—	58-21
D. Class or Group Actions	—	58-23
E. Extraterritorial Application of Labor and Employment Laws	—	58-25
I. Individual Employment.....	—	58-26
A. Contract Formation.....	—	58-26
1. Drafting of Service Contract.....	—	58-27
2. Obligations of the Parties.....	—	58-28
a. Employers’ Obligations.....	—	58-28
b. Employees’ Obligations	—	58-29
3. Whistleblower Protection	—	58-29
B. Termination.....	—	58-29
1. Cases Where the Employer May Legally Initiate Termination.....	—	58-30
2. Cases Where the Employee May Legally Initiate Termination.....	—	58-30
3. Notice and Termination Process	—	58-30
C. Dispute Resolution	—	58-31
D. Privacy	—	58-32
1. Workplace Surveillance	—	58-32
2. Protection of Employer Data and Property.....	—	58-32
3. Protection of Employee’s Data and Property.....	—	58-33
E. Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete.	—	58-38
1. Employee Duty of Loyalty and Trade Secrets.....	—	58-38
2. Covenants Not to Compete	—	58-39
II. Collective Bargaining	—	58-40

	<i>Main Volume</i>	<i>Supple- ment</i>
A. History of Trade Unionism.....	—	58-40
B. Regulation of Unions and Employer Associations.....	—	58-41
1. Registration.....	—	58-41
2. Recognition of Trade Unions.....	—	58-43
3. Employee/Member Rights and Restrictions	—	58-44
C. Collective Bargaining Agreements.....	—	58-45
1. Subjects for Collective Bargaining.....	—	58-45
2. Types of Collective Bargaining Agreements	—	58-45
a. Voluntary Agreements.....	—	58-45
b. Voluntary Agreements with Enforcement through Government Conciliation and Mediation.....	—	58-46
c. Settlements	—	58-46
d. Consent Awards.....	—	58-46
D. Deadlocks and Disputes	—	58-47
1. Private Arbitration.....	—	58-48
2. Government Dispute Resolution Bodies	—	58-48
a. Board of Conciliation.....	—	58-49
b. Labor Court	—	58-49
c. Industrial Tribunal	—	58-49
d. National Tribunal.....	—	58-50
E. Strikes and Other Industrial Actions.....	—	58-50
1. Demonstrations and Meetings	—	58-50
2. Work Slowdowns	—	58-50
3. Picketing, Sit-Down Strikes, and Sit-Ins.....	—	58-51
4. Standard Strikes or Lockouts.....	—	58-51
III. Representation by Entities Other than Unions	—	58-53
A. Government-Mandated Employee Monitoring and Dispute-Resolution Bodies	—	58-54

India (IIB)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
B. Organizations Not Established by the Government	—	58-56
C. Employee Participation in Company Management	—	58-56
IV. Redundancy and Transfers of Undertakings	—	58-57
A. Redundancy	—	58-57
1. Layoffs/Retrenchment/Closure of an Undertaking under Chapter V-A	—	58-59
a. Layoffs.....	—	58-59
b. Retrenchment	—	58-60
c. Closure of an Undertaking or Place of Employment	—	58-62
2. Layoffs/Retrenchment/Closure of Undertaking under Chapter V-B	—	58-63
B. Transfers of Undertakings	—	58-64
1. Effect of Transfer of Undertaking on Individual Contracts.....	—	58-64
2. Effect of Transfer of Undertaking on Collective Bargaining Contracts	—	58-65
V. Wages, Hours, and Leave	—	58-65
A. Wages.....	—	58-65
1. Constitutional Directives	—	58-65
2. Statutory Provisions.....	—	58-66
a. Minimum Wages	—	58-66
b. Overtime Pay.....	—	56-68
i. Overtime pay under three Minimum Wges Act, 1948	—	58-68
ii. Overtime pay under the Factories Act, 1948.....	—	58-69
c. Bonuses	—	58-69
d. Coverage.....	—	58-70
e. Benefits.....	—	58-70
f. Funding.....	—	58-72

	<i>Main Volume</i>	<i>Supple- ment</i>
g. Penalties	—	58-72
B. Hours	—	58-72
1. Normal Working Hours and Rest Periods	—	58-72
a. Working Hours under the Minimum Wages Act, 1948.....	—	58-72
b. Working Hours under the Factories Act, 1948.....	—	58-73
c. Working Hours under the Shops and Establishment Acts.....	—	58-73
2. Overtime Hours.....	—	58-74
a. Overtime Hours under the Minimum Wages Act, 1948.....	—	58-74
b. Overtime Hours under the Factories Act, 1948.....	—	58-74
c. Overtime Hours under the Shops and Establishment Acts.....	—	58-74
C. Leave	—	58-75
1. Annual Leave	—	58-75
2. Pregnancy, Childbirth, and Family Leave.....	—	58-75
a. Maternity Benefits under the Employees' State Insurance Act, 1948	—	58-75
i. Coverage.....	—	58-76
ii. Benefits.....	—	58-76
iii. Funding.....	—	58-77
b. Maternity Benefits under the Maternity Benefit Act, 1961.....	—	58-77
i. Coverage.....	—	58-78
ii. Benefits.....	—	58-78
iii. Funding.....	—	58-78
c. Paternity Leave.....	—	58-79
3. Sick Leave.....	—	58-79
4. Military Service	—	58-79
VI. Antidiscrimination	—	58-80

India (IIB)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
A. Discrimination on the Grounds of Religion, Race, Caste, Sex, or Place of Birth.....	—	58-80
1. Protected Characteristics.....	—	58-80
2. Sex Discrimination.....	—	58-81
a. Employment Discrimination and Equal Pay.....	—	58-81
b. Sexual Harassment.....	—	58-81
B. Age Discrimination.....	—	58-83
C. Preferences for Women, Minorities, and the Disabled.....	—	58-84
1. Preferences for Women.....	—	58-84
2. Preferences for Scheduled Castes and Tribes and Other Disadvantaged Classes.....	—	58-84
3. Preferences for Disabled Individuals.....	—	58-85
VII. Occupational Safety and Health and Workers’ Compensation.....	—	58-86
A. Occupational Safety and Health.....	—	58-86
1. Safety.....	—	58-86
2. Health.....	—	58-88
B. Workers’ Compensation.....	—	58-89
VIII. Pensions and Benefits.....	—	58-91
A. Introduction.....	—	58-91
B. Laws Implementing India’s Social Security Systems.....	—	58-93
1. Employees Compensation Act, 1923.....	—	58-93
2. Employees’ State Insurance Act, 1948.....	—	58-93
a. Coverage.....	—	58-93
b. Benefits.....	—	58-94
c. Funding.....	—	58-95
3. Employees’ Provident Funds and Miscellaneous Provisions Act, 1952.....	—	58-96
a. Coverage.....	—	58-96

	<i>Main Volume</i>	<i>Supple- ment</i>
b. Benefits.....	—	58-96
c. Funding.....	—	58-97
d. Applicable to Foreign Expatriates	—	58-97
i. Social security agreements.....	—	58-97
ii. Employees Provident Fund (Fourth Amendment), 2012	—	58-98
iii. Employees Provident Fund (Fifth Amendment, 2014	—	58-99
4. Payment of Gratuity Act, 1972	—	58-99
a. Coverage.....	—	58-99
b. Benefits.....	—	58-100
c. Funding.....	—	58-101
5. Employees' Deposit-Linked Insurance System, 1976	—	58-101
a. Coverage.....	—	58-101
b. Benefits.....	—	58-101
c. Funding.....	—	58-101
6. Employees' Pension System, 1995	—	58-102
a. Coverage.....	—	58-102
b. Benefits.....	—	58-102
c. Funding.....	—	58-102
7. Pension Fund Regulatory and Development Authority Act, 2013	—	58-103
IX. Immigration.....	—	58-103
A. Introduction	—	58-103
B. Work Sectors Prohibited to Foreign Nationals.....	—	58-105
C. Permission Process for Indian Employers.....	—	58-105
D. Visa Process for Foreign Workers	—	58-106
E. Registration of Foreigners Nationals.....	—	58-106
F. Obtaining a Registration Certificate/ Residential Permit	—	58-107

India (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
G. Approval of Remuneration of Foreign Nationals	—	58-108
H. Restrictions on Movement of Foreign Nationals.....	—	58-108
I. Employment Termination Law Governing Foreign Nationals	—	58-109
J. Departure from India	—	58-109
INDONESIA	59-1	59-1
Introduction.....	59-1	—
A. Historical Development of Indonesian Employment Law	59-1	—
1. Pre-Independence Era	59-1	—
2. Old Order Regime	59-3	—
3. New Order Regime	59-4	—
4. Reformation Era and Its Aftermath	59-5	—
B. Snapshot of the Indonesian Employment Law	59-6	—
1. Structure.....	59-6	—
2. Characteristics.....	59-6	—
C. Industrial Relations Dispute Resolutions	59-7	—
1. Legal Structure.....	59-7	—
2. Characteristics.....	59-8	—
a. Bipartite Negotiation	59-8	—
b. Mediation	59-9	—
c. Conciliation	59-10	—
d. Arbitration	59-10	—
i. Appointment of arbitrator	59-11	—
ii. Arbitration proceedings ...	59-11	—
iii. Arbitrator’s Decision	59-12	—
e. Settlement in Industrial Relations Disputes Court.....	59-13	—
i. Jurisdiction.....	59-13	—
ii. Judges	59-13	—
iii. Proceedings.....	59-13	—
iv. Appeal.....	59-14	—

	<i>Main Volume</i>	<i>Supple- ment</i>
I. Individual Employment.....	59-14	—
A. The Work Relationship.....	59-14	—
1. Types of Work Relationships	59-14	—
2. Implementation of Work Relationships	59-15	—
B. Individual Employment Agreements	59-16	—
1. Legality of Employment Agreements	59-16	—
2. Employment Agreement Formalities	59-17	—
C. Company Regulations.....	59-18	—
1. Content.....	59-18	—
2. Filing Requirements.....	59-19	—
3. Amendment and Renewal	59-20	—
D. Termination or Dismissal	59-20	—
1. General Principle of Employment Termination.....	59-20	—
2. Prohibition of Employment Termination.....	59-20	—
3. Cause for Employment Termination.....	59-21	—
a. Expiration of Agreement for a Specified Time Period	59-22	—
b. Employee Death	59-22	—
c. Employee Is Detained for Committing a Crime.....	59-22	—
d. Employee Violation of the Employment Agreement, Collective Labor Agreement, or Company Regulations	59-22	—
e. Employee Absence for Five Days with Two Summons.....	59-23	—
f. Change in Status, Merger, or Consolidation of the Company	59-23	—
g. Agreement of the Parties or Decision by Industrial Relations Disputes Court.....	59-23	—
h. Employee Resignation.....	59-24	—

Indonesia (IIB)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
i. Employee Request for Termination Due to Employer Actions	59-24	—
j. Lengthy Employee Illness	59-25	—
4. Severance Payment	59-25	—
a. Categories and Amounts of Severance Payment.....	59-25	—
b. Exceptions to the General Severance Payment Schedule ...	59-26	—
i. Severance payment due to employee’s death	59-26	—
ii. Severance payment due to employee being jailed for having committed a crime	59-27	—
iii. Severance payment due to change of status, merger, consolidation, or change of ownership ...	59-27	—
iv. Severance payment due to pension	59-27	—
v. Severance benefits due to resignation	59-28	—
vi. Severance payment due to wrongful action by the employer	59-28	—
vii. Severance benefits due to lengthy employee illness	59-29	—
E. Privacy	59-29	—
F. Duty of Loyalty, Trade Secrets, and Covenants Not to Compete	59-29	—
1. Employee Duty of Loyalty.....	59-29	—
2. Trade Secrets Policy.....	59-29	—
3. Covenants Not to Compete	59-30	—
II. Collective Bargaining	59-30	—
A. Labor Unions	59-30	—
1. Formation.....	59-31	—

	<i>Main Volume</i>	<i>Supple- ment</i>
2. Membership	59-32	—
3. Rights and Obligations.....	59-32	—
4. Dissolution.....	59-33	—
B. Bargaining Process	59-34	—
1. Objective.....	59-34	—
2. Procedures.....	59-34	—
C. Collective Labor Agreements	59-35	—
1. Terms and Conditions	59-36	—
2. Term of the Agreement	59-37	—
D. Strike and Other Industrial Actions	59-37	—
1. Strikes and Lockouts.....	59-37	—
a. Strikes.....	59-37	—
b. Lockouts	59-39	—
2. Other Types of Industrial Actions.....	59-40	—
E. Union Security	59-40	—
III. Representation by Entities Other Than Unions	59-41	—
A. Bipartite Cooperation Institution.....	59-41	—
1. Definition	59-41	—
2. How It Works	59-42	—
B. Tripartite Cooperation Institution.....	59-43	—
1. Definitions.....	59-43	—
2. How It Works	59-44	—
a. National Tripartite Cooperation Institution.....	59-45	—
b. Provincial Tripartite Cooperation Institution.....	59-46	—
c. Regency or Municipal Cooperation Institution.....	59-47	—
d. Sector-Based Tripartite Cooperation Institution.....	59-48	—
IV. Redundancy and Transfers of Undertakings	59-49	—
A. Redundancy	59-49	—
1. Mass Layoffs.....	59-49	—
2. Programs to Avoid Mass Layoffs....	59-50	—
a. Reducing Salary and Working Incentives of Management Employees	59-50	—

Indonesia (IIB)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
b. Reducing the Working Shift	59-51	—
c. Imposing Limitations on Overtime	59-51	—
d. Reducing Working Days.....	59-51	—
e. Granting Employees a Day Off	59-51	—
f. Granting Employee Pensions ...	59-51	—
3. Mandatory Negotiations	59-52	—
B. Transfers of Undertakings	59-52	—
1. Employment Termination	59-52	—
2. Mandatory Negotiation	59-53	—
V. Wages, Hours, and Leave	59-53	59-1
A. Wages.....	59-53	59-1
1. Minimum Wages.....	59-54	59-1
a. Minimum Wage Rates by Province.....	59-54	59-1
b. Deferment.....	59-55	—
2. Overtime Pay	59-56	—
3. Restrictions on Wage Payments.....	59-57	59-2
4. Wage Scale and Structure [New Topic]	—	59-2
5. Administrative Sanctions to Be Imposed on Employers That Fail to Make Payments to Employees [New Topic].....	—	59-2
B. Working Hours, Overtime, and Rest Periods	59-57	—
1. Working Hours Limitations	59-57	—
2. Working Hours Restrictions for Women and Minors.....	59-58	—
a. Women.....	59-58	—
b. Minors	59-58	—
3. Overtime	59-59	—
4. Rest Periods	59-60	—
C. Paid Leave	59-61	59-3
1. Annual Leave	59-61	—
2. Menstruation Leave	59-61	—

	<i>Main Volume</i>	<i>Supple- ment</i>
3. Maternity and Nursing Leave	59-61	—
4. Collective Leave and Public Holidays	59-62	59-3
VI. Antidiscrimination	59-63	—
A. Equal Treatment	59-63	—
1. Historical Background	59-63	—
2. Legal Instruments Concerning Equal Treatment	59-64	—
a. Law No. 39 of 1999 Concerning Human Rights	59-64	—
b. Law No. 13 of 2003 Concerning Indonesian Employment Law	59-64	—
i. Recruitment stage	59-64	—
ii. Working stage	59-65	—
iii. Termination of employment stage	59-65	—
c. Law No. 40 of 2008 Concerning the Elimination of Race and Ethnic Discrimination	59-65	—
d. Law No. 21 of 1999 on the Ratification of Convention No. 111 of the International Labour Organization (ILO) Concerning Discrimination in Respect of Employment and Occupation	59-66	—
B. Protection From Discriminatory Actions	59-66	—
1. Women	59-67	—
a. Discrimination on the Basis of Sex	59-67	—
b. Equal Pay	59-68	—
c. Maternity	59-68	—
2. Disabled	59-68	—

Indonesia (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
VII. Occupational Safety and Health and Workers’ Compensation	59-69	59-5
A. Occupational Safety and Health	59-69	—
1. Employees’ Right to Receive Safety and Health Protection	59-69	—
2. Employer Obligations	59-70	—
a. Recruitment	59-70	—
b. Safety and Health Management System	59-70	—
c. Insurance Requirements	59-70	—
B. Workers’ Compensation	59-71	59-5
1. Health Compensation.....	59-71	—
a. Transportation Costs.....	59-71	—
b. Medical Costs	59-72	—
c. Money Compensation.....	59-72	—
2. Disability Compensation.....	59-73	—
3. Death Compensation.....	59-75	—
4. Re-Employment Program [New Topic]	—	59-5
VIII. Pensions and Benefits	59-76	59-6
A. Social Security Program.....	59-76	59-6
1. Social Security Programs.....	59-76	—
a. Health Insurance.....	59-76	—
b. Work Accident Insurance	59-77	—
c. Old-Age Insurance	59-77	—
d. Death Benefits	59-77	—
e. Pension	59-77	—
2. Registration.....	59-77	—
3. Participation by Non-Wage Earning Workers [New Topic]	—	59-6
B. Retirement	59-78	—
1. Retirement Age	59-78	—
2. Types of Benefits	59-78	—
a. Employer-Provided Benefits ...	59-78	—
b. Social Security Benefits	59-79	—
c. Early Retirement	59-80	—
C. Health Insurance.....	59-81	—
1. Premiums and Benefits	59-81	—
2. Opt Out	59-82	—

