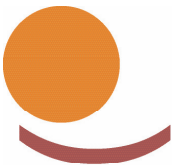


ITUC REPORT

ITUC, International Trade Union Confederation
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**1ST WORLD
WOMEN'S
CONFERENCE** **BRUSSELS**
19-21/10/09

**The Decent Work
agenda: a gender
perspective**



ITUC CSI IGB

The International Trade Union Confederation (ITUC) represents 170 million workers, 40 percent of whom are women, in 157 countries and territories and has 312 national affiliates.

The ITUC is a confederation of national trade union centres, each of which links together the trade unions of that particular country. Membership is open to all democratic, independent and representative national trade union centres.

The ITUC's primary mission is the promotion and defence of workers' rights and interests, through international cooperation between trade unions, global campaigning and advocacy within the major global institutions. Its main areas of activity include trade union and human rights, the economy, society and the workplace, equality and non-discrimination as well as international solidarity. The ITUC adheres to the principles of trade union democracy and independence, as set out in its Constitution.

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**The Decent
Work agenda:
a gender
perspective**

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The Decent Work agenda: a gender perspective

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1. INTRODUCTION

This is a report from Incomes Data Services (IDS) for the International Trade Union Confederation (ITUC) on the gender perspective of the 'Decent Work' agenda. Decent Work, Decent Life for Women is the theme of the 1st World Women's Conference of the ITUC¹ and of the Global Campaign, launched on 8 March 2008².

The main objective of the report is to examine what evidence exists on decent work for women and how it can be ensured that more women have access to decent work. We have also looked at the gender pay gap, which is a fundamental measure of gender equality.

'Decent Work' has been a primary goal for the International Labour Organisation (ILO) since its creation in 1919. It is supported by four strategic objectives – the 'pillars' of decent work³:

1. Standards and rights at work
2. Employment creation and income opportunities
3. Social protection and social security
4. Social dialogue and tripartism

Furthermore, the United Nations (UN) focuses on gender equality and empowerment of women in the third objective of the 'Millennium Development Goals' that aim to end poverty by 2015. It concentrates on increasing the share of women in wage employment and in particular to get more women into higher-paid, more secure jobs. The need for this type of action was expressed in the UN's progress report in 2008, which concluded that 'almost two-thirds of employed women in the developing world are in vulnerable jobs as own-account or unpaid family workers'⁴.

The recent global economic crisis has required researchers and policy-makers to re-focus on these ILO and UN objectives. Indeed, they have become ever more important in a world where employment and income opportunities are so much intertwined with global trade. Moreover, previous research for the ITUC found that economic downturns negatively impact on women's position in the labour market, especially in less economically developed parts of the world⁵. This is also expected to be the case as a result of the current economic downturn, as highlighted by the ILO report on Global Employment Trends for Women 2009⁶. The report found that women are 'often in a disadvantaged position in comparison to men in labour markets around the world [and that] in most regions, the gender impact of the economic crisis in terms of

1 <http://www.ituc-csi.org/spip.php?rubrique268>

2 Decent Work, Decent Life for Women Campaign, with 102 national trade union centers in 64 countries participating: <http://www.ituc-csi.org/spip.php?rubrique198>

3 http://www.ilo.org/global/About_the_ILO/Mainpillars/WhatIsDecentWork/lang--en/index.htm

4 http://mdgs.un.org/unsd/mdg/Resources/Static/Products/Progress2008/MDG_Report_2008_EN.pdf#page=20 and <http://www.un.org/millenniumgoals/>

5 Glenn, S., Melis, S. and L. Withers (2009), Gender (in) equality in the labour market: an overview of global trends and developments. http://www.ituc-csi.org/IMG/pdf/GAP-09_EN.pdf

6 http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_103456.pdf

unemployment rates is expected to be more detrimental for females than for males.’ As such, the full integration of a gender perspective in the Decent Work agenda has become even more important, against the backdrop of the global recession.

In June 2009, the International Labour Conference (ILC) held a general discussion on ‘Gender Equality at the Heart of Decent Work’ and the ILO launched an awareness-raising campaign on gender equality and the world of work as part of its overall Decent Work campaign. The ILC adopted a resolution on gender equality and pointed out that ‘crises should not be used as excuses to create even greater inequalities nor undermine women’s acquired rights.’ The conference urged governments to develop recovery packages that are ‘consistent with the long-term objectives of sustainable economic, social and environmental development, including gender equality.’⁷

The aim of this report is to see to what extent the policy objectives and action plans to overcome discrimination against women in the field of pay and employment have succeeded. We hope that this will provide evidence to help answer how far women have gained access to decent work.

⁷ http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_108259.pdf

2. METHODOLOGY AND SOURCES

The report makes use of two main sources: the WageIndicator survey and the Decent Work Check. In this chapter we describe how we have used these sources to examine to what extent the targets of the Decent Work agenda have been achieved.

2.1 Countries included in the report

The research focuses on the following 12 countries:

- Argentina
- Brazil
- Finland
- India
- Mexico
- The Netherlands
- Poland
- Russian Federation
- South Africa
- Sweden
- United Kingdom
- United States

This selection is based on countries for which the data set is sufficiently large to produce significant results. We have aimed to obtain as good a geographical spread as the international data set allowed. Furthermore, we have included countries that have been participating in the WageIndicator survey for a number of years, which enabled us to track certain patterns (such as the gender pay gap) over time. In the future, it would be interesting to include more Asian and African countries when these data sets are larger.

2.2 WageIndicator data

WageIndicator is a continuous Internet-based survey which now operates in 46 countries and is still expanding. It is based on self-reporting online questionnaires and includes questions on the survey respondent's individual characteristics (e.g. male/female, age, level of education, living with a partner and children etc), a person's work environment (e.g. type of job, level of responsibility, wages) and other employment-related questions, such as membership of a trade union, participation in work-related benefit schemes, and many other aspects. It is one of the instruments of the WageIndicator Foundation, which aims to provide information to contribute to a fair and more transparent labour market⁸.

The method of data collection results in an overall younger and more highly-educated workforce than is the case for the whole population, because this

<http://www.wageindicator.org/main>

group is generally more likely to use the Internet to complete a survey. This leads to a slight sample bias in the type of survey respondents, which has to be kept in mind when interpreting the results.

The research in this report concentrates on WageIndicator data from the 12 countries listed above. In some cases, data on a certain topic was not available for all 12 countries, in which case the results concentrate on a smaller selection of countries. We have used data from the WageIndicator survey to look at a number of variables related to the four pillars of decent work. The topics covered by these variables are the following:

- The gender pay gap. Equal pay for work of equal value is one of the objectives of the decent work agenda. In this report, we focus on equal pay and pay satisfaction from a gender perspective.
- Trade union membership and coverage by collective agreement. This is connected to the ‘social dialogue and tripartism’ pillar of the Decent Work agenda.
- Working conditions, including unhealthy and dangerous work environments, hours of work and participation in work-related benefit schemes, such as medical care and pension provisions. This is related to the ‘standards and rights at work’ and the ‘social protection and social security’ pillars.
- Work-life balance, including the combination of childcare and work. Care responsibilities often play a role in the lower participation level of women in employment. As such, this topic relates to the pillar ‘creation of employment and income opportunities’.
- Opportunities for promotion and career progression. This falls under the ‘employment and income opportunities’ pillar but also partly under ‘standards and rights at work’ since it examines possible evidence for the limitation of opportunities for women in the workplace on the grounds of gender discrimination.

2.3 Decent Work country profiles

Six out of the 12 countries covered by the WageIndicator research have also been used to provide a ‘decent work profile’, using the Decent Work Check. The Decent Work Check is a practical tool to assist individuals who want to check if their work environment is compatible with the minimum standards as laid down in the Conventions of the ILO⁹ and in the UN¹⁰. It is also part of the WageIndicator Foundation.

The objective of the Decent Work Check is to provide an accessible instrument to supplement these – sometimes abstract – UN and ILO provisions. All

⁹ <http://www.ilo.org/ilolex/english/convdisp1.htm>

¹⁰ The Decent Work Check includes the topics laid down in Article 11 of the ‘Convention on the Elimination of All Forms of Discrimination against Women’, adopted by the UN General Assembly in 1979. Most UN member states have signed up to this Convention and are therefore legally bound to put its provisions into practice and to comply with the treaty obligations. In Article 11, it calls on nations to take the required action in the field of discrimination of women in the field of employment, such as the equality of employment opportunities, free choice of profession and employment, equal remuneration, social security, health and safety in the workplace, and the prevention of discrimination against women on the grounds of marriage or maternity. Benefits such as maternity leave and pay and an adequate social security system are also part of this. The Decent Work Check tables included in this report are structured along these lines. The full treaty text of the Convention can be found on the Internet: <http://www2.ohchr.org/english/bodies/cedaw/cedaws40.htm>

information in the summary decent work tables is based on the data that is available on the Decent Work Check website: www.decentworkcheck.org. In some cases it has been supplemented by official Internet sources, e.g. on the minimum wage and pension provisions.

3. WAGEINDICATOR FINDINGS

3.1 Profile of survey respondents

The research covers data collected over two different periods. The pay gap data has been collected over a period of 12½ months, from 1 January 2008 to 13 January 2009. The international gender pay gap has been calculated on the basis of a sample size of 97,337 survey responses. The other (non-pay gap) variables have been collected over a longer time period of just over two years, from 1 January 2007 to 13 January 2009, so there is a bigger sample size for those variables. This allowed us to do more detailed research on some topics, e.g. by not only looking at satisfaction with work-life balance, but by breaking this down to the level of household characteristics. This type of analysis provides valuable socio-economic information on individuals from different types of households (e.g. single-parent households, households with or without children etc).

To get a better idea of the type of household we are looking at, the research concentrates on the presence of partners and children, as these variables will have an effect on an individual's work-life balance. Table I in the Appendix shows that, in our sample, a larger proportion of men compared to women live with a partner when they have children. This implies that, in all countries included in the research, single parent-households are mostly headed by women.

For example, 30% of women in Argentina who live with children are not living with a partner, compared to only 6% of men. A similar pattern emerges in the Netherlands, Poland, Russia, South Africa, the UK, the US, and to a lesser extent in Sweden and Finland. Interestingly, in India only a relatively small proportion of both men and women do not live with a partner when there are children in the household. However, although proportions are relatively small, the proportion of women not living with a partner is still eight times as high as that of men, at 7.3% vs. 0.9% respectively.

When there are no children in the household, some countries have a high proportion of survey respondents who live in a single-person household, such as in India and Argentina, where this is the case for 80% of respondents. Sweden shows the opposite pattern, with 85% of survey participants who do not live with children, living together with a partner. This indicates either a young survey population who have not yet started a family, an older work force where children have left the household, or a high proportion of individuals who have chosen not to have children.

Other countries in the sample show a more or less even spread between single households and households where the survey respondent lives together with a partner, which is the case in Finland, the Netherlands, the UK and the US.

3.2 Gender pay gap

The UN Commission on the Status of Women has organised several world conferences on women over the last three decades. In 1995, the Beijing Declaration and Platform for Action laid down twelve 'critical areas of concern' that required specific and urgent action. One of these objectives is to 'promote women's economic rights and independence, including access to employment, appropriate working conditions, and control over economic resources'. The Commission suggested that actions that governments should take to achieve these objectives are, among others, to adopt and enforce legislation to ensure equal pay for equal work or work of equal value, as stipulated by ILO Convention 100¹¹, and to end gender-based discrimination in the labour market¹².

In this report we have used the WageIndicator data to work out the gender pay gap, which is the percentage difference between pay for men and women. This difference has been computed by taking gross hourly pay for female workers and calculating this amount as a percentage of gross hourly pay earned by their male colleagues. This is the method also used by official organisations such as Eurostat¹³.

Gender pay gap over time

In a previous report for the ITUC¹⁴, IDS looked at the global gender pay gap from 1995 to 2006, using official ILO statistics. This data showed a mixed picture, with Europe, Oceania and Latin America producing overall a lower gap than Africa and Asia, where a lack of official data was an additional obstacle in measuring the gap. Although the gender pay gap has narrowed in some countries since 1996, especially in European countries, no clear evidence was found for this trend to continue.

In this report, we have looked at the gender pay gap in 12 countries, including a time series from 2006-2008 for a smaller sample to look at the latest trends. Although this sample does not include the same individuals year-on-year and is therefore not strictly comparing like for like, the sample is so large that it provides a good 'slice' of the working population in each country for every year, and we therefore regard it as a reliable indicator of the latest movements in the gender pay gap.

As Table II in the Appendix shows, the mean and median pay gap figures are generally in line with each other. This is less the case for India and the US, where the mean pay gap is a lot lower than the median gap, indicating a less reliable data set. A few outliers are probably influencing the average gap here, making it appear lower than is actually the case. Since the median does not take such outliers into account, we will concentrate on the median percentage figures in our discussion of the gender pay gap. The overall median pay gap for all countries in the sample stands at 28% in favour of men, and ranges from 12% in Russia and Sweden to 39% in Brazil.

11 <http://www.ilo.org/ilolex/cgi-lex/convde.pl?C100>

12 <http://www.un.org/womenwatch/daw/beijing/platform/>

13 For more information on the gender pay gap and its methodology, please see the 2008 and March 2009 ITUC reports by IDS: <http://www.ituc-csi.org/IMG/pdf/gap-1.pdf> and http://www.ituc-csi.org/IMG/pdf/GAP-09_EN.pdf

14 <http://www.ituc-csi.org/IMG/pdf/gap-1.pdf>

Part-time and full-time gender pay gap

As in previous years, the earnings gap between men and women who work full-time is larger than for those who work part-time hours. The median pay gap for full-time workers for all countries in the sample stands at 28% in favour of men. For part-time workers the gap is lower at 17%. This trend can at least partly be explained by the fact that men may progress faster to more highly-graded (and more highly-paid) full-time roles than women, because women take time out to have children and they also take up more of the family and care responsibilities than men. Another explanation is occupational segregation, with more women in lower-paid work than their male colleagues. Furthermore, part-time work is often dominated by women and generally lower-paid (for both men and women), which may also explain why the gender pay differences for part-time roles are smaller than for full-time roles.

The lowest median gender pay gap for full-time workers is 13% in Sweden, whereas the highest gap is 41%, in Brazil. For part-time workers, the lowest gender pay gap is found in the UK, where there is a positive gap of -1%, followed by a gap of 0.1% in Sweden. The highest gap for part-time workers is found in South Africa, at 33%. The detailed figures of the full-time and part-time gap in each country are provided in Table III of the Appendix.

Gender pay gap over time

We have also tracked the progression of the gender pay gap over time for a number of countries. Table 1 shows the gender pay gap during the period from 2006 to 2009. The results indicate that, over the last three years, the gender pay gap for all workers (both part-time and full-time workers) has widened or decreased slightly before widening again in all countries in the sample. Graph 1 below provides a clear illustration of this trend.

Looking at the full-time gap, the figures show slightly more stability, but the part-time gap again shows either an increase in the gender pay gap over time, or instability. To a certain extent, the exception is Finland, where the gender pay gap for all employees and full-time employees has increased by less than in other countries, and the part-time gap has narrowed. There is no evidence, however, of an overall narrowing gender pay gap in our sample of seven countries.

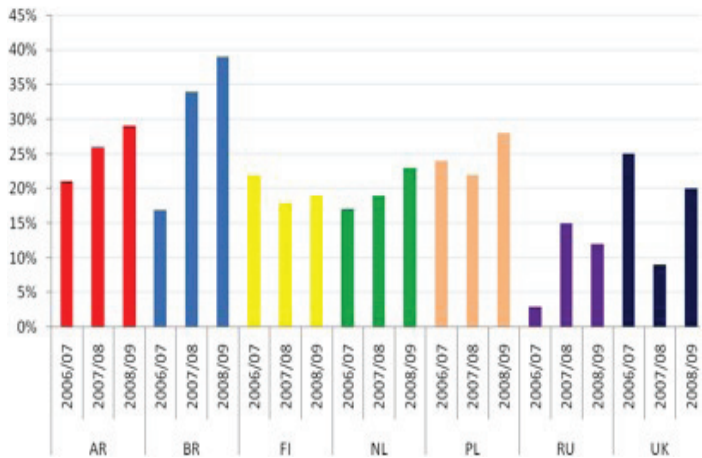
Table 1: Median gender pay gap over three years, 2006-2009

Country	Year	All workers	Full-time workers	Part-time workers
Argentina	2008/09	29%	30%	21%
	2007/08	26%	30%	22%
	2006/07	21%	22%	10%
Brazil	2008/09	39%	41%	22%
	2007/08	34%	40%	23%
	2006/07	17%	18%	4%
Finland	2008/09	22%	22%	9%
	2007/08	18%	19%	13%
	2006/07	19%	19%	18%

Netherlands	2008/09	23%	23%	14%
	2007/08	19%	18%	25%
	2006/07	17%	18%	14%
Poland	2008/09	28%	28%	15%
	2007/08	22%	22%	7%
	2006/07	24%	23%	20%
Russian Federation	2008/09	12%	14%	-3%
	2007/08	15%	14%	3%
	2006/07	3%	2.5%	No data
United Kingdom	2008/09	20%	18%	-1%
	2007/08	9%	18%	10%
	2006/07	25%	23%	5%

Graph 1

Gender pay gap all workers, 2006-2009



Pay satisfaction

We have also looked at pay satisfaction in households with children, in order to establish to what extent childcare commitments and household structures are linked to pay satisfaction. Pay satisfaction can be seen as an indicator of decent work.

