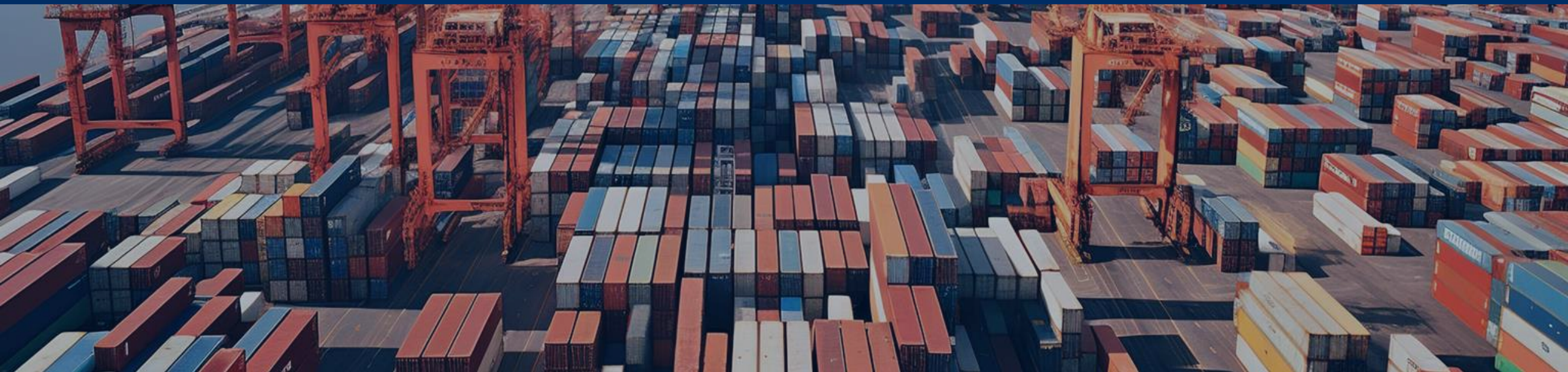


Manual de treinamento para fornecedores - Conformidade com os Direitos Humanos

Vigência em novembro de 2023



Trabalho em conjunto pelos direitos humanos



Os parceiros comerciais da Bertelsmann comprometem-se a respeitar os direitos humanos



A Bertelsmann está proibida por lei de manter relações com fornecedores que violem os direitos humanos, sob risco de multas e penalidades

Link sobre a lei: [Supply Chain Act \(EN\)](#)



Os fornecedores devem apoiar e cooperar com a observância dos direitos humanos em suas próprias operações e na cadeia de suprimentos. A base para isso é o conhecimento das seguintes informações:

Direitos humanos protegidos na cadeia de suprimentos

Proibição do trabalho infantil

Crianças não podem ser contratadas se ainda estiverem em idade escolar obrigatória de acordo com a lei do local de trabalho ou se ainda não tiverem completado 14 anos de idade. Isso só se aplica se a lei do local de trabalho determinar o contrário, de acordo com a Convenção nº 138 da OIT. Uma visão geral sobre a idade mínima aplicável pode ser encontrada no apêndice desta apresentação.

[ILO Convention No. 138](#)

O trabalho que, devido à sua natureza ou às circunstâncias em que é realizado, possa representar perigo à vida, à saúde ou à moral dos jovens não pode ser realizado por crianças ou jovens menores de 18 anos.

[ILO Convention No. 182](#)

Proibição de trabalho forçado e escravidão

É proibido qualquer trabalho que seja exigido de uma pessoa sob ameaça de punição e para o qual ela não tenha se oferecido livremente.

[ILO Convention No. 29,](#)
[ILO Convention No. 105](#)

Segurança no trabalho

Devem ser observados os padrões de segurança exigidos para o fornecimento e a manutenção das instalações, do local de trabalho e dos equipamentos de trabalho. Devem ser tomadas medidas de proteção adequadas e providências que evitem a fadiga física e mental excessiva por meio de intervalos de descanso e horas de trabalho. Uma visão geral das horas de trabalho máximas legalmente permitidas pode ser encontrada no apêndice desta apresentação.

[ILO Convention No. 155](#)

Liberdade de associação

O direito dos funcionários de se organizarem e se associarem livremente a sindicatos e de atuarem livremente de acordo com a lei do respectivo local de trabalho não deve ser comprometido.

[ILO Convention No. 87,](#)
[ILO Convention No. 98](#)

Direitos humanos protegidos na cadeia de suprimentos

Proibição à discriminação

O tratamento desigual com base na nacionalidade, origem social ou étnica, condição de saúde, gênero, gravidez ou paternidade, estado civil, idade, deficiência, religião ou crença, opinião política, orientação sexual ou identidade de gênero é proibido, a menos que seja justificado pelas exigências do emprego. Essa regra se aplica, em particular, à determinação da remuneração.