	<i>Main Volume</i>	<i>Supple- ment</i>
IX. Immigration.....	59-82	59-6
A. Indonesian Immigration Law	59-83	—
B. Work and Stay Permits for Expatriates...	59-83	59-6
1. Expatriate Work Permit.....	59-83	59-6
a. RPTKA.....	59-83	—
b. IMTA	59-85	59-7
2. Expatriate Stay Permit	59-87	—
a. Diplomatic Stay Permit	59-87	—
b. Official Stay Permit.....	59-87	—
c. Visit Stay Permit.....	59-87	—
d. Limited Stay Permit	59-87	—
e. Permanent Stay Permit.....	59-88	—
3. Sponsors.....	59-89	—
4. Expatriate Associates	59-89	59-8
C. Restrictions for Expatriates	59-90	—
SINGAPORE (IIB)	60-1	60-1
Introduction.....	60-1	60-1
A. Structure of Singapore’s Government ...	60-1	60-1
1. President.....	60-2	—
2. Parliament [Substitute Text].....	—	60-2
3. Judicial System [Substitute Text]....	—	60-2
B. Singapore’s Economy [Substitute Text]	—	60-4
C. Sources of Singapore’s Labor and Employment Laws.....	60-4	60-4
D. Class or Group Actions.....	60-5	—
E. Extraterritorial Application of Labor and Employment Laws	60-5	—
I. Individual Employment.....	60-6	60-5
A. Employment Act [Substitute Text]	—	60-5
B. Contract Formation.....	60-8	—
C. Full-Time and Part-Time Workers [Substitute Text]	—	60-6
D. Termination.....	60-9	60-6
1. Termination for Cause.....	—	60-6
2. Termination Without Cause [Substitute Text].....	—	—
3. Retirement.....	60-11	60-6

Singapore (IIB)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
E. Third-Party Resolution of Employment Disputes	60-13	60-8
F. Privacy	60-16	—
G. Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete	60-19	60-10
1. Employee Duty of Loyalty	60-19	—
2. Trade Secrets.....	60-20	60-10
3. Covenants Not to Compete	60-22	—
a. Enforceability	60-23	—
b. Remedies	60-24	—
II. Collective Bargaining	60-26	60-11
A. Unions Defined.....	60-26	—
B. Union Membership	60-26	—
C. Union Recognition Process	60-28	—
1. Registration	60-28	—
2. Recognition.....	60-28	—
3. Jurisdictional Disputes.....	60-29	—
D. Structure of Unions.....	60-29	60-11
1. Rights and Privileges of Unions	60-29	—
2. Funding	60-30	60-11
3. Establishment of Registered Union Office	60-31	—
4. Dissolution and De-Registration.....	60-32	—
5. Amalgamation.....	60-33	—
E. Collective Agreements.....	60-33	60-11
1. Negotiating Terms and Conditions of Employment	60-33	—
2. Effect of the Collective Agreement	60-34	—
3. Extension of a Collective Agreement	60-35	—
4. Duration of the Collective Agreement	60-36	—
5. Scope of the Collective Agreement [Substitute Text]	—	60-11
F. Strikes, Lockouts, and Other Dispute-Related Actions	60-37	60-13
1. Strikes and Industrial Actions	60-37	—
2. Lockouts	60-39	—

	<i>Main Volume</i>	<i>Supple- ment</i>
3. Picketing	60-40	—
4. Penalties [Substitute Text]	60-40	60-13
G. Third-Party Resolution of Labor		
Disputes	60-41	—
H. Union Security.....	60-45	60-14
1. Protections for Union Members.....	60-45	60-14
a. Right to Join a Union	60-45	60-14
b. Remedies for Dismissal Due to Union Activities.....	60-46	—
2. Rights and Privileges of Union Officers.....	60-47	—
III. Representation by Entities Other Than Unions	60-47	—
IV. Redundancy and Transfers of Undertakings	60-48	60-15
A. Redundancy	60-48	60-15
B. Transfers of Undertakings	—	60-16
V. Wages, Hours, and Leave	60-50	60-16
A. Wages	60-50	60-16
1. General	60-50	—
2. Salary Period.....	60-51	60-16
3. Overtime Pay	60-52	—
4. Deductions [Substitute Text].....	—	60-17
B. Hours	60-54	—
1. Daily Working Hours and Breaks ...	60-54	—
2. Duration of Workweek and Overtime Limitations	60-55	—
3. Flexible Hours.....	60-56	—
4. Night Work	60-56	—
5. Rest Days	60-56	—
C. Leave	60-57	60-18
1. Annual Leave	60-57	—
2. Holidays [Substitute Text]	—	60-18
3. Maternity Leave [Substitute Text]	—	60-19
4. Paternity and Shared Parental Leave [Substitute Text]	—	60-22
5. Childcare Leave and Infant-Care Leave [Substitute Text]	—	60-24

Singapore (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
a. Childcare Leave.....	—	60-24
b. Infant-Care Leave.....	—	60-25
c. Extended Childcare Leave.....	—	60-25
6. Adoption Leave [Substitute Text]...	—	60-26
7. Sick Leave.....	60-64	—
8. Military Service Leave.....	60-65	—
VI. Antidiscrimination	60-65	60-27
A. Age Discrimination	60-66	—
B. Employment of Children	60-67	—
C. Pregnant Women	60-68	60-27
D. Fair Consideration Framework [New Topic].....	—	—
VII. Occupational Safety and Health and Workers’ Compensation	60-69	60-28
A. Occupational Safety and Health	60-69	60-28
1. Employer and Employee Obligations	60-71	60-28
2. Reporting	60-72	—
3. Inspections	60-73	—
4. Whistleblower Protection	60-74	—
5. Enforcement.....	60-74	60-28
B. Workers’ Compensation	60-76	—
1. Payment of Compensation.....	60-77	—
2. Claiming Compensation	60-78	—
3. Alternatives to Compensation.....	60-80	—
4. Insurance Obligations	60-81	—
VIII. Pensions and Benefits	60-81	60-29
A. Central Provident Fund	60-81	60-29
1. Participation in CPF.....	60-82	—
2. Contribution Rates	60-83	—
3. Withdrawal and Use of CPF [Substitute Text].....	—	60-29
4. Enforcement.....	60-84	—
B. Health and Disability Funds	60-85	—
C. Skills Development and Lifelong Learning Funds.....	60-85	—
IX. Immigration [Substitute Text].....	—	60-31

	<i>Main Volume</i>	<i>Supple- ment</i>
A. Employment of Foreign Manpower Act	—	60-31
B. Work Passes for Foreign Employees	—	60-32
1. Employment Pass`	—	60-32
2. S Pass	—	60-33
3. Personalized Employment Pass	—	60-34
4. Work Permit	—	60-34
C. Fair Consideration Framework	—	60-36
D. Employer Liability for Hiring Foreign Employee Without a Valid Work Pass	—	60-36
SOUTH KOREA (IIB)	61-1	61-1
Introduction.....	61-1	61-1
A. Government Structure.....	61-1	61-1
1. Legislative Branch	61-1	61-1
2. Executive Branch	61-3	—
3. Judicial Branch	61-4	61-1
B. Overview of South Korean Labor Law...	61-5	—
C. Characteristics of South Korea’s Labor Relations System	61-6	—
1. Structural Characteristics	61-6	—
2. Functional Characteristics.....	61-6	—
D. Sources of Labor Law	61-7	—
1. Constitution.....	61-7	—
2. Legislation.....	61-8	—
3. Court Decisions.....	61-11	—
4. Administrative Interpretation.....	61-11	—
5. Custom	61-12	—
6. International Sources of Labor Law	61-12	—
E. Labor Administration.....	61-12	—
1. Ministry of Employment and Labor	61-12	—
2. Labor Relations Commission.....	61-13	—
3. Labor Inspector	61-14	—
I. Individual Employment.....	61-15	61-2
A. Individual Employment Contracts.....	61-15	—
B. Individual Employment Law	61-15	61-2

South Korea (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
1. Labor Standards Act: Defining Rights and Responsibilities.....	61-16	61-2
a. Applicability.....	61-17	—
b. Protection of Minors and Women.....	61-18	61-2
c. Regulation of the Employment Process [Substitute Text].....	—	61-3
2. Rules of Employment (Work Rules).....	61-18	61-3
a. Contents.....	61-19	—
b. Filing Requirements [Substitute Text].....	—	61-3
c. Changes to the Rules.....	61-19	—
3. Employee Dismissal.....	61-20	61-4
a. Protection Against Dismissal ...	61-20	—
b. Dismissal for Just Cause.....	61-20	61-4
c. Notice of Dismissal [Substitute Text].....	—	61-4
d. Severance Pay.....	61-21	61-5
e. Wrongful Termination.....	61-22	—
4. Non-Regular Workers.....	61-23	61-5
a. Act for the Protection of Fixed-Term and Part-Time Employees [Substitute Text].....	—	61-5
b. Act for the Protection of Dispatched Employees.....	61-24	61-7
C. Employee Privacy.....	61-25	—
1. Data Protection Laws.....	61-25	—
a. The Personal Information Protection Act.....	61-25	—
b. Real Name Financial Transaction Law.....	61-26	—
c. Protection and Usage of Credit Information Law.....	61-26	—
d. Information and Telecommunication Network Use Promotion and Information Protection Law.....	61-26	—
2. Additional Protection.....	61-26	—

	<i>Main Volume</i>	<i>Supple- ment</i>
a. Korean Civil Code	61-27	—
b. Contract	61-27	—
c. Korean Criminal Code.....	61-27	—
d. Labor Standards Act	61-28	—
e. Job Security Act	61-28	—
D. Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete	61-28	—
1. Employee Duty of Loyalty.....	61-28	—
2. Trade Secrets.....	61-28	—
3. Covenants Not to Compete	61-29	—
II. Collective Bargaining	61-29	61-7
A. Trade Union and Labor Relations Adjustment Act.....	61-29	—
B. Structure and Organization of Trade Unions.....	61-30	61-7
1. Trade Union Organization	61-31	61-7
2. Creation of a Union.....	61-32	—
3. Civil Servants.....	61-33	—
4. Dissolution	61-33	—
C. The Bargaining Process.....	61-33	—
1. Subjects of Collective Bargaining...	61-33	—
2. Good Faith Bargaining.....	61-34	—
3. Phase-In of Multiple Unions.....	61-35	—
4. Mediation	61-35	—
D. Collective Agreements.....	61-36	—
1. Form.....	61-36	—
2. Duration	61-36	—
3. Relation to Labor Laws and Individual Employment Contracts ..	61-37	—
4. Scope.....	61-37	—
5. Breach of Collective Bargaining Agreement.....	61-38	—
E. Collective Action	61-39	—
1. Union Actions	61-39	—
2. Employer Actions	61-40	—
a. Lockout.....	61-40	—
b. Striker Replacement	61-41	—
3. Defense and Public Service Industries.....	61-41	—

South Korea (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
4. Union Liability for Collective Actions	61-41	—
F. Third-Party Dispute Resolution.....	61-42	—
1. Unofficial Procedures	61-42	—
2. Mediation	61-42	—
3. Arbitration.....	61-43	—
a. General Procedures	61-43	—
G. Unfair Labor Practices.....	61-43	—
H. Union Security.....	61-44	—
1. Right to Join or Refrain From Joining a Union.....	61-44	—
a. Open Shop.....	61-45	—
b. Union Shop.....	61-45	—
c. Closed Shop.....	61-45	—
2. Eligibility for Union Membership	61-46	—
3. Dues Checkoff	61-46	—
4. Employer Compensation for Union Officials.....	61-47	—
5. Union Activities During Working Hours.....	61-47	—
6. Use of Office Facilities	61-47	—
III. Representation by Entities Other Than Unions	61-48	—
A. Introduction—Labor Management Councils.....	61-48	—
B. Provisions of the Act	61-48	—
C. Structure of Labor Management Councils.....	61-49	—
1. Employer Obligations	61-49	—
2. Composition of Labor Management Councils	61-50	—
3. Service as Officers and Members of Labor Management Councils	61-51	—
4. Operation of Labor Management Councils	61-51	—
5. Labor Management Council By-laws	61-52	—

	<i>Main Volume</i>	<i>Supple- ment</i>
D. Duties and Powers of Labor		
Management Councils	61-52	—
1. Consultation Items	61-52	—
2. Report Items	61-53	—
3. Agreement Items	61-54	—
E. Management of Employee Grievances:		
Grievance Committee	61-55	—
IV. Redundancies and Transfers of		
Undertakings	61-55	—
A. Redundancy	61-55	—
1. Layoffs	61-55	—
2. Separation Programs	61-56	—
3. Wage and Severance Pay Protection	61-57	—
B. Transfers of Undertakings	61-57	—
V. Wages, Hours, and Leave	61-58	61-8
A. Wages	61-58	61-8
1. Working Hours and Overtime [Amended Heading]	—	61-8
2. Minimum Wage Act	61-59	618
3. Payment of Wages	61-59	—
B. Working Hours, Overtime, and Rest Periods	61-60	61-8
1. Working Hours and Overtime	61-60	—
2. Alternative Working Hours Systems	61-61	—
a. Flexible Working Hours Systems	61-61	—
b. Discretionary and Deemed Working Hours System	61-62	—
3. Rest Periods	61-62	61-8
4. Restrictions on Women and Minors	61-62	—
5. Exempt Employees	61-63	—
C. Paid Holidays and Leaves	61-63	61-8
1. Holidays [Substitute Text]	—	61-8
2. Weekly Day Off	61-64	61-10
3. Annual Leave	61-64	—
4. Maternity and Nursing Leave	61-65	61-10

South Korea (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
5. Childcare Leave	61-65	61-10
6. Family-Care Leave [Substitute Text]	—	61-11
7. Sick Leave.....	61-66	—
8. Military Leave and Training	61-66	—
9. Special Leave	61-66	—
VI. Antidiscrimination	61-67	61-11
A. Statutes Establishing a Variety of Protected Classifications	61-67	61-11
1. Labor Standards Act.....	61-67	—
2. Employment Security Act.....	61-67	—
3. Basic Employment Policy Act	61-67	61-11
4. The Protection of Fixed-Term and Part-Time Employees of 2007	61-67	—
B. Act on Equal Employment and Support for Work-Family Reconciliation.....	61-68	61-12
C. Sexual Harassment	61-69	61-13
D. Disabled Persons Employment and Rehabilitation Act.....	61-69	61-13
E. Act on Prohibition of Age Discrimination in Employment and Aged Employment Promotion.....	61-70	—
F. Act on the Honorable Treatment of Patriots and Veterans.....	61-71	—
VII. Occupational Safety and Health and Workers’ Compensation	61-71	—
A. Safety and Health	61-71	—
1. Labor Standards Act.....	61-72	—
2. Industrial Safety and Health Act.....	61-72	—
3. Employee Health Restrictions	61-73	—
a. Restrictions on Harmful or Dangerous Work.....	61-73	—
b. Employees’ Health Check-up...	61-73	—
4. Employer Obligations	61-73	—
a. Managing the System of Industrial Safety and Health.....	61-73	—
b. Preventative Measures.....	61-73	—

	<i>Main Volume</i>	<i>Supple- ment</i>
c. Protective Devices for Electrically Powered Machines and Tools	61-74	—
d. Restrictions on Manufacture of Harmful Materials	61-74	—
5. Safety and Health Education.....	61-74	—
6. Workplace Inspections	61-74	—
7. Protection From Retaliation.....	61-74	—
B. Workers' Compensation	61-75	—
1. Specific Components of the Program.....	61-75	—
a. Compensation for Medical Treatment.....	61-75	—
b. Compensation for Suspension of Work.....	61-76	—
c. Compensation for Permanent Disabilities.....	61-76	—
d. Compensation for Survivors....	61-76	—
e. Funeral Expenses.....	61-76	—
f. Lump Sum Compensation	61-77	—
2. Exceptions to Employer Liability ...	61-77	—
3. Exempt Employers.....	61-77	—
VIII. Pensions and Benefits	61-78	61-13
A. Pension System.....	61-78	61-13
1. Contributions and Benefits	61-78	—
a. Basic Requirements.....	61-78	—
b. Types of Benefits.....	61-79	—
2. Expatriate Employees	61-79	61-13
3. Employee Retirement Benefit Security Act.....	61-80	61-14
a. Adopting a New Retirement Benefit Plan [Substitute Text]..	—	61-14
b. Expansion of Employee Coverage.....	61-81	—
c. Types of Retirement Benefit Plans	61-81	61-15
i. Severance payment plan	61-81	—

South Korea (IIB) —contd.	<i>Main Volume</i>	<i>Supple- ment</i>
ii. Defined contribution retirement pension plan ...	61-82	—
iii. Defined benefit retirement pension plan ...	61-82	—
iv. Individual retirement accounts [Amended Topic] [substitute text].....	—	61-15
B. Health and Disability Benefits.....	61-83	61-15
1. National Health Insurance	61-83	61-15
2. Employment Promotion Fund for the Disabled	61-83	—
a. Employer Subsidies and Financial Aid	61-84	—
b. Vocational Training	61-84	—
c. Facilities and Transportation Financing.....	61-84	—
C. Unemployment Insurance System.....	61-85	61-15
D. Other Employment-Related Programs ...	61-86	61-16
1. Basic Employment Policy Act and Employment Security Act	61-86	—
2. Basic Vocational Training Act	61-86	—
3. Wage Claim Guarantee Act	61-86	—
4. Employee Welfare Fund Act	61-87	—
5. Workplace Nursery [New Topic]	—	61-16
IX. Immigration.....	61-87	—
A. Expatriates	61-87	—
B. Foreign Workers Employment.....	61-88	—
C. Entry Requirements for Employment.....	61-88	—
TAIWAN (IIB)	62-1	62-1
Introduction.....	62-1	62-1
A. Basic Makeup of Taiwan’s Government	62-1	—
B. General Sources of Taiwan Labor Law	62-2	62-1