Table IV of the Appendix shows the results for single-parent households (living with children, but not living with a partner) and for individuals living in a household with both children and a partner. A first observation is that, in the types of household included in the research, women are more dissatisfied with their pay than men in all countries. At the same time, the difference in pay satisfaction between single-parent households and households where the survey respondent lives together with a partner is not apparent in most cases. Finland is an exception, with the proportion of 'highly dissatisfied' respondents being twice as high for both men and women when they do not live together with a partner than when they do. The same holds true for workers in Argentina, where the 'highly dissatisfied' responses are also much higher among single parent families than among households where the survey respondent lives with a partner.

Furthermore, workers in Argentina (particularly single mothers) and the UK seem to be more unhappy about their pay than their counterparts in the Netherlands, who are relatively satisfied.

3.3 Opportunities for promotion and career progression

Career opportunities and prospects for promotion are also an important part of a worker's development. Looking at the proportions of workers who have been promoted (Table V of the Appendix), a varying picture emerges. In Mexico only 0.2% of workers who responded received a promotion, and in the Netherlands and the US it was higher, but still relatively low at one-in-five workers. For those countries with the highest proportions of workers who have been promoted, the range is between 30% and 40%. In all cases, however, more men than women have received a promotion.

Career opportunities

Closely related to the topic of promotions are career opportunities. Here, a different picture emerges between the different countries for which data was available. The data provided in Table VI of the Appendix shows that, in Finland, the majority of male respondents (some 60%) say that they do not have good career opportunities. This compares to an even more negative female workforce, with almost three-quarters saying that they do not have good career prospects. The opposite is the case in the Netherlands, where approximately three-quarters of respondents report that they have good prospects – with the figure for women being slightly higher than that for men.

In Poland, men are much more positive about their career opportunities than their female colleagues, while workers in the UK are almost evenly balanced between the two options. Nevertheless, also in the UK slightly more women than men are less optimistic about their career prospects.

3.4 Work-life balance

Decent work can also be measured by the extent to which workers say they are happy with their work-life balance. To examine the work-life balance in our sample of countries, we have looked at individuals working full-time and part-time hours in households with and without children, in order to establish whether women, and especially those in single-parent households, are adversely affected.

The impact of having children on the number of hours worked

Looking at whether a respondent lives with children and the relationship with the number of hours worked, a variety of patterns emerge, as is illustrated by Table VII of the Appendix. Across the eleven countries for which there is enough data, the proportion of respondents working full-time is very high, above 80% in most cases. In four countries – Argentina, Finland, Poland and the United States – people living with children are more likely to work full-time than those not living with children. This may at first seem counter intuitive, but a possible explanation for this can be that those individuals with children have to work full-time to support their family. The opposite of this trend is true in the Netherlands and the United Kingdom, where part-time work among people

with children – especially among women – is more common. In four countries – India, Russia, South Africa and Sweden – the proportion of full-time workers among respondents living with children is in line with those respondents who do not live with children.

In most countries covered by this research, men are more likely to work full-time than women, and the difference tends to be more pronounced among men and women who live with children. A particularly strong example of this is the Netherlands, where among men and women who do not live with children, the proportion working full-time is 86% among men and 64% among women. Among men and women who live with children, the proportion changes significantly to 91% and 28% respectively. In South Africa on the other hand, the proportions of men and women who work full-time are very similar, at around 96% for both genders, regardless of whether or not they live with children.

Part-time work because of childcare commitments

Table VIII of the Appendix shows that, when looking at the relationship between childcare and part-time working, some interesting trends emerge. An important consideration to take into account when looking at these figures is the fact that the survey data does not pick up whether it is a choice of respondents to work part-time or whether it is because they cannot find full-time work.

Analysis of the data from most countries indicates that it is people with the support of a partner providing an extra income in the household who show a stronger likelihood of working part-time in order to look after children. For example, in the Netherlands and the United Kingdom a majority of part-time workers who are single say that working part-time is not due to the fact that they also look after children. Those who live with a partner say the opposite: the majority says that their part-time status is due to childcare commitments. However, the proportion of single respondents who say that they work part-time due to childcare commitments is still significant in the Netherlands and the United Kingdom, where it is 33% and 31%.

There are also some differences by gender, with women more likely to say they work part-time due to childcare commitments than men. This is the case both among single parents and those who live with a partner. For example, in the United Kingdom, 39% of single mothers say they work part-time due to childcare commitments, whereas among single fathers it is just 4.5%. Among those living with partners, 69% of women say they work part-time due to childcare commitments, compared with just 18% among men. A similar pattern emerges for the Netherlands.

In Argentina and Brazil, however, close to 100% of respondents who work part-time say that this is not due to childcare commitments, and there is no variation by gender or by whether or not the respondents are single or living with a partner.

Satisfaction with work-life balance

Table IX of the Appendix provides an analysis of survey responses to questions

about satisfaction of the combination of work and family, i.e. work-life balance, among people living with children. It shows that the most common answer in most countries for which there is enough data is a medium level of satisfaction, with the exception of Finland and the Netherlands where the most common score is higher, at four on a scale from one to five (with five meaning 'highly satisfied'). In all of these countries, the most common satisfaction rating is the same for single people as for those living with a partner.

Broken down by gender, the figures show that the most common satisfaction rating is generally the same for men and women, regardless of whether or not they are single. Finland is an exception to this, in that the most common work-life balance satisfaction rating for single men is lower than that for single women.

In most countries, there are more respondents who say they are satisfied with their work-life balance than those who say they are dissatisfied, regardless of whether or not they live with a partner. This is particularly the case in the Netherlands, where the proportion of respondents who say they are satisfied with their work-life balance is four to five times larger than the proportion of those who express dissatisfaction. The opposite is true in the Russian Federation, where 38% of respondents express some level of dissatisfaction with their work-life balance, compared with 26% who express some level of satisfaction.

The proportion of respondents who say they are not satisfied with their work-life balance is larger among single parents than among those who live with a partner, where the childcare commitments can be shared between the partners. It is also often the case that the proportion of dissatisfied respondents among single parents is slightly larger among women than among men.

3.5 Trade union membership and coverage by collective agreement

Previous research for the ITUC has shown that TU membership has a particularly positive effect on women's pay and that it can play a positive role in narrowing the gender pay gap¹⁵. 'Social dialogue and tripartism' is also one of the pillars of decent work, and it is assumed that trade union membership and collective agreements improve working conditions.

Taking a closer look at the latest research results for the countries included in this report, the density of trade union membership varies widely, from 9% in Russia to 70% in Brazil and 80% in Finland (see Table X of the Appendix). Brazil is an interesting case because it has a relatively high trade union membership among survey participants but also one of the highest pay gap figures. This means that the gender pay gap in this country is high for both trade union members and non-members. This goes against the general trend that the gender pay gap is often smaller when women are a member of a trade union. The proportion of workers in the sample who are a member of a trade union is quite low in the rest of the countries, ranging between 12% and 40%.

¹⁵ See the 2008 and 2009 ITUC gender pay gap reports by IDS for more detail: <http://www.ituc-csi.org/IMG/pdf/gap-1.pdf> and http://www.ituc-csi.org/IMG/pdf/GAP-09_EN.pdf

Furthermore, a significant proportion of respondents who are not a member of a trade union are still covered by a collective agreement. Between a quarter (the UK) and three-quarters (the Netherlands) of workers in the sample mentioned that they are covered by such an arrangement. As Table XI of the Appendix illustrates, the proportions of male and female workers are balanced.

3.6 Working conditions

The conditions under which employees carry out their tasks are important indicators of decent work. In the following tables, we look at various variables that can be treated as indicators of the work environment, such as health and safety in the workplace, overtime in the workplace, and participation in work-related pension and medical insurance schemes.

Unhealthy working conditions

The health and safety of the working environment is an important measure of decent work. In the four countries in the sample for which there is enough data, the general trend is for the majority of respondents to say they are never or very rarely exposed to unhealthy working conditions (see Table XII of the Appendix). This is particularly the case in Russia, where around 60% of respondents say they never work in unhealthy conditions. The proportion of workers exposed to unhealthy conditions on a daily basis is lower but still significant, and ranges from around 5% in Russia to around 14% in Poland. It is important to note that these figures are based on respondents' perceptions of whether they work in unhealthy conditions. In addition, their level of awareness in respect of what constitutes satisfactory working conditions will also be a key factor.

Women are generally less exposed to unhealthy working conditions than men. In all four countries, the proportion of women who say they never work in unhealthy conditions is higher than that of men. Also, the proportion of women who say they are sometimes exposed to unhealthy conditions is lower than that of men, in most cases. In South Africa and Poland, however, a bigger proportion of women than men say they work in unhealthy conditions on a daily basis.

Dangerous working conditions

When we look at incidences of dangerous working conditions, a similar pattern to that of the unhealthy working conditions described above emerges. In fact, as Table XIII of the Appendix illustrates, the majority of workers in the four countries for which there is enough data say they are never exposed to dangerous working conditions. The proportion of workers that say they work in dangerous conditions on a daily basis is lower but still significant and ranges from around 3% in Russia to around 5% in Poland and the Netherlands. Again, it is important to note that these figures are based on respondents' perceptions and levels of awareness of whether they work in dangerous conditions.

As in the case of unhealthy working conditions, men have a higher tendency to be exposed to dangerous working conditions than women. In all four countries, the proportion of women who say they never work in dangerous conditions is higher than that of men. The proportion of men who say they work in

dangerous conditions on a daily basis is also higher than that of women. In the Netherlands, the difference is quite significant, with 8% of men working in dangerous conditions on a daily basis, compared with only 2% of women.

Overtime

Decent work can also be measured by the extent to which workers do more hours than those specified in their contract. In order to look at the extent of overtime worked in the countries covered by this project, we have looked at survey responses comparing actual hours worked with the hours agreed in the contract of employment. These results have to be put in the context of national or (in the case of EU countries) EU regulations on working time, such as the 48-hour maximum working week in the EU and the British opt-out from this legislation.

In general, at least 60% of workers across most countries say they usually work the hours agreed in their contract of employment (see Table XIV of the Appendix). The exception to this is Sweden, the Netherlands and the United Kingdom, where a lower majority of 57%, 56% and 54% work their agreed hours. However, the proportion of respondents who work longer hours is also significant, ranging between 22% in Finland and 52% in Russia.

When broken down by gender, we see that women are more likely to work their proper hours than men, and that men are more likely to work more hours than those agreed in their contract than women. This is particularly the case in the Netherlands, where 62% of women say they usually work their agreed hours (compared with 51% of men), and 47% of men say they usually work more hours than those agreed in their contract (compared with 36% of women).

Payment of overtime

As described above, a significant proportion of workers often work more hours than those agreed in their contract of work. The extent to which an employee receives compensation for this overtime is an indicator of decent work. Looking at the seven countries for which there is enough data we also see that, in many cases, the overtime worked is not compensated (see Table XV of the Appendix). In four of these countries – Argentina, Mexico, Poland and the United Kingdom – the majority of the workers that usually work more hours than those agreed in the contract are not compensated for this overtime. The proportion ranges from just over half in Poland and the United Kingdom to 80% in Mexico.

In Brazil and the Netherlands there is less difference between overtime work not being compensated and incidences where workers receive some sort of compensation, with around 40% not receiving any compensation. Finland is the only country where the majority of workers who often work more than their agreed hours receive compensation, in this case most commonly in the form of time-off-in-lieu.

Women tend to be slightly more likely not to receive overtime compensation. This is the case in Argentina, Brazil, Mexico and Poland, whereas in Finland, the Netherlands and the United Kingdom the proportion of men not receiving compensation is higher than that of women.

Participation in a work-related private medical insurance scheme

Decent work can also depend on the participation in work-related schemes or benefits which contribute to various costs that have an impact on the workers' general well-being and work-life balance. In this case, we have looked at participation in these workplace schemes in general, which includes employer and/or employee contributions to various schemes.

In the case of contribution to medical insurance, the general trend is for individuals not to participate in the schemes that contribute to these costs. This result, however, has to be carefully interpreted. It has to be seen in the context of the state provision of health insurance in each country, which can vary widely. Furthermore, differing country attitudes towards private health insurance also have to be kept in mind. Keeping in mind these caveats, the survey results are presented in Table XVI of the Appendix. The proportion of workers who do not participate in medical insurance schemes is very high (at or above 80%) in Argentina, Finland, India, South Africa, Sweden and the United Kingdom.

The United States is the only country where the proportion of workers who participate in medical insurance schemes is higher than the proportion of those who do not participate. This may be attributed to the composition of the sample, which consists of a relatively young and well-educated workforce compared to the whole population, with a higher proportion of these workers being employed in professional (and relatively well-paid) roles than would be the case in the total working population. For this group, private medical insurance is generally more affordable than for low-paid workers. There is also less difference between those who participate and those who do not in Brazil, Mexico, Russia and the Netherlands.

The instances where there is participation in a health insurance scheme are more widespread among men than among women. In eight of the 11 countries where there is some participation in medical insurance schemes, the proportion of men who say they participate is higher than the proportion of women who say that this is the case.

Participation in a work-related private pension scheme

As in the case of the participation in medical insurance schemes, the general trend for pension schemes is for individuals not to participate. However, this finding has to be interpreted in the context of different models and levels of pension arrangements provided by the state, with some countries hardly offering a state pension scheme at all, while others may offer more generous basic pension provisions. This would explain why citizens from some countries (with generous state pension schemes) would be less inclined to make individual contributions towards a private scheme.

Also, the presence of informal work, which is more prevalent in some countries than in others included in our study, will have a major impact on the opportunities that workers have to participate in work-based pension

schemes. Obviously, such schemes hardly exist, if at all, in the world of informal employment. Furthermore, it is often not applicable to self-employed workers either. It is important to keep these issues in mind when looking at the research results.

In all twelve countries covered by this study, the majority of respondents said they (employer and/or employee) do not contribute to a pension scheme. There is some variation, however, from around 100% in Argentina and Finland, to around 60% in the Netherlands and Sweden.

Where survey respondents do participate, this tends to be more widespread among men than among women. As Table XVII of the Appendix shows, 15% of men in Brazil say they participate in a work-related scheme that contributes towards a pension scheme, but among women the proportion halved. In most other countries, the difference is smaller. Russia is the only country where a larger proportion of women than men participate in private pension schemes.

4. DECENT WORK COUNTRY PROFILES

In this chapter, we first provide a summary overview of the Decent Work standards as they are set out by the ILO. We then discuss how six countries (Argentina, Brazil, Mexico, the Netherlands, India and South Africa) are complying with these standards in the country profile tables overleaf. It has to be noted that not all countries have signed up to every ILO Convention mentioned here. However, since the ILO standards are regarded as ‘best practice’ we have measured each country against these standards to see where improvements could be made.

Every country has specific areas where there is no legislation at all, or where legislation is patchy and could be improved.

India is the clearest example of a country where many areas that would make the work more ‘decent’, are unregulated.

Extracts of ILO standards

<p>Work and wages ILO Conventions on work and wages: Minimum wage: Convention 131 (1970) Regular pay: Conventions 95 (1949) and 117(1962) Compensation overtime: Conventions 47 (1935) and 106 (1957)</p>	<p>Minimum wage The minimum wage must cover the living expenses of the employee and his/her family members. Moreover it must relate reasonably to the general level of wages earned and the living standard of other social groups.</p> <p>Regular pay Wages must be paid regularly.</p> <p>Overtime compensation Working overtime is to be avoided. Whenever it is unavoidable, extra compensation should be offered – minimally the basic hourly wage plus all additional benefits a worker is entitled to.</p>
<p>Work and holidays Convention 132 (1970) on Holidays with Pay Convention (Revised).</p>	<p>Paid holidays The annual minimum is set at three weeks of paid leave, national and religious holidays not included.</p>
<p>Work during holidays and weekends ILO Conventions: Conventions 14, 47 and 106. In addition different Conventions apply for several industries.</p>	<p>Pay on public holidays Employees should be entitled to paid leave during national and officially recognised religious holidays.</p> <p>Public holiday compensation If employees have to work on a national or religious holiday, they should be entitled to compensation. This does not necessarily have to be in the same week, provided the right to a paid compensation day is not forfeited.</p> <p>Weekend compensation If an employee has to work during the weekend, s/he should acquire the right to a rest period of 24 uninterrupted hours. This does not necessarily have to be during the weekend, but at least during the course of the following week.</p>

<p>Children at school ILO Conventions: Convention 156: Workers with Family Responsibilities Convention (1981).</p>	<p>School holidays An employee's paid holiday should be allowed to coincide with the holidays of school-going children.</p> <p>Equal opportunities of parents Employees (regardless of gender) with family responsibilities should have the same opportunities as their colleagues who have no such responsibilities.</p>
<p>Maternity and work Convention 183 (2000).</p>	<p>Free medical care During pregnancy and maternity leave the female worker should be entitled to medical and midwife care without any additional cost.</p> <p>No harmful work During pregnancy and while breastfeeding, employees should be exempt from work that might bring harm to the mother or the baby.</p> <p>Leave Maternity leave should be at least 14 weeks. An earlier Convention (Convention 103 from 1952) prescribes at least 12 weeks maternity leave, 6 weeks before the birth and 6 weeks thereafter.</p> <p>Income During maternity leave a worker's income should amount to at least two thirds of his/her preceding salary.</p>
<p>Health and safety at work Convention 155 (1981) on Occupational Safety and Health. Other Conventions not included here deal with very specific occupational safety hazards, such as asbestos and chemicals.</p>	<p>Employer duty of care The employer should reasonably be expected to ensure that the work process is safe.</p> <p>Free protection The employer should provide protective clothing and other necessary safety precautions without any additional cost to the employee.</p> <p>Training Employees should receive training in all work-related safety and health aspects and they should be shown the emergency exits in the workplace.</p> <p>Complaints When a worker informs his/her superior about an imminently or actually dangerous situation on the job, s/he should not be made to take up that job while this situation lasts.</p>
<p>Work and sickness Conventions 121 (1964) and 130 (1969) concerning Employment Injury Benefits and Medical Care and Sickness Benefits.</p>	<p>Sick pay An employee's rights to work and income should be protected when illness strikes. The first three days of a worker's absence due to sickness do not need to be compensated for.</p> <p>Minimum income An employee should be entitled to a minimum income of 60% of the minimum wage for a period of six months. Countries are free to opt for a system which guarantees 60% of the last wages during the first 6 months of illness or during the first year.</p> <p>Job security A worker should not be fired during the first 6 months of his/her illness.</p> <p>Disability benefit Whenever an employee becomes disabled due to an occupational disease or accident, s/he ought to receive a somewhat higher benefit than when the cause is not work-related.</p>

