

## APPENDIX I

### TABLE OF REPORTS DUE AND RECEIVED ON THE INSTRUMENTS UNDER CONSIDERATION AND LIST OF RATIFICATIONS/DENUNCIATIONS BY CONVENTION AND COUNTRY (AS AT 13 DECEMBER 2002)

Article 19 of the Constitution of the International Labour Organization provides that Members shall “report to the Director-General of the International Labour Office, at appropriate intervals as requested by the Governing Body” on the position of their law and practice in regard to the matters dealt with in unratified Conventions and Recommendations. The obligations of Members as regards Conventions are laid down in paragraph 5(e) of the abovementioned article. Paragraph 6(d) deals with Recommendations, and paragraph 7(a) and (b) deals with the particular obligations of federal States. Article 23 of the Constitution provides that the Director-General shall lay before the next meeting of the Conference a summary of the reports communicated to him by Members in pursuance of article 19, and that each Member shall communicate copies of these reports to the representative organizations of employers and workers.

At its 218th (November 1981) Session, the Governing Body decided to discontinue the publication of summaries of reports on unratified Conventions and on Recommendations and to publish only a list of reports received, on the understanding that the Director-General would make available for consultation at the Conference the originals of all reports received and that copies of reports would be available to members of delegations on request.

At its 267th (November 1996) Session, the Governing Body approved new measures for rationalization and simplification.

From now on, reports received under article 19 of the Constitution appear in simplified form in a table annexed to Report III (Part 1B) of the Committee of Experts on the Application of Conventions and Recommendations.

Requests for consultation or copies of reports may be addressed to the secretariat of the Committee on the Application of Standards.

The reports, which are listed below, refer to the Protection of Wages Convention (No. 95) and Recommendation (No. 85), 1949.

| Member States   | Convention No. 95           | Recommendation No. 85 |
|---|-----------------------------|-----------------------|
| Afghanistan   | <i>Ratified, 7.01.1957</i>  | –                     |
| Albania   | <i>Ratified, 2.08.2001</i>  | –                     |
| Algeria   | <i>Ratified, 19.10.1962</i> | Received              |
| Angola  | –                           | –                     |
| Antigua and Barbuda   | –                           | –                     |
| Argentina   | <i>Ratified, 24.09.1956</i> | –                     |
| Armenia   | –                           | –                     |
| Australia<br><i>Ratified C.173 (Part II), 8.06.1994</i>     | Received                    | Received              |
| Austria<br><i>Ratified C.173 (Part III), 20.12.1996</i>     | <i>Ratified, 10.11.1951</i> | Received              |
| Azerbaijan  | <i>Ratified, 19.05.1992</i> | Received              |
| Bahamas   | <i>Ratified, 25.05.1976</i> | –                     |
| Bahrain   | Received                    | Received              |
| Bangladesh  | –                           | –                     |
| Barbados  | <i>Ratified, 8.05.1967</i>  | –                     |
| Belarus   | <i>Ratified, 4.08.1961</i>  | Received              |
| Belgium   | <i>Ratified, 22.04.1970</i> | Received              |
| Belize  | <i>Ratified, 15.12.1983</i> | –                     |
| Benin   | <i>Ratified, 12.12.1960</i> | Received              |
| Bolivia   | <i>Ratified, 31.01.1977</i> | –                     |
| Bosnia and Herzegovina                                      | –                           | –                     |
| Botswana<br><i>Ratified C.173 (Part II), 5.06.1997</i>      | <i>Ratified, 5.06.1997</i>  | –                     |
| Brazil  | <i>Ratified, 25.04.1957</i> | Received              |
| Bulgaria  | <i>Ratified, 7.11.1955</i>  | Received              |
| Burkina Faso<br><i>Ratified C.173 (Part II), 11.02.1999</i> | <i>Ratified, 21.11.1960</i> | Received              |
| Burundi   | –                           | –                     |
| Cambodia  | –                           | –                     |
| Cameroon  | <i>Ratified, 7.06.1960</i>  | –                     |
| Canada  | Received                    | Received              |
| Cape Verde  | –                           | –                     |
| Central African Republic                                    | <i>Ratified, 27.10.1960</i> | –                     |
| Chad<br><i>Ratified C.173 (Part II), 15.12.2000</i>         | <i>Ratified, 10.11.1960</i> | –                     |
| Chile   | Received                    | Received              |
| China   | Received                    | Received              |