[ILO Convention No. 111,](#)
[ILO Convention No. 100](#)

Remuneração compatível

Pagamento de remuneração adequada. Para o cálculo de um salário adequado, devem ser observados pelo menos os salários mínimos estipulados pela lei aplicável. Uma visão geral sobre os salários mínimos aplicáveis pode ser encontrada no apêndice desta apresentação.

[Statistics on wages - ILOSTAT](#)

Proibição da destruição de recursos naturais

São proibidos os impactos ambientais que afetem negativamente a produção de alimentos, o acesso à água potável ou a instalações sanitárias, ou a saúde das pessoas. Isso inclui a contaminação do solo, da água e do ar, bem como emissões de ruídos prejudiciais e o consumo excessivo de água, se a base para a produção de alimentos, o acesso à água potável ou às instalações sanitárias for interrompido ou a saúde de uma pessoa for prejudicada.

Proibição de violação ilegal dos direitos à terra

É proibido o despejo ilegal ou a privação a terras, florestas ou águas cujo uso garanta a subsistência de uma pessoa.

Para a saúde humana: Proteção ao meio ambiente

Convenção de Minamata

sobre o mercúrio

Convenção de Estocolmo

sobre poluentes orgânicos persistentes

Convenção de Basileia

sobre o controle de movimentos transfronteiriços de resíduos perigosos e seu descarte

- A proibição da fabricação de produtos com adição de mercúrio segundo a **Convenção de Minamata**
- A proibição da utilização de mercúrio e compostos de mercúrio em processos de manufatura, em conformidade com a Convenção de Minamata, a partir da data de eliminação gradual especificada na Convenção para os respectivos produtos e processos
- A proibição do tratamento de resíduos de mercúrio em desacordo com as disposições da Convenção de Minamata

- A proibição da produção e do uso de produtos químicos conforme a **Convenção de Estocolmo** sobre poluentes orgânicos persistentes (Convenção POPs)
- A proibição do manuseio, coleta, armazenamento e descarte de resíduos que não sejam ambientalmente corretos, segundo os regulamentos aplicados ao sistema jurídico vigente, de acordo com as disposições da Convenção POPs

- A proibição da exportação de resíduos perigosos, conforme a **Convenção de Basileia** sobre o controle de movimentos transfronteiriços de resíduos perigosos e seu descarte

Instrumentos e recursos

Os recursos a seguir lhe fornecerão informações e assistência na implementação de medidas de conformidade com os direitos humanos:

Declaração Universal dos Direitos Humanos	OHCHR Universal Declaration of Human Rights – English (EN)
Pacto Global das Nações Unidas (ONU)	Homepage UN Global Compact (EN)
Princípios Orientadores da ONU sobre Empresas e Direitos Humanos	guidingprinciplesbusinesshr_en.pdf (ohchr.org) (EN)
Free & Equal Standards da ONU	UN Free & Equal Global Business Standards (unfe.org) (EN)
Diretrizes para Empresas Multinacionais da Organização para Cooperação e Desenvolvimento Econômico (OCDE)	OECD Guidelines for Multinational Enterprises on Responsible Business Conduct READ online (oecd-ilibrary.org) (EN)
Pacto Internacional de 19 de dezembro de 1966 sobre Direitos Civis e Políticos e sobre Direitos Econômicos, Sociais e Culturais e as Normas Trabalhistas Fundamentais da Organização Internacional do Trabalho (OIT)	International Covenant on Economic, Social and Cultural Rights OHCHR (EN) Conventions and Recommendations (ilo.org) (EN)



Suas obrigações como fornecedor

É necessário adotar medidas para evitar violações de direitos humanos em sua empresa e junto aos seus fornecedores

Isso envolve, principalmente:

- ✓ **Treinamento**
- ✓ **Códigos de conduta**
- ✓ **Estabelecimento de um canal de denúncias:** Para prevenir violações de direitos humanos na empresa, é essencial a criação de um canal de denúncias confiável, onde as violações de direitos humanos possam ser relatadas. Também deve ser garantida a proteção contra represálias pelo uso dos canais.

Se você não tiver um canal de denúncias confiável e nem recursos disponíveis, utilize o sistema SpeakUp da Bertelsmann e informe isso aos seus funcionários.