<p>Social security Convention 102 (1952). For several benefits somewhat higher standards have been set in subsequent Conventions: 121 (1964), 128 (1967), 130 (1969) and 168 (1988).</p>	<p>Pension rights These should apply from the age of 65, and be set as a percentage of the minimum wage or a percentage of the earned wage.</p> <p>Dependent's benefit When the breadwinner has died, the spouse and children are entitled to a benefit, expressed as a percentage of the minimum wage, or a percentage of the earned wage.</p> <p>Unemployment benefit For a limited period of time the unemployed person has a right to unemployment benefits, set as a percentage of the minimum wage or a percentage of the earned wage.</p> <p>Medical care Employees and their family members should have access to the necessary minimal medical care at an affordable price.</p>
<p>Fair treatment at work Convention 111 (1958) and 100 (1952). Convention 111 lists the discrimination grounds which are prohibited. Convention 100 (1952) includes equal remuneration for work of equal value.</p>	<p>Equal pay Equal pay for men and women for work of equal value is a must, regardless of marital status. Pay inequality based on religion, race or ethnic background is also prohibited. A transparent remuneration system and the clear matching of pay and position in the workplace should help to prevent wage discrimination.</p> <p>Sexual harassment Sexual intimidation is gender discrimination.</p> <p>Equal training opportunities All employees, regardless of gender, religion, race or ethnic background are entitled to equal training and development opportunities.</p> <p>Freedom to complain Workers should know whom to turn to for help in case of discrimination. Whenever an employee asks questions about discrimination or files a complaint, s/he should be protected against intimidation and against being dismissed.</p>
<p>Children at work Conventions 138 (1973) and 182 (1999).</p>	<p>Children under 14 No work should be performed by children that could harm their health and hampers their physical and mental development. All children should be able to attend school. Once these safeguarding measures are in place and are adhered to, there is no objection against children performing light jobs between the ages of 12 and 14.</p> <p>Hazardous jobs More demanding jobs, that may carry health risks, are subject to more stringent criteria.</p>
<p>Forced labour Conventions 29 (1930) and 105 (1957) specify the qualifications of forced labour. It is work one has to perform under threat of punishment: forfeit of wages, dismissal, harassment or violence, even corporal punishment. Forced labour is a violation of human rights.</p>	<p>Freedom to change jobs Employers have to allow a worker to look for job opportunities elsewhere. If an employee does so, s/he should not receive a reduction in wages or be threatened with dismissal. If this occurs, international law considers this to be forced labour.</p> <p>Not having to deposit a passport or ID to the employer Each individual should hold their own passport or ID and not the employer.</p> <p>Pay back loan When an employee has not received any pay because s/he has not yet fully paid back the personal loan provided by his/her employer, this is considered to be forced labour.</p>
<p>Trade union rights Conventions 87 (1948) and 98 (1949).</p>	<p>Freedom of collective bargaining Trade unions are freely entitled to negotiate with employers on workers' terms of employment. The freedom of a trade union to negotiate with employers to try and conclude collective agreements is protected.</p> <p>Freedom to join a union and to participate in union activities outside working hours Freedom of association includes the freedom to join a trade union. This is part of an individual's fundamental human rights. Employees may not be put at a disadvantage when they are active in the trade union outside working hours.</p>

4.1 Argentina

<p>Work and wages</p>	<p>Minimum wage The minimum wage in Argentina is 1,400 pesos from August 2009, 1,440 pesos from October 2009 and 1,500 pesos from 1 January 2010.</p> <p>Regular pay Legislation ensures regular pay (monthly, weekly, bi-weekly) for employees on a monthly, weekly, hourly, or piece-work contract.</p> <p>Overtime compensation Overtime, which is defined as any hours worked in excess of 8 hours a day or 48 hours a week and Saturdays until 1pm, should be paid at a premium of 50%.</p>
<p>Work and holidays</p>	<p>Paid holidays The quantity of paid holidays depends on the number of years an employee has worked in a company. With less than 5 years of service, an employee has the right to 14 consecutive days of holidays. Between 5 and 10 years of service, this rises to 21 days; between 10 and 20 years, 28 days; more than 20 years service, 35 days.</p>
<p>Work during holidays and weekends</p>	<p>Pay on public holidays Workers have the right to be paid while not working during national and religious holidays.</p> <p>Public holiday compensation Two times the hourly wage (2T).</p> <p>Weekend compensation From 1pm Saturday, time-off-in-lieu (TOIL).</p>
<p>Children at school</p>	<p>Equal opportunities of parents An employee (regardless of gender) with family responsibilities has the same opportunities as their colleagues, who do not have these responsibilities.</p>
<p>Maternity and work</p>	<p>Free medical care All national insurance contributions and prepaid medicines must cover pregnancy, birth and care of the newborn.</p> <p>No harmful work Regardless of whether they are pregnant or not, it is prohibited to ask women to carry out painful, dangerous and unhealthy work.</p> <p>Leave The law prohibits female employees to work during the 45 days before birth and 45 days after birth. However, a female worker can ask for the period before the birth to be reduced, to a minimum of 30 days, and the rest of the period will have to be added to the period of leave following the birth. In case of early birth, the days not taken before the birth will be added to those taken after the birth, so that the total period is still 90 days.</p> <p>Income Maternity pay is 100% of what would have been received during the 90 days of maternity leave, paid by social security.</p>
<p>Health and safety at work</p>	<p>Employer duty of care The employer must take out a 'Workplace Risk' insurance, or self-insure to cover all employees in case of work-related accidents and illnesses.</p> <p>Free protection The employer must supply the worker with the equipment/elements needed for the worker's protection, such as security precautions, free of charge.</p> <p>Training The employer must provide health and safety training in the workplace, and signpost the emergency exits.</p> <p>Complaints If the worker informs a senior member of staff about a possible or real danger in the workplace, workers are exempt from carrying out these tasks while the danger lasts.</p>

<p>Work and sickness</p>	<p>Sick pay If a worker falls ill and is unable to work, s/he has the right to receive full pay for the duration of between three and six months, depending on length of service. Family responsibilities may give the worker the right to a period of between six and 12 months' full pay.</p> <p>Minimum income The pay a worker receives during sick leave should be equivalent to the amount received prior to falling ill.</p> <p>Job security Once the period of interruption to work due to accident or illness that he or she is not responsible for has expired, the employer has a duty to keep the job open for that worker for a period of one year counting from the expiration of that period if the employee is not able to come back to work. After the one-year period, the employment relation will continue until one of the parties gives notice to terminate it. The termination of an employment contract in such a way means that both parties are exempt from indemnity responsibilities.</p> <p>Disability benefit If the accident or illness results in a disability for the employee, the employer must pay one month's pay for each year of service, or three months' pay (based on the salary received during the last year or an average of that received during the period of employment, in case this is smaller).</p>
<p>Social security</p>	<p>Pension rights Women can retire at the age of 60, and men at the age of 65. If a person contributed for 30 years (be it to the state or private pension), s/he will receive 45% (1.5%×30) of the average of the last 10 years. To this must be added the general pension provision 'Prestacion Basica Universal', which for someone who has contributed for 30 years is 326 pesos.</p> <p>Dependent's benefit The wife or the children of a deceased can claim a pension. No provisions were found for widowed men.</p> <p>Unemployment benefit If a worker is employed and made redundant, s/he can access the unemployment 'subsidy' and receive family benefits.</p> <p>Medical care 3% of the worker's salary is deducted for national insurance. For a self-employed person, the national insurance payment is included in the monthly tax payment.</p>
<p>Fair treatment at work</p>	<p>Equal pay The law requires equal pay for equal work. The 'law of the contract of work' prohibits any type of discrimination based on gender, race, nationality, religion, political conviction, association or age.</p> <p>Sexual harassment There is no legislation in this respect.</p> <p>Equal training opportunities Work-related training, with equal access and treatment, is a fundamental right for workers.</p> <p>Freedom to complain Employees are allowed to raise complaints about discrimination and are protected against possible sanctions.</p>
<p>Children at work</p>	<p>Children under 14 From 2010, the minimum working age will rise from 15 to 16. Those aged between 15 (or 16 from 2010) and 17 will need parental authorisation in order to sign an employment contract.</p>
<p>Forced labour</p>	<p>Freedom to change jobs The employer cannot force a person to stay in a job. However, in order to leave a job, the worker has to give one month's notice and work during that period.</p> <p>Not having to deposit a passport or ID to the employer It is illegal to retain another person's identity documents.</p>

Trade union rights	<p>Freedom of collective bargaining</p> <p>The legislation allows for collective bargaining.</p> <p>Freedom to join a union and to participate in union activities outside working hours</p> <p>The constitution guarantees the right to belong to a trade union.</p>
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Source: WageIndicator Foundation; www.decentworkcheck.org

4.2 Brazil

Work and wages	<p>Minimum wage</p> <p>The Brazilian national minimum wage is R\$465.00 a month (R\$ 2.11 an hour).</p> <p>Regular pay</p> <p>The employer has until the fifth day of the subsequent month to pay wages.</p> <p>Overtime compensation</p> <p>In addition to the normal working day, an employee can work supplementary hours. The premium for these hours must be at least 50% of the pay for the normal working hours.</p>
Work and holidays	<p>Paid holidays</p> <p>In Brazil, the worker has the right to 30 consecutive days of paid holidays every 12 months (these days include public holidays). He or she also has the right to receive a salary premium of at least a third in order to pay for the leisure during the holidays, in accordance with the 1988 Constitution.</p>
Work during holidays and weekends	<p>Pay on public holidays</p> <p>The worker has the right to paid leave during officially recognised national and religious holidays, a total of 12 days a year.</p> <p>Public holiday compensation</p> <p>In case of working on a civil or religious holiday, the worker has a right to receive 2T for that day, or 24 consecutive hours of TOIL during another day of the week.</p> <p>Weekend compensation</p> <p>The employer can nominate another day of the week as a 'rest day'. In case of working on a day that has been designated as the weekly 'rest day', the worker has a right to receive double payment for that day.</p>
Children at school	<p>Paid leave during school holidays</p> <p>There is no legislation in this respect.</p> <p>Equal opportunities of parents</p> <p>There is no legislation in this respect.</p>
Maternity and work	<p>Free medical care</p> <p>Every pregnant woman has the right to ante-natal care by the Universal System of Public Health (Sistema Único de Saúde público).</p> <p>No harmful work</p> <p>During pregnancy, the worker is guaranteed the right to 'change function' when health conditions require so, without a loss of income or other rights. The right to return to the function previously occupied after the maternity leave period is also guaranteed.</p> <p>Leave</p> <p>As of a month before the birth, the pregnant woman has the right to a period of 120 days of leave. In case the employer participates in the Company Citizen Programme (Programa Empresa Cidadã), the maternity leave period can be prolonged by 60 days.</p> <p>Income</p> <p>During the maternity leave period, the pregnant woman must receive an income equal to her normal salary, paid by social security system (Previdência Social). In case the maternity leave period is prolonged by 60 days, the maternity pay corresponding to those 60 days will be paid by the employer.</p>

<p>Health and safety at work</p>	<p>Employer duty of care The employer is obliged to care for the safety of the employees in the work environment.</p> <p>Free protection The employer has to supply 'Individual Protection Equipment' (Equipamentos de Proteção Individual, EPIs), supervise and incentivise its use and substitute them should they be damaged.</p> <p>Training The 'Regulatory Norms' oblige the employer to supply their employees with written instructions on precautions that should be taken in order to avoid work-related accidents or occupational sickness.</p> <p>Complaints There is no formal legislation in this respect.</p>
<p>Work and sickness</p>	<p>Sick pay When a person is not able to work due to illness, s/he has the right to receive sick pay.</p> <p>Minimum income A person who is not able to work for more than 15 consecutive days due to illness or a non-work-related accident, has the right to receive sick pay, paid by social security, to the value of 91% of the 'salary of benefit'. In order to qualify for sick pay, the worker has to have contributed to the social security system for at least 12 months. The first 15 days of sickness will be paid by the employer.</p> <p>Job security The worker who receives sick pay or accident pay cannot be dismissed from the company during the period during which s/he is not able to work and in receipt of the sickness benefit.</p> <p>A worker in receipt of accident sick pay may be eligible for a 'work stability' guarantee for another 12 months. Those in receipt of normal sick pay, however, can be dismissed by the company after their return to work.</p> <p>Disability benefit A person not able to work for more than 15 consecutive days due to a work-related illness or accident has the right to receive accident sick pay, paid by the social security to the value of 91% of the benefit wage. The employer pays the first 15 days of the sickness period.</p>
<p>Social security</p>	<p>Pension rights The worker can retire on the grounds of age or on the grounds of time of contribution. For urban workers, the minimum age for retirement is 65 years for men and 60 years for women. In the case of rural workers, the minimum age is 60 years for men and 55 years for women. Retirement on the grounds of time of contribution requires a minimum period of 35 years for men and of 30 years for women. The value of the pension varies according to the length of time and value of the contributions paid into the social security system.</p> <p>Dependent's benefit If a worker dies, his or her dependents have the right to a pension. There is no minimum contribution period in order to receive the pension.</p> <p>Unemployment benefit A worker that has been unlawfully dismissed without notice has the right to receive unemployment benefits. The value of the benefit is based on the latest monthly salary received, capped at R\$776.46 from March 2008.</p> <p>Medical care Every Brazilian citizen has the right to medical assistance from the Universal Health Care System (Sistema Único de Saúde). Additional care or 'Saúde Complementar' may be guaranteed in collective agreements and conventions.</p>

<p>Fair treatment at work</p>	<p>Equal pay The Federal Constitution prohibits the difference in salary, duties and admission criteria on the grounds of gender, age, race ('colour') or civil/marital status. The employment legislation also prohibits discrimination, limiting the possibility of a salary difference to work of different value (that is, different productivity, technical 'craftsmanship' and time of service).</p> <p>Sexual harassment Employment legislation guarantees the worker the right to revoke the employment contract and demand due compensation when s/he runs the risk of considerable danger and also when the employer or their representatives practice acts that are harmful 'to the honour or reputation' of the worker. Moreover, sexual harassment is considered a crime by the Penal Code (Código Penal).</p> <p>Equal training opportunities There is no legislation in respect of equal training opportunities. Nevertheless, the constitution prohibits discrimination, which extends to training and education of employees.</p> <p>Freedom to complain The right to complain is guaranteed by the Constitution and by the employment legislation. However, there are no guarantees against possible retaliation carried out indirectly by the employer.</p>
<p>Children at work</p>	<p>Children under 14 The Federal Constitution has set the minimum working age at 14. Those aged between 14 and 16 years of age can only work as apprentices.</p>
<p>Forced labour</p>	<p>Freedom to change jobs Looking for another job is not prohibited by law, as long as it is compatible with the obligations stemming from the employment contract in force. Furthermore, the worker has the right to repeal the employment contract at any time.</p> <p>Not having to deposit a passport or ID to the employer The employer is obliged to return any documents presented by the employee at the time of being employed, within 48 hours or be subject to a fine.</p> <p>Pay back loan The general rule is that any deduction from the wages is not allowed. Exceptions are deductions resulting from advance payments or those resulting from legal provisions or conventions.</p>
<p>Trade union rights</p>	<p>Freedom of collective bargaining Where formal trade union structures exist in the workplace, it stems from collective agreements or conventions.</p> <p>Freedom to join a union and to participate in union activities outside working hours The Constitution and the employment legislation guarantee the right of association to a trade union and the participation in trade union activities. Furthermore, the trade union representatives have temporary stability of employment. Any violation of these rights is subject to penalties.</p>

Source: WageIndicator Foundation; www.decentworkcheck.org

4.3 India

<p>Work and wages</p>	<p>Minimum wage There is a minimum wage for all workers, including those who are not a member of a trade union or workers who work in the informal economy. The minimum wage is RS45 per day. Several states have set the minimum wage at a higher level for unskilled workers in various sectors. In some states there is also a minimum wage for skilled workers.</p> <p>Regular pay The 'Payment of Wages Act' of 1936 regulates the regular payment of employees.</p>
<p>Work and holidays</p>	<p>Paid holidays There is no legislation in this respect.</p>
<p>Work during holidays and weekends</p>	<p>Pay on public holidays There is no legislation in this respect.</p> <p>Public holiday compensation There is no legislation in this respect.</p>
<p>Children at school</p>	<p>Paid leave during school holidays There is no legislation in this respect.</p> <p>Equal opportunities of parents There is no legislation in this respect.</p>
<p>Maternity and work</p>	<p>Free medical care The Maternity Benefit Act (1961) provides a benefit worth RS 250 when the employer does not provide pre-natal and post-natal care free of charge.</p> <p>No harmful work Pregnant employees can request not to perform arduous work, or work which involves long hours of standing, or work which is likely to be harmful to the pregnancy. It is illegal for the employer to deduct pay in these circumstances.</p> <p>Leave Women working in factories, mines, plantations, performance establishments and shops with more than 10 employees are entitled to paid maternity leave according to the Maternity Benefit. Civil servants in central government fall under the Central Civil Service (Leave) Rules, which entitles female employees the right to 90 days of maternity leave, which can be extended by one month (maximum) in exceptional circumstances.</p> <p>Income Maternity pay during maternity leave is 100% of normal pay. Workers who are covered by the Employees' State Insurance Act can claim maternity pay worth 75% of their salary. For female civil servants in central government, maternity benefit worth 100% of their normal pay applies to their first two live born children. Special schemes have been introduced at the national, state and local level for women who are unorganised and self-employed. The 'Bidi and Cigar Workers Act' provides a level of maternity pay to female agricultural workers and agricultural home-based workers in certain Indian states.</p>
<p>Health and safety at work</p>	<p>Employer duty of care There is no legislation in this respect.</p> <p>Free protection There is no legislation in this respect.</p> <p>Training There is no legislation in this respect.</p> <p>Complaints There is no legislation in this respect.</p>