	<i>Main Volume</i>	<i>Supple- ment</i>
1. Constitution.....	62-2	—
2. Legislation [Substitute Text].....	—	62-1
C. Administration of Labor and Employment Laws [Substitute Text]	—	62-2
D. Dispute Resolution System.....	62-5	62-2
E. Class or Group Actions.....	62-5	—
F. Extraterritorial Application of Law	62-5	—
I. Individual Employment.....	62-6	62-3
A. Employment Contract	62-6	62-3
1. Implied Terms	62-6	—
2. Employment Contract Content	62-6	—
3. Work Rules and Policies	62-7	—
4. “Employees” Versus “Appointed Managers”	62-8	—
5. Employment of Children and Young Persons [Substitute Text].....	—	62-3
6. Probation Periods.....	62-8	—
7. Part-Time Versus Full-Time Employment.....	62-9	—
8. Fixed-Term Versus Indefinite-Term Employment.....	62-9	—
9. Employee Tenure	62-10	62-3
10. References.....	62-10	—
B. Employee Termination	62-11	62-4
1. Termination With Notice.....	62-11	—
a. Notice Periods	62-11	—
b. Notice Requirements	62-12	—
2. Termination Without Notice	62-12	—
3. Termination by Employee.....	62-13	—
4. Severance Pay	62-14	62-4
5. Contesting an Improper Termination.....	62-15	—
C. Privacy	62-15	62-4
1. Private Information Restrictions During Hiring [Substitute Text]	—	62-4
2. Employer Surveillance [Substitute Text].....	—	62-5
3. Personal Information [New Topic]	—	62-5

Taiwan (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
D. Duty of Loyalty, Trade Secrets, and Covenants Not to Compete.....	62-16	62-9
1. Trade Secrets [Substitute Text]	—	62-9
2. Covenants Not to Compete [Substitute Text].....	—	62-10
E. Whistleblower Protection [New Topic]	—	62-11
II. Collective Bargaining	62-18	62-12
A. Unions.....	62-18	—
B. Bargaining Structure.....	62-18	62-12
C. Collective Bargaining Agreements	62-19	—
D. Labor Dispute Resolution.....	62-19	62-12
E. Strikes	62-20	62-13
III. Representation by Entities Other Than Unions [Substitute Text]	—	62-13
IV. Redundancy and Transfers of Undertakings	62-21	62-14
A. Mass Layoff Protection Act.....	62-21	62-14
B. Transfers of Undertakings [Substitute Text]	—	62-15
V. Wages, Hours, and Leave	62-23	62-15
A. Wages.....	62-23	62-15
1. Basic Wage.....	62-23	62-15
2. Overtime	62-23	62-16
3. Bonuses	62-24	—
4. Taxes	62-24	62-17
5. Wage Statements [New Topic].....	—	62-18
B. Hours	—	62-18
1. Normal Working Hours	62-25	62-18
2. Overtime	62-26	62-18
3. Child Workers [Substitute Text].....	—	62-19
4. Rest Periods	62-27	62-19
C. Leave	62-27	62-20
1. Annual Leave	62-27	62-20
2. Public Holidays [Substitute Text] ...	—	62-21
3. Additional Leave Provided by Labor Standards Act.....	62-29	62-22

	<i>Main Volume</i>	<i>Supple- ment</i>
a. Marriage Leave.....	62-29	—
b. Funeral Leave	62-29	—
c. Sick Leave	62-29	—
d. Personal Leave	62-30	—
4. Other Leave.....	62-30	62-22
a. Military Leave	62-30	62-22
b. Natural Disaster Leave [Substitute Text]	—	62-22
c. Union Leave	62-31	—
d. Maternity, Paternity, and Nursing Leave [Substitute Text].....	—	62-23
e. Parental Leave	62-32	—
f. Leave to Care for a Sick Family Member [Substitute Text]	—	62-24
g. Menstruation Leave [New Topic].....	—	62-24
D. Employer Penalties [New Topic].....	—	62-25
VI. Antidiscrimination	62-33	62-25
A. Introduction	62-33	—
B. Protected Categories.....	62-33	62-25
1. Age.....	62-33	—
2. Disability.....	62-34	—
3. Gender.....	62-34	62-25
a. Gender Equality in Employment Act.....	62-34	—
b. Sexual Harassment [Substitute Text]	—	62-25
c. Remedies	62-36	62-26
VII. Occupational Safety and Health and Workers' Compensation [Substitute Text].....	—	62-27
A. Occupational Safety and Health	—	62-27
B. Workers' Compensation	—	62-28
VIII. Pensions and Benefits	62-38	62-30
A. Pensions.....	62-38	62-30
1. LSA Pension Plan System	62-38	62-30

Taiwan (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
2. LPA Plan	62-39	62-31
3. Option to Switch From LSA Plan to LPA Plan [Substitute Text]	—	62-31
B. Benefits	62-40	62-31
1. Health Insurance	62-40	62-31
2. Labor Insurance	62-41	62-32
3. Stock Options [Substitute Text]	—	62-34
4. Employee Welfare Fund Act	62-45	62-34
IX. Immigration	62-46	62-35
A. Work Permit	62-46	62-35
1. Work Permit Requirements	62-46	62-35
2. Exceptions	62-47	62-36
B. Employment Limitations	62-48	62-36
C. Employer Obligations	62-49	—
D. Wages and Benefits for Foreign Employees	62-50	62-37
1. Minimum Wages [Substitute Text]	—	62-37
2. Severance Pay	62-50	—
3. Taxes	62-50	—
4. Pensions [Substitute Text]	—	62-38
5. Health Insurance	62-51	—
6. Labor Insurance	62-51	—
E. Hiring Unauthorized Foreign Nationals	62-51	62-38
THAILAND [NEW CHAPTER]	—	62-501
Introduction	—	62-501
A. Government Structure	—	62-501
B. General sources of Labor and Employment Law	—	62-502
1. National Sources	—	62-502
2. International Sources	—	62-503
C. Labor Inspector and Labor Relations Committee	—	62-503
D. Structure of the Judicial System	—	62-505
E. Class or Group Actions	—	62-506
I. Individual Employment	—	62-506
A. Individual Contract of Employment	—	62-506

	<i>Main Volume</i>	<i>Supple- ment</i>
1. Probation Period	—	62-507
2. Fixed-Term Employment	—	62-507
3. Indefinite-Term Employment.....	—	62-508
4. Outsourcing	—	62-508
B. Substance of the Individual Contract of Employment	—	62-508
1. Mandatory Terms	—	62-508
2. Presumption of Term.....	—	62-509
3. Incorporation of Terms in a Collective Agreement.....	—	62-510
C. Employment Dismissal.....	—	62-510
1. Notice Requirements.....	—	62-511
2. Severance Pay	—	62-511
a. Pay upon Dismissal by the Employer	—	62-511
b. Special Severance Pay in Case of Business Relocation or Redundancy	—	62-513
3. Unfair Dismissal	—	62-513
D. Privacy	—	62-515
E. Employment Duty of Loyalty, Trade Secrets, Covenants Not to Compete	—	62-515
II. Collective Bargaining	—	62-516
A. Introduction	—	62-516
B. Union Formation and Recognition	—	62-516
1. Requirements for the Establishment of a Union.....	—	62-516
2. Union Registration	—	62-517
a. Procedures	—	62-517
b. Appeal Process	—	62-518
3. Union Recognition.....	—	62-518
C. Union Membership.....	—	62-519
1. Right to Join a Union	—	62-519
2. Unfair Labor Practices	—	62-519
D. Bargaining Structure and Process.....	—	62-520
1. Individual Level	—	62-521
2. Union Level	—	62-521
3. Bargaining Process.....	—	62-522

Thailand—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
E. Collective Agreements.....	—	62-523
1. Effect of the Agreement.....	—	62-523
2. Duration of the Agreement	—	62-523
3. Scope of the Agreement.....	—	62-524
F. Strikes and Other Industrial Actions.....	—	62-525
1. Procedures.....	—	62-525
2. Union Liability.....	—	62-525
3. Prohibited Actions.....	—	62-525
G. Third Party Resolution of Disputes	—	62-526
H. Union Security.....	—	62-526
1. Membership Fees.....	—	62-526
2. Representative Status	—	62-526
3. Union Committee.....	—	62-527
III. Representation By Entities Other Than Unions	—	62-527
A. Introduction	—	62-527
B. Establishment of Employee Committee	—	62-528
C. Employment Committee’s Powers and Protections	—	62-528
IV. Redundancy and Transfers of Undertakings	—	62-529
A. Redundancy	—	62-529
B. Transfers of Undertakings	—	62-530
V. Wages, Hours, and Leave	—	62-530
A. Wages.....	—	62-531
1. Minimum Wage.....	—	62-531
2. Overtime Pay	—	62-531
3. Form of Payment.....	—	62-532
4. Taxes	—	62-532
B. Hours	—	62-532
1. Regular Working Hours	—	62-532
2. Overtime Pay	—	62-533
3. Rest Periods	—	62-533
4. Holidays	—	62-534
5. Restrictions on Night Work.....	—	62-534
6. Restrictions on Holiday Work.....	—	62-535

	<i>Main Volume</i>	<i>Supple- ment</i>
C. Leave	—	62-535
VI. Antidiscrimination	—	62-536
A. Labor Protection Act.....	—	62-536
1. Pregnancy.....	—	62-537
2. Maternity.....	—	62-537
3. Sexual Harassment.....	—	62-537
B. Empowerment of Persons with Disabilities Act	—	62-538
VII. Occupational Safety and Health and Workers' Compensation	—	62-538
A. Occupational Safety, Health, and Environment	—	62-539
B. Workers' Compensation	—	62-540
1. Compensation	—	62-540
a. Indemnity (Compensation for Economic Loss).....	—	62-541
b. Medical Expenses.....	—	62-542
c. Rehabilitation Expenses	—	62-542
d. Funeral Expenses.....	—	62-543
e. Survivors' Benefits	—	62-543
f. Exceptions	—	62-544
2. Worker's Compensation Fund.....	—	62-544
VIII. Pensions and Benefits	—	62-545
A. Introduction	—	62-545
B. Pensions.....	—	62-546
C. Illness and Injury Benefits.....	—	62-547
1. Medical Expenses	—	62-547
2. Compensation Benefits for Loss of Income	—	62-547
D. Disability Benefits	—	62-548
1. Medical Expenses	—	62-548
2. Compensation Benefits for Loss of Income	—	62-548
E. Maternity Benefits	—	62-549
F. Child Support Benefits	—	62-549
G. Unemployment Benefits	—	62-550
H. Death Benefits	—	62-551

Thailand —contd.	<i>Main Volume</i>	<i>Supple- ment</i>
1. Funeral Benefits.....	—	62-551
2. Support Benefits.....	—	62-552
IX. Immigration.....	—	62-552
VIETNAM (IIB)	63-1	63-1
Introduction.....	63-1	63-1
A. Government and State [Substitute Text].....	—	63-1
B. General Sources of Labor Law.....	63-3	63-4
1. National Sources.....	63-3	63-4
2. International Sources [Substitute Text].....	—	63-4
C. Major Administrative Bodies.....	63-5	—
D. Structure of Dispute Resolution System.....	63-5	—
I. Individual Employment.....	63-7	63-5
A. Employment Relationship.....	63-7	63-5
1. Summary of Main Legal Instruments [Substitute Text].....	—	63-5
2. Forms of Employment.....	63-7	—
B. Recruitment.....	63-8	63-5
1. Employment Listings.....	63-8	63-5
2. Labor Supply Organizations [Substitute Text].....	—	63-6
C. Substance of the Individual Contract of Employment.....	63-9	63-6
1. Mandatory Contract Terms.....	63-9	63-6
2. Presumption of Term.....	63-9	63-7
3. Incorporation of Terms in a Collective Agreement.....	63-10	—
4. Outsourcing.....	63-10	63-7
D. Contract Termination and Dismissal.....	63-12	63-8
1. General [Substitute Text].....	—	63-8
2. Termination by the Employer [Substitute Text].....	—	63-9
3. Dismissal for Cause.....	63-15	—
4. Termination by the Employee.....	63-15	63-12

	<i>Main Volume</i>	<i>Supple- ment</i>
5. The Role of the Union and Labor Authority in Termination/ Dismissal	63-17	63-13
E. Privacy	63-18	—
F. Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete	63-19	—
1. Duty of Loyalty	63-19	—
2. Trade Secrets	63-19	—
3. Covenants Not to Compete	63-20	—
II. Collective Bargaining	63-20	63-13
A. Union Recognition	63-20	—
B. Dialogue at the Workplace	63-21	—
C. Bargaining Process	63-22	—
D. Collective Labor Agreement	63-23	63-13
1. Terms and Conditions	63-23	—
2. Effect of the Agreement	63-23	—
3. Duration of the Agreement	63-24	63-13
E. Strikes	63-24	—
F. Third-Party Resolution of Disputes	63-26	—
G. Union Security	63-27	—
III. Representation by Entities Other Than Unions	63-28	—
IV. Redundancy and Transfers of Undertakings	63-28	63-14
A. Redundancy	63-28	63-14
1. Legal Basis	63-28	63-14
2. Procedures and Formalities	63-29	—
3. Union Officers	63-30	—
4. Compensation [Substitute Text]	—	63-15
B. Transfers of Undertakings	63-31	—
V. Wages, Hours, and Leave	63-32	63-16
A. Wages	63-32	63-16
1. Minimum Wage	63-32	63-16
a. General Minimum Wage [Substitute Text]	—	63-16
b. Regional Minimum Wages [Substitute Text]	—	63-16
2. Probationary Employees	63-36	—

Vietnam (IIB)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
3. Overtime Pay	63-36	—
4. Personal Income Tax		
[Substitute Text].....	—	63-21
a. Tax Rates for Residents on Income from Salaries and Wages	—	63-23
b. Tax Rates for Residents on Business and Other Income.....	—	63-23
c. Tax Rate for Nonresidents on Income from Salaries and Wages	—	63-24
d. Tax Rates for Non-residents on Business and Other Income.....	—	63-25
e. Exemptions.....	—	63-25
B. Hours	63-41	—
C. Leave	63-42	63-26
1. Paid Leave.....	63-42	63-26
a. Annual Leave and Public Holidays	63-42	63-26
b. Leave for Pregnancy, Maternity, and Adoption [Substitute Text]	—	63-27
i. Prenatal check-ups.....	63-43	63-27
ii. Miscarriages, abortions, stillbirth or pathological abortions	63-43	63-28
iii. Maternity leave	63-44	63-28
iv. Paternity leave	—	63-29
v. Death of a child.....	63-44	63-29
vi. Contraception leave	63-45	63-30
vii. Convalescence and health rehabilitation leave.....	—	63-30
viii. Menstruation and nursing breaks.....	—	63-31
c. Military Service.....	63-45	—
2. Suspension of the Labor Contract...	63-45	—

	<i>Main Volume</i>	<i>Supple- ment</i>
VI. Antidiscrimination	63-46	—
A. Introduction	63-46	—
B. Protected Groups	63-46	—
1. Bases for Protection	63-46	—
2. Gender	63-47	—
3. Disability	63-48	—
4. Age	63-48	—
VII. Occupational Safety and Health and Workers' Compensation	63-49	63-31
A. Occupational Safety and Health [Substitute Text]	—	63-31
B. Workers' Compensation	63-50	—
VIII. Pensions and Benefits	63-51	63-32
A. Labor Code	63-51	—
B. Law on Social Insurance [Substitute Text]	—	63-32
1. Social Insurance Systems	—	63-33
a. Compulsory Social Insurance	—	63-33
b. Voluntary Social Insurance	—	63-35
c. Supplemental Retirement Insurance	—	63-35
2. Administration	—	63-36
C. Law on Health Insurance	63-54	—
D. Law on Employment [New Topic]	—	63-36
E. Penalties [New Topic]	—	63-38
IX. Immigration	63-55	63-38
A. Introduction	63-55	—
B. Entry Into Vietnam [Substitute Text]	—	63-38
1. General Regulations of Visa in Vietnam	—	63-38
2. Visitor Visa	—	63-41
3. Foreign Nationals Invited to Visit by Non-State Agencies or Individuals Living in Vietnam	—	63-42
4. Foreign Nationals Without Invitation Letters	—	63-42
5. APEC Travel Card Program	—	63-42
6. Visa Waiver	—	63-43

Vietnam (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
C. Employment in Vietnam		
[Substitute Text]	—	63-43
1. Foreign Nationals Exempt From Work Permit Requirements.....	—	63-44
2. Work Permits	—	63-47
D. Temporary Residence		
[Substitute Text]	—	63-48
E. Permanent Residence [Substitute Text].....	—	63-49