O sistema SpeakUp da Bertelsmann está disponível em vários idiomas em:

 <http://www.reportconcerns.com/>

Apêndice

Abaixo, você encontrará tabelas e visões gerais dos principais dados, como salários mínimos, idade mínima e horas de trabalho permitidas em cada país:

**Obrigado pela sua
colaboração!**

ILO Convention Nr. 138 - Minimum Ages for Child Labor				Statutory nominal gross minimum wage			Maximum working hours		Coalitions
Country	Minimum Age	Comment	Note	Local currency	Value	Value in \$ USD	Maximum working hours	Comments (working hours)	Prohibition or no guarantee of coalitions
Afghanistan	14 years		In Force	(AFN)	5500	68,587			
Albania	16 years		In Force	(ALL)	40000	402,5447			
Algeria	16 years		In Force	(DZD)	20000	145,948			
Andorra				(EUR)	1157.9	1238,953			
Angola	14 years		In Force	(AOA)	32181.2	39,0336			
Antigua and Barbuda	16 years		In Force	(XCD)	1705.6	634,0499			
Argentina	16 years		In Force	(ARS)	57900	166,0854	8/day and 48/week		
Armenia	16 years		In Force	(AMD)	68000	176,6463			
Australia	15 years.	Pursuant to Article 3, the Minimum age for admission to underground work has been specified to be 16 full years.	The Convention will enter into force for Australia on 13 Jun 2024.	(AUD)	3520.6	2284,9315			
Austria	15 years		In Force				12/day bzw. 12,5 bzw. 14/day (specific professions) and 60/Woche*	*Weekly working time: The weekly working time may not exceed 48 hours in a calculation period of 17 weeks. In addition, the calculation period for the average weekly working time may generally be extended to up to 26 weeks by collective agreement, or to up to 52 weeks for technical or work organization reasons.	
Azerbaijan	16 years		In Force	(AZN)	300	177,2669			
Bahamas	14 years		In Force	(BSD)	910	905,8406			
Bahrain	15 years		In Force						
Bangladesh	14 years.	The scope of the Convention is limited to the branches of economic activity or types of undertakings listed in article 5, paragraph 3, of the Convention.	In Force	(BDT)	1500	13,6104	10/day and 60/week	In a year, an average of 56 hours per week is allowed by law.	No guarantee: There is a right to freedom of association, but cumbersome approval procedures make it difficult to form or join a union. Trade unions are not permitted in the Export Processing Zones (EPZ). Instead, there are Worker Welfare Associations (WWA), which are dominated by the Bangladesh Export Processing Zones Authority (BEPZA).
Barbados	16 years		In Force	(BBD)	1473.3	745,8542			
Belarus	16 years		In Force	(BYN)	482.3	190,1711			No guarantee: The government of Belarus has been systematically cracking down on the country's independent trade unions since April 2022, arbitrarily arresting and detaining union leaders and members. Independent trade unions have been forcibly dissolved at the behest of the authorities.
Belgium	15 years		In Force	(EUR)	1955	2091,85	12/day and 40/week*	*40 per week if an average of 38 hours per week is observed within a certain calculation period. Under special conditions, a maximum of 56 hours per week may be worked, spread over seven working days, or up to a maximum of 50 hours per week. In certain cases, approval by Royal Decree is required for the deviation.	

ILO Convention Nr. 138 - Minimum Ages for Child Labor				Statutory nominal gross minimum wage			Maximum working hours		Coalitions
Country	Minimum Age	Comment	Note	Local currency	Value	Value in \$ USD	Maximum working hours	Comments (working hours)	Prohibition or no guarantee of coalitions
Belize	14 years		In Force	(BZD)	643.5	317,897			
Benin	14 years		In Force	(XOF)	40000	65,1737			
Bolivia (Plurinational State of)	14 years		In Force	(BOB)	2250	324,3277			
Bosnia and Herzegovina	15 years		In Force	(BAM)	543	296,7003			
Botswana	14 years		In Force	(BWP)	1526.7	111,5796			
Brazil	16 years		In Force	(BRL)	1212	249,8236	10/day* and 44/week	*Overtime is limited to two hours per day (10/day) and may be reduced over a period of up to six months.	No guarantee: Ratified Convention (No. 98); not ratified Convention (No. 87); there has been anti-union discrimination and violent attacks on union representatives and workers in the past.
Brunei Darussalam	16 years		In Force						
Bulgaria	16 years		In Force	(BGN)	780	426,716	10/day* and 48/week*	*The extension of regular working hours to the maximum working hours shall not exceed 20 consecutive working days and not more than 60 days in a calendar year. A balance must be established.	
Burkina Faso	15 years		In Force	(XOF)	30684	49,9904			
Burundi	16 years		In Force	(BIF)	3466.7	1,2198			
Cabo Verde	15 years		In Force	(CVE)	13000	125,8748			
Cambodia	14 years		In Force	(KHR)	194	0,04708			
Cameroon	14 years		In Force	(XAF)	36270	59,0426			
Canada	16 years		In Force	(CAD)	2470	1835,3924			
Central African Republic	14 years		In Force	(XAF)	35000	56,9989			
Chad	14 years		In Force	(XAF)	60000	97,905			
Chile	15 years		In Force				(-)/day and 40/week		
China	16 years		In Force	(CNY)	1930	268,0243	11/day		No guarantee: Has not ratified the ILO conventions. The All-China Federation of Trade Unions (ACFTU) is the country's only official labor organization. It is closely linked to the Chinese Communist Party and has limited independence. Independent unions are not allowed and labor protests are often suppressed.
Colombia	15 years		In Force	(COP)	1000000	252,8731	9/day and 42/week (from 2026 - currently 48/week)	The weekly working time can be distributed over 5 or 6 days per week by mutual agreement between the employer and the employee. At least one day of rest per week must always be guaranteed, resulting in a flexible working day of at least 4 and at most 9 hours per day.	No guarantee: Both Conventions Nos. 87 and 98 have been ratified. However, workers and union members are regularly murdered.
Comoros	15 years		In Force	(KMF)	55000	119,1338			
Congo	14 years		In Force	(CDF)	90000	36,0911			
Cook Islands				(NZD)	1664	988,4232			