<p>Work and sickness</p>	<p>Sick pay Workers covered by the 'Employee State Insurance Act' can claim sick pay, but only a small proportion of the organised work force is covered by social security legislation.</p> <p>Minimum income There is no legislation in this respect.</p> <p>Job security There is no legislation in this respect.</p> <p>Disability benefit Workers covered by the 'Employee State Insurance Act' can claim disability benefits, but only a small proportion of the organised work force is covered by social security legislation.</p>
<p>Social security</p>	<p>Pension rights A small proportion of the organised work force is covered by the 'Employee Pension Scheme'. This scheme provides for pension payments from the age of 58 when 20 years of service have been completed.</p> <p>Dependent's benefit A small proportion of the organised work force is covered by the 'Employee Pension Scheme' which also provides for a widow or widower's pension as well.</p> <p>Unemployment benefit A small proportion of the organised work force is covered by the 'Payment of Gratuity Act' which applies to workers in factories, mines, plantations, ports, railway companies and shops with more than 10 employees. A worker who has completed a continuous service of five or more years is entitled to redundancy pay.</p> <p>Medical care A small proportion of the organised work force is covered by the 'Employee State Insurance Act' which includes the provision of health care.</p>
<p>Fair treatment at work</p>	<p>Equal pay The 'Equal Remuneration Act' regulates equal pay for work of equal value, including work in the informal sector.</p> <p>Sexual harassment The 'Indecent Representation of Women (Prohibition) Act' prohibits the production, use and dissemination of illegal pornographic material. Article 16 of the Constitution regulates discrimination on the basis of sex.</p> <p>Equal training opportunities The 'Equal Remuneration Act' includes that work of equal value must be equally rewarded and under similar conditions of employment.</p> <p>Freedom to complain The 'Equal Remuneration Act' also includes penal provisions. Workplace inspectors have the authority to check if the regulations are enforced appropriately in the workplace and, if necessary, Advisory Committees can be established to deal with complaints on discrimination in the workplace.</p>
<p>Children at work</p>	<p>Children under 14 There is no specific legislation abolishing all child labour, but the 'Child Labour (Prohibition and Regulation) Act' makes it illegal for children under 14 years of age to be employed in factories, including 13 'hazardous occupations' and 57 'processes'.</p>
<p>Forced labour</p>	<p>Freedom to change jobs The 'Bonded Labour System (Abolition) Act' has made all forms of bonded labour illegal.</p> <p>Not having to deposit a passport or ID to the employer There is no legislation in this respect.</p> <p>Pay back loan The 'Bonded Labour System (Abolition) Act' includes a provision for the abolition of bonded debt and has made bonded labour (which includes debts which the worker has to pay off to the employer) illegal.</p>

Trade union rights	<p>Freedom of collective bargaining The Constitution guarantees the right to collective bargaining. Freedom to join a union and to participate in union activities outside working hours The constitution guarantees the right for workers to set up and be members of a trade union.</p>
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Source: WageIndicator Foundation; www.decentworkcheck.org

4.4 Mexico

Work and wages	<p>Minimum wage There are two different frameworks for the minimum wage in Mexico. The first is set by the National Commission for the Minimum Wage (Comisión Nacional de los Salarios Mínimos), by region. The rates for 2009 are: Region A: \$54.80; region B: \$53.26; region B: \$51.95 The second minimum wage framework applies to particular economic activities or occupations.</p> <p>Regular pay No-one has the right to retain the salary for which the employee has already worked.</p> <p>Overtime compensation The employer must pay 2T. Overtime is restricted to a maximum of up to three hours a day, or more than three consecutive times.</p>
Work and holidays	<p>Paid holidays When an employee has worked in the same place for one year, s/he has the right to a minimum period of six days of leave a year and the employer must pay at least 25% of the salary that the worker is due during the period of leave.</p>
Work during holidays and weekends	<p>Pay on public holidays The federal labour law nominates several obligatory rest days, during which a worker has a right to paid rest.</p> <p>Public holiday compensation If an employee has to work during a public holiday, the employer must pay 2T.</p> <p>Weekend compensation For every six days of work, an employee has the right to at least one rest day with full pay.</p>
Children at school	<p>Paid leave during school holidays There is no legislation in this respect.</p> <p>Equal opportunities of parents There is no legislation in this respect.</p>
Maternity and work	<p>No harmful work Pregnant women will not carry out work which requires a considerable effort and which represents a health danger in relation to the pregnancy.</p> <p>Leave Maternity leave must include the 6 weeks before and 6 weeks after the birth, with the possibility to extend the period in case of not being able to return to work due to the pregnancy or the birth.</p> <p>Income During the maternity leave period, the employee should receive her full salary. During a period of extended maternity leave, the employee has the right to receive 50% of the full salary.</p>

<p>Health and safety at work</p>	<p>Employer duty of care The employer is obliged to observe the legal prescriptions on hygiene and safety in the plant and to adopt the adequate measures to guarantee the health 'and life' of the workers.</p> <p>Free protection The employer must supply employees with the tools, instruments and materials needed to carry out their work.</p> <p>Training Access to the rules and instructions on health and safety must be available to all workers in the workplace.</p> <p>Complaints There is no legislation in this respect.</p>
<p>Work and sickness</p>	<p>Sick pay Neither the Constitution nor the federal labour law specify what should happen in these cases. Social security legislation is in place to guarantee the workers' rights in case of a work-related accident or illnesses, or for mental illnesses.</p> <p>Minimum income Neither the Constitution nor the federal labour law specify what should happen in these cases. However, social security legislation stipulates that if an employee has suffered from a work-related accident which means s/he is not able to work, the individual has the right to receive his/her full salary during the period of recovery.</p> <p>Job security There is no legislation in this respect.</p> <p>Disability benefit Neither the Constitution nor the federal labour law specify what should happen in these cases. Social security legislation guarantees a worker's rights in case of a work-related accident or illnesses, or for mental illnesses.</p>
<p>Social security</p>	<p>Pension rights The main social security institutions in Mexico (IMSS and ISSSTE) have undergone structural reform. The ISSTE law, which covered pension rights, was repealed in 2007. Since then, pension rights are contractual, i.e. covered by collective or individual agreements.</p> <p>Dependent's benefit Neither the Constitution nor the federal labour legislation specifies arrangements for the dependents' benefits in case of a deceased worker. However, the social security legislation and the ISSSTE legislation stipulate that, if the risks associated with the job lead to the death of an insured person, the widow and the children will receive the pension and other benefits. No provisions were found for widowed men.</p> <p>Unemployment benefit There is no current legislation which guarantees the rights of people who lose their job or cannot find a job. It is only in the federal district (the capital) that unemployment insurance has been promoted as a benefit 'for those who ask for it' but not as a condition for all workers.</p> <p>Medical care The main social security institutions for workers in Mexico are the IMSS and the ISSSTE. Another option is the Popular Insurance promoted by the federal government.</p>
<p>Fair treatment at work</p>	<p>Equal pay There must be equal pay for equal work, without taking into account gender or nationality.</p> <p>Sexual harassment Legislation on 'women's access to a life free from violence' also covers the work environment in Mexico.</p> <p>Equal training opportunities A worker has the right to receive training.</p> <p>Freedom to complain There is no legislation in this respect.</p>
<p>Children at work</p>	<p>Children under 14 Individuals up to and including 14 years of age are not allowed to work. Those aged between 14 and 16 can work a maximum of 6 hours a day.</p>

Forced labour	<p>Freedom to change jobs It is illegal to sign any contract that aims to reduce a worker's freedom in any way.</p> <p>Not having to deposit a passport or ID to the employer It is illegal to sign any contract that aims to reduce a worker's freedom in any way.</p> <p>Pay back loan If an employee has a debt with his/her employer, the quantity to pay back each month must be agreed between the two parties, and it cannot be more than 30% of the amount above the minimum wage.</p>
Trade union rights	<p>Freedom of collective bargaining Both employers and employees have the right to join form trade unions, professional associations, etc.</p> <p>Freedom to join a union and to participate in union activities outside working hours It is illegal to dismiss a worker on the grounds of his/her participation in union activities. The employer must allow an employee to be absent from work to attend trade union meetings as long as adequate notice is provided.</p>

Source: WageIndicator Foundation; www.decentworkcheck.org

4.5 The Netherlands

Work and wages	<p>Minimum wage As of 1 July 2009, the monthly minimum wage in the Netherlands is 419.60 Euros for young workers (15 years of age) and rises each year with age. The adult minimum wage starts at the age of 23 and is 1398.60 Euros. Source: Dutch Ministry of Social Affairs and Employment: www.minszw.nl.</p> <p>Regular pay Legislation ensures regular pay (monthly, weekly, four-weekly) for employees, and the right to claim the wages plus a set amount of compensation if the salary has not been paid on time.</p> <p>Overtime compensation Legally, overtime does not have to be compensated by more than the hours laid down in the employment contract. However, overtime does have to incorporate all elements of normal pay, such as holiday and pension payments, annual leave days etc.</p>
Work and holidays	<p>Paid holidays The minimum annual leave entitlement is four times the weekly number of hours of employment.</p>
Work during holidays and weekends	<p>Pay on public holidays There is no legislation in this respect.</p> <p>Public holiday compensation Compensation in time is legally required (TOIL) but not in pay.</p> <p>Weekend compensation Weekly rest time has to include a minimum of 36 continuous hours, or 72 hours every 14 days, including one period of 32 hours minimum. These hours have to be compensated if weekend work is required.</p>
Children at school	<p>Equal opportunities of parents There is no legislation in this respect.</p>

<p>Maternity and work</p>	<p>Free medical care Health insurance legislation covers health care during pregnancy, birth and care of the newborn and this health care does not require individual contributions.</p> <p>No harmful work The employer is legally required to ensure that pregnant and breast-feeding women can carry out their work duties in a safe environment. Included in these provisions is the exemption of overtime and night work, and the right to extra (paid) breaks during work hours. If necessary, a pregnant or breast-feeding woman is – for the duration of the pregnancy or the breast-feeding period - entitled to alternative work or complete exemption of work duties without losing her pay.</p> <p>Leave Maternity leave is 16 weeks and may be extended in exceptional circumstances.</p> <p>Income Maternity pay during maternity leave is 100% of normal pay. The employer is compensated by the Dutch social security system.</p>
<p>Health and safety at work</p>	<p>Employer duty of care The government has laid down a set of health and safety rules that provide the minimum standard required. Employer and employee organisations decide jointly how these standards can be met.</p> <p>Free protection When other safety measures are insufficient, the employer must supply the worker with the equipment/elements needed for the worker's protection free of charge.</p> <p>Training The employer must provide health and safety training in the workplace, and signpost the emergency exits.</p> <p>Complaints All employees can always consult a health and safety consultant free of charge.</p>
<p>Work and sickness</p>	<p>Sick pay If a worker falls ill and is unable to work, s/he has the right to receive full pay for the duration of two years. This is not required for the first two days of sick leave.</p> <p>Minimum income The pay a worker receives during sick leave should be equivalent to at least 70% of the salary that was last received, but never less than the minimum wage.</p> <p>Job security It is illegal for a worker to be made redundant while on sick leave or when unable to work. This 'redundancy protection' is applicable for the durations of two years, with a few exceptions.</p> <p>Disability benefit If the accident or illness results in a disability for the employee, an employee can only be subjected to a medical examination when this is required because of the nature of the job.</p>
<p>Social security</p>	<p>Pension rights The official retirement age is 65. Source: Dutch Ministry of Social Affairs and Employment: www.minszw.nl.</p> <p>Unemployment benefit If a worker is employed and made redundant, s/he is eligible for at least three months of unemployment benefit, which is equivalent to 75% of the normal salary in the first two months of claiming the benefit, and 70% thereafter. The duration of the benefit increases with the length of previous employment.</p> <p>Medical care The national health insurance legislation provides for sufficient access to medical care.</p>

<p>Fair treatment at work</p>	<p>Equal pay The law requires equal pay for equal work. The 'Law on Equal Treatment for Men and Women' and the 'Law on Equal Treatment' prohibits any type of discrimination based on gender, marital status, race and ethnicity, sexual preference, health or handicap, nationality, religion, or duration of employment.</p> <p>Sexual harassment The 'Law on Equal Treatment for Men and Women' explicitly prohibits sexual intimidation.</p> <p>Equal training opportunities All workers have the right to equal access to training and education.</p> <p>Freedom to complain The 'Commission for Equal Treatment' provides free assistance to individuals who want to make a complaint on the grounds of discrimination.</p>
<p>Children at work</p>	<p>Children under 14 Children under 13 years of age are not allowed to provide paid employment. Children between 13 and 16 years of age are only allowed to carry out 'light tasks' which are not in conflict with their education. From the age of 17, children are allowed to be enrolled in paid apprenticeships.</p>
<p>Forced labour</p>	<p>Freedom to change jobs Any individual is allowed to change employer and/or job, taking into account the notice period.</p> <p>Not having to deposit a passport or ID to the employer It is illegal to retain another person's identity documents.</p> <p>Pay back loan If a worker has a loan outstanding with his/her employer, the wages have to be paid to the individual as normal. The employer has the right to withhold some of that worker's pay however (as a means of paying back the loan), but only to such an extent that the worker has enough salary left to reasonably provide for the family.</p>
<p>Trade union rights</p>	<p>Freedom of collective bargaining The national legislation allows for the right to collective bargaining. Freedom to join a union and to participate in union activities outside working hours</p> <p>The constitution guarantees the right to freedom of association. There is no legislation that guarantees the protection of employment for trade union members, except for members of a works council.</p>

Source: WageIndicator Foundation; www.decentworkcheck.org

4.6 South Africa

<p>Work and wages</p>	<p>Minimum wage There is no national (statutory) minimum wage, and as a result it varies strongly between different sectors of the economy. However, the 'Basic Conditions of Employment Act' (BCEA) allows the Minister of Labour to set the minimum wage in cases where a minimum wage has not been set by means of a collective agreement.</p> <p>Regular pay Wages must be paid regularly.</p> <p>Overtime compensation There is no formal legislation in this respect, except for the sectors where the Minister of Labour has set the minimum wage.</p>
<p>Work and holidays</p>	<p>Paid holidays The 'Basic Conditions of Employment Act' provides for a minimum annual leave entitlement of 21 days of paid annual leave for every year of work, excluding public holidays. If annual leave is calculated on a pro rata basis, collective agreements must provide at least one day of annual leave on full pay for every 17 days of work.</p>
<p>Work during holidays and weekends</p>	<p>Pay on public holidays Workers are entitled to paid leave on religious and national holidays, and don't have to work on these days unless an agreement specifically says so.</p> <p>Public holiday compensation Compensation for work on religious and national holidays is 2T.</p> <p>Weekend compensation Weekly rest time has to include a minimum of 36 continuous hours, including a Sunday unless otherwise stated. This uninterrupted period of 36 hours has to be compensated in the following week if weekend work is required.</p>
<p>Children at school</p>	<p>Equal opportunities of parents The 'Employment Equity Act' provides for equal rights and opportunities in the workplace for workers with family responsibilities compared to other workers.</p>
<p>Maternity and work</p>	<p>Free medical care There is no legislation in this respect.</p> <p>No harmful work The 'Basic Conditions of Employment Act' and the 'Code of Good Practice on Pregnancy' safeguard pregnant employees from having to carry out harmful work.</p> <p>Leave Maternity leave stands at four uninterrupted months.</p> <p>Income If a female worker has contributed to the 'Unemployment Insurance Fund', she can claim maternity pay from the 'Maternity Benefit Fund'.</p>
<p>Health and safety at work</p>	<p>Employer duty of care Under the 'Amended Occupational Health and Safety Act', the employer is obliged to ensure that the work process is safe.</p> <p>Free protection The employer must supply the worker with the equipment/elements needed for the worker's protection free of charge.</p> <p>Training The employer must provide health and safety training in the workplace, and signpost the emergency exits.</p> <p>Complaints It is illegal for an employer to victimise a worker who has made a complaint regarding an 'imminently or actually' dangerous situation in the workplace.</p>

<p>Work and sickness</p>	<p>Sick pay If a worker falls ill and is unable to work, s/he has the right to receive sick pay for the duration of six weeks in a cycle of three years of employment. For the first half year of employment, the paid sick leave is limited to one day. After two weeks of unpaid sick leave, a worker can apply for sick pay through the Unemployment Insurance Fund.</p> <p>Minimum income The pay a worker receives during sick leave should be equivalent to normal pay, but exceptions apply.</p> <p>Job security There is no legislation in this respect.</p> <p>Disability benefit If the accident or occupational disease results in a disability for the employee, the worker is eligible for disability payments.</p>
<p>Social security</p>	<p>Pension rights Pensioners are entitled to a state pension.</p> <p>Dependent's benefit Under certain conditions, the spouse or children of the deceased can claim benefits from the Unemployment Insurance Fund.</p> <p>Unemployment benefit An unemployed person is entitled to a maximum of 34 weeks' paid unemployment benefit.</p> <p>Medical care There is no legislation in this respect.</p>
<p>Fair treatment at work</p>	<p>Equal pay The 'Promotion of Equality and Prevention of Unfair Discrimination Act' ensures equal pay for work of equal value.</p> <p>Sexual harassment The 'Labour Relations Act' has a 'Code on Good Practice on Sexual harassment' which sets out the best ways to deal with complaints of this nature.</p> <p>Equal training opportunities All workers have the right to equal access and equality of opportunities to training.</p> <p>Freedom to complain Individuals who want to make a complaint can address the Equality Courts. Individuals should be safeguarded from victimisation when doing so.</p>
<p>Children at work</p>	<p>Children under 14 The Basic Conditions of Employment Act prohibits employment for children under the age of 15.</p>
<p>Forced labour</p>	<p>Freedom to change jobs The Basic Conditions of Employment Act prohibits forced labour.</p> <p>Not having to deposit a passport or ID to the employer There is no legislation in this respect.</p> <p>Pay back loan There is no legislation in this respect.</p>
<p>Trade union rights</p>	<p>Freedom of collective bargaining The national legislation allows for the right to collective bargaining. Freedom to join a union and to participate in union activities outside working hours</p> <p>The constitution guarantees the right to organise, including the right to join a union.</p>

Source: WageIndicator Foundation; www.decentworkcheck.org

5. CONCLUSION

This report has examined various indicators of decent work in 12 countries. An overview of the main findings is provided below.