| Member States   | Convention No. 95           | Recommendation No. 85 |
|---|-----------------------------|-----------------------|
| Colombia  | <i>Ratified, 7.06.1963</i>  | Received              |
| Comoros   | <i>Ratified, 23.10.1978</i> | –                     |
| Congo   | <i>Ratified, 10.11.1960</i> | –                     |
| Costa Rica  | <i>Ratified, 2.06.1960</i>  | Received              |
| Côte d'Ivoire   | <i>Ratified, 21.11.1960</i> | Received              |
| Croatia   | Received                    | Received              |
| Cuba  | <i>Ratified, 29.04.1952</i> | Received              |
| Cyprus  | <i>Ratified, 23.09.1960</i> | Received              |
| Czech Republic  | <i>Ratified, 1.01.1993</i>  | Received              |
| Democratic Republic of the Congo                        | <i>Ratified, 16.06.1969</i> | –                     |
| Denmark   | Received                    | Received              |
| Djibouti  | <i>Ratified, 3.08.1978</i>  | –                     |
| Dominica  | <i>Ratified, 28.02.1983</i> | Received              |
| Dominican Republic                                      | <i>Ratified, 19.06.1973</i> | –                     |
| Ecuador   | <i>Ratified, 6.07.1954</i>  | Received              |
| Egypt   | <i>Ratified, 26.07.1960</i> | Received              |
| El Salvador   | Received                    | Received              |
| Equatorial Guinea                                       | –                           | –                     |
| Eritrea   | –                           | –                     |
| Estonia   | Received                    | Received              |
| Ethiopia  | Received                    | Received              |
| Fiji  | –                           | –                     |
| Finland<br><i>Ratified C.173 (Part III), 20.06.1994</i> | Received                    | Received              |
| France  | <i>Ratified, 15.10.1952</i> | Received              |
| Gabon   | <i>Ratified, 14.10.1960</i> | –                     |
| Gambia  | –                           | –                     |
| Georgia   | –                           | –                     |
| Germany   | Received                    | Received              |
| Ghana   | Received                    | Received              |
| Greece  | <i>Ratified, 16.06.1955</i> | Received              |
| Grenada   | <i>Ratified, 9.07.1979</i>  | –                     |
| Guatemala   | <i>Ratified, 13.02.1952</i> | Received              |
| Guinea  | <i>Ratified, 21.01.1959</i> | –                     |
| Guinea-Bissau   | Received                    | Received              |
| Guyana  | <i>Ratified, 8.06.1966</i>  | –                     |
| Haiti   | –                           | –                     |
| Honduras  | <i>Ratified, 20.06.1960</i> | Received              |

| Member States  | Convention No. 95           | Recommendation No. 85 |
|--|-----------------------------|-----------------------|
| Hungary  | <i>Ratified, 8.06.1956</i>  | Received              |
| Iceland  | –                           | –                     |
| India  | Received                    | Received              |
| Indonesia  | Received                    | Received              |
| Islamic Republic of Iran                                 | <i>Ratified, 10.06.1972</i> | Received              |
| Iraq   | <i>Ratified, 12.05.1960</i> | –                     |
| Ireland  | –                           | –                     |
| Israel   | <i>Ratified, 12.01.1959</i> | Received              |
| Italy  | <i>Ratified, 22.10.1952</i> | Received              |
| Jamaica  | –                           | –                     |
| Japan  | Received                    | Received              |
| Jordan   | Received                    | Received              |
| Kazakhstan   | –                           | –                     |
| Kenya  | Received                    | Received              |
| Kiribati   | –                           | –                     |
| Republic of Korea  | Received                    | Received              |
| Kuwait   | Received                    | Received              |
| Kyrgyzstan   | <i>Ratified, 31.03.1992</i> | –                     |
| Lao People's Democratic Republic                         | –                           | –                     |
| Latvia   | –                           | –                     |
| Lebanon  | <i>Ratified, 1.06.1977</i>  | Received              |
| Lesotho  | –                           | –                     |
| Liberia  | –                           | –                     |
| Libyan Arab Jamahiriya                                   | <i>Ratified, 20.06.1962</i> | Received              |
| Lithuania<br><i>Ratified C.173 (Part II), 26.09.1994</i> | Received                    | Received              |
| Luxembourg   | Received                    | Received              |
| Madagascar<br><i>Ratified C.173 (Part II), 3.06.1998</i> | <i>Ratified, 1.11.1960</i>  | –                     |
| Malawi   | –                           | –                     |
| Malaysia   | <i>Ratified, 17.11.1961</i> | Received              |
| Mali   | <i>Ratified, 22.09.1960</i> | –                     |
| Malta  | <i>Ratified, 4.01.1965</i>  | Received              |
| Mauritania   | <i>Ratified, 20.06.1961</i> | –                     |
| Mauritius  | <i>Ratified, 2.12.1969</i>  | Received              |
| Mexico<br><i>Ratified C.173 (Part II), 24.09.1993</i>    | <i>Ratified, 27.09.1955</i> | Received              |
| Republic of Moldova                                      | <i>Ratified, 12.08.1996</i> | Received              |