ILO Convention Nr. 138 - Minimum Ages for Child Labor				Statutory nominal gross minimum wage			Maximum working hours		Coalitions
Country	Minimum Age	Comment	Note	Local currency	Value	Value in \$ USD	Maximum working hours	Comments (working hours)	Prohibition or no guarantee of coalitions
Costa Rica	15 years		In Force	(CRC)	324560	605,8233			
Côte d'Ivoire	14 years		In Force	(XOF)	60000	97,8408			
Croatia	15 years		In Force	(EUR)	700	749	(-)/day and 50/week 60/week* and Variation of again 60 hours**	*60/week by collective agreement & compliance with an average weekly working time of 48 hours based on a calculation period of four months. **Deviation from 60 hours again possible by collective agreement - if an average weekly working time of 45 hours is observed in relation to a calculation period of four months. The calculation periods can again be extended to six months by collective agreement.	
Cuba	15 years		In Force						
Cyprus	15 years		In Force	(EUR)	940	1005,8			
Czechia	15 years		In Force	(CZK)	17300	756,6077	12/day and 40/week		
Democratic Republic of the Congo	14 years		In Force	(CDF)	183950	73,7658			
Denmark	15 years		In Force					Special feature: In Denmark there is no statutory working time and no working time law as in Germany. Which working hours apply in each case is determined by collective agreements or the individual employment	
Djibouti	16 years		In Force						
Dominica	15 years		In Force	(XCD)	1560	579,2338			
Dominican Republic	14 years.	The scope of the Convention is limited to industry or to the economic activities set forth in article 5, paragraph 3. The employment of persons from twelve to fourteen years of age on light work is authorized as provided in article 7, paragraph 4.	In Force						
Ecuador	15 years		In Force				(-)/day and 40/week		No guarantee: Violence is used against mass protests democracy and collective rights. Police forces violently cracked down on protesters, arresting, killing, and injuring many. An extremely restrictive legal framework continued to inhibit the development of independent and strong trade unions in the country, and the authorities continued to make it difficult to register trade unions in the private and public sectors.
Egypt	15 years		In Force	(EGP)	3000	97,2737	10/day and 48/week		No guarantee: All independent trade unions were dissolved in March 2018. The authorities refused to register independent trade unions in several sectors in 2023. Strikes are systematically repressed.
El Salvador	14 years		In Force						
Equatorial Guinea	14 years		In Force	(GNF)	117304	12,5511			
Eritrea	14 years		In Force						