Sample

In all countries included in the research, single parent-households are mostly headed by women.

Gender pay gap

'Equal pay for work of equal value' is one of the key elements of decent work. To assess this from a gender perspective, this report looked at the recent trends in the gender pay gap. The median gender pay gap for all survey respondents (full-time and part-time workers combined) in the 12 countries in the sample is 28% in favour of men, ranging from 12% in Russia and Sweden to 39% in Brazil. At 28%, the gap is higher for full-time workers than for part-time workers, for whom it is 17%.

Possible explanations for this trend are occupational segregation, more women than men being employed in part-time work, and women taking time out to have children or for care duties, which gives them fewer opportunities to progress in their careers. A time-series analysis of the gender pay gap for seven countries covering the period from 2006 to 2009 shows no narrowing of the gender pay gap.

Pay satisfaction

In the types of household included in the research, women are more dissatisfied with their pay than men in all countries. At the same time, the difference in pay satisfaction between single-parent households and households where the survey respondent lives together with a partner is not apparent in most cases.

Opportunities for promotion and career progression

Decent work also means that workers should be able to develop in their careers and, as a result, receive better pay. In all countries in the sample, more men than women received a promotion. Looking at career opportunities, in four out of the five countries researched, women were more negative about their prospects than men, with the Netherlands being the exception.

Work-life balance

The balance between work and the individual's life, for example measured by the number of hours worked and the type of household, is also an indicator of decent work. The research found that men are more likely to work full-time hours than women, with the difference being the strongest among survey respondents who live with children.

Part-time work is more often low-paid than full-time work. With the part-time worker being the woman in most households, this provides another explanation

for the persistence of the gender pay gap. This indicates that workers in single-parent households often do not have a choice to work part-time; they work full-time because they are the main breadwinner in the household.

Trade union membership and coverage by collective agreement

'Social dialogue and tripartism' is one of the pillars of the Decent Work agenda. We have used trade union membership and collective agreements as indicators for this pillar, because it is assumed that these can improve conditions in the workplace. Some countries in the sample have high levels of trade union membership, such as Brazil and Finland, while others such as Russia have very low degrees of union membership. In some countries, a significant proportion of respondents who are not a member of a trade union are still covered by a collective agreement.

Working conditions

The various elements that make up the work environment form an important indicator of decent work. Our research has looked at features such as health and safety, overtime, and participation in work-related pension and medical insurance schemes.

Women are generally slightly less exposed to unhealthy or dangerous working conditions than men, possibly because of occupational segregation.

Between one-fifth and half of survey respondents in all countries work more hours than is agreed in their contract, with Russia having the highest proportion of workers (52%) working overtime. Women are somewhat more likely to work their contracted hours than men, who are more likely to work overtime.

In four of the seven countries for which there was data on the compensation of overtime, the majority of workers that usually work more hours than is agreed in their contract does not receive compensation for these hours. The proportions range from over half of workers in Poland and the UK to 80% in Mexico. Finland is the only country in the sample where the majority of workers who regularly work overtime get compensated for this. In Argentina, Brazil, Mexico and Poland, women are more affected by not receiving overtime compensation. On the other hand, the opposite is the case in Finland, the Netherlands and the UK.

Looking at the level of participation in work-related schemes for pensions and medical insurance, a different picture emerges, with the participation in such schemes being more widespread among men than among women. However, the degree of participation in such schemes is generally low with a minority of workers in all countries participating. It also has to be noted that state provisions have not been taken into account, meaning that these should not be interpreted as strict measures of decent work.

Decent Work country profiles

Six countries have been included in a snapshot overview of the Decent Work

standards as devised by the ILO. All countries have areas of non-compliance, with legislation being minimal or non-existent. India was the country found to have the lowest level of compliance with the ILO principles.

APPENDIX: Data tables

Table I. Survey respondents living with partner and children

Country	Living with one or more children			Gender		Total	
				Male	Female		
Argentina	No	Living with partner	No	Count	4424	2840	7264
				% within Gender	78.7%	83.8%	80.6%
			Yes	Count	1199	549	1748
				% within Gender	21.3%	16.2%	19.4%
		Total		Count	5623	3389	9012
				% within Gender	100.0%	100.0%	100.0%
	Yes	Living with partner	No	Count	369	945	1314
				% within Gender	5.9%	29.8%	13.9%
			Yes	Count	5928	2223	8151
				% within Gender	94.1%	70.2%	86.1%
		Total		Count	6297	3168	9465
				% within Gender	100.0%	100.0%	100.0%

Country	Living with one or more children			Gender		Total	
				Male	Female		
Finland	No	Living with partner	No	Count	1317	1239	2556
			% within Gender	56.7%	54.2%	55.5%	
		Yes	Count	1006	1046	2052	
			% within Gender	43.3%	45.8%	44.5%	
		Total	Count	2323	2285	4608	
	% within Gender		100.0%	100.0%	100.0%		
	Yes	Living with partner	No	Count	75	566	641
			% within Gender	2.7%	17.3%	10.7%	
		Yes	Count	2663	2708	5371	
			% within Gender	97.3%	82.7%	89.3%	
Total		Count	2738	3274	6012		
	% within Gender	100.0%	100.0%	100.0%			
India	No	Living with partner	No	Count	214	71	285
			% within Gender	80.8%	80.7%	80.7%	
		Yes	Count	51	17	68	
			% within Gender	19.2%	19.3%	19.3%	
		Total	Count	265	88	353	
	% within Gender		100.0%	100.0%	100.0%		
	Yes	Living with partner	No	Count	4	4	8
			% within Gender	.9%	7.3%	1.6%	
		Yes	Count	430	51	481	
			% within Gender	99.1%	92.7%	98.4%	
Total		Count	434	55	489		
	% within Gender	100.0%	100.0%	100.0%			

Country	Living with one or more children			Gender		Total	
				Male	Female		
Netherlands	No	Living with partner	No	Count	9416	7062	16478
				% within Gender	53.0%	51.3%	52.2%
		Yes	Count	8357	6712	15069	
			% within Gender	47.0%	48.7%	47.8%	
		Total	Count	17773	13774	31547	
			% within Gender	100.0%	100.0%	100.0%	
	Yes	Living with partner	No	Count	1447	3413	4860
				% within Gender	6.5%	26.2%	13.8%
		Yes	Count	20697	9618	30315	
			% within Gender	93.5%	73.8%	86.2%	
		Total	Count	22144	13031	35175	
			% within Gender	100.0%	100.0%	100.0%	
Poland	No	Living with partner	No	Count	567	466	1033
				% within Gender	61.4%	68.2%	64.3%
		Yes	Count	356	217	573	
			% within Gender	38.6%	31.8%	35.7%	
		Total	Count	923	683	1606	
			% within Gender	100.0%	100.0%	100.0%	
	Yes	Living with partner	No	Count	18	173	191
				% within Gender	1.3%	16.6%	7.9%
		Yes	Count	1369	869	2238	
			% within Gender	98.7%	83.4%	92.1%	
		Total	Count	1387	1042	2429	
			% within Gender	100.0%	100.0%	100.0%	

Country	Living with one or more children			Gender		Total	
				Male	Female		
Russian Federation	No	Living with partner	No	Count	1102	1101	2203
				% within Gender	72.0%	74.9%	73.4%
		Yes	Count	429	369	798	
			% within Gender	28.0%	25.1%	26.6%	
		Total		Count	1531	1470	3001
				% within Gender	100.0%	100.0%	100.0%
	Yes	Living with partner	No	Count	41	414	455
				% within Gender	2.4%	27.4%	14.2%
		Yes	Count	1649	1095	2744	
			% within Gender	97.6%	72.6%	85.8%	
		Total		Count	1690	1509	3199
				% within Gender	100.0%	100.0%	100.0%
South Africa	No	Living with partner	No	Count	280	383	663
				% within Gender	64.1%	63.2%	63.6%
		Yes	Count	157	223	380	
			% within Gender	35.9%	36.8%	36.4%	
		Total		Count	437	606	1043
				% within Gender	100.0%	100.0%	100.0%
	Yes	Living with partner	No	Count	52	416	468
				% within Gender	6.2%	28.2%	20.3%
		Yes	Count	781	1058	1839	
			% within Gender	93.8%	71.8%	79.7%	
		Total		Count	833	1474	2307
				% within Gender	100.0%	100.0%	100.0%

Country	Living with one or more children			Gender		Total	
				Male	Female		
Sweden	No	Living with partner	No	Count	68	31	99
				% within Gender	18.5%	10.7%	15.0%
		Yes	Count	300	260	560	
			% within Gender	81.5%	89.3%	85.0%	
		Total		Count	368	291	659
			% within Gender	100.0%	100.0%	100.0%	
	Yes	Living with partner	No	Count	49	128	177
				% within Gender	4.1%	13.7%	8.3%
		Yes	Count	1140	806	1946	
			% within Gender	95.9%	86.3%	91.7%	
Total		Count	1189	934	2123		
		% within Gender	100.0%	100.0%	100.0%		
United Kingdom	No	Living with partner	No	Count	2619	2440	5059
				% within Gender	58.6%	54.2%	56.4%
		Yes	Count	1849	2059	3908	
			% within Gender	41.4%	45.8%	43.6%	
		Total		Count	4468	4499	8967
			% within Gender	100.0%	100.0%	100.0%	
	Yes	Living with partner	No	Count	182	888	1070
				% within Gender	5.3%	29.2%	16.4%
		Yes	Count	3282	2153	5435	
			% within Gender	94.7%	70.8%	83.6%	
Total		Count	3464	3041	6505		
		% within Gender	100.0%	100.0%	100.0%		

Country	Living with one or more children			Gender		Total	
				Male	Female		
United States	No	Living with partner	No	Count	230	259	489
			% within Gender	52.4%	55.6%	54.0%	
		Yes	Count	209	207	416	
			% within Gender	47.6%	44.4%	46.0%	
		Total	Count	439	466	905	
			% within Gender	100.0%	100.0%	100.0%	
	Yes	Living with partner	No	Count	46	164	210
			% within Gender	7.3%	28.3%	17.4%	
		Yes	Count	583	415	998	
			% within Gender	92.7%	71.7%	82.6%	
		Total	Count	629	579	1208	
			% within Gender	100.0%	100.0%	100.0%	

Table II: Gender pay gap – Hourly gross wage in national currency

Country	Gender and gender pay gap	Hourly gross wage in national currency		Valid N
		Mean	Median	
Argentina	Male	20.63	15.35	N=6107
	Female	14.96	10.88	N=3519
	Pay gap	27%	29%	N=9626
Brazil	Male	15.71	9.05	N=9642
	Female	9.82	5.54	N=7356
	Pay gap	37%	39%	N=16998
Finland	Male	19.81	17.21	N=3899
	Female	15.74	13.44	N=3749
	Pay gap	21%	22%	N=7648
India	Male	660.33	230.95	N=1950
	Female	618.86	157.46	N=369
	Pay gap	6.3%	32%	N=2319
Mexico	Male	89.64	59.40	N=2068
	Female	64.73	42.87	N=800
	Pay gap	28%	28%	N=2868
Netherlands	Male	24.25	19.25	N=21460
	Female	18.05	14.81	N=12515
	Pay gap	26%	23%	N=33975
Poland	Male	33.22	21.72	N=1539
	Female	22.52	15.75	N=1321
	Pay gap	32%	28%	N=2860
Russian Federation	Male	244.91	174.96	N=1015
	Female	203.85	153.96	N=1307
	Pay gap	17%	12%	N=2322
South Africa	Male	127.72	75.06	N=2807
	Female	80.08	50.23	N=5020
	Pay gap	37%	33%	N=7827

Country	Gender and gender pay gap	Hourly gross wage in national currency		Valid N
		Mean	Median	
Sweden	Male	197.01	183.89	N=1136
	Female	177.95	161.66	N=887
	Pay gap	10%	12%	N=2023
United Kingdom	Male	21.95	12.50	N=4195
	Female	19.14	9.95	N=4016
	Pay gap	13%	20%	N=8211
United States	Male	34.48	26.56	N=349
	Female	28.43	17.58	N=311
	Pay gap	18%	34%	N=660

Table III: Full-time and part-time gender pay gap

Country	Gender, ft/pt and gender pay gap		Hourly gross wage in national currency		Valid N
			Mean	Median	
Argentina	Part-time	Male	20.38	14.23	N=738
		Female	15.59	11.22	N=812
	Part-time pay gap		24%	21%	N=1550
	Full-time	Male	20.66	15.40	N=5368
		Female	14.77	10.81	N=2707
	Full-time pay gap		29%	30%	N=8075
Brazil	Part-time	Male	16.35	8.71	N=845
		Female	11.75	6.77	N=753
	Part-time pay gap		28%	22%	N=1598
	Full-time	Male	15.64	9.11	N=8797
		Female	9.60	5.40	N=6603
	Full-time pay gap		39%	41%	N=15400
Finland	Part-time	Male	19.21	13.18	N=158
		Female	16.37	12.01	N=373
	Part-time pay gap		15%	9%	N=531
	Full-time	Male	19.83	17.32	N=3741
		Female	15.67	13.51	N=3375
	Full-time pay gap		21%	22%	N=7116
India	Part-time	Male	No data	No data	No data
		Female	No data	No data	No data
	Part-time pay gap		No data	No data	No data
	Full-time	Male	662.63	230.95	N=1940
		Female	622.21	157.46	N=360
Full-time pay gap		6%	32%	N=2300	
Mexico	Part-time	Male	70.05	47.77	N=191
		Female	61.47	38.89	N=120
	Part-time pay gap		12%	19%	N=311
	Full-time	Male	91.62	61.36	N=1876
		Female	65.31	43.74	N=680
	Full-time pay gap		29%	29%	N=2556

Country	Gender, ft/pt and gender pay gap		Hourly gross wage in national currency		Valid N
			Mean	Median	
Netherlands	Part-time	Male	22.50	16.99	N=2025
		Female	17.69	14.59	N=5952
	Part-time pay gap		21%	14%	N=7977
	Full-time	Male	24.43	19.45	N=19435
		Female	18.38	14.92	N=6563
Full-time pay gap		25%	23%	N=25998	
Poland	Part-time	Male	33.81	17.58	N=64
		Female	44.01	14.96	N=68
	Part-time pay gap		-30%	15%	N=132
	Full-time	Male	33.19	21.94	N=1475
		Female	21.36	15.75	N=1253
Full-time pay gap		36%	28%	N=2728	
Russian Federation	Part-time	Male	No data	No data	No data
		Female	No data	No data	No data
	Part-time pay gap		No data	No data	No data
	Full-time	Male	246.76	174.96	N=981
		Female	201.99	151.33	N=1258
Full-time pay gap		18%	14%	N=2239	
South Africa	Part-time	Male	222.35	77.97	N=80
		Female	126.72	52.08	N=183
	Part-time pay gap		43%	33%	N=263
	Full-time	Male	124.94	75.00	N=2727
		Female	78.31	50.16	N=4837
Full-time pay gap		37%	33%	N=7564	
Sweden	Part-time	Male	232.10	211.32	N=31
		Female	229.24	211.05	N=100
	Part-time pay gap		1%	0.1%	N=131
	Full-time	Male	196.03	182.83	N=1105
		Female	171.43	158.78	N=787
Full-time pay gap		13%	13%	N=1892	
United Kingdom	Part-time	Male	17.59	8.00	N=151
		Female	16.08	8.08	N=650
	Part-time pay gap		9%	-1%	N=801
	Full-time	Male	22.11	12.65	N=4044
		Female	19.73	10.36	N=3366
Full-time pay gap		11%	18%	N=7410	

Country	Gender, ft/pt and gender pay gap		Hourly gross wage in national currency		Valid N
			Mean	Median	
United States	Part-time	Male	No data	No data	No data
		Female	No data	No data	No data
	Part-time pay gap		No data	No data	No data
	Full-time	Male	34.60	26.46	N=341
		Female	28.01	17.80	N=287
	Full-time pay gap		19%	33%	N=628