Central America

COSTA RICA [NEW CHAPTER].....	—	64-1
Introduction.....	—	64-1
A. Basic Composition of the Government	—	64-1
B. General Sources of Labor and Employment Law	—	64-2
1. National Constitution.....	—	64-2
2. Statutory and Executive Sources.....	—	64-3
3. Collective Bargaining Agreements and Other Sources of Law.....	—	64-4
4. International Agreements.....	—	64-4
C. Division of Responsibility Between Federal and Provincial Governments	—	64-5
D. Major Administrative Bodies Responsible for Regulating Labor and Employment Law	—	64-5
E. Dispute Resolution System for Labor Law	—	64-6
F. Conflicts of Law and Extraterritorial Application of Costa Rican Law	—	64-7
I. Individual Employment.....	—	64-7
A. Individual Contract of Employment	—	64-7
1. Types of Contracts	—	64-7
2. Need for a Writing	—	64-8
3. Content.....	—	64-9
4. Modification.....	—	64-9

	<i>Main Volume</i>	<i>Supple- ment</i>
B. Statutory Regulation of Employment	—	64-10
1. Hiring	—	64-10
a. Probationary Period.....	—	64-10
b. Fixed-Term Contracts.....	—	64-10
c. Apprenticeship	—	64-11
d. Internships	—	64-12
2. Employers' Obligations	—	64-12
3. Employer Recordkeeping.....	—	64-13
4. Suspension	—	64-14
5. Labor Contracting	—	64-15
C. Termination of Employment.....	—	64-15
1. Causes of Termination	—	64-15
2. Types of Termination	—	64-15
a. Termination During the Probationary Period.....	—	64-15
b. Termination of a Fixed-Term Contract	—	64-16
c. Termination of an Indefinite- Term Contract Without Cause	—	64-17
d. Employer Termination of an Indefinite-Term Contract for Cause	—	64-18
i. Just case defined	—	64-18
(a) Labor Code article 81.....	—	64-18
(b) Labor Procedure Reform	—	64-23
ii. Due process.....	—	64-23
iii. Consequences	—	64-24
e. Employee Termination of an Indefinite-Term Contract for Cause	—	64-24
f. Other Causes of Termination....	—	64-26
3. Special Protections.....	—	64-28
a. Pregnant and Breastfeeding Employees	—	64-28
b. Trade Union Representatives....	—	64-29

Costa Rica—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
4. Severance Payments.....	—	64-31
a. Calculation	—	64-31
b. Failure to Pay Severance	—	64-32
5. Dispute Resolution.....	—	64-32
D. Privacy	—	64-33
1. Employer Control Systems	—	64-33
2. Data Privacy	—	64-33
E. Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete	—	64-34
1. Employee Duty of Loyalty.....	—	64-34
2. Trade Secrets	—	64-34
3. Covenants Not to Compete	—	64-35
II. Collective Bargaining	—	64-35
A. Introduction	—	64-35
B. Freedom of Association.....	—	64-36
C. Union Formation	—	64-36
D. Union Recognition.....	—	64-37
E. Collective Bargaining Agreements	—	64-38
1. Content.....	—	64-38
2. Duration	—	64-38
3. Scope.....	—	64-38
4. Ministry of Labor Approval	—	64-39
5. Inability to Reach Agreement	—	64-39
6. Extension	—	64-39
F. Union Representatives.....	—	64-40
G. Unfair Labor Practices.....	—	64-40
H. Strikes	—	64-41
I. Dispute Resolution	—	64-42
J. Union Security.....	—	64-43
III. Representation by Entities Other Than Unions	—	64-43
IV. Redundancy and Transfers of Undertakings	—	64-44
A. Redundancy	—	64-44
B. Transfers of Undertakings	—	64-46
V. Wages, Hours, and Leave	—	64-46
A. Wages.....	—	64-46
1. Definition of Salary.....	—	64-46

	<i>Main Volume</i>	<i>Supple- ment</i>
2. Form and Time of Payment.....	—	64-47
3. Minimum Wage.....	—	64-48
4. Overtime Pay	—	64-49
5. Christmas Bonus	—	64-49
6. Equal Salary	—	64-50
7. Salary Increases	—	64-50
8. Acquired Rights	—	64-50
9. Social Charges	—	64-51
a. Employer Contributions	—	64-51
b. Employee Contributions.....	—	64-52
10. Deductions	—	64-53
11. Recordkeeping	—	64-54
B. Hours	—	64-55
1. Working Time	—	64-55
2. Overtime Work.....	—	64-57
3. Rest Periods	—	64-58
a. Daily Rest.....	—	64-58
b. Weekly Rest.....	—	64-58
C. Leave	—	64-59
1. Vacation	—	64-59
2. Holidays	—	64-61
3. Sick Leave.....	—	64-63
4. Maternity, Paternity, and Adoption Leave.....	—	64-64
a. Maternity Leave	—	64-64
b. Paternity Leave	—	64-65
c. Adoption Leave	—	64-65
5. Leave to Care for Terminally Ill Patient	—	64-65
VI. Antidiscrimination	—	64-65
A. Applicable Law	—	64-65
B. Enforcement and Remedies.....	—	64-68
VII. Occupational Safety and Health and Workers' Compensation	—	64-68
A. Occupational Safety and Health	—	64-68
B. Workers' Compensation	—	64-69
1. Employers' Insurance Obligation ...	—	64-69
2. Worker Benefits	—	64-70

Costa Rica—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
3. Employers’ Reporting Obligation...	—	64-72
VIII. Pensions and Benefits	—	64-72
A. Retirement and Pensions	—	64-73
1. Disability, Old-Age, and Survivor System.....	—	64-73
2. Complementary Pensions	—	64-75
B. Other Benefits.....	—	64-76
1. Health Care	—	64-76
2. Unemployment Insurance	—	64-76
IX. Immigration.....	—	64-76
A. Employment of Foreign Personnel.....	—	64-76
1. Working Permit.....	—	64-76
2. Working Conditions.....	—	64-77
B. Legal Residence.....	—	64-77
1. Temporary Residency	—	64-78
a. <i>Pensionados</i> and <i>Rentistas</i>	—	64-78
b. <i>Inversionistas</i>	—	64-79
2. Permanent Residency.....	—	64-80

Middle East

ISRAEL (IIB)	65-1	65-1
Introduction.....	65-1	65-1
A. General	65-1	—
B. Status of Labor and Employer Unions ...	65-6	—
C. Sources of Israeli Labor Law	65-8	65-1
1. General.....	65-8	—
2. National Labor Law Sources	65-9	65-1
a. Basic Laws	65-9	—
b. Labor Legislation	65-10	65-1
c. Labor Law Courts	65-11	—
3. International Labor Law Sources....	65-12	—
D. Class Actions	65-13	—
E. Choice of Law	65-14	—
I. Individual Employment.....	65-15	65-2
A. The Employment Relationships	65-15	65-2
1. General.....	65-15	—
2. Tests for Employment Relationship	65-16	65-2
a. Freelancers	65-17	—

	<i>Main Volume</i>	<i>Supple- ment</i>
b. Contracts With Express Clauses That the Service Provider Is Not an Employee ...	65-17	65-2
c. Volunteers	65-18	—
d. Cooperatives	65-19	—
e. Soldiers and Police	65-20	—
f. Prostitutes	65-20	—
3. Restitution or Set-off.....	65-20	—
4. Labor-Only Contracting and Service Providers	65-22	65-3
a. Labor-Only Contracting	65-22	—
b. Service Providing	65-25	65-3
5. Raising the Corporate Veil and Multiple Employers	65-28	—
B. The Employment Contract	65-28	65-6
1. Contract Formation	65-29	65-6
2. Content of the Contract.....	65-29	—
3. Employer Prerogatives and Contract Variation	65-29	—
4. Trial Period and the Tenure Process	65-31	—
5. Fixed-Term Contracts	65-32	—
C. Termination of Employment	65-32	65-6
1. Modes of Termination.....	65-32	65-6
a. Termination of a Fixed-Term Contract	65-32	—
b. Dismissal by the Employer	65-33	65-6
c. Resignation.....	65-33	—
d. By Mutual Agreement	65-34	—
e. Frustration	65-34	—
2. Termination Procedures	65-34	65-7
a. Notice	65-34	—
b. Good Faith.....	65-35	65-7
3. Substantive Restrictions on Dismissal.....	65-35	65-7
a. Principles of Contract Law.....	65-35	—
b. Collective Agreement Provisions	65-36	—
c. Statutory Protections	65-36	65-7

Israel (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
i. Equal Employment Opportunities Law, 1998	65-36	—
ii. Employment of Women Law, 1954 [Substitute Text].....	—	65-7
iii. Released Soldiers' Law, 1949	65-37	—
iv. State Comptroller's Law and Employees' Protection (Disclosure of Offenses, Improprieties and Administrative Irregularities Law) 1997	65-37	—
v. Equal Rights for Disabled Persons Law, 1998	65-37	—
vi. Collective Agreements Law, 1957	65-37	—
4. State Employees.....	65-38	—
5. Remedies for Wrongful Dismissal.....	65-38	—
6. Severance Pay	65-40	—
a. Dismissals.....	65-40	—
b. Resignation.....	65-41	—
c. Exclusions	65-41	—
d. Amount.....	65-42	—
D. Privacy	65-42	65-8
1. Data Protection	65-42	—
2. Employer Monitoring	65-43	65-8
3. Social Media [New Topic]	—	65-9
E. Employee Duty of Loyalty, Trade Secrets, and Covenants Not to Compete.....	65-45	—
1. Sources of Law	65-45	—
2. Employee Obligations.....	65-46	—
a. Trade Secrets	65-46	—
b. Noncompetition	65-47	—
c. Remedies	65-50	—

	<i>Main Volume</i>	<i>Supple- ment</i>
II. Collective Bargaining	65-50	65-11
A. Unions.....	65-50	65-11
1. General.....	65-50	—
2. Freedom of Association	65-51	65-11
3. Recognition as a Trade Union.....	65-54	65-12
4. Representative Status and Bargaining Units	65-55	65-14
5. Rival Unions	65-59	—
6. Union Autonomy and Standards of Conduct	65-61	—
B. Collective Regulation of Employment Conditions.....	65-62	65-17
1. General	65-62	—
2. Levels of Bargaining	65-62	—
3. Good-Faith Bargaining	65-63	—
4. Subjects of Bargaining.....	65-64	—
5. Collective Agreements	65-64	65-17
a. Required Conditions.....	65-64	—
b. Legal Status	65-65	—
i. Normative effect	65-66	—
ii. Mandatory application....	65-67	—
iii. Continuity	65-67	—
c. Conflict of Agreements	65-67	—
d. Extension Orders	65-68	65-17
6. Collective Arrangements.....	65-68	—
C. Strikes and Lockouts	65-69	—
1. Strikes	65-69	—
a. The Right to Strike	65-69	—
i. Right to strike as a collective bargaining right.....	65-70	—
ii. Right to strike over pension rights of retired employees	65-71	—
iii. Right to Strike in the public sector and in essential services.....	65-71	—
b. Limitations on the Right to Strike...	65-73	—
i. Case law.....	65-74	—

Israel (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
ii. Collective agreements.....	65-76	—
iii. Statutes.....	65-76	—
c. Strike Replacements.....	65-77	—
2. Employer Lockouts.....	65-78	—
D. Third Party Settlement of Labor Disputes	65-78	—
III. Representation by Entities Other Than Unions	65-79	—
IV. Redundancy and Transfers of Undertakings	65-80	—
A. Redundancy	65-80	—
1. Collective Dismissals.....	65-80	—
2. Closure of Undertakings and Bankruptcy.....	65-82	—
3. Severance Pay	65-82	—
B. Transfers of Undertakings	65-83	—
V. Wages, Hours, and Leave	65-85	65-17
A. General	65-85	—
B. Wages.....	65-87	65-17
1. Minimum Wage.....	65-87	65-17
2. Overtime Pay	65-88	—
3. Mode and Time of Payment.....	65-88	—
a. Mode of Payment	65-88	—
b. Time of Payment	65-89	—
c. Deductions.....	65-89	—
d. Accounting	65-90	—
C. Hours	65-90	65-18
1. Regular Working Time.....	65-90	—
2. Overtime	65-91	—
3. Night Work.....	65-92	—
4. Daily Work Breaks.....	65-92	—
5. Weekly Rest Day.....	65-92	—
6. Flight Time [New Topic].....	—	65-18
7. Holidays [New Topic].....	—	65-19
D. Leave	65-93	65-20
1. Annual Leave	65-93	65-20
2. Sick Leave [Substitute Text]	—	65-20

	<i>Main Volume</i>	<i>Supple- ment</i>
3. Maternity, Paternity, and Other Parental Leave [Amended Heading] [Substitute Text].....	—	65-21
a. Maternity Leave	—	65-22
b. Paternity Leave.....	—	65-23
c. Absence for Treatment of Medical Examinations Related to Pregnancy	—	65-25
d. Parenting Time	—	65-26
e. Other Parental Leave	—	65-26
VI. Antidiscrimination	65-96	65-27
A. Historical Development of the Right to Equality.....	65-96	—
B. Equal Employment Opportunity Laws...	65-98	65-27
1. General.....	65-98	—
2. Rules Prohibiting Discrimination ...	65-99	65-27
a. Statutory Law	65-99	65-27
i. Employment Service Law, 1959	65-99	—
ii. Hours of Work and Rest Law, 1951	65-99	—
iii. Equal Retirement Age for Women and Men Employees Law, 1987, and Retirement Age Law, 2004 [Amended Heading] [Substitute Text].....	—	65-27
iv. Equal Employment Opportunities Law, 1988	65-99	65-27
v. Male and Female Workers Equal Pay Law, 1996	65-100	—
vi. Prevention of Sexual Harassment Law, 1998.....	65-101	65-27
vii. Equal Rights for Disabled Persons Law, 1998.....	65-102	65-28
b. Judicial Enforcement.....	65-102	65-30

Israel (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
i. Discrimination against women	65-102	—
ii. Survivors pensions— widows and widowers.....	65-104	—
iii. Parental rights	65-105	—
iv. Sexual harassment	65-105	—
v. Sexual orientation	65-106	—
vi. Age.....	65-106	65-30
vii. National origin.....	65-107	—
viii. Interviews	65-109	—
3. Protective Rules and Accommodation Standards.....	65-109	—
4. Affirmative Action	65-110	—
C. Procedural Aspects	65-111	—
1. Criminal Claims.....	65-111	—
2. Civil Claims	65-111	—
a. Initiating a Claim.....	65-111	—
b. Burden of Proof.....	65-112	—
c. Remedies	65-112	—
d. Limitations Period	65-113	—
VII. Occupational Safety and Health and Workers' Compensation	65-114	—
A. Occupational Safety and Health	65-114	—
1. Statutes.....	65-114	—
a. Work Safety Ordinance (New Version), 1970.....	65-114	—
b. Employment of Women Law, 1954.....	65-115	—
c. Labor Inspection (Organization) Law, 1954.....	65-115	—
d. Occupational Accidents and Diseases Law, 1945	65-115	—
e. Supervision of Workplaces Law	65-115	—
2. Regulation by Collective Agreement.....	65-116	—
B. Workers' Compensation	65-116	—
VIII. Pensions and Benefits	65-117	65-32

	<i>Main Volume</i>	<i>Supple- ment</i>
A. Pensions.....	65-117	65-32
1. General.....	65-117	—
2. National Insurance.....	65-117	—
3. Occupational Pensions.....	65-119	65-32
a. General.....	65-119	65-32
b. Budgetary Pensions.....	65-120	—
c. Contributory Pensions.....	65-121	—
i. Old Histadrut funds.....	65-121	—
ii. New funds.....	65-122	—
iii. Nationalization of the old Histadrut funds.....	65-123	—
4. Private Pension-Savings Plans.....	65-125	—
B. Unemployment Benefits.....	65-125	—
C. Welfare to Work.....	65-126	—
IX. Immigration.....	65-127	65-34
SAUDI ARABIA (IIB)	66-1	66-1
Introduction.....	66-1	—
A. Government.....	66-3	—
1. The Monarchy.....	66-3	—
2. The Council of Ministers.....	66-4	—
3. Consultative Council.....	66-5	—
4. Independent Agencies.....	66-6	—
5. Provincial Government.....	66-6	—
6. Municipal Government.....	66-7	—
B. Sources of Law in Saudi Arabia.....	66-7	—
1. In General.....	66-7	—
2. Legislation by Royal Decree.....	66-8	—
3. Labor and Employment Laws.....	66-10	—
a. Saudi Labor Regulations.....	66-10	—
b. International Sources of Labor and Employment Law.....	66-11	—
C. Dispute Resolution.....	66-11	—
1. Arbitration.....	66-11	—
2. Judicial Forums.....	66-13	—
a. Shari'a Courts.....	66-13	—
i. Legal principles.....	66-13	—
ii. Jurisdiction and rules of procedure.....	66-14	—

Saudi Arabia (IIB)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
b. Specialized Tribunals	66-14	—
i. Grievance Board	66-15	—
ii. Civil Rights Directorate...	66-16	—
iii. Commercial Papers Committee	66-16	—
iv. Conciliation Committee...	66-16	—
v. Monetary Agency Banking Disputes Committee	66-16	—
vi. Labor and Settlement of Disputes Commissions	66-16	—
vii. Insurance disputes.....	66-18	—
c. Effect of Precedent	66-18	—
d. Foreign Judgments	66-19	—
D. Class or Group Actions.....	66-19	—
E. Extraterritorial Application of Labor and Employment Laws	66-20	—
I. Individual Employment.....	66-20	66-1
A. Special Considerations Regarding the Employment of Women and Children	66-21	—
B. Mutual Rights and Responsibilities.....	66-22	—
1. Employer Obligation to Post Work Rules	66-22	—
2. Additional Employer Rights and Obligations.....	66-23	—
3. Worker Obligations.....	66-23	—
C. Pre-Employment Regulations.....	66-24	—
D. The Employment Contract	66-24	—
1. Duration	66-24	—
2. Part-Time Employment.....	66-25	—
3. Written Contract	66-25	—
4. Marine Employment Contract	66-26	—
E. Terms and Conditions of Employment...	66-27	66-1
1. Probationary Period	66-27	66-1
2. Place of Work [Substitute Text]	—	66-1
3. Disciplinary Provisions.....	66-28	—
F. Recordkeeping and Reporting Requirements.....	66-28	—
1. Recordkeeping Requirements	66-28	—