ILO Convention Nr. 138 - Minimum Ages for Child Labor			Statutory nominal gross minimum wage				Maximum working hours		Coalitions
Country	Minimum Age	Comment	Note	Local currency	Value	Value in \$ USD	Maximum working hours	Comments (working hours)	Prohibition or no guarantee of coalitions
Estonia	15 years		In Force	(EUR)	725	775,75	(-)/day and 48/week* and 52/week**	*48/week within a calculation period of four months. In individual occupational groups, the calculation period may be extended up to 12 months by collective agreement. **52/week: if the contracting parties agree and within a calculation period of four months. Exceptions are possible if provided for by law. In individual cases, they may be regulated by collective agreement.	
Eswatini	15 years		In Force	(ZAR)	420	22,1383			Prohibition: Anti-union violence and state repression are widespread in Eswatini. Leading union members and human rights activists have been persecuted and murdered. Two members of parliament were arrested in 2021 and are in detention without trial. Union meetings and protests have been banned since October 2021, despite a court order prohibiting the government from imposing the ban.
Ethiopia	15 years		In Force						
Fiji	15 years		In Force	(FJD)	819.5	362,9761			
Finland	15 years		In Force				(-) /day and 48/week	Variations: In addition, overtime of up to 138 hours within a four-month period and up to 250 hours within a calendar year is permitted. Additional overtime is also possible in individual cases. Furthermore, deviations under collective bargaining law are possible. The regulations do not apply to certain groups of employees, in particular executives.	
France	16 years		In Force	(EUR)	1747,2	1869,504	10/day and 48/week bzw. 60/week (certain cases)*	*Weekly working time: The average weekly working time may not exceed 44 hours over a calculation period of twelve consecutive weeks. weeks may not exceed 44 hours; in certain cases, it may be increased to 46 hours. hours in certain cases.	
Gabon	16 years		In Force	(XAF)	150000	244,2061			
Gambia	14 years		In Force	(GMD)	1300	21,5605			
Georgia	15 years		In Force	(GEL)	20	7,6398			
Germany	15 years		In Force	(EUR)	1997	2136,79	10/day* and 60/week	*Daily working time: However, such an extension is only possible if an average of eight hours per working day is not exceeded within six calendar months or within 24 weeks, § 3 sentence 2 ArbZG.	
Ghana	15 years		In Force	(GHS)	351.8	30,4629			No guarantee: Despite the constitutionally guaranteed rights of freedom of association, collective bargaining and the right to strike, there have been some violations of trade union and employee rights in recent years. Employees exercising their right to strike have been fired or locked out, and demonstrations have been broken up by force. There have also been lockouts of workers who wanted to form or join a union.

ILO Convention Nr. 138 - Minimum Ages for Child Labor				Statutory nominal gross minimum wage			Maximum working hours		Coalitions
Country	Minimum Age	Comment	Note	Local currency	Value	Value in \$ USD	Maximum working hours	Comments (working hours)	Prohibition or no guarantee of coalitions
Greece	15 years		In Force	(EUR)	910	973,7			
Grenada	16 years		In Force	(XCD)	910	337,7562			
Guatemala	14 years		In Force	(GTQ)	2959.2	374,0827			No guarantee: The law prohibits anti-union discrimination but does not include adequate protections. Threats, physical assaults, and homicides continued to increase in Guatemala in 2023. Government efforts to investigate, prevent, and contain anti-union violence have been poor and inconsistent, particularly with respect to investigations into initiators of these violent acts. Workers face significant difficulties in forming and joining unions.
Guinea	16 years		In Force	(GNF)	550000	63,7292			
Guinea - Bissau	14 years		In Force	(GNF)	19030	2,2256			
Guyana	15 years		In Force	(GYD)	60147	286,4176			
Haiti	14 years		In Force	(HTG)	17810	131,8668			
Honduras	14 years		In Force						
Hungary	16 years		In Force	(HUF)	232000	646,8471	12/day and 48/week	Exceptions apply to employees on stand-by duty ("stand-by jobs"); they may work a maximum of 24 hours a day and a maximum of 72 hours a week.	
Iceland	15 years		In Force	(ISK)	368000	2710,2351			
India	14 years		In Force	(INR)	4628	55,9182			No guarantee: Has not ratified any ILO conventions; freedom of association is restricted by law, e.g. excessive minimum membership is a prerequisite for forming unions. In addition, union leaders have been prosecuted for strike participation and there have been dismissals for strike participation.
Indonesia	15 years		In Force	(IDR)	2679814.5	174,9129			
Iran				(IRR)	26554950	630,337			No guarantee: Although freedom of association is recognized in theory, the formation and operation of independent trade unions on the employers' premises is inadmissible. Only the government-sponsored union, the "Workers' House of the Islamic Republic of Iran," is permitted, and workers who are suspected of belonging to independent unions are regularly dismissed and arrested. Any collective action is forcibly suppressed.
Iraq	15 years		In Force	(IQD)	350000	265,9164			
Ireland	16 years		In Force				(-)/day and 48/week*	*Calculation period: The calculation period for weekly working time is generally four months, in certain occupational groups it is six months. It may be extended by employment contract to twelve months with the consent of the labor court. The Act does not apply to certain occupational groups.	
				(EUR)	1909.7	2043,379			