**Table IV: Satisfaction with pay by different household characteristics
(for those individuals living with children)**

Country	Living with partner yes/no and satisfaction with pay		Count and %	Gender		Total	
				Male	Female		
Argentina	No	Highly dissatisfied	Count	104	325	429	
			% within Gender	33.7%	40.3%	38.5%	
		-	Count	66	166	232	
			% within Gender	21.4%	20.6%	20.8%	
		-	Count	80	176	256	
			% within Gender	25.9%	21.8%	23.0%	
		-	Count	48	92	140	
			% within Gender	15.5%	11.4%	12.6%	
		Highly satisfied	Count	11	47	58	
			% within Gender	3.6%	5.8%	5.2%	
	Total			Count	309	806	1115
				% within Gender	100.0%	100.0%	100.0%
	Yes	Highly dissatisfied	Count	1201	546	1747	
			% within Gender	23.3%	30.0%	25.1%	
		-	Count	1254	417	1671	
			% within Gender	24.3%	22.9%	24.0%	
		-	Count	1603	472	2075	
			% within Gender	31.1%	25.9%	29.8%	
		-	Count	846	277	1123	
			% within Gender	16.4%	15.2%	16.1%	
Highly satisfied		Count	250	107	357		
		% within Gender	4.9%	5.9%	5.1%		
Total			Count	5154	1819	6973	
			% within Gender	100.0%	100.0%	100.0%	

Country	Living with partner yes/no and satisfaction with pay		Count and %	Gender		Total
				Male	Female	
Finland	No	Highly dissatisfied	Count	15	124	139
			% within Gender	22.1%	23.7%	23.5%
		-	Count	11	146	157
			% within Gender	16.2%	27.9%	26.5%
		-	Count	26	156	182
			% within Gender	38.2%	29.8%	30.7%
		-	Count	13	91	104
			% within Gender	19.1%	17.4%	17.6%
		Highly satisfied	Count	3	7	10
			% within Gender	4.4%	1.3%	1.7%
	Total		Count	68	524	592
			% within Gender	100.0%	100.0%	100.0%
	Yes	Highly dissatisfied	Count	287	528	815
			% within Gender	11.8%	21.0%	16.5%
		-	Count	614	773	1387
			% within Gender	25.3%	30.8%	28.1%
		-	Count	768	685	1453
			% within Gender	31.7%	27.3%	29.4%
		-	Count	649	449	1098
			% within Gender	26.8%	17.9%	22.2%
Highly satisfied		Count	108	78	186	
		% within Gender	4.5%	3.1%	3.8%	
Total		Count	2426	2513	4939	
		% within Gender	100.0%	100.0%	100.0%	

Country	Living with partner yes/no and satisfaction with pay		Count and %	Gender		Total	
				Male	Female		
Netherlands	No	Highly dissatisfied	Count	153	539	692	
			% within Gender	13.0%	18.1%	16.7%	
		-	Count	267	829	1096	
			% within Gender	22.6%	27.9%	26.4%	
		-	Count	341	866	1207	
			% within Gender	28.9%	29.2%	29.1%	
		-	Count	280	554	834	
			% within Gender	23.7%	18.7%	20.1%	
		Highly satisfied	Count	139	182	321	
			% within Gender	11.8%	6.1%	7.7%	
	Total			Count	1180	2970	4150
				% within Gender	100.0%	100.0%	100.0%
	Yes	Highly dissatisfied	Count	1848	1069	2917	
			% within Gender	10.2%	12.7%	11.0%	
		-	Count	4112	2023	6135	
			% within Gender	22.6%	24.0%	23.1%	
		-	Count	5722	2751	8473	
			% within Gender	31.5%	32.7%	31.9%	
		-	Count	5094	2023	7117	
			% within Gender	28.0%	24.0%	26.8%	
		Highly satisfied	Count	1389	558	1947	
			% within Gender	7.6%	6.6%	7.3%	
	Total			Count	18165	8424	26589
				% within Gender	100.0%	100.0%	100.0%

Country	Living with partner yes/no and satisfaction with pay		Count and %	Gender		Total
				Male	Female	
United Kingdom	No	Highly dissatisfied	Count	35	255	290
			% within Gender	23.2%	30.7%	29.5%
		-	Count	35	214	249
			% within Gender	23.2%	25.8%	25.4%
		-	Count	44	213	257
			% within Gender	29.1%	25.6%	26.2%
		-	Count	29	127	156
			% within Gender	19.2%	15.3%	15.9%
		Highly satisfied	Count	8	22	30
			% within Gender	5.3%	2.6%	3.1%
	Total	Count	151	831	982	
		% within Gender	100.0%	100.0%	100.0%	
	Yes	Highly dissatisfied	Count	526	475	1001
			% within Gender	18.3%	24.1%	20.7%
		-	Count	715	465	1180
			% within Gender	24.9%	23.6%	24.4%
		-	Count	882	589	1471
			% within Gender	30.7%	29.9%	30.4%
		-	Count	595	373	968
			% within Gender	20.7%	18.9%	20.0%
		Highly satisfied	Count	151	68	219
			% within Gender	5.3%	3.5%	4.5%
	Total	Count	2869	1970	4839	
		% within Gender	100.0%	100.0%	100.0%	

Table V: Individual has been promoted

Country	Has been promoted		Gender		Total	
			Male	Female		
Finland	Has been promoted	No	Count	3860	5073	8933
			% within Gender	56.2%	64.5%	60.6%
		Yes	Count	3010	2792	5802
			% within Gender	43.8%	35.5%	39.4%
	Total		Count	6870	7865	14735
			% within Gender	100.0%	100.0%	100.0%
Mexico	Has been promoted	No	Count	6380	4286	10666
			% within Gender	99.7%	99.8%	99.8%
		Yes	Count	19	7	26
			% within Gender	.3%	.2%	.2%
	Total		Count	6399	4293	10692
			% within Gender	100.0%	100.0%	100.0%
Netherlands	Has been promoted	No	Count	37288	28356	65644
			% within Gender	76.1%	82.3%	78.7%
		Yes	Count	11685	6117	17802
			% within Gender	23.9%	17.7%	21.3%
	Total		Count	48973	34473	83446
			% within Gender	100.0%	100.0%	100.0%
Poland	Has been promoted	No	Count	2824	2244	5068
			% within Gender	66.6%	68.8%	67.5%
		Yes	Count	1417	1020	2437
			% within Gender	33.4%	31.3%	32.5%
	Total		Count	4241	3264	7505
			% within Gender	100.0%	100.0%	100.0%
United Kingdom	Has been promoted	No	Count	6149	6314	12463
			% within Gender	61.3%	66.5%	63.8%
		Yes	Count	3876	3183	7059
			% within Gender	38.7%	33.5%	36.2%
	Total		Count	10025	9497	19522
			% within Gender	100.0%	100.0%	100.0%
United States	Has been promoted	No	Count	1143	1129	2272
			% within Gender	76.4%	80.6%	78.4%
		Yes	Count	354	271	625
			% within Gender	23.6%	19.4%	21.6%
	Total		Count	1497	1400	2897
			% within Gender	100.0%	100.0%	100.0%

Table VI: Individual has good career opportunities

Country	Has good career opportunities		Gender		Total	
			Male	Female		
Finland	Has good career opportunities	No	Count	3467	4888	8355
			% within Gender	58.4%	71.9%	65.6%
		Yes	Count	2474	1909	4383
			% within Gender	41.6%	28.1%	34.4%
	Total		Count	5941	6797	12738
			% within Gender	100.0%	100.0%	100.0%
Mexico	Has good career opportunities	No	Count	17	15	32
			% within Gender	63.0%	65.2%	64.0%
		Yes	Count	10	8	18
			% within Gender	37.0%	34.8%	36.0%
	Total		Count	27	23	50
			% within Gender	100.0%	100.0%	100.0%
Netherlands	Has good career opportunities	No	Count	12600	7504	20104
			% within Gender	26.7%	24.6%	25.8%
		Yes	Count	33922	22655	56577
			% within Gender	71.8%	74.2%	72.7%
	Generally good opportunities in the workplace but they don't apply to me		Count	746	381	1127
			% within Gender	1.6%	1.2%	1.4%
	Total		Count	47268	30540	77808
			% within Gender	100.0%	100.0%	100.0%
Poland	Has good career opportunities	No	Count	1094	1213	2307
			% within Gender	38.7%	52.7%	45.0%
		Yes	Count	1733	1090	2823
			% within Gender	61.3%	47.3%	55.0%
	Total		Count	2827	2303	5130
			% within Gender	100.0%	100.0%	100.0%
United Kingdom	Has good career opportunities	No	Count	3849	4423	8272
			% within Gender	46.1%	53.5%	49.8%
		Yes	Count	4509	3846	8355
			% within Gender	53.9%	46.5%	50.2%
	Total		Count	8358	8269	16627
			% within Gender	100.0%	100.0%	100.0%

Table VII: Full-time or part-time hours by household characteristics

Country	Living with one or more children yes/no and has full-time or part-time hours			Gender		Total	
				Male	Female		
Argentina	No	Has fulltime hours	No	Count	919	740	1659
			% within Gender	16.7%	22.6%	18.9%	
		Yes	Count	4577	2537	7114	
			% within Gender	83.3%	77.4%	81.1%	
		Total		Count	5496	3277	8773
				% within Gender	100.0%	100.0%	100.0%
	Yes	Has fulltime hours	No	Count	489	851	1340
			% within Gender	7.8%	27.3%	14.2%	
		Yes	Count	5795	2270	8065	
			% within Gender	92.2%	72.7%	85.8%	
Total		Count	6284	3121	9405		
		% within Gender	100.0%	100.0%	100.0%		
Finland	No	Has fulltime hours	No	Count	167	310	477
			% within Gender	7.3%	13.8%	10.5%	
		Yes	Count	2114	1943	4057	
			% within Gender	92.7%	86.2%	89.5%	
		Total		Count	2281	2253	4534
				% within Gender	100.0%	100.0%	100.0%
	Yes	Has fulltime hours	No	Count	45	350	395
			% within Gender	1.6%	10.8%	6.6%	
		Yes	Count	2684	2905	5589	
			% within Gender	98.4%	89.2%	93.4%	
Total		Count	2729	3255	5984		
		% within Gender	100.0%	100.0%	100.0%		

Country	Living with one or more children yes/no and has full-time or part-time hours			Gender		Total	
				Male	Female		
India	No	Has fulltime hours	No	Count	3	3	6
			% within Gender	1.2%	3.5%	1.7%	
		Yes	Count	254	83	337	
			% within Gender	98.8%	96.5%	98.3%	
		Total		Count	257	86	343
				% within Gender	100.0%	100.0%	100.0%
	Yes	Has fulltime hours	No	Count	5	3	8
			% within Gender	1.2%	5.5%	1.6%	
		Yes	Count	429	52	481	
			% within Gender	98.8%	94.5%	98.4%	
		Total		Count	434	55	489
				% within Gender	100.0%	100.0%	100.0%
Netherlands	No	Has fulltime hours	No	Count	2500	4884	7384
			% within Gender	14.3%	35.9%	23.7%	
		Yes	Count	14988	8724	23712	
			% within Gender	85.7%	64.1%	76.3%	
		Total		Count	17488	13608	31096
				% within Gender	100.0%	100.0%	100.0%
	Yes	Has fulltime hours	No	Count	1932	9322	11254
			% within Gender	8.8%	72.0%	32.2%	
		Yes	Count	20071	3628	23699	
			% within Gender	91.2%	28.0%	67.8%	
		Total		Count	22003	12950	34953
				% within Gender	100.0%	100.0%	100.0%
Poland	No	Has fulltime hours	No	Count	87	70	157
			% within Gender	9.5%	10.3%	9.9%	
		Yes	Count	827	609	1436	
			% within Gender	90.5%	89.7%	90.1%	
		Total		Count	914	679	1593
				% within Gender	100.0%	100.0%	100.0%
	Yes	Has fulltime hours	No	Count	47	56	103
			% within Gender	3.4%	5.4%	4.2%	
		Yes	Count	1338	986	2324	
			% within Gender	96.6%	94.6%	95.8%	
		Total		Count	1385	1042	2427
				% within Gender	100.0%	100.0%	100.0%

Country	Living with one or more children yes/no and has full-time or part-time hours			Gender		Total	
				Male	Female		
Russian Federation	No	Has fulltime hours	No	Count	111	87	198
			% within Gender	7.3%	6.0%	6.7%	
		Yes	Count	1409	1369	2778	
			% within Gender	92.7%	94.0%	93.3%	
		Total		Count	1520	1456	2976
				% within Gender	100.0%	100.0%	100.0%
	Yes	Has fulltime hours	No	Count	72	127	199
			% within Gender	4.3%	8.4%	6.2%	
		Yes	Count	1616	1385	3001	
			% within Gender	95.7%	91.6%	93.8%	
		Total		Count	1688	1512	3200
				% within Gender	100.0%	100.0%	100.0%
South Africa	No	Has fulltime hours	No	Count	16	19	35
			% within Gender	3.7%	3.2%	3.4%	
		Yes	Count	416	581	997	
			% within Gender	96.3%	96.8%	96.6%	
		Total		Count	432	600	1032
				% within Gender	100.0%	100.0%	100.0%
	Yes	Has fulltime hours	No	Count	27	65	92
			% within Gender	3.2%	4.4%	4.0%	
		Yes	Count	808	1417	2225	
			% within Gender	96.8%	95.6%	96.0%	
		Total		Count	835	1482	2317
				% within Gender	100.0%	100.0%	100.0%
Sweden	No	Has fulltime hours	No	Count	16	36	52
			% within Gender	4.3%	12.4%	7.9%	
		Yes	Count	352	254	606	
			% within Gender	95.7%	87.6%	92.1%	
		Total		Count	368	290	658
				% within Gender	100.0%	100.0%	100.0%
	Yes	Has fulltime hours	No	Count	30	152	182
			% within Gender	2.5%	16.3%	8.6%	
		Yes	Count	1160	782	1942	
			% within Gender	97.5%	83.7%	91.4%	
		Total		Count	1190	934	2124
				% within Gender	100.0%	100.0%	100.0%

Country	Living with one or more children yes/no and has full-time or part-time hours			Gender		Total	
				Male	Female		
United Kingdom	No	Has fulltime hours	No	Count	170	379	549
			% within Gender	3.8%	8.5%	6.2%	
		Yes	Count	4257	4105	8362	
			% within Gender	96.2%	91.5%	93.8%	
		Total		Count	4427	4484	8911
				% within Gender	100.0%	100.0%	100.0%
	Yes	Has fulltime hours	No	Count	77	888	965
			% within Gender	2.2%	29.3%	14.9%	
		Yes	Count	3377	2139	5516	
			% within Gender	97.8%	70.7%	85.1%	
		Total		Count	3454	3027	6481
				% within Gender	100.0%	100.0%	100.0%
United States	No	Has fulltime hours	No	Count	44	62	106
			% within Gender	10.2%	13.5%	11.9%	
		Yes	Count	389	398	787	
			% within Gender	89.8%	86.5%	88.1%	
		Total		Count	433	460	893
				% within Gender	100.0%	100.0%	100.0%
	Yes	Has fulltime hours	No	Count	30	66	96
			% within Gender	4.8%	11.4%	7.9%	
		Yes	Count	601	511	1112	
			% within Gender	95.2%	88.6%	92.1%	
		Total		Count	631	577	1208
				% within Gender	100.0%	100.0%	100.0%

Table VIII: Part-time because of childcare responsibilities, by ‘living with partner’ (for those working part-time only)

Country	Living with partner	Part-time because looking after children			Gender		Total
					Male	Female	
	No	Part-time because looking after children	No	Count	276	267	543
				% within Gender	100.0%	100.0%	100.0%
		Total		Count	276	267	543
				% within Gender	100.0%	100.0%	100.0%
	Yes	Part-time because looking after children	No	Count	195	218	413
				% within Gender	100.0%	100.0%	100.0%
		Total		Count	195	218	413
				% within Gender	100.0%	100.0%	100.0%
Brazil	No	Part-time because looking after children	No	Count	349	347	696
				% within Gender	99.7%	100.0%	99.9%
			Yes	Count	1	0	1
				% within Gender	.3%	.0%	.1%
		Total		Count	350	347	697
				% within Gender	100.0%	100.0%	100.0%
	Yes	Part-time because looking after children	No	Count	292	231	523
				% within Gender	100.0%	99.6%	99.8%
			Yes	Count	0	1	1
				% within Gender	.0%	.4%	.2%
		Total		Count	292	232	524
				% within Gender	100.0%	100.0%	100.0%

Country	Living with partner	Part-time because looking after children			Gender		Total
					Male	Female	
Finland	No	Part-time because looking after children	No	Count	93	177	270
				% within Gender	100.0%	88.5%	92.2%
		Yes	Count	0	23	23	
			% within Gender	.0%	11.5%	7.8%	
		Total	Count	93	200	293	
			% within Gender	100.0%	100.0%	100.0%	
	Yes	Part-time because looking after children	No	Count	93	268	361
				% within Gender	95.9%	67.3%	72.9%
		Yes	Count	4	130	134	
			% within Gender	4.1%	32.7%	27.1%	
Total		Count	97	398	495		
		% within Gender	100.0%	100.0%	100.0%		
Netherlands	No	Part-time because looking after children	No	Count	884	1306	2190
				% within Gender	92.3%	57.0%	67.4%
		Yes	Count	74	984	1058	
			% within Gender	7.7%	43.0%	32.6%	
		Total	Count	958	2290	3248	
			% within Gender	100.0%	100.0%	100.0%	
	Yes	Part-time because looking after children	No	Count	660	1673	2333
				% within Gender	51.6%	27.1%	31.3%
		Yes	Count	620	4497	5117	
			% within Gender	48.4%	72.9%	68.7%	
Total		Count	1280	6170	7450		
		% within Gender	100.0%	100.0%	100.0%		

Country	Living with partner	Part-time because looking after children		Gender		Total	
				Male	Female		
United Kingdom	No	Part-time because looking after children	No	Count	105	220	325
				% within Gender	95.5%	61.1%	69.1%
		Yes	Count	5	140	145	
			% within Gender	4.5%	38.9%	30.9%	
		Total		Count	110	360	470
				% within Gender	100.0%	100.0%	100.0%
	Yes	Part-time because looking after children	No	Count	68	226	294
				% within Gender	81.9%	31.4%	36.7%
		Yes	Count	15	493	508	
			% within Gender	18.1%	68.6%	63.3%	
		Total		Count	83	719	802
				% within Gender	100.0%	100.0%	100.0%