| Member States   | Convention No. 95           | Recommendation No. 85 |
|---|-----------------------------|-----------------------|
| Mongolia  | –                           | –                     |
| Morocco   | Received                    | Received              |
| Mozambique  | Received                    | Received              |
| Myanmar   | Received                    | Received              |
| Namibia   | Received                    | Received              |
| Nepal   | –                           | –                     |
| Netherlands   | <i>Ratified, 20.05.1952</i> | –                     |
| New Zealand   | Received                    | Received              |
| Nicaragua   | <i>Ratified, 1.03.1976</i>  | Received              |
| Niger   | <i>Ratified, 27.02.1961</i> | –                     |
| Nigeria   | <i>Ratified, 17.10.1960</i> | –                     |
| Norway  | <i>Ratified, 29.06.1950</i> | Received              |
| Oman  | Received                    | Received              |
| Pakistan  | –                           | –                     |
| Panama  | <i>Ratified, 19.06.1970</i> | Received              |
| Papua New Guinea  | –                           | –                     |
| Paraguay  | <i>Ratified, 21.03.1966</i> | –                     |
| Peru  | Received                    | Received              |
| Philippines   | <i>Ratified, 29.12.1953</i> | Received              |
| Poland  | <i>Ratified, 25.10.1954</i> | Received              |
| Portugal  | <i>Ratified, 24.02.1983</i> | Received              |
| Qatar   | Received                    | Received              |
| Romania   | <i>Ratified, 6.06.1973</i>  | Received              |
| Russian Federation                                      | <i>Ratified, 4.05.1961</i>  | –                     |
| Rwanda  | Received                    | Received              |
| Saint Kitts and Nevis                                   | –                           | –                     |
| Saint Lucia   | <i>Ratified, 14.05.1980</i> | –                     |
| Saint Vincent and the Grenadines                        | <i>Ratified, 21.10.1998</i> | –                     |
| San Marino  | –                           | –                     |
| Sao Tome and Principe                                   | –                           | –                     |
| Saudi Arabia  | Received                    | Received              |
| Senegal   | <i>Ratified, 4.11.1960</i>  | Received              |
| Seychelles  | Received                    | Received              |
| Sierra Leone  | <i>Ratified, 15.06.1961</i> | –                     |
| Singapore   | Received                    | Received              |
| Slovakia<br><i>Ratified C.173 (Part II), 24.09.1998</i> | <i>Ratified, 1.01.1993</i>  | –                     |