ILO Convention Nr. 138 - Minimum Ages for Child Labor				Statutory nominal gross minimum wage			Maximum working hours		Coalitions
Country	Minimum Age	Comment	Note	Local currency	Value	Value in \$ USD	Maximum working hours	Comments (working hours)	Prohibition or no guarantee of coalitions
Israel	15 years		In Force	(ILS)	5300	1395,1837			
Italy	15 years		In Force				(-)/day and 48/week		
Jamaica	15 years		In Force	(JMD)	39000	251,129			
Japan	15 years		In Force	(JPY)	161200	1094,5886			
Jordan	16 years		In Force	(JOD)	260	368,4438			
Kazakhstan	16 years		In Force						No guarantee: Trade unions must register in more than half of the country's provinces once they have been established. However, this is often denied without reasons or legal basis.
				(KZT)	60000	128,1218			
Kenya	16 years		In Force	(KES)	16033.1	109,5787			
Kiribati	14 years		In Force						
				(AUD)	270.4	175,2767			
Korea				(KRW)	1914440	1446,6507			
Kuwait	15 years		In Force	(KWD)	75	243,6818			
Kyrgyzstan	16 years		In Force	(KGS)	1970	22,2881			
Lao People's Democratic Republic	14 years		In Force						
Latvia	15 years		In Force	(EUR)	620	663,4	9/day*	**Daily working time: The daily working time may be increased to a maximum of nine hours if, within the same week, the working time is reduced by one hour on another day of the week	
Lebanon	14 years		In Force	(LBP)	675000	45,0898			
Lesotho	15 years		In Force	(LSL)	1620	85,4288			
Liberia	15 years.	The scope of the Convention is limited to the branches of economic activity or types of undertakings listed in article 5, paragraph 3, of the Convention.	In Force	(LRD)	91	0,4922			
Libya	15 years		In Force						
				(LYD)	450	93,1863			
Lithuania	16 years		In Force	(EUR)	840	898,8	12/day and 60/week		
Luxembourg	15 years		In Force	(EUR)	2508.2	2683,774	10/day or 12/day* and 48/week	*12/day as far as the regular weekly working hours (40 hours per week) are not exceeded. Only on special authorization for certain sectors or professions.	
Madagascar	15 years		In Force	(MGA)	184653	41,088			
Malawi	14 years		In Force	(MWK)	50000	46,4487			
Malaysia	15 years		In Force	(MYR)	1500	321,9737			
Maldives	16 years		In Force	(MVR)	5700	371,4719			
Mali	15 years		In Force	(XOF)	40000	65,3128			
Malta	16 years		In Force	(EUR)	835,2	893,664			
Marshall Islands				(USD)	624	624			

ILO Convention Nr. 138 - Minimum Ages for Child Labor			Statutory nominal gross minimum wage				Maximum working hours		Coalitions
Country	Minimum Age	Comment	Note	Local currency	Value	Value in \$ USD	Maximum working hours	Comments (working hours)	Prohibition or no guarantee of coalitions
Mauritania	14 years		In Force	(MRU)	3000	79,2763			
Mauritius	15 years		In Force	(MUR)	10575	236,5021			
Mexico	15 years.		In Force				8/day (day shift), 7 hours (night shift) and 7.5 hours (mixed shift) and 48/week (day shift), 42 (night shift) and 45 hours mixed shift respectively).		
Moldova				(MDL)	3500	195,8314	10/day		
Mongolia	15 years		In Force	(MNT)	550000	158,9699			
Montenegro	15 years		In Force	(EUR)	532.5	569,775			
Morocco	15 years		In Force	(MAD)	2902	284,1706			
Mozambique	15 years		In Force						
				(MZN)	7945	124,869			
Myanmar	14 years.	The scope of the Convention is limited to industry or to the economic activities set forth in article 5, paragraph 3.	In Force						No guarantee: Freedom of association is generally recognized by law. However, following the military coup on February 1, 2021, the junta banned most trade unions in Myanmar. As many as 413 union activists and workers were arrested for participating in the CDM protests during the coup, and 101 union activists and workers were killed by the military or died as a result of the coup.
				(MMK)	124800	59,6846			
Namibia	14 years		In Force						
Nepal	14 years		In Force	(NPR)	15000	113,3879			
Netherlands	15 years		In Force	(EUR)	1995	2134,65			
New Caledor				(XPF)	158431	1412,6568			
New Zealand				(NZD)	3674.7	2182,7358			
Nicaragua	14 years		In Force						
Niger	14 years		In Force	(NGN)	30047	38,4451			
Nigeria	15 years		In Force						
				Local	30000	3,8413			
North Korea									Prohibition: Independent trade unions are banned and there is a state-controlled organization, the General Federation of Trade Unions of Korea. This organization serves political rather than labor purposes.
North Macedonia	15 years		In Force	(MKD)	26243	456,5048			
Norway	15 years		In Force						
Oman	15 years		In Force	(OMR)	325	847,5363			