Table IX: Satisfaction with work-life balance, by 'living with partner' (for those living with children only)

Country	Living with partner and satisfaction with work-life balance			Gender		Total	
				Male	Female		
Argentina	No	Satisfaction with combi work - family	Highly dissatisfied	Count	47	118	165
				% within Gender	15.3%	15.0%	15.1%
			-	Count	49	125	174
				% within Gender	16.0%	15.9%	15.9%
			-	Count	91	217	308
				% within Gender	29.6%	27.6%	28.2%
			-	Count	69	173	242
				% within Gender	22.5%	22.0%	22.1%
			Highly satisfied	Count	51	153	204
				% within Gender	16.6%	19.5%	18.7%
	Total			Count	307	786	1093
				% within Gender	100.0%	100.0%	100.0%
	Yes	Satisfaction with combi work - family	Highly dissatisfied	Count	522	249	771
				% within Gender	10.2%	13.7%	11.1%
			-	Count	754	300	1054
				% within Gender	14.7%	16.5%	15.2%
			-	Count	1578	494	2072
				% within Gender	30.8%	27.1%	29.9%
			-	Count	1399	420	1819
				% within Gender	27.3%	23.1%	26.2%
Highly satisfied			Count	867	358	1225	
			% within Gender	16.9%	19.7%	17.6%	
Total			Count	5120	1821	6941	
			% within Gender	100.0%	100.0%	100.0%	

Country	Living with partner and satisfaction with work-life balance			Gender		Total	
				Male	Female		
Finland	No	Highly dissatisfied	Count	1	23	24	
			% within Gender	1.5%	4.4%	4.1%	
		-	Count	12	91	103	
			% within Gender	17.6%	17.4%	17.5%	
		-	Count	24	171	195	
			% within Gender	35.3%	32.8%	33.1%	
		-	Count	23	185	208	
			% within Gender	33.8%	35.4%	35.3%	
		Highly satisfied	Count	8	52	60	
			% within Gender	11.8%	10.0%	10.2%	
	Total			Count	68	522	590
				% within Gender	100.0%	100.0%	100.0%
	Yes	Highly dissatisfied	Count	108	135	243	
			% within Gender	4.5%	5.4%	4.9%	
		-	Count	384	433	817	
			% within Gender	15.9%	17.3%	16.6%	
		-	Count	753	819	1572	
			% within Gender	31.2%	32.7%	31.9%	
		-	Count	932	862	1794	
			% within Gender	38.6%	34.4%	36.5%	
Highly satisfied		Count	236	259	495		
		% within Gender	9.8%	10.3%	10.1%		
Total			Count	2413	2508	4921	
			% within Gender	100.0%	100.0%	100.0%	

Country	Living with partner and satisfaction with work-life balance			Gender		Total		
				Male	Female			
Netherlands	No	Highly dissatisfied	Count	27	122	149		
			% within Gender	3.3%	6.0%	5.2%		
		-	Count	61	238	299		
			% within Gender	7.6%	11.7%	10.5%		
		-	Count	211	549	760		
			% within Gender	26.1%	27.0%	26.8%		
		-	Count	262	648	910		
			% within Gender	32.5%	31.9%	32.0%		
		Highly satisfied	Count	246	477	723		
			% within Gender	30.5%	23.5%	25.4%		
	Total			Count	807	2034	2841	
				% within Gender	100.0%	100.0%	100.0%	
	Yes	Highly dissatisfied	Count	283	148	431		
			% within Gender	2.5%	2.8%	2.6%		
		-	Count	982	417	1399		
			% within Gender	8.8%	7.8%	8.5%		
		-	Count	2845	1267	4112		
			% within Gender	25.6%	23.7%	25.0%		
		-	Count	4548	2092	6640		
			% within Gender	40.9%	39.1%	40.3%		
		Highly satisfied	Count	2465	1423	3888		
			% within Gender	22.2%	26.6%	23.6%		
		Total			Count	11123	5347	16470
					% within Gender	100.0%	100.0%	100.0%

Country	Living with partner and satisfaction with work-life balance			Gender		Total		
				Male	Female			
Poland	No	Satisfaction with combi work - family	Highly dissatisfied	Count	0	9	9	
				% within Gender	.0%	6.0%	5.6%	
			-	Count	3	33	36	
				% within Gender	27.3%	22.1%	22.5%	
			-	Count	3	53	56	
				% within Gender	27.3%	35.6%	35.0%	
		-	Count	3	30	33		
			% within Gender	27.3%	20.1%	20.6%		
		Highly satisfied	Count	2	24	26		
			% within Gender	18.2%	16.1%	16.3%		
		Total			Count	11	149	160
					% within Gender	100.0%	100.0%	100.0%
	Yes	Satisfaction with combi work - family	Highly dissatisfied	Count	74	53	127	
				% within Gender	6.7%	7.0%	6.8%	
			-	Count	136	94	230	
				% within Gender	12.3%	12.4%	12.3%	
			-	Count	371	239	610	
				% within Gender	33.5%	31.4%	32.6%	
		-	Count	372	243	615		
			% within Gender	33.5%	32.0%	32.9%		
		Highly satisfied	Count	156	131	287		
			% within Gender	14.1%	17.2%	15.4%		
		Total			Count	1109	760	1869
					% within Gender	100.0%	100.0%	100.0%

Country	Living with partner and satisfaction with work-life balance			Gender		Total		
				Male	Female			
Russian Federation	No	Satisfaction with combi work - family	Highly dissatisfied	Count	3	52	55	
				% within Gender	11.1%	19.0%	18.3%	
			-	Count	6	54	60	
				% within Gender	22.2%	19.7%	19.9%	
			-	Count	8	101	109	
				% within Gender	29.6%	36.9%	36.2%	
			-	Count	6	45	51	
				% within Gender	22.2%	16.4%	16.9%	
			Highly satisfied	Count	4	22	26	
				% within Gender	14.8%	8.0%	8.6%	
	Total				Count	27	274	301
					% within Gender	100.0%	100.0%	100.0%
	Yes	Satisfaction with combi work - family	Highly dissatisfied	Count	170	130	300	
				% within Gender	15.5%	19.3%	17.0%	
			-	Count	232	136	368	
				% within Gender	21.2%	20.2%	20.8%	
			-	Count	412	231	643	
				% within Gender	37.6%	34.3%	36.3%	
			-	Count	195	117	312	
				% within Gender	17.8%	17.4%	17.6%	
Highly satisfied			Count	86	60	146		
			% within Gender	7.9%	8.9%	8.3%		
Total				Count	1095	674	1769	
				% within Gender	100.0%	100.0%	100.0%	

Country	Living with partner and satisfaction with work-life balance			Gender		Total	
				Male	Female		
United Kingdom	No	Highly dissatisfied	Count	14	95	109	
			% within Gender	9.5%	11.5%	11.2%	
		-	Count	29	176	205	
			% within Gender	19.7%	21.3%	21.1%	
		-	Count	48	282	330	
			% within Gender	32.7%	34.2%	34.0%	
		-	Count	46	198	244	
			% within Gender	31.3%	24.0%	25.1%	
		Highly satisfied	Count	10	74	84	
			% within Gender	6.8%	9.0%	8.6%	
	Total			Count	147	825	972
				% within Gender	100.0%	100.0%	100.0%
	Yes	Highly dissatisfied	Count	257	207	464	
			% within Gender	9.0%	10.6%	9.7%	
		-	Count	590	395	985	
			% within Gender	20.7%	20.2%	20.5%	
		-	Count	942	659	1601	
			% within Gender	33.0%	33.7%	33.3%	
		-	Count	778	488	1266	
			% within Gender	27.3%	25.0%	26.3%	
Highly satisfied		Count	285	206	491		
		% within Gender	10.0%	10.5%	10.2%		
Total			Count	2852	1955	4807	
			% within Gender	100.0%	100.0%	100.0%	

Table X: Membership of a trade union

Country			Gender		Total	
			Male	Female		
Argentina	Member of a trade union	No	Count	6284	3551	9835
			% within Gender	72.9%	73.2%	73.0%
		Yes	Count	2337	1303	3640
			% within Gender	27.1%	26.8%	27.0%
	Total		Count	8621	4854	13475
			% within Gender	100.0%	100.0%	100.0%
Brazil	Member of a trade union	No	Count	3843	2831	6674
			% within Gender	32.0%	27.1%	29.7%
		Yes	Count	8175	7603	15778
			% within Gender	68.0%	72.9%	70.3%
	Total		Count	12018	10434	22452
			% within Gender	100.0%	100.0%	100.0%
Finland	Member of a trade union	No	Count	978	932	1910
			% within Gender	20.7%	15.9%	18.0%
		Yes	Count	3749	4932	8681
			% within Gender	79.3%	84.1%	82.0%
	Total		Count	4727	5864	10591
			% within Gender	100.0%	100.0%	100.0%
Mexico	Member of a trade union	No	Count	3009	1244	4253
			% within Gender	87.5%	81.6%	85.7%
		Yes	Count	430	280	710
			% within Gender	12.5%	18.4%	14.3%
	Total		Count	3439	1524	4963
			% within Gender	100.0%	100.0%	100.0%
Netherlands	Member of a trade union	No	Count	14296	9832	24128
			% within Gender	56.4%	65.8%	59.9%
		Yes	Count	11055	5107	16162
			% within Gender	43.6%	34.2%	40.1%
	Total		Count	25351	14939	40290
			% within Gender	100.0%	100.0%	100.0%
Poland	Member of a trade union	No	Count	1640	1273	2913
			% within Gender	80.1%	81.9%	80.9%
		Yes	Count	408	281	689
			% within Gender	19.9%	18.1%	19.1%
	Total		Count	2048	1554	3602
			% within Gender	100.0%	100.0%	100.0%

Country			Gender		Total	
			Male	Female		
Russian Federation	Member of a trade union	No	Count	960	856	1816
			% within Gender	92.0%	90.2%	91.1%
		Yes	Count	84	93	177
			% within Gender	8.0%	9.8%	8.9%
	Total		Count	1044	949	1993
			% within Gender	100.0%	100.0%	100.0%
South Africa	Member of a trade union	No	Count	1410	2718	4128
			% within Gender	83.9%	90.1%	87.9%
		Yes	Count	271	297	568
			% within Gender	16.1%	9.9%	12.1%
	Total		Count	1681	3015	4696
			% within Gender	100.0%	100.0%	100.0%
United Kingdom	Member of a trade union	No	Count	4087	3712	7799
			% within Gender	69.5%	69.8%	69.7%
		Yes	Count	1791	1607	3398
			% within Gender	30.5%	30.2%	30.3%
	Total		Count	5878	5319	11197
			% within Gender	100.0%	100.0%	100.0%

Table XI: Individual is covered by a collective agreement

Country			Gender		Total	
			Male	Female		
Brazil	Is in organisation collective agreement	No	Count	4456	3360	7816
			% within Gender	36.2%	40.8%	38.0%
		Yes	Count	7870	4867	12737
			% within Gender	63.8%	59.2%	62.0%
	Total		Count	12326	8227	20553
			% within Gender	100.0%	100.0%	100.0%
India	Is in organisation collective agreement	No	Count	726	145	871
			% within Gender	40.9%	46.2%	41.7%
		Yes	Count	1047	169	1216
			% within Gender	59.1%	53.8%	58.3%
	Total		Count	1773	314	2087
			% within Gender	100.0%	100.0%	100.0%
Netherlands	Is in organisation collective agreement	No	Count	12600	7504	20104
			% within Gender	26.7%	24.6%	25.8%
		Yes	Count	33922	22655	56577
			% within Gender	71.8%	74.2%	72.7%
	Total		Count	47268	30540	77808
			% within Gender	100.0%	100.0%	100.0%
% within Gender			100.0%	100.0%	100.0%	
United Kingdom	Is in organisation collective agreement	No	Count	5703	4975	10678
			% within Gender	73.0%	72.0%	72.6%
		Yes	Count	2110	1930	4040
			% within Gender	27.0%	28.0%	27.4%
	Total		Count	7813	6905	14718
			% within Gender	100.0%	100.0%	100.0%
United States	Is in organisation collective agreement	No	Count	817	662	1479
			% within Gender	68.1%	65.5%	67.0%
		Yes	Count	382	348	730
			% within Gender	31.9%	34.5%	33.0%
	Total		Count	1199	1010	2209
			% within Gender	100.0%	100.0%	100.0%

Table XII: Individual works in unhealthy conditions

Country	Works in unhealthy conditions		Gender		Total		
			Male	Female			
Netherlands	Works in unhealthy conditions	Never	Count	5983	5185	11168	
			% within Gender	28.6%	34.5%	31.1%	
		-	Count	5910	4148	10058	
			% within Gender	28.2%	27.6%	28.0%	
		-	Count	4710	2978	7688	
			% within Gender	22.5%	19.8%	21.4%	
		-	Count	2499	1630	4129	
			% within Gender	11.9%	10.9%	11.5%	
		Daily	Count	1829	1076	2905	
			% within Gender	8.7%	7.2%	8.1%	
		Total		Count	20931	15017	35948
				% within Gender	100.0%	100.0%	100.0%
Poland	Works in unhealthy conditions	Never	Count	950	844	1794	
			% within Gender	31.3%	37.3%	33.8%	
		-	Count	891	553	1444	
			% within Gender	29.3%	24.4%	27.2%	
		-	Count	541	372	913	
			% within Gender	17.8%	16.4%	17.2%	
		-	Count	265	167	432	
			% within Gender	8.7%	7.4%	8.1%	
		Daily	Count	391	328	719	
			% within Gender	12.9%	14.5%	13.6%	
		Total		Count	3038	2264	5302
				% within Gender	100.0%	100.0%	100.0%
Russian Federation	Works in unhealthy conditions	Never	Count	1742	2096	3838	
			% within Gender	53.0%	66.0%	59.4%	
		-	Count	750	592	1342	
			% within Gender	22.8%	18.6%	20.8%	
		-	Count	394	262	656	
			% within Gender	12.0%	8.2%	10.2%	
		-	Count	206	111	317	
			% within Gender	6.3%	3.5%	4.9%	
		Daily	Count	194	115	309	
			% within Gender	5.9%	3.6%	4.8%	
		Total		Count	3286	3176	6462
				% within Gender	100.0%	100.0%	100.0%

Country	Works in unhealthy conditions		Gender		Total	
			Male	Female		
South Africa	Works in unhealthy conditions	Never	Count	452	792	1244
			% within Gender	40.2%	49.8%	45.9%
		-	Count	290	328	618
			% within Gender	25.8%	20.6%	22.8%
		-	Count	211	219	430
			% within Gender	18.8%	13.8%	15.8%
		-	Count	80	117	197
			% within Gender	7.1%	7.4%	7.3%
		Daily	Count	91	133	224
			% within Gender	8.1%	8.4%	8.3%
		Total	Count	1124	1589	2713
			% within Gender	100.0%	100.0%	100.0%

Table XIII: Individual works in dangerous conditions

Country	Works in dangerous conditions		Gender		Total		
			Male	Female			
Netherlands	Works in dangerous conditions	Never	Count	7401	7433	14834	
			% within Gender	43.1%	59.0%	49.9%	
		-	Count	3930	2734	6664	
			% within Gender	22.9%	21.7%	22.4%	
		-	Count	3027	1528	4555	
			% within Gender	17.6%	12.1%	15.3%	
		-	Count	1643	628	2271	
			% within Gender	9.6%	5.0%	7.6%	
		Daily	Count	1155	270	1425	
		% within Gender	6.7%	2.1%	4.8%		
	Total		Count	17156	12593	29749	
			% within Gender	100.0%	100.0%	100.0%	
Poland	Works in dangerous conditions	Never		Count	1809	1677	3486
				% within Gender	60.5%	78.2%	67.9%
		-		Count	536	255	791
				% within Gender	17.9%	11.9%	15.4%
		-		Count	303	108	411
				% within Gender	10.1%	5.0%	8.0%
		-		Count	141	47	188
				% within Gender	4.7%	2.2%	3.7%
		Daily		Count	202	58	260
			% within Gender	6.8%	2.7%	5.1%	
	Total		Count	2991	2145	5136	
			% within Gender	100.0%	100.0%	100.0%	
Russian Federation	Works in dangerous conditions	Never		Count	1858	2307	4165
				% within Gender	57.5%	73.2%	65.3%
		-		Count	705	447	1152
				% within Gender	21.8%	14.2%	18.0%
		-		Count	352	220	572
				% within Gender	10.9%	7.0%	9.0%
		-		Count	183	100	283
				% within Gender	5.7%	3.2%	4.4%
		Daily		Count	134	77	211
			% within Gender	4.1%	2.4%	3.3%	
	Total		Count	3232	3151	6383	
			% within Gender	100.0%	100.0%	100.0%	

Country	Works in dangerous conditions		Gender		Total	
			Male	Female		
South Africa	Works in dangerous conditions	Never	Count	836	1779	2615
			% within Gender	49.2%	69.5%	61.4%
		-	Count	394	404	798
			% within Gender	23.2%	15.8%	18.7%
		-	Count	246	210	456
			% within Gender	14.5%	8.2%	10.7%
		-	Count	112	89	201
			% within Gender	6.6%	3.5%	4.7%
		Daily	Count	110	78	188
			% within Gender	6.5%	3.0%	4.4%
		Total	Count	1698	2560	4258
			% within Gender	100.0%	100.0%	100.0%