	<i>Main Volume</i>	<i>Supple- ment</i>
G. Termination of Employment.....	66-29	66-2
1. Conclusion of the Employment Relationship [Substitute Text].....	—	66-2
2. Notice Requirements.....	66-30	—
3. Wage Payments.....	66-32	—
4. Protection Against Termination	66-32	66-3
a. Termination for Cause.....	66-33	—
b. Termination for a Valid Reason	66-33	—
5. End-of-Service Awards	66-33	—
a. Full or Partial Awards.....	66-34	—
b. Exceptions to End-of-Service Award	66-35	—
c. Basis of Calculation	66-35	—
d. Tax Liability	66-35	—
H. Dispute Resolution	66-35	66-4
1. Filing a Complaint	66-35	—
2. Discharge Without Cause/Valid Reason [Substitute Text].....	—	66-4
3. Procedures for Arbitration in Lieu of Resort to the Labor Commissions.....	66-36	—
4. Employer Reprisals.....	66-37	—
I. Privacy	66-37	—
J. Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete	66-38	66-5
1. Employee Duty of Loyalty.....	66-38	—
2. Trade Secrets.....	66-38	—
3. Covenants Not to Compete	66-38	66-5
II. Collective Bargaining	66-39	—
III. Representation by Entities Other Than Unions	66-39	—
IV. Redundancy and Transfers of Undertakings	66-39	—
A. Redundancy	66-39	—
B. Transfers of Undertakings	66-40	—
V. Wages, Hours, and Leave	66-41	66-5
A. Wages.....	66-41	66-5
1. Terms of Compensation	66-41	—

Saudi Arabia (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
2. Minimum Wage.....	66-42	—
3. Time and Place of Payment	66-42	66-5
4. Overtime, Holiday, and Reporting Pay.....	66-43	—
5. Wage Deductions	66-43	—
6. Salary or Grade Reductions	66-44	—
B. Hours	66-44	—
1. Limits on Working Hours	66-44	—
2. Overtime	66-45	—
3. Rest Days	66-45	—
4. Holidays	66-46	—
5. Exclusions and Exceptions	66-46	—
a. Preparatory and Supplementary Time	66-46	—
b. Excluded Occupations.....	66-46	—
c. Exceptions to Working Hour and Rest Requirements.....	66-47	—
6. Special Limits on Working Hours for Women and Children.....	66-48	—
C. Leave	66-48	66-6
1. Annual Vacation and Personal Leave.....	66-48	—
2. Family Leave.....	66-49	—
3. Sick Leave.....	66-49	—
4. Maternity Leave	66-50	66-6
5. Bereavement Leave [New Topic]....	—	66-6
VI. Antidiscrimination	66-50	—
A. Women, Minors, and Juveniles.....	66-51	—
B. Disabled Individuals	66-51	—
C. Saudization	66-51	—
VII. Occupational Safety and Health.....	66-53	66-7
A. Protection of Workers’ Safety and Health	66-53	—
1. Employer Obligations	66-53	—
2. Worker Obligations.....	66-53	—
3. Special Protections for Women, Minors, and Juveniles	66-54	—
B. Workers’ Compensation	66-54	66-7

	<i>Main Volume</i>	<i>Supple- ment</i>
VIII. Pensions and Benefits	66-54	—
A. Social Insurance.....	66-55	—
1. Annuity Provisions.....	66-56	—
2. Occupational Illness and Injury Provisions.....	66-56	—
B. Health Care	66-57	—
1. Medical Services.....	66-57	—
2. Health Insurance	66-57	—
C. Other Benefits	66-57	—
1. Savings and Thrift Plan.....	66-57	—
2. Rest and Recreation Facilities.....	66-57	—
3. Day Care	66-58	—
4. Benefits to Be Provided by Employers for Workers in Remote Areas.	66-58	—
a. Housing and Other Support	66-58	—
b. Transportation	66-58	—
c. Additional Benefits.....	66-59	—
D. Foreign Workers	66-59	—
IX. Immigration.....	66-60	—
A. Visas and Work Permits.....	66-60	—
1. Business Visit Visa.....	66-60	—
2. Employment Visa.....	66-61	—
3. Family Visit Visa.....	66-61	—
4. Tourist Visas.....	66-62	—
B. Employment of Foreigners	66-62	—
1. Saudization Regulations.....	66-62	—
2. Non-Saudis.....	66-63	—

Oceania

AUSTRALIA (IIB)	70-1	70-1
Introduction.....	70-1	70-1
A. Government and Federal System.....	70-1	—
B. Industrial Relations and Australian Politics	70-3	70-1
C. Sources of Labor and Employment Law	70-3	70-2
1. National System.....	70-3	70-2

Australia (IIB)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
2. Employment Contracts and Awards	70-6	—
3. International Laws	70-7	—
D. Dispute Resolution System.....	70-7	70-2
1. Australian Industrial Relations Commission	70-8	—
2. Fair Work Australia/Fair work Commission [Amended Heading] [Substitute Text].....	—	70-3
a. Members.....	70-8	70-3
b. Functions	70-9	70-4
i. Enforcing the civil remedy provisions of the FW Act	70-9	70-4
ii. Facilitating bargaining for, and approval of, workplace agreements	70-10	70-4
iii. Setting and adjusting minimum wages	70-10	70-5
iv. Issuing workplace determinations	70-10	70-5
3. Federal Court of Australia and Federal Magistrates Court of Australia.....	70-11	70-5
E. Other Government Entities With Responsibility for Labor and Employment Matters	70-11	70-6
1. Office of the Fair Work Building Industry Inspectorate	70-11	70-6
2. Centrelink.....	70-12	—
3. Australian Competition and Consumer Commission [New Topic]	—	70-6
4. Registered Organisations Commission [New Topic]	—	70-6
F. Class or Group Actions.....	70-12	70-7
G. Extraterritorial Application of Laws	70-13	70-7
H. Application of Foreign Laws by Australian Courts.....	70-14	—

	<i>Main Volume</i>	<i>Supple- ment</i>
I. Individual Employment.....	70-14	70-7
A. Employer–Employee Relationship	70-14	—
1. Independent Contractors	70-15	—
2. Outsourcing	70-16	—
3. Casual Employment	70-16	—
B. Individual Employment Contracts	70-17	—
1. Common Law Contracts of Service	70-17	—
2. National Employment Standards	70-18	—
3. Individual Statutory Agreements	70-19	—
C. Employer Notice and Recordkeeping Obligations	70-19	70-7
1. Fair Work Information Statement ...	70-19	—
2. Employee Records	70-20	70-7
D. Termination of Employment.....	70-21	70-8
1. Policy Considerations	70-21	—
2. Notice of Termination	70-22	—
3. Types of Termination	70-22	70-8
a. Harsh, Unjust, or Unreasonable Termination (Unfair Dismissal).....	70-23	70-8
i. Relevant factors [substitute text]	—	70-8
ii. Covered employees.....	70-25	70-9
iii. Remedies [substitute text]	—	70-10
b. General Protections	70-27	—
c. Unlawful Termination	70-28	70-11
i. Limited scope	70-28	—
ii. Prohibited grounds.....	70-29	7-10
iii. Failure to provide notice	70-29	—
iv. Remedies	70-30	70-11
d. Breach of Implied Covenant of Mutual Trust and Confidence.....	70-30	70-11
4. Dispute Resolution Procedures [substitute text].....	—	70-12

Australia (IIB)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
a. Case Conferences	70-31	70-12
b. Hearings	70-32	70-13
c. Court Intervention	70-32	70-13
d. Multiple Claims.....	70-33	70-13
E. Privacy	70-33	—
1. Employee Data	70-34	—
a. Privacy Act	70-34	—
i. Exemption for employee records	70-34	—
ii. Australian Privacy Principles [amended heading]	70-36	—
iii. Injunctive powers under the Privacy Act.....	70-37	—
b. FW Act	70-38	—
2. Criminal Record Information	70-38	—
3. Tax File Numbers	70-39	—
4. Employee Surveillance	70-39	—
a. Employee Use of E-mail and the Internet	70-39	—
b. Other Surveillance	70-41	—
F. Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete	70-42	—
1. Employee Duty of Loyalty	70-42	—
2. Trade Secrets	70-42	—
3. Covenants Not to Compete	70-43	—
II. Collective Bargaining	70-44	70-14
A. General Protections Under the FW Act	70-45	—
1. Adverse Action—Workplace Rights.....	70-46	—
2. Coercion, Undue Influence or Pressure, and Misrepresentation—Workplace Rights.....	70-47	—
3. Protection of Industrial Activities... ..	70-47	—
4. Federal Court Remedies	70-47	—
B. Awards	70-48	70-15
1. Modern Awards.....	70-49	—

	<i>Main Volume</i>	<i>Supple- ment</i>
2. Enterprise Awards [Substitute Text].....	70-49	70-15
C. Enterprise Agreements.....	70-50	70-5
1. Types of Agreements [Substitute Text].....	—	70-15
2. Good Faith Bargaining.....	70-51	70-17
3. Making and Approving a Collective Agreement.....	70-52	—
4. Lodging the Agreement [Substitute Text].....	—	70-17
5. Duration of the Agreement [Substitute Text].....	—	70-17
6. Transitional Arrangements.....	70-53	—
7. Terms of the Agreement.....	70-53	70-18
a. National Employment Standards [Substitute Text].....	—	70-18
b. Required Content [Substitute Text]	—	70-19
c. Unlawful Terms	70-55	—
D. Strikes and Industrial Actions.....	70-56	70-20
1. Protected Action.....	70-56	70-20
2. Role of the Federal Court [Substitute Text].....	—	70-21
E. Regulation of the Building and Construction Industry	70-58	70-21
III. Representation by Entities Other Than Unions	70-59	70-21
A. Bargaining Representatives	70-59	—
B. Consultative Committees.....	70-59	—
C. Other Specialists	70-60	70-21
IV. Redundancy and Transfers of Undertakings	70-60	70-22
A. Redundancy	70-61	70-22
1. Redundancy.....	70-61	—
2. Redundancy Payments	70-62	70-22
a. National Employment Standards and Modern Awards	70-63	—

Australia (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
b. Employees Covered by Federal and State Awards	70-64	—
c. Enterprise Awards [Substitute Text]	—	70-22
d. Transitional Instruments.....	70-64	—
e. High Income Employees [Substitute Text]	—	70-22
3. Mass Dismissals	70-65	70-23
4. Outsourcing	70-66	—
B. Transfers of Undertakings	70-67	70-23
1. Connection Between Employers.....	70-68	—
2. Transferred Instruments [Substitute Text].....	—	70-23
3. Parties Bound by Transferring Instruments.....	70-70	70-24
4. Duration of Transferring Instruments [Substitute Text].....	—	70-24
5. Powers of FWC [Amended Heading] [Substitute Text].....	—	70-25
a. Coverage of Transferring Instrument.....	70-71	70-25
b. Varying Transferring Instrument.....	70-72	70-26
c. Likely Transfer of Business [New Topic].....	—	70-26
6. High Income Employees.....	70-72	70-27
7. Recognition of Service.....	70-73	—
V. Wages, Hours, and Leave	70-74	70-27
A. Wages	70-74	70-27
1. Minimum Wage Rates	70-75	70-27
2. Overtime Pay Rates.....	70-75	—
3. Penalty Rates for Work on Saturdays, Sundays, and Public Holidays	70-75	—
4. Leave Loadings	70-76	—
5. Stand-Down Provisions	70-76	—
B. Hours	70-77	—
1. Hours of Work	70-77	—
2. Public Holidays.....	70-78	—

	<i>Main Volume</i>	<i>Supple- ment</i>
3. Flexible Working Arrangements	70-78	—
C. Leave	70-79	70-27
1. Personal Leave	70-79	—
a. Permanent Employees	70-79	—
b. Casual Employees	70-80	—
2. Annual Leave	70-80	—
3. Long-Service Leave	70-81	—
4. Parental Leave	70-81	70-27
a. Paid Parental Leave	70-81	70-27
b. Unpaid Parental Leave	70-83	—
5. Community Service Leave	70-83	—
VI. Antidiscrimination	70-83	70-28
A. Operation of Antidiscrimination Laws in the Employment Context	70-84	—
B. Grounds of Unlawful Discrimination	70-84	—
C. Forms of Discrimination	70-85	—
1. Direct Discrimination	70-85	—
2. Indirect Discrimination	70-85	—
3. Harassment	70-86	—
4. Vicarious and Accessory Liability	70-86	—
D. Antidiscrimination Statutes	70-86	—
1. Race and Racial Hatred	70-86	—
2. Sex	70-87	—
a. Pregnancy	70-88	—
b. Sexual Harassment	70-88	—
3. Marital Status	70-89	—
4. Family Responsibilities	70-89	—
5. Sexual Orientation [Amended Topic]	70-90	—
6. Disability	70-90	—
7. Age	70-91	—
8. Union and Industrial Activity	70-92	—
9. Religion	70-92	—
10. Workplace Rights and Adverse Action Provisions	70-92	—
E. Bullying [New Topic]	—	70-28
1. Workplace Bullying [New Topic]	—	70-28

Australia (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
2. FWC in Relation to Managing Bullying Complaints [New Topic]	—	70-29
3. Bullying Applications [New Topic]	—	70-29
VII. Occupational Safety and Health and Workers’ Compensation	70-94	70-30
A. Occupational Safety and Health	70-95	70-30
1. Business Obligations.....	70-95	—
a. Duty to Provide and Maintain a Safe (Risk-Free) Working Environment	70-95	—
b. Duty to Consult with Other PCBUs.....	70-97	—
c. Duty to Consult with Workers	70-98	—
2. Workers’ Duties	70-98	—
3. Officer Liability	70-99	—
4. Enforcement.....	70-100	70-30
B. Workers’ Compensation	70-100	70-31
VIII. Pensions and Benefits	70-102	70-31
A. Superannuation Funds	70-102	70-31
1. Overview.....	70-102	70-31
2. Employer Contributions.....	70-104	70-31
3. Voluntary Contributions [Substitute Text].....	—	70-32
4. Fund Regulation.....	70-105	70-32
5. Taxation [Substitute Text].....	—	70-32
6. Superannuation Benefits	70-107	—
B. Social Security.....	70-108	70-34
IX. Immigration.....	70-110	70-34
A. Non-Immigrant Visas.....	—	70-34
1. Visitor Visas [New Topic]	—	—
2. Temporary Residence for Employment and Specific Activities.....	—	70-35
a. Temporary Work (Skilled) Visa.....	70-112	70-35

	<i>Main Volume</i>	<i>Supple- ment</i>
i. Sponsoring employer requirements	70-113	70-35
ii. Employee requirements ...	70-117	70-35
iii. Work agreements	70-117	—
b. Temporary Residence for Specific Activities.....	70-118	70-37
c. Temporary Work (Short Stay Activity) (Subclass 400) Visa [New Topic].....	—	70-38
3. Employer Sanctions	—	70-39
B. Immigrant Visas.....	70-122	70-40
1. Family Immigration	70-123	—
a. Family Stream	70-123	—
b. Assurance of Support	70-125	—
2. Skilled Immigration	70-126	70-40
a. Employment-Based Immigration.....	70-126	70-40
i. Employer Nomination Scheme.....	70-126	70-40
ii. Regional Sponsored Migration Scheme.....	70-129	70-41
b. Business Innovation and Investment Program	70-130	70-41
i. First stage in applying for permanent residence— Provisional Business Innovation and Investment (subclass 188) visa.....	70-130	70-41
(ii) Business Innovation stream [new topic]..	—	70-42
(ii) Investor stream.....	—	70-43
(iii) Significant Investor stream [new topic]	—	70-44
(iv) Premium Investor stream [new topic]	—	70-46
(v) Entrepreneur stream [new topic]	—	70-47

Australia (IIB)—contd.