ILO Convention Nr. 138 - Minimum Ages for Child Labor			Statutory nominal gross minimm wage			Maximum working hours		Coalitions	
Country	Minimum Age	Comment	Note	Local currency	Value	Value in \$ USD	Maximum working hours	Comments (working hours)	Prohibition or no guarantee of coalitions
Pakistan	14 years		In Force	(PKR)	25000	84,53			
Palau				(USD)	728	728			
Panama	14 years.	Minimum age specified for maritime employment and maritime fishing, and for young persons that have not completed compulsory schooling: 15 years. Minimum age specified for underground work in mines: 18 years. The scope of the Convention is limited to those branches of economic activity or types of undertakings listed in Article 5 paragraph 3.	In Force						
Papua New Guinea	16 years		In Force	(PGK)	728	201,5773			
Paraguay	14 years		In Force						
Peru	14 years		In Force	(PEN)	1025	276,9481	(-)/day and 40/week		
Philippines	15 years		In Force	(PHP)	8060	142,31			No guarantee: Many trade unionists remain particularly vulnerable to so-called red-tagging, i.e. being labeled as communists, violent attacks, kidnappings and arbitrary arrests.
Poland	15 years		In Force	(PLN)	3010	694,4621	(-)/day and 48/week*	*Working time per week: 40/week in a calculation period of four months. Extension of the calculation period partly to twelve months possible.	
Portugal	16 years		In Force	(EUR)	822.5	880,075	12/day and 60/week		
Qatar	16 years		In Force	(QAR)	1000	275,7818			Prohibition: Guest workers (94% of the country's total labor force) are excluded from the right to freedom of association and collective bargaining.
Republic of Korea	15 years		In Force						
Republic of Moldova	16 years		In Force						
Romania	16 years		In Force	(RON)	2550	549,2096	12/day and 48/week*	*This maximum working time (48 hours) may be exceeded if the average weekly working time over a calculation period of four months is 48 hours. For certain occupational groups named in a collective agreement, the calculation period can be extended to up to six or up to twelve months.	
Russian Federation	16 years		In Force	(RUB)	15279	158,9378			No guarantee: In Russia, independent trade unions and civil society organizations are facing increasing restrictions. There are reports of obstructions to the formation of independent trade unions and restrictions on labor protests.
Rwanda	14 years		In Force	(RWF)	2600	2,1614			
Saint Kitts and Nevis	16 years		In Force	(XCD)	1560	579,4692			
Saint Vincent and the Grenadines	14 years		In Force	(XCD)	1040	386,5054			

ILO Convention Nr. 138 - Minimum Ages for Child Labor				Statutory nominal gross minimum wage			Maximum working hours		Coalitions
Country	Minimum Age	Comment	Note	Local currency	Value	Value in \$ USD	Maximum working hours	Comments (working hours)	Prohibition or no guarantee of coalitions
Samoa	15 years		In Force	(WST)	624	227,1931			
San Marino	16 years		In Force	(USD)	1688	1688			
Sao Tome and Principe	14 years		In Force						
Saudi Arabia	15 years		In Force	(SAR)	3000	804,105			Prohibition: Independent unions are illegal and there are severe restrictions on labor protests and organizations.
Senegal	15 years.	The Government declared in conformity with Article 5, paragraph 2, of the Convention that the provisions of the Convention do not apply to traditional pastoral or rural work without remuneration carried out in a family setting by children of less than 15 years of age and which aims at better integrating them in their social surroundings and the environment.	In Force	(XOF)	55000	89,7409			
Serbia	15 years		In Force	(RSD)	460,41	492,6387			
Seychelles	15 years		In Force	(SCR)	6633.5	520,0949			
Sierra Leone	15 years		In Force						
Singapore	15 years		In Force						
Slovakia	15 years		In Force	(EUR)	700		12/day and 48/week	* depending on the type of activity/shift systems	
Slovenia	15 years		In Force	(EUR)	1203.4	1287,638	(-)/day and 56/week*	* 56/week: The average weekly working time may not exceed the normal working time of 40 hours based on a calculation period of six months. Exceptions: Individual employee groups, such as managers or home workers, may deviate from the regulations by individual contract.	
Solomon Islands	14 years		In Force	(SBD)	1664	198,8167			
South Africa	15 years		In Force	(ZAR)	4058.2	213,7539			
South Sudan	14 years		In Force						
Spain	16 years		In Force	(EUR)	1260	1348,2	9/day and 40/week	General: The calculation is made on the basis of an annual average, i.e. by agreement in the employment contract, the working hours can be distributed irregularly over the whole year, in compliance with the minimum rest periods.	
Sri Lanka	16 years		In Force	(LKR)	12500	38,841			
Sudan	14 years		In Force						
Suriname	16 years		In Force	(SDG)	425	0,7062			
Sweden	15 years		In Force				(-)/day and 48/week* 50/week**	*48/week in individual cases, especially in the case of on-call duty, based on a calculation period of four weeks. **50/week based on a calculation period of one calendar month.	
Switzerland	15 years.	Pursuant to Article 3, the Minimum age for admission to underground work has been specified to be 19 full years, and for apprentices 20 full	In Force	(CHF)	4030.4	4515,3572	12,5/day (vgl. Art. 10 III ArG) and 45/week* 50/week**	*45/week for employees in industrial companies, office personnel, technical and other employees, sales personnel in large retail companies. **50/week for all other employees.	