Table XIV: Overtime

Country	Works hours usually agreed in contract			Gender		Total	
				Male	Female		
Argentina	Works usually hours agreed in contract	Yes	Count	4735	3202	7937	
			% within Gender	65.4%	69.6%	67.0%	
		No, I work less hours	Count	220	113	333	
			% within Gender	3.0%	2.5%	2.8%	
		No, I work more hours	Count	2289	1285	3574	
			% within Gender	31.6%	27.9%	30.2%	
	Total			Count	7244	4600	11844
				% within Gender	100.0%	100.0%	100.0%
Brazil	Works usually hours agreed in contract	Yes	Count	9412	9357	18769	
			% within Gender	62.6%	68.7%	65.5%	
		No, I work less hours	Count	362	325	687	
			% within Gender	2.4%	2.4%	2.4%	
		No, I work more hours	Count	5268	3948	9216	
			% within Gender	35.0%	29.0%	32.1%	
	Total			Count	15042	13630	28672
				% within Gender	100.0%	100.0%	100.0%
Finland	Works usually hours agreed in contract	Yes	Count	3598	4643	8241	
			% within Gender	76.2%	77.0%	76.6%	
		No, I work less hours	Count	75	73	148	
			% within Gender	1.6%	1.2%	1.4%	
		No, I work more hours	Count	1047	1317	2364	
			% within Gender	22.2%	21.8%	22.0%	
	Total			Count	4720	6033	10753
				% within Gender	100.0%	100.0%	100.0%

Country	Works hours usually agreed in contract			Gender		Total
				Male	Female	
India	Works usually hours agreed in contract	Yes	Count	488	133	621
			% within Gender	58.0%	68.9%	60.0%
		No, I work less hours	Count	32	4	36
			% within Gender	3.8%	2.1%	3.5%
		No, I work more hours	Count	322	56	378
			% within Gender	38.2%	29.0%	36.5%
	Total			Count	842	193
			% within Gender	100.0%	100.0%	100.0%
Mexico	Works usually hours agreed in contract	Yes	Count	1987	1727	3714
			% within Gender	56.2%	63.2%	59.3%
		No, I work less hours	Count	86	71	157
			% within Gender	2.4%	2.6%	2.5%
		No, I work more hours	Count	1464	933	2397
			% within Gender	41.4%	34.2%	38.2%
	Total			Count	3537	2731
			% within Gender	100.0%	100.0%	100.0%
Netherlands	Works usually hours agreed in contract	Yes	Count	28647	26261	54908
			% within Gender	51.1%	61.9%	55.8%
		No, I work less hours	Count	978	870	1848
			% within Gender	1.7%	2.1%	1.9%
		No, I work more hours	Count	26418	15279	41697
			% within Gender	47.1%	36.0%	42.4%
	Total			Count	56043	42410
			% within Gender	100.0%	100.0%	100.0%
Poland	Works usually hours agreed in contract	Yes	Count	1813	1733	3546
			% within Gender	59.2%	65.7%	62.2%
		No, I work less hours	Count	109	79	188
			% within Gender	3.6%	3.0%	3.3%
		No, I work more hours	Count	1143	825	1968
			% within Gender	37.3%	31.3%	34.5%
	Total			Count	3065	2637
			% within Gender	100.0%	100.0%	100.0%

Country	Works hours usually agreed in contract			Gender		Total
				Male	Female	
Russian Federation	Works usually hours agreed in contract	Yes	Count	1065	1210	2275
			% within Gender	39.5%	40.9%	40.2%
		No, I work less hours	Count	200	220	420
			% within Gender	7.4%	7.4%	7.4%
		No, I work more hours	Count	1432	1526	2958
			% within Gender	53.1%	51.6%	52.3%
	Total			Count	2697	2956
			% within Gender	100.0%	100.0%	100.0%
South Africa	Works usually hours agreed in contract	Yes	Count	854	1414	2268
			% within Gender	57.7%	62.6%	60.6%
		No, I work less hours	Count	27	41	68
			% within Gender	1.8%	1.8%	1.8%
		No, I work more hours	Count	599	805	1404
			% within Gender	40.5%	35.6%	37.5%
	Total			Count	1480	2260
			% within Gender	100.0%	100.0%	100.0%
Sweden	Works usually hours agreed in contract	Yes	Count	986	867	1853
			% within Gender	54.2%	60.6%	57.0%
		No, I work less hours	Count	59	33	92
			% within Gender	3.2%	2.3%	2.8%
		No, I work more hours	Count	774	531	1305
			% within Gender	42.6%	37.1%	40.2%
	Total			Count	1819	1431
			% within Gender	100.0%	100.0%	100.0%
United Kingdom	Works usually hours agreed in contract	Yes	Count	3895	4421	8316
			% within Gender	51.8%	56.6%	54.2%
		No, I work less hours	Count	193	124	317
			% within Gender	2.6%	1.6%	2.1%
		No, I work more hours	Count	3437	3269	6706
			% within Gender	45.7%	41.8%	43.7%
	Total			Count	7525	7814
			% within Gender	100.0%	100.0%	100.0%

Country	Works hours usually agreed in contract		Gender		Total	
			Male	Female		
United States	Works usually hours agreed in contract	Yes	Count	359	365	724
			% within Gender	64.1%	67.0%	65.5%
		No, I work less hours	Count	12	23	35
			% within Gender	2.1%	4.2%	3.2%
		No, I work more hours	Count	189	157	346
			% within Gender	33.8%	28.8%	31.3%
	Total	Count	560	545	1105	
		% within Gender	100.0%	100.0%	100.0%	

Table XV: How is overtime paid (for respondents who usually work more hours than agreed only)

Country	How is overtime paid			Gender		Total	
				Male	Female		
Argentina	How is overtime paid	Overtime paid as normal hours plus overtime premium	Count	351	105	456	
			% within Gender	16.1%	8.7%	13.5%	
		Overtime paid as normal hours	Count	165	84	249	
			% within Gender	7.6%	7.0%	7.4%	
		Time-off in lieu for overtime hours	Count	198	117	315	
			% within Gender	9.1%	9.7%	9.3%	
		Partly paid, partly compensated with time-off in lieu	Count	65	38	103	
			% within Gender	3.0%	3.2%	3.0%	
		Not compensated	Count	1401	858	2259	
			% within Gender	64.3%	71.4%	66.8%	
		Total			Count	2180	1202
% within					100.0%	100.0%	100.0%
Brazil	How is overtime paid	Overtime paid as normal hours plus overtime premium	Count	1318	658	1976	
			% within Gender	31.1%	20.7%	26.7%	
		Overtime paid as normal hours	Count	156	124	280	
			% within Gender	3.7%	3.9%	3.8%	
		Time-off in lieu for overtime hours	Count	838	789	1627	
			% within Gender	19.8%	24.9%	22.0%	
		Partly paid, partly compensated with time-off in lieu	Count	319	170	489	
			% within Gender	7.5%	5.4%	6.6%	
		Not compensated	Count	1608	1432	3040	
			% within Gender	37.9%	45.1%	41.0%	
		Total			Count	4239	3173
% within					100.0%	100.0%	100.0%

Country	How is overtime paid		Gender		Total		
			Male	Female			
Finland	How is overtime paid	Overtime paid as normal hours plus overtime premium	Count	306	157	463	
			% within Gender	30.3%	12.3%	20.3%	
		Overtime paid as normal hours	Count	55	108	163	
			% within Gender	5.4%	8.5%	7.1%	
		Time-off in lieu for overtime hours	Count	337	692	1029	
			% within Gender	33.3%	54.3%	45.0%	
		Partly paid, partly compensated with time-off in lieu	Count	113	135	248	
			% within Gender	11.2%	10.6%	10.8%	
		Not compensated	Count	200	183	383	
			% within Gender	19.8%	14.4%	16.8%	
Total		Count	1011	1275	2286		
		% within	100.0%	100.0%	100.0%		
Mexico	How is overtime paid	Overtime paid as normal hours plus overtime premium	Count	121	48	169	
			% within Gender	8.9%	5.8%	7.7%	
		Overtime paid as normal hours	Count	53	33	86	
			% within Gender	3.9%	4.0%	3.9%	
		Time-off in lieu for overtime hours	Count	82	49	131	
			% within Gender	6.0%	5.9%	6.0%	
		Partly paid, partly compensated with time-off in lieu	Count	38	29	67	
			% within Gender	2.8%	3.5%	3.0%	
		Not compensated	Count	1070	674	1744	
			% within Gender	78.4%	80.9%	79.4%	
		Total		Count	1364	833	2197
				% within	100.0%	100.0%	100.0%

Country	How is overtime paid			Gender		Total	
				Male	Female		
Netherlands	How is overtime paid	Overtime paid as normal hours plus overtime premium	Count	1651	317	1968	
			% within Gender	11.5%	4.0%	8.8%	
		Overtime paid as normal hours	Count	1886	1315	3201	
			% within Gender	13.2%	16.5%	14.4%	
		Time-off in lieu for overtime hours	Count	2825	2682	5507	
			% within Gender	19.8%	33.6%	24.7%	
		Partly paid, partly compensated with time-off in lieu	Count	2074	1282	3356	
			% within Gender	14.5%	16.1%	15.1%	
		Not compensated	Count	5865	2376	8241	
			% within Gender	41.0%	29.8%	37.0%	
Total			Count	14301	7972	22273	
			% within Gender	100.0%	100.0%	100.0%	
Poland	How is overtime paid	Overtime paid as normal hours plus overtime premium	Count	196	73	269	
			% within Gender	18.8%	9.6%	15.0%	
		Overtime paid as normal hours	Count	98	72	170	
			% within Gender	9.4%	9.5%	9.5%	
		Time-off in lieu for overtime hours	Count	155	162	317	
			% within Gender	14.9%	21.4%	17.6%	
		Partly paid, partly compensated with time-off in lieu	Count	50	33	83	
			% within Gender	4.8%	4.4%	4.6%	
		Not compensated	Count	541	417	958	
			% within Gender	52.0%	55.1%	53.3%	
Total			Count	1040	757	1797	
			% within Gender	100.0%	100.0%	100.0%	

Country	How is overtime paid		Gender		Total	
			Male	Female		
United Kingdom	How is overtime paid	Overtime paid as normal hours plus overtime premium	Count	642	236	878
			% within Gender	20.2%	7.7%	14.1%
		Overtime paid as normal hours	Count	275	363	638
			% within Gender	8.7%	11.9%	10.2%
		Time-off in lieu for overtime hours	Count	414	706	1120
			% within Gender	13.0%	23.1%	18.0%
		Partly paid, partly compensated with time-off in lieu	Count	110	126	236
			% within Gender	3.5%	4.1%	3.8%
		Not compensated	Count	1736	1629	3365
			% within Gender	54.6%	53.2%	54.0%
	Total	Count	3177	3060	6237	
		% within Gender	100.0%	100.0%	100.0%	

Table XVI: Participation in a work-related private medical insurance scheme

Country	Contribution to medical insurance		Gender		Total	
			Male	Female		
Argentina	Contribution to medical insurance	No	Count	6613	3907	10520
			% within Gender	83.7%	89.0%	85.6%
		Yes	Count	1289	485	1774
			% within Gender	16.3%	11.0%	14.4%
	Total		Count	7902	4392	12294
			% within Gender	100.0%	100.0%	100.0%
Brazil	Contribution to medical insurance	No	Count	5955	5394	11349
			% within Gender	52.4%	60.6%	56.0%
		Yes	Count	5404	3513	8917
			% within Gender	47.6%	39.4%	44.0%
	Total		Count	11359	8907	20266
			% within Gender	100.0%	100.0%	100.0%
Finland	Contribution to medical insurance	No	Count	2314	2818	5132
			% within Gender	97.5%	98.1%	97.8%
		Yes	Count	60	55	115
			% within Gender	2.5%	1.9%	2.2%
	Total		Count	2374	2873	5247
			% within Gender	100.0%	100.0%	100.0%
India	Contribution to medical insurance	No	Count	1954	374	2328
			% within Gender	84.2%	87.4%	84.7%
		Yes	Count	366	54	420
			% within Gender	15.8%	12.6%	15.3%
	Total		Count	2320	428	2748
			% within Gender	100.0%	100.0%	100.0%
Mexico	Contribution to medical insurance	No	Count	2345	964	3309
			% within Gender	65.4%	60.8%	64.0%
		Yes	Count	1238	621	1859
			% within Gender	34.6%	39.2%	36.0%
	Total		Count	3583	1585	5168
			% within Gender	100.0%	100.0%	100.0%

Country	Contribution to medical insurance		Gender		Total	
			Male	Female		
Netherlands	Contribution to medical insurance	No	Count	17694	11283	28977
			% within Gender	65.5%	68.1%	66.5%
		Yes	Count	9334	5293	14627
			% within Gender	34.5%	31.9%	33.5%
	Total		Count	27028	16576	43604
			% within Gender	100.0%	100.0%	100.0%
Russian Federation	Contribution to medical insurance	No	Count	909	949	1858
			% within Gender	53.9%	52.0%	52.9%
		Yes	Count	779	876	1655
			% within Gender	46.1%	48.0%	47.1%
	Total		Count	1688	1825	3513
			% within Gender	100.0%	100.0%	100.0%
South Africa	Contribution to medical insurance	No	Count	2052	3748	5800
			% within Gender	73.9%	80.3%	77.9%
		Yes	Count	725	918	1643
			% within Gender	26.1%	19.7%	22.1%
	Total		Count	2777	4666	7443
			% within Gender	100.0%	100.0%	100.0%
Sweden	Contribution to medical insurance	No	Count	1199	913	2112
			% within Gender	87.6%	91.1%	89.1%
		Yes	Count	169	89	258
			% within Gender	12.4%	8.9%	10.9%
	Total		Count	1368	1002	2370
			% within Gender	100.0%	100.0%	100.0%
United Kingdom	Contribution to medical insurance	No	Count	4619	4406	9025
			% within Gender	85.0%	88.5%	86.7%
		Yes	Count	814	572	1386
			% within Gender	15.0%	11.5%	13.3%
	Total		Count	5433	4978	10411
			% within Gender	100.0%	100.0%	100.0%
United States	Contribution to medical insurance	No	Count	314	264	578
			% within Gender	39.5%	36.1%	37.9%
		Yes	Count	481	467	948
			% within Gender	60.5%	63.9%	62.1%
	Total		Count	795	731	1526
			% within Gender	100.0%	100.0%	100.0%

Table XVII: Participation in a work-related private pension scheme

Country	Contribution to pension scheme		Gender		Total	
			Male	Female		
	Contribution to pension scheme	No	Count	7343	4152	11495
			% within Gender	97.8%	98.6%	98.1%
		Yes	Count	162	60	222
			% within Gender	2.2%	1.4%	1.9%
	Total		Count	7505	4212	11717
			% within Gender	100.0%	100.0%	100.0%
Brazil	Contribution to pension scheme	No	Count	8431	7216	15647
			% within Gender	84.9%	92.5%	88.2%
		Yes	Count	1499	588	2087
			% within Gender	15.1%	7.5%	11.8%
	Total		Count	9930	7804	17734
			% within Gender	100.0%	100.0%	100.0%
Finland	Contribution to pension scheme	No	Count	2317	2823	5140
			% within Gender	98.2%	98.5%	98.4%
		Yes	Count	43	42	85
			% within Gender	1.8%	1.5%	1.6%
	Total		Count	2360	2865	5225
			% within Gender	100.0%	100.0%	100.0%
India	Contribution to pension scheme	No	Count	2069	395	2464
			% within Gender	93.1%	95.0%	93.4%
		Yes	Count	154	21	175
			% within Gender	6.9%	5.0%	6.6%
	Total		Count	2223	416	2639
			% within Gender	100.0%	100.0%	100.0%
Mexico	Contribution to pension scheme	No	Count	2585	1024	3609
			% within Gender	77.8%	79.0%	78.1%
		Yes	Count	739	272	1011
			% within Gender	22.2%	21.0%	21.9%
	Total		Count	3324	1296	4620
			% within Gender	100.0%	100.0%	100.0%

Country	Contribution to pension scheme			Gender		Total	
				Male	Female		
	Contribution to pension scheme	No	Count	16347	10648	26995	
			% within Gender	60.0%	64.9%	61.8%	
		Yes	Count	10905	5764	16669	
			% within Gender	40.0%	35.1%	38.2%	
	Total			Count	27252	16412	43664
				% within Gender	100.0%	100.0%	100.0%
Russian	Contribution to pension scheme	No	Count	1118	1159	2277	
			% within Gender	72.6%	70.9%	71.7%	
		Yes	Count	421	476	897	
			% within Gender	27.4%	29.1%	28.3%	
	Total			Count	1539	1635	3174
				% within Gender	100.0%	100.0%	100.0%
South Africa	Contribution to pension scheme	No	Count	1825	3377	5202	
			% within Gender	63.9%	70.9%	68.3%	
		Yes	Count	1032	1387	2419	
			% within Gender	36.1%	29.1%	31.7%	
	Total			Count	2857	4764	7621
				% within Gender	100.0%	100.0%	100.0%
Sweden	Contribution to pension scheme	No	Count	886	710	1596	
			% within Gender	55.3%	61.2%	57.8%	
		Yes	Count	715	451	1166	
			% within Gender	44.7%	38.8%	42.2%	
	Total			Count	1601	1161	2762
				% within Gender	100.0%	100.0%	100.0%
United Kingdom	Contribution to pension scheme	No	Count	3686	3469	7155	
			% within Gender	66.6%	68.0%	67.3%	
		Yes	Count	1851	1630	3481	
			% within Gender	33.4%	32.0%	32.7%	
	Total			Count	5537	5099	10636
				% within Gender	100.0%	100.0%	100.0%

Country	Contribution to pension scheme		Gender		Total	
			Male	Female		
United States	Contribution to pension scheme	No	Count	423	395	818
			% within Gender	61.9%	68.2%	64.8%
		Yes	Count	260	184	444
			% within Gender	38.1%	31.8%	35.2%
	Total		Count	683	579	1262
			% within Gender	100.0%	100.0%	100.0%

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