*Main
Volume* *Supple-
ment*

ii.	Second stage in applying for permanent residence—Permanent Business Innovation and Investment visa (subclass 888) visa [amended heading]	70-133	70-49
iii.	Business talent immigration	70-135	—
c.	Independent Skilled Immigration	70-136	—
d.	Skilled Migrant Selection Model	70-137	—
3.	Maintaining Permanent Residence Status	70-138	—
a.	Multiple Entry for the Initial Five-Year Period of Permanent Residence	70-138	—
b.	Resident Return Visas	70-138	—
4.	Humanitarian Immigration	70-139	—
C.	Citizenship	70-140	70-51
1.	Automatic Citizenship	70-140	—
2.	Citizenship by Application	70-141	—
a.	Citizenship by Descent	70-141	—
b.	Citizenship for Persons Adopted in Accordance With the Hague Convention on Inter-country Adoption	70-141	—
c.	Resuming Citizenship	70-142	—
d.	Citizenship by Conferral	70-142	—
i.	General eligibility requirements	70-142	—
ii.	Residence requirements	70-143	—
iii.	Citizenship test	70-144	—
iv.	Exceptional circumstances	70-145	—
v.	Pledge of commitment	70-145	—
3.	Dual Citizenship	70-146	70-51

	<i>Main Volume</i>	<i>Supple- ment</i>
NEW ZEALAND (IIB)	71-1	71-1
Introduction.....	71-1	71-1
A. Sources of Employment Law	71-2	71-1
1. Common Law.....	71-2	—
2. Legislation.....	71-3	71-1
a. From the Industrial Conciliation and Arbitration Act 1894 to the Employment Contract Acts 1991	71-3	—
b. Employment Relations Act 2000.....	71-3	71-1
c. Other Statutes	71-4	71-1
3. Other Domestic Sources	71-5	—
4. International Sources	71-6	—
B. Administration of Employment Laws	71-6	—
C. Resolution of Employment-Related Disputes	71-7	71-2
1. Mediation Services	71-7	—
2. Employment Relations Authority ...	71-8	71-2
3. Human Rights Commission.....	71-9	—
4. Employment Court.....	71-10	71-2
5. Civil Courts.....	71-10	—
6. Court of Appeal.....	71-11	—
7. Supreme Court	71-11	—
8. Arbitration.....	71-11	—
D. Class or Group Actions.....	71-12	—
E. Choice of Laws and Extraterritorial Application of Labor and Employment Laws	71-14	—
1. Choice of Laws	71-14	—
2. Influence of International Jurisprudence	71-16	—
3. International Conventions.....	71-17	—
I. Individual Employment.....	71-18	71-3
A. Employment Relationship	71-19	71-3
1. Definition of an Employee.....	71-19	—
2. Employees vs. Independent Contractors.....	71-19	—

New Zealand (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
3. Form of the Employment		
Contract.....	71-20	—
4. Terms and Conditions	71-21	71-3
a. Mandatory Terms	71-21	71-3
i. Hours of work		
[new topic].....	—	71-4
ii. Cancellation of shifts		
[new topic].....	—	71-5
iii. Restrictions on		
secondary employment		
[new topic].....	—	71-5
b. Duration.....	71-21	—
c. Fixed-Term Agreements	71-21	—
d. Variations to Terms and		
Conditions	71-22	—
e. Flexible Working		
Arrangements	71-22	71-6
f. Implied Terms.....	71-23	—
5. Recordkeeping.....	71-23	—
B. Initial Application of a Collective		
Agreement	71-24	71-6
C. Termination of Employment	71-25	71-6
1. Form of Termination	71-25	—
2. Termination Without Notice	71-25	—
3. Termination With Notice	71-26	—
4. Employee Resignation	71-27	71-6
a. Without Notice	71-27	—
b. With Notice	71-27	71-6
5. Fixed-Term Agreements.....	71-27	—
6. Unlawful Termination	71-28	71-7
a. Unjustified Dismissal	71-28	—
b. Fixed-Term Agreements.....	71-28	—
c. Special Protections Against		
Dismissal	71-29	71-7
i. Pregnancy and parental		
leave.....	71-29	71-7
ii. Discrimination	71-29	—
iii. Age.....	71-30	—

	<i>Main Volume</i>	<i>Supple- ment</i>
7. Probationary Periods and Trial Periods	71-30	—
D. Personal Grievances.....	71-31	71-7
1. Cause	71-31	71-7
2. Procedures	71-31	—
3. Remedies.....	71-32	—
4. Election of Remedies	71-33	—
E. Privacy	71-33	—
1. Privacy Act 1993.....	71-33	—
a. Information Privacy Principles.....	71-33	—
b. Workplace Surveillance.....	71-34	—
c. Complaints Procedure	71-35	—
2. Criminal Records (Clean Slate) Act 2004	71-36	—
F. Employee Duty of Loyalty, Confidentiality, Covenants Not to Compete.....	71-36	—
1. Employee Duty of Loyalty.....	71-36	—
2. Confidential Information and Trade Secrets	71-37	—
3. Covenants Not to Compete	71-38	—
II. Collective Bargaining	71-39	71-8
A. Foundations of Industrial Relations in New Zealand.....	71-39	—
1. Historical Background	71-39	—
2. Employment Relations Act 2000	71-39	—
a. Union Registration	71-40	—
b. Rights of Registered Unions.....	71-40	—
B. Freedom of Association.....	71-41	—
C. Collective Bargaining Process.....	71-41	71-8
1. Procedures.....	71-42	71-8
2. Duty to Bargain in Good Faith.....	71-43	71-8
3. Facilitation	71-44	—
D. Effect and Scope of Collective Agreements.....	71-46	71-9
1. Statutory Requirements.....	71-46	71-9
2. Duration	71-46	—

New Zealand (IIB)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
3. Coverage	71-46	—
4. Bargaining Fees	71-47	—
E. Strikes and Other Industrial Actions.....	71-48	71-10
1. Strikes	71-48	71-10
a. Lawful Strikes	71-48	—
b. Unlawful Strikes.....	71-48	71-10
c. Effect on Employees’ Terms and Conditions of Employment	71-49	71-10
2. Lockouts.....	71-49	—
3. Employee Replacements.....	71-50	—
4. Picketing	71-50	—
5. Employer and Union Remedies	71-51	—
III. Representation by Entities Other Than Unions	71-51	—
IV. Redundancy and Transfers of Undertakings	71-51	71-10
A. Redundancy	71-52	71-10
1. Redundancy Defined.....	71-52	—
2. Selection Criteria	71-52	—
3. Consultation	71-53	—
4. Redundancy Compensation [Substitute Text].....	—	71-10
5. Fixed-Term Agreements.....	71-54	—
6. Employee Remedies	71-54	71-10
B. Employee Protection in the Event of Restructuring	71-55	71-11
1. Protection Available to All Employees.....	71-55	—
2. Extra Protection for Specified Categories of Employees	71-56	71-11
V. Wages, Hours, and Leave	71-57	71-11
A. Wages.....	71-58	71-11
1. Minimum Wage Rates.....	71-58	71-11
2. Overtime	71-58	—
3. Equal Pay	71-59	71-11
a. Equal Pay Act 1972	71-59	—
b. Employment Equity.....	71-59	71-11

	<i>Main Volume</i>	<i>Supple- ment</i>
4. Payment of Wages.....	71-60	—
a. Wages Protection.....	71-60	—
b. Wage and Time Records.....	71-60	—
5. Arrears of Wages Claims	71-61	—
B. Hours	71-61	71-12
1. Maximum Working Hours	71-61	—
2. Overtime	71-62	—
3. Flexible Working Hours.....	71-62	71-12
4. Breaks and Infant Feeding	71-62	71-12
C. Leave	71-63	71-13
1. Holidays.....	71-64	—
2. Annual Leave	71-64	—
3. Sick Leave.....	71-65	—
4. Bereavement Leave.....	71-65	—
5. Parental Leave [Substitute Text]	—	71-13
a. Parental Leave Threshold Tests.....	—	71-13
b. Types of Parental Leave	—	71-13
i. Primary care leave	—	71-13
ii. Partner’s leave.....	—	71-14
iii. Extended leave.....	—	71-15
c. Parental Leave Payments and Carers Leave.....	—	71-16
d. Employee Protections.....	—	71-17
6. Other Leave.....	71-68	—
a. Long-Service Leave	71-68	—
b. Jury Service	71-68	—
c. Military Service.....	71-69	—
d. Employment Relations Leave...	71-69	—
VI. Antidiscrimination	71-69	—
A. Human Rights Act 1993	71-69	—
B. Prohibited Grounds of Discrimination ...	71-70	—
1. Sex.....	71-70	—
2. Marital Status.....	71-71	—
3. Religious Belief	71-71	—
4. Ethical Belief	71-71	—
5. Color, Race, or Ethnic or National Origin	71-72	—

New Zealand (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
6. Disability.....	71-72	—
7. Age.....	71-72	—
8. Political Opinion.....	71-72	—
9. Employment Status.....	71-73	—
10. Family Status.....	71-73	—
11. Sexual Orientation.....	71-73	—
12. Sexual Harassment.....	71-74	—
13. Involvement in Union Activities.....	71-74	—
C. Discrimination Complaint Procedure.....	71-75	—
1. Human Rights Claims.....	71-75	—
2. Personal Grievances.....	71-75	—
D. Remedies.....	71-76	—
VII. Occupational Safety and Health and Workers' Compensation.....	71-77	71-18
A. Occupational Safety and Health.....	71-77	71-18
1. Employer Obligations.....	71-77	71-18
2. Employee Duties.....	71-78	71-19
3. Enforcement.....	71-78	71-20
B. Workers' Compensation.....	71-79	—
1. Historical Background.....	71-79	—
2. Accident Compensation Act 2001.....	71-79	—
VIII. Pensions and Benefits.....	71-81	71-21
A. New Zealand Superannuation [Substitute Text].....	—	71-21
B. Employer Superannuation Funds.....	71-81	71-22
1. Legal Framework [Substitute Text].....	—	71-22
2. Types of Plans.....	71-82	—
a. Defined Contribution Plans.....	71-82	—
b. Unallocated Defined Contribution Plans.....	71-83	—
c. Defined Benefit Plans.....	71-83	—
C. KiwiSaver [Substitute Text].....	—	71-24
IX. Immigration.....	71-85	—
A. Residence Permits.....	71-85	71-24
B. Work Visas.....	71-86	71-25
C. Foreign Business Personnel.....	71-86	71-26

	<i>Main Volume</i>	<i>Supple- ment</i>
<u>South America</u>		
<i>Brazil</i>	<i>see Volume IA</i>	
ARGENTINA (IIB)	76-1	76-1
Introduction.....	76-1	—
A. Basic Composition of the Government	76-1	—
B. General Sources of Labor and Employment Law	76-2	—
1. National Constitution	76-2	—
2. International Agreements	76-3	—
3. Statutory and Executive Sources.....	76-4	—
4. Collective Bargaining Agreements and Other Sources of Law.....	76-5	—
C. Division of Responsibility Between Federal and Provincial Governments	76-6	—
D. Major Administrative Bodies Responsible for Regulating Labor and Employment Law	76-6	—
E. Dispute Resolution System for Labor Law	76-7	—
F. Class or Group Actions.....	76-8	—
G. Extraterritorial Application of Law	76-10	—
I. Individual Employment.....	76-11	—
A. Individual Contract of Employment	76-11	—
B. Statutory Regulation of Employment ...	76-12	—
1. Hiring	76-12	—
a. Probationary Period.....	76-13	—
b. Fixed-Term Contracts.....	76-13	—
c. Contingent-Term Contracts	76-14	—
d. Apprenticeship	76-14	—
e. Internships	76-14	—
2. Employers' Obligations	76-15	—
3. Employer Recordkeeping.....	76-15	—
4. Labor Contracting	76-16	—
5. Suspensions.....	76-17	—
C. Termination of Employment.....	76-17	—
1. Causes of Termination	76-17	—
a. Termination With Just Cause....	76-17	—

Argentina (IIB)—contd.

*Main
Volume* *Supple-
ment*

b.	Termination Due to Outside Events	76-18	—
2.	Notice.....	76-18	—
3.	Severance Payments.....	76-19	—
a.	Accrued Salary	76-20	—
b.	Proportional Vacation Payment.....	76-20	—
c.	Thirteenth Salary	76-21	—
d.	Payment of Proportional 13th Salary on Vacation.....	76-21	—
e.	Severance Indemnity Salary	76-21	—
f.	Payment in Lieu of Prior Termination Notice.....	76-21	—
g.	Termination Indemnity for Seniority	76-22	—
h.	Proportional 13th Salary in Lieu of Termination Notice	76-23	—
i.	Indemnity for Clientele	76-23	—
j.	Indemnity for Maternity	76-23	—
D.	Penalties.....	76-24	—
1.	Failure to Pay Statutory Severance	76-24	—
2.	Improper Registration	76-25	—
3.	Failure to Deliver Employment Certificates	76-26	—
4.	Failure to Pay Social Security Contributions Withheld for the Employee	76-26	—
5.	Dismissal Without Just Cause of Women During Pregnancy, Maternity, or the Wedding Period...	76-27	—
6.	Dismissal of Union Representatives Without Just Cause.....	76-27	—
E.	Privacy	76-28	—
1.	Employee Screening	76-28	—
2.	Employer Control Systems	76-29	—
3.	Data Privacy	76-30	—

	<i>Main Volume</i>	<i>Supple- ment</i>
4. Remedies.....	76-30	—
F. Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete	76-30	—
1. Employee Duty of Loyalty.....	76-30	—
2. Trade Secrets	76-32	—
3. Covenants Not to Compete	76-34	—
II. Collective Bargaining	76-36	—
A. Introduction	76-36	—
B. Union Recognition.....	76-36	—
C. Collective Bargaining Agreements	76-39	—
D. Union Representatives.....	76-41	—
E. Strikes	76-42	—
III. Representation by Entities Other Than Unions	76-43	—
IV. Redundancy and Transfers of Undertakings	76-43	—
A. Mass Dismissals	76-43	—
B. Transfers of Undertakings	76-43	—
V. Wages, Hours, and Leave	76-44	76-1
A. Wages.....	76-44	76-1
1. Minimum Wage.....	76-44	76-1
2. Overtime	76-45	—
3. Thirteenth Salary	76-45	—
4. Salary Increases	76-45	—
5. Bonuses and Other Variable Compensation	76-45	—
6. Fringe Benefits.....	76-46	—
B. Hours	76-47	—
1. Working Time Limits.....	76-47	—
2. Overtime	76-48	—
3. Rest Periods	76-48	—
4. Exempt Employees	76-49	—
5. Employer Penalties	76-49	—
C. Leave	76-49	—
1. Vacation	76-49	—
2. Sick Leave.....	76-50	—
3. Maternity Leave	76-50	—
4. Other Paid Leaves	76-51	—

Argentina (IIB) —contd.	<i>Main Volume</i>	<i>Supple- ment</i>
5. Holidays	76-51	—
VI. Antidiscrimination	76-52	—
VII. Occupational Safety and Health and Workers’ Compensation	76-54	—
A. Occupational Safety and Health	76-54	—
B. Workers’ Compensation	76-55	—
VIII. Pensions and Benefits	76-57	76-2
A. Retirement and Pensions	76-57	76-2
B. Benefits	76-59	76-3
1. Health Care	76-59	76-3
2. Life Insurance	76-59	76-3
3. Family Allowances.....	76-60	76-3
4. Unemployment.....	76-60	—
IX. Immigration.....	76-61	—
CHILE (IIB)	77-1	77-1
Introduction.....	77-1	77-1
A. Basic Organization of Chile’s Government	77-2	77-1
B. Sources of Labor and Employment Law	77-2	—
1. Domestic Sources	77-2	—
a. National Constitution	77-2	—
b. Legislation	77-3	—
c. Executive Guidelines.....	77-4	—
d. Judicial and Administrative Jurisprudence.....	77-4	—
e. Employers’ Internal Regulations.....	77-5	—
f. Employment Contracts.....	77-7	—
2. International Sources	77-7	—
C. Enforcement Agencies.....	77-8	—
D. Dispute Resolution System for Labor Law	77-9	—
E. Class or Group Actions.....	77-10	—
F. Extraterritorial Application of Chilean Law	77-10	—
I. Individual Employment.....	77-11	77-1

	<i>Main Volume</i>	<i>Supple- ment</i>
A. Hiring and the Employment Relationship	77-11	—
1. Types of Workers	77-11	—
2. Dependent Worker Contracts (Individual Labor Contracts).....	77-11	—
a. Duration of Contracts	77-12	—
i. Contract of indefinite duration.....	77-12	—
ii. Contract of definite duration.....	77-12	—
iii. Contract for a specific task or service	77-13	—
b. Form of Contract	77-13	—
c. Contract Procedure	77-14	—
d. Failure to Put Contract in Writing	77-15	—
e. Modification of Contracts	77-15	—
i. Change in the nature of services or place of employment	77-16	—
ii. Change in starting or stopping time	77-16	—
iii. Change in benefits or privileges.....	77-16	—
iv. Restriction on modification of contracts under the <i>fuero</i>	77-17	—
3. Independent Worker Contracts.....	77-17	—
4. Subcontracting	77-18	—
a. Outsourcing	77-18	—
b. Temporary Services.....	77-18	—
5. Apprenticeship	77-20	—
6. Capacity to Contract and Child Labor	77-20	—
7. Employment of Professional Sportpersons and Persons Working in Related Activities	77-21	—
8. Employer Subsidies	77-22	—

Chile (IIB)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
B. Termination of Employment.....	77-22	77-1
1. Termination With Indemnity.....	77-22	—
a. Basis for Indemnity [Substitute Text]	—	77-1
b. Calculation	77-23	77-2
c. Advance Notice and Dismissal Communication [Amended Heading] [Substitute Text]	—	77-3
d. Disputes.....	77-24	—
2. Substitute Indemnity	77-25	77-3
3. Termination Without Indemnity.....	77-25	77-4
a. Grounds for Termination	77-25	77-4
b. Dismissal Communication [Amended Heading] [Substitute Text]	—	77-5
c. Disputes.....	77-27	77-3
4. Wrongful Dismissal Based on Anti-Union Animus	77-28	—
5. Protection from Termination under the <i>Fuero</i>	77-28	—
6. Job Security for Employees Performing Military Services.....	77-29	—
7. Termination Settlement (<i>Finiquito</i>).....	77-29	—
8. Employer Bankruptcy [New Topic].....	—	77-5
C. Privacy.....	77-30	77-6
1. Conflicting Rights in th Employment Relationship Reconciled	77-30	—
2. Employer Monitoring of Employee E-Mail or Internet Use [Substitute Text].....	—	77-6
3. Protection of Personal Data	77-31	—
a. Data Subjects’ Rights.....	77-32	—
b. Processing and Use of Personal Data.....	77-32	—