| Member States  | Convention No. 95            | Recommendation No. 85 |
|--|------------------------------|-----------------------|
| Slovenia<br><i>Ratified C. 173 (Part III), 8.05.2001</i>             | Received                     | Received              |
| Solomon Islands  | <i>Ratified, 6.08.1985</i>   | –                     |
| Somalia  | <i>Ratified, 18.11.1960</i>  | –                     |
| South Africa   | –                            | –                     |
| Spain<br><i>Ratified C. 173 (Parts II and III), 16.05.1995</i>       | <i>Ratified, 24.06.1958</i>  | Received              |
| Sri Lanka  | <i>Ratified, 27.10.1983</i>  | Received              |
| Sudan  | <i>Ratified, 22.10.1970</i>  | Received              |
| Suriname   | <i>Ratified, 15.06.1976</i>  | Received              |
| Swaziland  | <i>Ratified, 26.04.1978</i>  | –                     |
| Sweden   | Received                     | Received              |
| Switzerland<br><i>Ratified C. 173 (Parts II and III), 16.06.1995</i> | Received                     | Received              |
| Syrian Arab Republic   | <i>Ratified, 7.06.1957</i>   | Received              |
| Tajikistan   | <i>Ratified, 26.11.1993</i>  | –                     |
| United Republic of Tanzania  | <i>Ratified, 30.01.1962</i>  | –                     |
| Thailand   | Received                     | Received              |
| The former Yugoslav Republic of Macedonia                            | –                            | –                     |
| Togo   | <i>Ratified, 7.06.1960</i>   | –                     |
| Trinidad and Tobago  | –                            | –                     |
| Tunisia  | <i>Ratified, 28.05.1958</i>  | Received              |
| Turkey   | <i>Ratified, 29.03.1961</i>  | Received              |
| Turkmenistan   | –                            | –                     |
| Uganda   | <i>Ratified, 4.06.1963</i>   | –                     |
| Ukraine  | <i>Ratified, 4.08.1961</i>   | Received              |
| United Arab Emirates   | Received                     | Received              |
| United Kingdom   | <i>Denounced, 16.09.1983</i> | Received              |
| United States  | Received                     | Received              |
| Uruguay  | <i>Ratified, 18.03.1954</i>  | Received              |
| Uzbekistan   | –                            | –                     |
| Venezuela  | <i>Ratified, 10.08.1982</i>  | Received              |
| Viet Nam   | Received                     | Received              |
| Yemen  | <i>Ratified, 14.04.1969</i>  | –                     |
| Yugoslavia   | –                            | –                     |
| Zambia<br><i>Ratified C. 173 (Part II), 25.05.1998</i>               | <i>Ratified, 23.10.1979</i>  | –                     |
| Zimbabwe   | Received                     | Received              |

## APPENDIX II

### LEGISLATIVE TEXTS ON PROTECTION OF WAGES BY COUNTRY <sup>1</sup>

#### *Algeria*

1. Act No. 90-11 of 21 April 1990 respecting labour relations.
2. Executive Decree No. 96-98 of 6 March 1996 on the special books and registers which every employer must keep and their contents.
3. Executive Decree No. 97-473 of 8 December 1997 relating to part-time work.
4. Executive Decree No. 97-474 of 8 December 1997 on the specific system of employment relationships relating to home workers.
5. Ordinance No. 75-34 of 29 April 1975 respecting the attachment and assignment of remuneration.
6. Act No. 90-03 of 6 February 1990 relating to labour inspection.

#### *Argentina*

1. Act No. 20.744 of 13 May 1976 on labour contract, as amended to 2001.  
<http://infoleg.mecon.gov.ar/txtnorma/texactley20744.htm>
2. Decree No. 772/96 of 15 July 1996 to confer to the Ministry of Labour and Social Security nationwide powers of supervision and central authority.
3. Act No. 25.212 of 23 December 1999 to ratify the Federal Labour Pact.
4. Act No. 24.522 of 20 July 1995 on bankruptcy.  
<http://infoleg.mecon.gov.ar/txtnorma/texactley24522.htm>

#### *Australia*

##### Commonwealth legislation

1. Workplace Relations Act 1996.  
<http://scaletext.law.gov.au/html/pasteact/0/70/top.htm>
2. Workplace Relations Regulations 1996.
3. Bankruptcy Act 1966.
4. Corporations Act 2001.

<sup>1</sup> States bound by Convention No. 95 are indicated in italics.

## State legislation

## New South Wales

5. Industrial Relations Act 1996.  
[http://www.austlii.edu.au/au/legis/nsw/consol\\_act/](http://www.austlii.edu.au/au/legis/nsw/consol_act/)
6. Industrial Relations (General) Regulation 2001.