ILO Convention Nr. 138 - Minimum Ages for Child Labor			Statutory nominal gross minimum wage			Maximum working hours		Coalitions	
Country	Minimum Age	Comment	Note	Local currency	Value	Value in \$ USD	Maximum working hours	Comments (working hours)	Prohibition or no guarantee of coalitions
Syrian Arab Republic	15 years		In Force	(SYP)	9765	0,749			
Taiwan, China				(TWD)	25250	794,7104			
Tajikistan	16 years		In Force	(TJS)	600	54,8375			
Tanzania				(TZS)	141450	56,71			
Thailand	15 years.	Pursuant to Article 5, the provisions of the Convention shall be applicable to the following branches of economic activity: mining and quarrying manufacturing, construction, electricity, gas and water, sanitary services, transport, storage service and communication and plantations and other agricultural undertakings mainly producing for commercial purposes, with the exception of family and small-scale holdings producing for local consumption and not regularly employing hired workers.	In Force	(THB)	8710	244,1526			
Timor-Leste				(USD)	115	115			
Togo	14 years		In Force	(XOF)	35000	57,031			
Trinidad and Tobago	16 years		In Force	(TTD)	3640	538,6808			
Tunisia	16 years		In Force	(TND)	389.5	123,9488			No guarantee: Freedom of association is enshrined in the constitution, but trade union leaders have been arrested in the past and the right to international trade union solidarity is denied.
Türkiye	15 years		In Force	(TRY)	13414.5	498,7377	(-)/day and 45/week		No guarantee: In principle, the right to form coalitions, the right to strike and basic participation rights are regulated by the constitution, but these rights are limited in practice. In the past, members of civil society organizations have been arrested and persecuted.
Turkmenistan	16 years		In Force	(TMT)	1050	301,7293			
Uganda	14 years		In Force	(UGX)	6000	1,6157			
Ukraine	16 years		In Force	(UAH)	6700	182,1247	7/day (6-day week; in the case of a 5-day week, daily working hours are determined in the company regulations) and 40/week. NOTE: During martial law, 60/week applies to workers in critical infrastructure facilities.	Overtime shall be performed by the issuance of an in-house order.	

ILO Convention Nr. 138 - Minimum Ages for Child Labor				Statutory nominal gross minimum wage			Maximum working hours		Coalitions
Country	Minimum Age	Comment	Note	Local currency	Value	Value in \$ USD	Maximum working hours	Comments (working hours)	Prohibition or no guarantee of coalitions
United Arab Emirates	15 years		In Force						Prohibition: Independent unions are not allowed and labor protests are severely restricted.
United Kingdom of Great Britain and Northern Ireland	16 years		In Force	(GBP)	1574,2	1960,7108	(-)/day and 48/week*	*Agreement to exclude the maximum limit possible.	
United Republic of Tanzania	14 years		In Force						
United States				(USD)	1256.7	1256.7			
Uruguay	15 years		In Force						
Uzbekistan	15 years		In Force	(UZS)	920000	75,8523			
Vanuatu	14 years		In Force	(VUV)	38133.3	319,1168			
Venezuela (Bolivarian Republic of)	14 years		In Force	(VEF)	130	0	(-)/day and 40/week		
Viet Nam	15 years.	Pursuant to Article 3, the Minimum age for admission to underground work has been specified to be 18 years.	In Force	(VND)	3895500	161,249			
Yemen	14 years		In Force						
Zambia	15 years		In Force	(ZMW)	1050	51,6489			
Zimbabwe	14 years		In Force						