	<i>Main Volume</i>	<i>Supple- ment</i>
4. Electronic Surveillance of Employees.....	77-33	—
D. Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete	77-34	—
1. Employee Duty of Loyalty.....	77-34	—
a. In General.....	77-34	—
b. Employee Penalties for Breach of Duty	77-34	—
2. Trade Secrets.....	77-35	—
a. Definition of Trade Secrets.....	77-35	—
b. Civil Claims.....	77-35	—
c. Criminal Penalties	77-36	—
i. Secrets learned during professional services.....	77-36	—
ii. Information in computerized form.....	77-36	—
3. Covenants Not to Compete	77-37	—
a. In General.....	77-37	—
b. Specific Exceptions to the General Rule.....	77-37	—
II. Collective Bargaining	77-38	77-6
A. Labor Unions and Industrial Relations...	77-38	77-6
1. Purposes of Unions	77-39	—
2. Types of Unions	77-39	—
a. Enterprise and Inter-Enterprise Unions and Unions of Self-Employed Workers	77-40	—
b. Federations and Confederations	77-40	—
c. Workers' Centrals.....	77-41	—
3. Formation of Unions.....	77-42	—
4. Union Dues	77-44	77-8
a. Members.....	77-44	—
b. Nonmembers	77-45	77-8
5. Union Officers.....	77-45	—
B. Employer Organizations.....	77-45	—
C. Challenging Employer Internal Regulations	77-46	—

Chile (IIB)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
D. Unfair Labor Practices.....	77-47	77-8
1. Unfair Labor Practices Committed by Employers	77-47	—
2. Unfair Labor Practices by Unions and Employees	77-48	—
E. Termination of Unionized Employees....	77-49	—
F. Collective Bargaining	77-49	77-8
1. The Duty to Bargain.....	77-49	77-9
2. Subjects of Bargaining.....	77-50	—
3. Level of Bargaining	77-50	77-9
4. Bargaining Procedure.....	77-51	77-10
a. Regulated Bargaining and Collective Contracts	77-51	77-10
i. Bargaining process	77-51	77-10
ii. Mediation during regulated bargaining negotiations.....	77-52	77-10
iii. Arbitration during regulated bargaining negotiations.....	77-53	—
b. Nonregulated Bargaining	77-53	77-10
5. Unions’ Right to Information [New Topic]	—	77-11
G. Collective Bargaining Contracts and Collective Agreements.....	77-54	—
H. Strikes and Lockouts [Substitute Text]...	—	77-11
1. Commencement of a Strike.....	77-55	—
2. Effects of a Strike.....	77-55	77-12
3. Return to Work.....	77-56	—
4. Lockouts.....	77-56	—
I. Third Party Resolution of Disputes	77-57	—
1. Voluntary Arbitration	77-57	—
2. Compulsory Arbitration	77-58	—
3. Appeals of an Arbitration Award	77-59	—
4. Effects of Arbitration Awards.....	77-59	—
J. Union Security.....	77-59	—
1. Time for Performance of Union Business	77-59	—
a. Weekly Leave	77-59	—

	<i>Main Volume</i>	<i>Supple- ment</i>
b. Annual Leave	77-59	—
c. Payment for Leave.....	77-60	—
2. Employment Security for Union Members and Officers.....	77-60	—
a. Employees Protected	77-60	—
b. Scope of Protection	77-60	—
III. Representation by Entities Other Than Unions	77-61	—
IV. Redundancy and Transfers of Undertakings	77-62	77-13
A. Mass Dismissals	77-62	77-13
B. Transfers of Undertakings	77-62	—
V. Wages, Hours, and Leave	77-63	77-13
A. Wages and Other Forms of Remuneration	77-63	77-13
1. Wages.....	77-63	—
2. Minimum Wage.....	77-63	77-13
3. <i>Semana Corrida</i>	77-64	77-14
4. Overtime	77-64	—
5. Commissions.....	77-65	77-14
6. Mandatory Profit Sharing and Bonuses.....	77-66	77-14
7. Other Forms of Compensation.....	77-66	—
8. Compensation That Is Not Remuneration.....	77-67	—
9. Payment of Wages.....	77-67	—
10. Payroll Deductions and Attachments	77-68	—
a. Mandatory Deductions	77-68	—
b. Voluntary Deductions.....	77-68	—
c. Prohibited Deductions.....	77-69	—
d. Garnishments.....	77-69	—
B. Hours	77-69	—
1. Limits on Work Hours.....	77-70	—
a. Minors	77-70	—
b. Partial Exemptions: 12-Hour Limit	77-70	—
c. Complete Exemptions	77-71	—
2. Overtime	77-71	—

Chile (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
a. Temporary Needs Overtime	77-71	—
b. Mandatory Overtime	77-72	—
c. Overtime Restrictions.....	77-72	—
3. Sundays and Holidays.....	77-72	—
4. Rest Periods	77-74	—
C. Leave	77-74	77-15
1. Annual Holidays	77-74	—
a. Standard Requirements	77-74	—
b. “Forced” Vacation.....	77-75	—
2. Family Leave.....	77-76	—
3. Maternity and Paternity Leave.....	77-77	77-15
a. Maternity Leave	77-77	77-15
b. Paternity Leave.....	77-78	—
4. Leave to Feed Children.....	77-79	—
5. Medical Leave.....	77-79	77-16
6. Military Leave.....	77-80	—
VI. Antidiscrimination	77-80	77-16
A. In General	77-80	77-16
1. Chilean Constitution	77-80	—
2. Labor Code	77-81	77-16
a. Prohibited Discrimination	77-81	77-16
b. Protection of Fundamental Rights	77-82	77-17
B. Pregnant Woman and New Mothers	77-83	—
1. Job Security for New Mothers	77-83	—
2. Working Conditions for Pregnant Women	77-83	—
C. Sexual Harassment	77-84	—
VII. Occupational Safety and Health and Workers’ Compensation	77-85	—
A. Occupational Safety.....	77-85	—
1. Employer Obligations	77-85	—
2. Smoking in the Workplace.....	77-86	—
B. Occupational Injury and Disease and Workers’ Compensation	77-87	—
1. Accrual of Benefits	77-87	—
2. Compensation	77-88	—
VIII. Pensions and Benefits	77-89	77-17
A. Social Security.....	77-89	77-17

	<i>Main Volume</i>	<i>Supple- ment</i>
1. Old-Age Pensions	77-90	—
2. Survivors' and Disability Pensions	77-90	—
a. Survivorship Benefits	77-90	—
b. Disability Benefits	77-90	—
3. Solidarity Pension	77-91	—
4. Taxation of Benefit Contributions...	77-91	—
B. Benefits	77-92	77-18
1. Medical Coverage	77-92	—
2. Family Allowances	77-92	77-18
3. Day Care	77-93	—
4. Unemployment Compensation	77-94	—
5. Occupational Training	77-95	—
a. Employer-Provided Training ...	77-95	—
b. State-Provided Training	77-95	—
IX. Immigration	77-95	77-18
A. Employment of Foreign Personnel	77-95	77-18
1. Documentation for Foreign Personnel	77-96	77-18
a. Labor Contract Visa	77-96	—
b. Permanent Residence Visa	77-96	—
c. Obtaining a Labor Contract Visa	77-97	77-18
2. Registration of Foreign Personnel	77-99	—
3. Individual Labor Contracts for Foreign Personnel	77-99	—
B. Foreign Personnel and Social Security ...	77-100	—
C. Income Taxation of Foreign Personnel ...	77-101	—
1. Income Tax	77-101	—
2. Taxation of Resident Aliens' Foreign Income	77-102	—
VENEZUELA (IIB)	78-1	78-1
Introduction	78-1	78-1
A. System of Government	78-1	—
B. Sources of Labor Law	78-2	—
1. Constitution	78-2	—
2. The Labor Law	78-2	—

Venezuela (IIB)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
3. International Sources	78-4	—
C. National Preemption	78-4	—
D. Application of the Labor Law	78-5	—
1. Territorial Reach	78-5	—
2. Employers	78-5	—
a. Enterprises Covered	78-5	—
b. Employer Representatives	78-5	—
c. Illegal Outsourcing and Contractors	78-5	—
3. Covered Workers.....	78-7	—
a. Worker Defined	78-7	—
b. Independent Workers.....	78-7	—
c. Management Workers.....	78-7	—
d. Inspection or Guard Workers....	78-7	—
4. Public Officials	78-8	—
E. Administrative Regulation.....	78-8	78-1
1. Administrative Agencies.....	78-8	—
2. Penalties [Renumbered Topic].....	78-8	78-1
F. Resolution of Labor Disputes.....	78-9	—
1. Jurisdiction.....	78-10	—
2. Procedures.....	78-10	—
3. Notice.....	78-10	—
a. Judicial Proceedings.....	78-10	—
b. Administrative Proceedings.....	78-12	—
4. Applicable Law	78-12	—
5. Statute of Limitations.....	78-13	—
6. Settlement	78-13	—
G. National Registry of Companies and Establishments and Labor Clearance Certificate	78-13	—
1. National Registry of Companies and Establishments	78-14	—
2. Labor Clearance Certificate	78-15	—
H. Extraterritorial Application of Venezuelan Law.....	78-17	—
I. Individual Employment.....	78-17	—
A. The Employment Relationship.....	78-17	—
B. Effect of the Labor Law on Individual Terms of Employment	78-18	—

	<i>Main Volume</i>	<i>Supple- ment</i>
C. The Employment Contract	78-18	—
1. Definition	78-18	—
2. Formalities	78-18	—
3. Performance of Services Outside Venezuela	78-19	—
4. Duration	78-19	—
a. Indefinite Duration	78-19	—
b. Fixed Duration.....	78-19	—
c. Specific Projects	78-20	—
D. Inventions and Improvements.....	78-21	—
E. Suspension of the Employment Relationship.....	78-21	—
F. Termination of the Employment Relationship.....	78-22	—
1. Good Cause Requirements.....	78-22	—
a. Workers With Job Stability.....	78-22	—
b. Workers Protected by a Bar Against Dismissal.....	78-23	—
2. Authorization for Dismissal and Reinstatement.....	78-24	—
a. Authorization for Dismissal	78-24	—
b. Reinstatement	78-24	—
3. Notice Requirements.....	78-25	—
a. Justified Dismissal or Resignation.....	78-25	—
i. Employer/worker notice	78-25	—
ii. Judicial notice	78-25	—
4. Termination Indemnities	78-25	—
a. Voluntary Resignation	78-25	—
b. Unjustified Dismissal or Justified Resignation	78-26	—
i. Permanent workers entitled to job stability	78-26	—
ii. Contracts for a fixed duration or a specific project	78-26	—
iii. Workers not entitled to job stability	78-26	—

Venezuela (IIB)—contd.

	<i>Main Volume</i>	<i>Supple- ment</i>
iv. Workers protected by a bar against dismissal.....	78-26	—
5. Severance Benefits.....	78-27	—
a. Accrual.....	78-27	—
i. During the employment relationship.....	78-27	—
ii. At the time of termination.....	78-28	—
b. Accounting.....	78-28	—
c. Advances.....	78-29	—
d. Death of a Worker.....	78-30	—
6. Employment Certificate.....	78-30	—
7. Judicial Proceedings.....	78-31	—
a. Workers With Job Stability.....	78-31	—
b. Workers Protected by a Bar Against Dismissal.....	78-32	—
G. Worker Privacy.....	78-32	—
H. Special Cases.....	78-33	—
1. Minors.....	78-33	—
2. Apprentices.....	78-33	—
3. Domestic Workers.....	78-34	—
II. Collective Bargaining.....	78-34	—
A. Unions.....	78-35	—
1. Labor Unions.....	78-35	—
2. Employer Unions.....	78-36	—
3. Union Dissolution.....	78-37	—
B. Union Recognition and Bargaining.....	78-37	—
C. Collective Bargaining Agreements.....	78-38	—
1. Definition.....	78-38	—
2. Signatory Parties.....	78-38	—
3. Industry-wide Bargaining.....	78-39	—
4. Scope of the Collective Contract....	78-39	—
5. Filing Requirements.....	78-39	—
6. Duration.....	78-40	—
7. Modification.....	78-40	—
D. Collective Disputes.....	78-41	—
1. Parties.....	78-41	—
2. Strikes.....	78-41	—
a. Public Services Strikes.....	78-41	—

	<i>Main Volume</i>	<i>Supple- ment</i>
b. Workers Compelled to Work		
During a Strike	78-41	—
c. Industry-wide Strikes	78-41	—
d. Grounds for the Strike	78-41	—
e. Accumulation of Seniority		
During Strikes	78-42	—
f. Bar Against Dismissal	78-42	—
3. Arbitration.....	78-42	—
E. Protection Against Dismissal.....	78-43	—
1. Union Officers.....	78-43	—
2. Workers	78-43	—
III. Representation by Entities Other Than Unions	78-44	—
IV. Redundancy and Transfers of Undertakings	78-45	—
A. Redundancy	78-45	—
B. Transfers of Undertakings	78-46	—
1. Definition	78-46	—
2. Presumption of Employer Successorship.....	78-46	—
3. Effects	78-46	—
4. Notification	78-47	—
5. Worker Rejection of the Employer Successorship	78-47	—
6. Payments to the Worker	78-47	—
V. Wages, Hours, and Leave	78-48	78-2
A. Compensation.....	78-48	78-2
1. Wages.....	78-48	78-2
a. Definition of Wages.....	78-48	—
b. Ordinary Wages	78-49	—
c. Percentage of Consumption and Tips	78-50	—
d. Minimum Wage	78-50	78-2
e. Equality of Wages.....	78-51	—
f. Increases in Productivity	78-51	—
g. Cost of Living Increases.....	78-52	—
h. Wage Calculations.....	78-52	—
i. Fixed wages	78-52	—

Venezuela (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
ii. Wages based on units of time	78-52	—
iii. Variable wages.....	78-53	—
i. Calculation of Special Wages and Other Benefits.....	78-53	—
i. Overtime pay	78-53	—
ii. Night work.....	78-54	—
iii. Work during the weekly rest day or on holidays.....	78-54	—
iv. Paid vacation.....	78-54	—
v. Seniority Payment.....	78-54	—
vi. Payments for unjustified dismissal	78-55	—
j. Protection of Wages.....	78-55	—
i. Waiver or assignment.....	78-55	—
ii. Attachment.....	78-55	—
iii. Worker debts to the employer	78-56	—
iv. Prohibition against employer selling in the workplace.....	78-56	—
k. Wage Preferences	78-56	—
2. Profit-Sharing.....	78-57	—
a. Covered Employers	78-57	—
b. Calculating the Distributable Amount.....	78-58	—
i. Mandatory minimum	78-58	—
ii. Maximum amount.....	78-58	—
iii. Basis for calculation	78-58	—
c. Calculation for Each Worker	78-58	—
d. Effect on Seniority Payment.....	78-59	—
e. Contractual Profit-Sharing	78-59	—
f. Date of Distribution.....	78-59	—
g. Review of Accounts and Financial Records.....	78-60	—
B. Hours	78-60	—
1. The Workday.....	78-60	—
a. Computation	78-60	—

	<i>Main Volume</i>	<i>Supple- ment</i>
b. Maximum Limits and Weekly Rest Days.....	78-61	—
c. Partial Workdays.....	78-62	—
d. Extension of the Workday	78-62	—
e. Shift Work	78-63	—
f. Required Notice of Rest Days and Hours	78-63	—
2. Overtime.....	78-63	—
a. Limitations	78-63	—
b. Compensation.....	78-64	—
c. Recordkeeping.....	78-64	—
3. Rest Days and Holidays.....	78-64	—
a. Prohibition Against Working	78-65	—
b. Compensation.....	78-65	—
c. Compensation for Work Performed on Rest Days or Holidays	78-66	—
C. Leave	78-66	78-2
1. Vacations.....	78-66	—
a. Entitlement	78-66	—
b. Scheduling Vacation Time.....	78-66	—
c. Collective Vacations	78-67	—
d. Compensation.....	78-67	—
e. Work During Vacation Time....	78-68	—
f. Effect of Absences.....	78-68	—
g. Termination of Employment	78-68	—
i. Fractional vacations.....	78-68	—
ii. Vacations earned but not taken when employment ends.....	78-69	—
2. Maternity and Paternity Leave and Related Time Off.....	78-69	78-2
a. Maternity Leave	78-69	—
b. Paternity Leave.....	78-70	—
c. Time Off for Medical Appointments	78-70	—
d. Breastfeeding Periods.....	78-71	78-2
3. Adoption Leave.....	78-72	—

Venezuela (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
VI. Antidiscrimination	78-72	78-2
A. Employment Discrimination	78-72	—
B. Women.....	78-73	—
1. Pregnancy Test.....	78-73	—
2. Protection for Women Who Work While Pregnant.....	78-73	—
3. Bar Against Dismissal.....	78-74	—
C. Fathers	78-74	—
D. Harassment	78-75	—
E. Workers With Disabilities.....	78-75	78-2
VII. Occupational Safety and Health and Workers' Compensation	78-77	78-3
A. Occupational Safety and Health	78-77	78-3
1. Scope of Application.....	78-78	—
2. Employer Obligations	78-78	—
3. Reporting	78-81	—
4. Labor Safety and Health Committee.....	78-82	—
a. Structure	78-82	—
b. Employer Representatives	78-83	—
c. Joint Committee of Labor Safety and Health	78-83	—
d. Intermediaries and Contractors	78-84	—
e. Employer Successorship.....	78-84	—
f. Registration	78-84	—
g. Report of Activities	78-85	—
5. Prevention Delegates.....	78-85	78-3
a. Number of Delegates.....	78-85	—
b. Eligible Workers	78-86	—
c. Election.....	78-87	—
d. Bar Against Dismissal During the Election Process	78-87	—
e. Right to Request Information From the Employer.....	78-88	—
f. Monthly Activity Report	78-88	—
g. Remuneration	78-88	—
h. Bar Against Dismissal During Term of Service	78-89	78-3