## Queensland

7. Industrial Relations Act 1999.  
[http://www.austlii.edu.au/au/legis/qld/consol\\_act/](http://www.austlii.edu.au/au/legis/qld/consol_act/)

## South Australia

8. Industrial and Employee Relations Act 1994.  
[http://www.austlii.edu.au/au/legis/sa/consol\\_act/](http://www.austlii.edu.au/au/legis/sa/consol_act/)

## Tasmania

9. Industrial Relations Act 1984.  
<http://www.thelaw.tas.gov.au/search/>

## Western Australia

10. Minimum Conditions of Employment Act 1993.
11. Minimum Conditions of Employment Regulations 1993.
12. Workplace Agreements Act 1993.

*Austria*

1. Federal Act of 14 December 1973, BGB1 No. 22/1974, respecting collective labour relations (ArbVG), as amended by Federal Act BGB1 No. 411/1990.
2. Insolvency (Guarantee of Remuneration) Act, Federal Act BGB1. No. 324/1977 (IESG), as amended by Federal Act BGB1. I No. 73/1999.
3. Bankruptcy Act, RGBI, No. 337/1914 (KO), last amended by BGB1. I No. 123/1999.
4. Compensation Act, BGB1. II No. 221/1934 (AO), last amended by BGB1. I No. 123/1999.
5. Labour Contracts Adjustment Act, BGB1 No. 459/1993, as amended by Federal Act BGB1. I No. 179/1999.
6. Federal Act No. 156 of 4 July 1951 concerning the making of minimum wage awards.
7. Federal Act No. 76 of 26 February 1947 respecting the determination of conditions of employment and remuneration by means of collective agreements and rules of employment.
8. Civil Code (ABGB), as amended.
9. Trade Ordinance, BGB1 No. 227/1859, as amended.
10. General Austrian Mining Act, RGB1 No. 146 of 23 May 1854, as amended.
11. Wage Attachment Regulations, RGB1 No. 79/1896, as amended by BGB1 No. 628/1991.



*Azerbaijan*

1. Labour Code of 1 February 1999.
2. Act of 13 June 1997 on insolvency and bankruptcy.

*Bahamas*

1. Employment Act No. 27 of 2001.
2. Bankruptcy Act (Ch. 61), as amended.
3. Companies Act (Ch. 184), as amended.
4. Minimum Wages Act No. 1 of 2002.

*Bahrain*

1. Amiri Decree Law No. 23 of 16 June 1976 promulgating the Labour Law for the Private Sector, as last amended by Legislative Decree No. 14 of 1993.  
<http://www.bah-molsa.com/english/index.asp>
2. Ministerial Order No. 22 of 12 August 1976 respecting the pattern of rules for penalties.
3. Ministerial Order No. 23 of 12 August 1976 respecting the disciplinary penalties, rules and procedures for discipline.
4. Ministerial Order No. 24 of 12 August 1976 with respect to disposing of the monies of fines which are deducted from the workers.
5. Ministerial Order No. 28 of 12 August 1976 respecting the organization of inspection functions.

*Barbados*

1. Protection of Wages Act, 1951.
2. Protection of Wages (Amendment) Act, 1975.
3. Bankruptcy Act, 1925.
4. Wages Council Act, 1955.

*Belarus*

1. Labour Code of 26 July 1999 (Text No. 432).
2. Act No. 423 of 18 July 2000 on economic insolvency (bankruptcy) (Text No. 361).
3. Decision of the Council of Ministers of 28 April 2000, No. 605 on the approval of the Regulations on the establishment of Reserve Wages Fund.
4. Decision of the Council of Ministers of 28 April 2000, No. 603 on the approval of the list of goods prohibited as a means of payment of wages in kind by the employers.
5. Civil Procedure Code of 11 January 1999 (Text No. 102).
6. Decision of the Council of Ministers of 30 September 1993, No. 664 on State Labour Inspection.

*Belgium*

1. Act of 12 April 1965 concerning the protection of workers' remuneration, as amended.
2. Royal Decree of 27 September 1966 establishing for the private sector the information that needs to be contained in the wage statement given to the worker at the time of each payment.
3. Royal Decree of 5 March 1986 establishing the procedure concerning the payment of wages in bank money and the assignment or attachment of assets in the bank account in which the worker's remuneration is paid.
4. Royal Decree No. 5 of 23 October 1978 concerning the maintenance of social documents.
5. Royal Decree of 8 August 1980 concerning the maintenance of social documents.
6. Act of 15 May 1956 on works stores.
7. Act of 8 April 1965 on works rules.
8. Act of 3 July 1978 on employment contracts.