	<i>Main Volume</i>	<i>Supple- ment</i>
i. Removal.....	78-89	—
j. Employer Successorship.....	78-90	—
k. National Registry of Delegates	78-90	—
6. Safety and Health Service.....	78-90	—
a. Location.....	78-91	—
b. Organization	78-91	—
c. Registration and Accreditation	78-91	—
d. Duties	78-92	—
e. Worker Attendance	78-93	—
7. National Registry	78-93	—
8. Safety Program	78-94	—
9. Workers' Health Examinations	78-94	—
10. Employer Liability	78-95	78-3
a. Administrative Liability	78-95	78-3
b. Criminal Liability	78-96	—
11. Worker Meals.....	78-96	—
B. Workers' Compensation	78-96	—
1. LOPCYMAT	78-96	—
a. Registration and Affiliation	78-97	—
b. Contributions	78-97	—
c. Monetary Indemnities	78-97	—
d. Employer Liability	78-98	—
i. Labor and civil liability ...	78-98	—
ii. Statute of limitations.....	78-98	—
2. Labor Law Indemnity System	78-98	—
a. Benefits.....	78-98	—
i. Medical services	78-99	—
ii. Disability benefits.....	78-99	—
VIII. Pensions and Benefits	78-99	78-3
A. Pensions, Health, and Disability Benefits.....	78-99	—
1. Registration.....	78-99	—
2. Mandatory Social Security System.....	78-100	—
3. Employment Benefit System	78-100	—
4. Housing and Habitat System.....	78-101	—

Venezuela (IIB)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
B. Other Benefits.....	78-101	78-3
1. Childcare.....	78-101	—
2. Transportation.....	78-103	—
3. Housing, Education, and Medical Care.....	78-103	—
a. Employers With More Than 200 Workers.....	78-103	—
b. Employers With More Than 500 Workers.....	78-103	—
c. Employers With More Than 1,000 Workers.....	78-103	—
4. Daily Meals.....	78-104	78-3
IX. Immigration.....	78-107	—
A. Language and Nationality.....	78-107	—
1. Spanish Language.....	78-107	—
2. Positions Reserved to Venezuelans.....	78-107	—
3. Number and Compensation of Foreign Workers.....	78-107	—
B. Visas.....	78-108	—
1. Business Visas.....	78-108	—
2. Labor Visas.....	78-108	—

Part 5. International Organizations

The International Labour

Organization.....see Volume IB

*Appendix: ILO Declaration on
Fundamental Principles and*

Rights at Work and Annex.....see Volume IB

The International Financial

Institutions.....see Volume IB

The Organisation for Economic

Co-operation and

Development.....see Volume IB

Union Participation in International

Labor Affairs.....see Volume IB

Table 1. Global Union

Federations.....see Volume IB

	<i>Main Volume</i>	<i>Supple- ment</i>
<i>International Employers</i>		
<i>Associations</i>	<i>see Volume IB</i>	
<i>The World Trade Organization</i>	<i>see Volume IB</i>	
<i>The Role of Administrative Tribunals in Adjudicating Workplace Rights Within International Organizations [New Chapter]</i>		
	<i>see Volume IB</i>	
<i>Part 6. Issues for Multinational Corporations</i>		
<i>Corporate Codes of Conduct on Labor Standards</i>		
	<i>see Volume IB</i>	
<i>Globalization of Work: Offshore Outsourcing</i>		
	<i>see Volume IB</i>	
<i>Compensating the Internationally Mobile Executive</i>		
	<i>see Volume IB</i>	
<i>Negotiating and Drafting Expatriate Employment Agreements</i>		
	<i>see Volume IB</i>	
<i>Litigation of International Employment Disputes</i>		
	<i>see Volume IB</i>	
<i>Social Networking and the Global Workforce [New Chapter]</i>		
	<i>see Volume IB</i>	
<i>The Impact of International Human Rights Law On Labor and Employment Law [New Chapter]</i>		
	<i>see Volume IB</i>	
<i>Bibliography IB</i>	<i>see Volume IB</i>	
BIBLIOGRAPHY (IIA)	Z-IIA-1	—
Introduction.....	Z-IIA-1	—
A. Labor Law Encyclopedia & Dictionaries.....	Z-IIA-2	—
Encyclopedia	Z-IIA-2	—
Dictionaries.....	Z-IIA-3	—
B. National Labor Law.....	Z-IIA-4	—
Constitutions.....	Z-IIA-4	—
Legislation	Z-IIA-5	—
Case Law	Z-IIA-7	—
C. Comparative Labor Law Resources	Z-IIA-8	—

Bibliography (IIA)—contd.

*Main
Volume*

*Supple-
ment*

- D. Select Online Labor Law Research Resources..... Z-IIA-9 —
- E. Foreign & International Legal Research Z-IIA-11 —

Part I: The European Union and Selected Member and Applicant Countries

- Austria..... Z-IIA-12 —
 - A. Primary Sources in English Z-IIA-12 —
 - B. General Secondary Materials Z-IIA-13 —
 - Books..... Z-IIA-13 —
 - Book Chapters Z-IIA-14 —
 - C. Additional Materials..... Z-IIA-14 —
 - Articles & Book Chapters Z-IIA-14 —
- Bulgaria..... Z-IIA-16 —
 - A. Primary Sources in English Z-IIA-16 —
 - Legislation Z-IIA-17 —
 - B. General Secondary Materials Z-IIA-17 —
 - Book Z-IIA-17 —
 - Book Chapters Z-IIA-18 —
 - C. Additional Materials..... Z-IIA-18 —
 - Books Z-IIA-18 —
 - Articles & Book Chapters Z-IIA-18 —
- Czech Republic Z-IIA-20 —
 - A. Primary Sources in English Z-IIA-20 —
 - Legislation Z-IIA-21 —
 - B. General Secondary Materials Z-IIA-22 —
 - Books..... Z-IIA-22 —
 - Book Chapters Z-IIA-22 —
 - C. Additional Materials..... Z-IIA-23 —
 - Articles & Book Chapters Z-IIA-23 —
- Denmark..... Z-IIA-25 —
 - A. Primary Sources in English Z-IIA-25 —
 - B. General Secondary Materials Z-IIA-26 —
 - Books Z-IIA-26 —
 - Book Chapters Z-IIA-26 —
 - C. Additional Materials..... Z-IIA-27 —
 - Books Z-IIA-27 —

	<i>Main Volume</i>	<i>Supple- ment</i>
Articles & Book Chapters	Z-IIA-28	—
Greece	Z-IIA-32	—
A. Primary Sources in English	Z-IIA-32	—
B. General Secondary Materials	Z-IIA-33	—
Book	Z-IIA-33	—
Book Chapters	Z-IIA-33	—
C. Additional Materials	Z-IIA-34	—
Articles & Book Chapters	Z-IIA-34	—
Hungary	Z-IIA-36	—
A. Primary Sources in English	Z-IIA-36	—
Legislation	Z-IIA-37	—
B. General Secondary Materials	Z-IIA-37	—
Book	Z-IIA-37	—
Book Chapters	Z-IIA-37	—
C. Additional Materials	Z-IIA-38	—
Articles & Book Chapters	Z-IIA-38	—
Ireland	Z-IIA-42	—
A. Primary Sources in English	Z-IIA-42	—
Legislation	Z-IIA-43	—
Case Law	Z-IIA-43	—
B. General Secondary Materials	Z-IIA-43	—
Books	Z-IIA-43	—
Book Chapters	Z-IIA-44	—
C. Additional Materials	Z-IIA-45	—
Books	Z-IIA-45	—
Journals	Z-IIA-46	—
Articles & Book Chapters	Z-IIA-46	—
The Netherlands	Z-IIA-54	—
A. Primary Sources in English	Z-IIA-54	—
Legislation	Z-IIA-54	—
B. General Secondary Materials	Z-IIA-55	—
Book	Z-IIA-55	—
Book Chapters	Z-IIA-55	—
C. Additional Materials	Z-IIA-56	—
Books	Z-IIA-56	—
Articles & Book Chapters	Z-IIA-56	—
Poland	Z-IIA-65	—
A. Primary Sources in English	Z-IIA-65	—
Legislation	Z-IIA-66	—

Bibliography (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
B. General Secondary Materials	Z-IIA-66	—
Books	Z-IIA-66	—
Book Chapters	Z-IIA-67	—
C. Additional Materials	Z-IIA-68	—
Book	Z-IIA-68	—
Articles & Book Chapters	Z-IIA-68	—
Portugal	Z-IIA-76	—
A. Primary Sources in English	Z-IIA-76	—
B. General Secondary Materials	Z-IIA-76	—
Book Chapters	Z-IIA-76	—
C. Additional Materials	Z-IIA-77	—
Articles & Book Chapters	Z-IIA-77	—
Sweden	Z-IIA-78	—
A. Primary Sources in English	Z-IIA-78	—
Legislation	Z-IIA-79	—
B. General Secondary Materials	Z-IIA-80	—
Books	Z-IIA-80	—
Book Chapters	Z-IIA-80	—
C. Additional Materials	Z-IIA-81	—
Books	Z-IIA-81	—
Articles & Book Chapters	Z-IIA-82	—
Turkey	Z-IIA-92	—
A. Primary Sources in English	Z-IIA-92	—
Legislation	Z-IIA-93	—
B. General Secondary Materials	Z-IIA-93	—
Books	Z-IIA-93	—
Book Chapters	Z-IIA-93	—
C. Additional Materials	Z-IIA-94	—
Books	Z-IIA-94	—
Articles & Book Chapters	Z-IIA-94	—

Part 3. Other European Countries

Norway	Z-IIA-98	—
A. Primary Sources in English	Z-IIA-98	—
B. General Secondary Materials	Z-IIA-99	—
Books	Z-IIA-99	—
Book Chapters	Z-IIA-99	—

	<i>Main Volume</i>	<i>Supple- ment</i>
C. Additional Materials.....	Z-IIA-99	—
Books.....	Z-IIA-99	—
Russia.....	Z-IIA-102	—
A. Primary Sources in English	Z-IIA-102	—
Legislation	Z-IIA-103	—
B. General Secondary Materials	Z-IIA-103	—
Book	Z-IIA-103	—
Book Chapters	Z-IIA-103	—
C. Additional Materials.....	Z-IIA-104	—
Books	Z-IIA-104	—
Articles & Book Chapters	Z-IIA-104	—
Switzerland	Z-IIA-109	—
A. Primary Sources in English	Z-IIA-109	—
Legislation	Z-IIA-109	—
B. General Secondary Materials	Z-IIA-110	—
Book	Z-IIA-110	—
Book Chapters	Z-IIA-110	—
C. Additional Materials.....	Z-IIA-111	—
Articles & Book Chapters	Z-IIA-111	—
Ukraine.....	Z-IIA-112	—
A. Primary Sources in English	Z-IIA-112	—
B. General Secondary Materials	Z-IIA-112	—
Book Chapters	Z-IIA-112	—
C. Additional Materials.....	Z-IIA-113	—
Book	Z-IIA-113	—
Articles & Book Chapters	Z-IIA-113	—

Part 4: Miscellaneous Countries

Africa

Nigeria.....	Z-IIB-12	—
A. Primary Sources in English	Z-IIB-12	—
Legislation	Z-IIB-13	—
Case Law	Z-IIB-13	—
B. General Secondary Materials	Z-IIB-13	—
Books.....	Z-IIB-13	—
Book Chapters	Z-IIB-14	—

Bibliography (IIA)—contd.	<i>Main Volume</i>	<i>Supple- ment</i>
C. Additional Materials	Z-IIB-14	—
Books	Z-IIB-14	—
Articles & Book Chapters	Z-IIB-15	—
 <u>Asia</u>		
Cambodia	Z-IIB-22	—
A. Primary Sources in English	Z-IIB-22	—
Legislation	Z-IIB-23	—
B. General Secondary Materials	Z-IIB-23	—
Book Chapter	Z-IIB-23	—
C. Additional Materials	Z-IIB-23	—
Books	Z-IIB-23	—
Articles & Book Chapters	Z-IIB-24	—
India	Z-IIB-25	—
A. Primary Sources in English	Z-IIB-25	—
Legislation	Z-IIB-26	—
Case Law & Case Finding Tools Including Digests	Z-IIB-26	—
B. General Secondary Materials	Z-IIB-27	—
Books	Z-IIB-27	—
Book Chapters	Z-IIB-27	—
C. Additional Materials	Z-IIB-28	—
Books	Z-IIB-28	—
Articles & Book Chapters	Z-IIB-30	—
Indonesia	Z-IIB-34	—
A. Primary Sources in English	Z-IIB-34	—
Legislation	Z-IIB-34	—
B. General Secondary Materials	Z-IIB-35	—
Book Chapters	Z-IIB-35	—
C. Additional Materials	Z-IIB-35	—
Books	Z-IIB-35	—
Articles & Book Chapters	Z-IIB-35	—
Singapore	Z-IIB-37	—
A. Primary Sources in English	Z-IIB-37	—
Legislation	Z-IIB-38	—
Case Law	Z-IIB-38	—
B. General Secondary Materials	Z-IIB-38	—
Books	Z-IIB-38	—

	<i>Main Volume</i>	<i>Supple- ment</i>
Book Chapters	Z-IIB-38	—
C. Additional Materials	Z-IIB-39	—
Books	Z-IIB-39	—
Articles	Z-IIB-39	—
South Korea	Z-IIB-42	—
A. Primary Sources in English	Z-IIB-42	—
Legislation	Z-IIB-43	—
B. General Secondary Materials	Z-IIB-43	—
Book Chapters	Z-IIB-43	—
C. Additional Materials	Z-IIB-44	—
Books	Z-IIB-44	—
Articles & Book Chapters	Z-IIB-45	—
Taiwan.....	Z-IIB-50	—
A. Primary Sources in English	Z-IIB-50	—
Legislation	Z-IIB-51	—
B. General Secondary Materials	Z-IIB-51	—
Book Chapters	Z-IIB-51	—
C. Additional Materials.....	Z-IIB-52	—
Book	Z-IIB-52	—
Articles & Book Chapters	Z-IIB-52	—
 <u>Middle East</u>		
Israel.....	Z-IIB-54	—
A. Primary Sources in English	Z-IIB-54	—
Legislation	Z-IIB-55	—
B. General Secondary Materials	Z-IIB-55	—
Book Chapters	Z-IIB-55	—
C. Additional Materials.....	Z-IIB-56	—
Books	Z-IIB-56	—
Articles & Book Chapters	Z-IIB-56	—
Saudi Arabia.....	Z-IIB-61	—
A. Primary Sources in English	Z-IIB-61	—
B. General Secondary Materials	Z-IIB-62	—
Book	Z-IIB-62	—
Book Chapters	Z-IIB-62	—
C. Additional Materials.....	Z-IIB-62	—
Articles & Book Chapters	Z-IIB-62	—

Bibliography (IIA)—contd.

*Main
Volume* *Supple-
ment*

Oceania

Australia.....	Z-IIB-63	—
A. Primary Sources in English	Z-IIB-63	—
Legislation	Z-IIB-64	—
Case Law	Z-IIB-64	—
B. General Secondary Materials	Z-IIB-64	—
Books.....	Z-IIB-64	—
Book Chapters	Z-IIB-65	—
C. Additional Materials.....	Z-IIB-65	—
Books.....	Z-IIB-65	—
Articles & Book Chapters	Z-IIB-68	—
New Zealand.....	Z-IIB-88	—
A. Primary Sources in English	Z-IIB-88	—
Legislation	Z-IIB-90	—
Case Law	Z-IIB-90	—
B. General Secondary Materials	Z-IIB-90	—
Books.....	Z-IIB-90	—
Book Chapters	Z-IIB-90	—
C. Additional Materials.....	Z-IIB-91	—
Books.....	Z-IIB-91	—
Articles & Book Chapters	Z-IIB-92	—

South America

Argentina.....	Z-IIB-100	—
A. Primary Sources in English	Z-IIB-100	—
B. General Secondary Materials	Z-IIB-101	—
Book Chapters	Z-IIB-101	—
C. Additional Materials.....	Z-IIB-102	—
Books	Z-IIB-102	—
Articles & Book Chapters	Z-IIB-102	—
Chile.....	Z-IIB-105	—
A. Primary Sources in English	Z-IIB-105	—
B. General Secondary Materials	Z-IIB-106	—
Book	Z-IIB-106	—
Book Chapters	Z-IIB-106	—
C. Additional Materials.....	Z-IIB-107	—
Articles & Book Chapters	Z-IIB-107	—

	<i>Main Volume</i>	<i>Supple- ment</i>
Venezuela.....	Z-IIB-110	—
A. Primary Sources in English	Z-IIB-110	—
B. General Secondary Materials	Z-IIB-111	—
Book Chapters	Z-IIB-111	—
C. Additional Materials.....	Z-IIB-111	—
Book	Z-IIB-111	—
Articles & Book Chapters	Z-IIB-112	—