*Benin*

1. Act No. 98-004 of 27 January 1998 establishing the Labour Code.

*Bolivia*

1. Supreme Decree of 26 May 1939 to issue the Labour Code, as amended.
2. Regulatory Decree No. 244 of 23 August 1943 regulating the General Labour Act, as amended.
3. Act of 7 September 1901.
4. Supreme Decree No. 21.060 of 29 August 1985.
5. Ministerial Resolution of 19 May 1954 regulating benefits for domestic workers.
6. Code of Civil Procedure of 2 April 1976.
7. Act 12.760 of 6 August 1975 to issue the Civil Code.
8. Supreme Decree No. 20.255 of 24 May 1984.

*Botswana*

1. Employment Act No. 29 of 1982.
2. Employment (Amendment) Act No. 26 of 1992.
3. Insolvency Act (Cap. 42:02).
4. Employment (Employment Cards) Regulations, 1984.
5. Employment (Miscellaneous Provisions) Regulations, 1984.

*Brazil*

1. Constitution of the Federative Republic of Brazil of 5 November 1988, as amended through to 12 June 2002.

2. Consolidation of Labour Laws of 1943, including amendments up to Act No. 10.288 of 20 September 2001.
3. Act No. 6019 of 3 January 1974 on temporary employment in urban enterprises and other regulations.
4. Decree No. 73841 of 13 March 1974 regulating Act No. 6019 of 3 January 1974.
5. Act No. 5869 of 11 January 1973 to issue the Code of Civil Procedure.
6. Legislative Decree No. 7661 of 21 June 1945 to issue the Bankruptcy Act, including amendments up to Provisory Measure No. 1.729, of 2 December 1998.
7. Regulatory Instruction No. 1 of 7 November 1989 concerning the intervals of wage payment.
8. Act No. 10406 of 10 January 2002 to issue the Civil Code.
9. Order No. 3626 of 13 November 1991 regulating the register of employees, annotations in the labour and social security card and on register of working hours.
10. Order No. 290 of 11 April 1997 approving the rules for the imposition of administrative fines provided by labour laws.
11. Law Decree No. 368 of 19 December 1968 respecting the effects of wage debts and other issues.
12. Order MTB No. 1061 of 1 November 1996 respecting the operation and procedures of the Wage Guarantee Fund and other regulations.

#### *Bulgaria*

1. Labour Code of 24 March 1986, as amended to 2001.  
<http://www.bild.net/legislation/>
2. Commerce Act, promulgated *State Gazette* No. 48/18.06.1991, as last amended *SG* No. 42/1996.
3. Code of Civil Procedure, as last amended *SG* No. 124/1997.
4. Ordinance of 1 January 1999 on the conditions and procedures for carrying out intermediary activity, informing and placing.

#### *Burkina Faso*

1. Act No. 11-92/ADP of 22 December 1992 establishing the Labour Code.
2. Order No. 94-009/ETSS/SG/DT of 3 June 1994 on the establishment of an individual wage slip and a wage register.
3. Decree No. 55-972 of 16 July 1955 concerning the attachment, assignment and deductions in respect of workers' wages or salaries, as amended by Decree No. 57-471 of 8 April 1957.
4. Decree No. 77-312/PRES/FPT of 17 November 1977 concerning the provision of daily food rations.
5. Decree No. 77-313/PRES/FPT of 17 November 1977 concerning the provision of lodging.

*Cameroon*

1. Act No. 92/007 of 14 August 1992 establishing the Labour Code.
2. Order No. 016/MTLS/DEGRE/SEJS of 15 July 1968 relating to pay documents.
3. Order No. 007/MTLS/DEGRE prescribing the procedure for communicating, registering and posting up the internal regulations.
4. Decree No. 93/575 of 15 July 1993 prescribing the procedure for establishing and approving certain contracts of employment.
5. Decree No. 94/197/PM of 9 May 1994 concerning wage deductions.
6. Order No. 018/MTPS/SG/CJ of 26 May 1993 concerning the conditions for granting house accommodation to workers and the minimum rates and procedure of payment of the housing allowance.

*Canada*

## Federal jurisdiction

1. Canada Labour Code, Part III, Chapter L-2.  
[http://info.load-otea.hrdc-drhc.gc.ca/federal\\_legislation/part3/legislation/clc3a.htm](http://info.load-otea.hrdc-drhc.gc.ca/federal_legislation/part3/legislation/clc3a.htm)
2. Canada Labour Standards Regulations, Chapter 986.  
[http://info.load-otea.hrdc-drhc.gc.ca/federal\\_legislation/part3/regs/r30101a.htm#section1](http://info.load-otea.hrdc-drhc.gc.ca/federal_legislation/part3/regs/r30101a.htm#section1)
3. Bankruptcy and Insolvency Act, Chapter B-3.  
<http://laws.justice.gc.ca/en/B-3/index.html>

## Provinces and Territories

## Alberta

4. Employment Standards Code, Chapter E-9.  
<http://www.qp.gov.ab.ca/documents/acts/E09.cfm>
5. Employment Standards Regulation (AR 14/97).  
[http://www.qp.gov.ab.ca/documents/regs/1997\\_014.cfm](http://www.qp.gov.ab.ca/documents/regs/1997_014.cfm)

## British Columbia

6. Employment Standards Act, Chapter 113.  
[http://www.qp.gov.bc.ca/statreg/stat/E/96113\\_01.htm](http://www.qp.gov.bc.ca/statreg/stat/E/96113_01.htm)

## Manitoba

7. Employment Standards Code, Chapter E110, Parts 3, 5 and 6.  
<http://www.gov.mb.ca/chc/statpub/free/pdf/e110.pdf>

## New Brunswick

8. Employment Standards Act, Chapter E-7.2, Parts 3, 4 and 5.  
<http://www.gnb.ca/acts/acts/e-07-2.htm>

## Newfoundland and Labrador

9. Labour Standards Act, Chapter L-2, Parts 5, 11 and 12.  
<http://www.gov.nf.ca/hoa/sr>

## Northwest Territories

10. Consolidation of Labour Standards Act, c. L-1.  
<http://www.lex-nt.ca/loi/pdf/type169a.pdf>

- 
11. Consolidation of Wages Regulations, c. L-7.  
<http://www.lex-nt.ca/reg/pdf/REG133.pdf>

#### Nova Scotia

12. Labour Standards Code, Chapter 246.  
<http://www.gov.ns.ca/legislature/legc/statutes/labourst.htm>
13. General Labour Standards Code Regulations  
<http://www.gov.ns.ca/just/regulations/regs/lsc15496.htm>

#### Ontario

14. Employment Standards Act, Chapter 41, Parts 2, 5, 6 and 25.  
[http://192.75.156.68/DBLaws/Statutes/English/00e41\\_e.htm](http://192.75.156.68/DBLaws/Statutes/English/00e41_e.htm)

#### Prince Edward Island

15. Employment Standards Act, Chapter E-6.2.  
[http://www.gov.pe.ca/law/statutes/pdf/e-06\\_2.pdf](http://www.gov.pe.ca/law/statutes/pdf/e-06_2.pdf)

#### Quebec

16. Labour Standards Act, Chapter N-1.1.  
<http://publicationsduquebec.gouv.qc.ca/en/frame/index.html>

#### Saskatchewan

17. Labour Standards Act, Chapter L-1, as amended.  
<http://www.qp.gov.sk.ca/documents/English/Statutes/Statutes/L1.pdf>
18. Labour Standards Regulations, Chapter L-1 Reg 5, as amended.  
<http://www.qp.gov.sk.ca/documents/English/Regulations/Regulations/L1R5.pdf>

#### Cape Verde

1. General Statute on Labour Relations, Legislative Decree No. 62/87 of 30 June 1987, as amended up to 1993.

#### *Central African Republic*

1. Act No. 61-221 of 2 June 1961 establishing the Labour Code.
2. Order No. 82/012/MFPTSS/SG/DGTE-DESTRE of 17 November 1982 on the particulars of an individual wage slip.
3. Order No. 82/011/MFPTSS/SG/DGTE-DESTRE of 17 November 1982 on the provision of lodging to workers.
4. Decree No. 68/028-PG of 12 January 1968 concerning the attachment, assignment and deductions in respect of workers' wages or salaries.

#### *Chad*

1. Act No. 038/PR/96 of 11 December 1996 establishing the Labour Code.
2. Decree No. 106/PR-MTJS-DTMOPS of 18 May 1967 on the establishment of a wage slip.

3. Decree No. 248/PR-MTJS of 25 October 1967 concerning the employer's register and the register of foreign workers.
4. Decree No. 167/MTJS/66 of 9 August 1966 concerning the attachment, assignment and deductions in respect of workers' wages or salaries.

#### Chile

1. Labour Code of 7 January 1994, as amended up to 27 September 2001.  
[http://www.netchile.com/normas/codice/Codigo\\_del\\_Trabajo.pdf](http://www.netchile.com/normas/codice/Codigo_del_Trabajo.pdf)
2. Civil Code of 9 October 1992.  
[http://www.paginaschile.cl/biblioteca\\_juridica/codigo\\_civil/codigo\\_civil\\_de\\_chile.htm](http://www.paginaschile.cl/biblioteca_juridica/codigo_civil/codigo_civil_de_chile.htm)

#### China

1. Interim Provisions on Payment of Wages, Circular of the Ministry of Labour No. 489 of 6 December 1994.
2. Labour Act of 5 July 1994.
3. Regulations concerning minimum wages in enterprises, dated 24 November 1993.
4. Enterprise Bankruptcy Act, Order of the President of the PRC No. 45 of 2 December 1986.

#### Colombia

1. Decree No. 2663 of 5 August 1950 to promulgate the Labour Code, as amended until Act No. 755 of 23 July 2002.  
[http://www.mintrabajo.gov.co/SGP/otros/codigo\\_sustantivo\\_del\\_trabajo.htm](http://www.mintrabajo.gov.co/SGP/otros/codigo_sustantivo_del_trabajo.htm)
2. Civil Code.

#### Comoros

1. Act No. 84-018/PR of 18 February 1984 establishing the Labour Code.

#### Congo

1. Act No. 45-75 of 15 March 1975 establishing the Labour Code.
2. Act No. 6-96 of 6 March 1996 to modify and supplement certain provisions of Act No. 45-75.
3. Decree No. 78/363/MDT-SGFPT-DTPS-ST of 12 May 1978 concerning the attachment, assignment and deductions in respect of workers' wages or salaries.

#### Costa Rica

1. Act No. 2 of 26 August 1943, to issue the Labour Code, as amended.  
<http://natlex.ilo.org/txt/S95CRI02.htm>
2. Executive Decree No. 11324 of 9 April 1980 to prohibit the payment of wages in the form of alcoholic drinks or drugs in accordance with ILO Convention No. 95.
3. Organic Act No. 1860 of 21 April 1955 concerning the Ministry of Labour and Social Security, as amended.

*Côte d'Ivoire*

1. Act No. 95-15 of 12 January 1995 establishing the Labour Code.
2. Decree No. 67-73 of 9 February 1967 to codify the regulations established in application of Title IV "Wages" of Act No. 64-290 of 1 August 1964 establishing the Labour Code.
3. Decree No. 96-287 of 3 April 1996 concerning the labour contract.
4. Act No. 92-570 of 11 September 1992 on Public Service.
5. Inter-Professional Collective Agreement of 20 July 1977.

*Croatia*

1. Labour Act of 17 May 1995 (Text No. 758), as amended.
2. Bankruptcy Act of 17 May 1996.  
[http://marvin.globalnet.hr/www.hfp2.hr/eng/main.asp?link=pravni\\_okvir](http://marvin.globalnet.hr/www.hfp2.hr/eng/main.asp?link=pravni_okvir)

*Cuba*

1. Act No. 49 of 28 December 1984 to issue the Labour Code.

*Cyprus*

1. Act No. 100(I) of 2000 on the employer's obligation to inform the employee on the conditions applicable to the employment contract or relationship.
2. Act No. 8(I) of 1997 on private employment agencies.
3. Act No. 134(I) of 1999 to amend the Civil Procedure Act.
4. Bankruptcy Act (Cap. 5), as amended by Act No. 197 of 1986.
5. Companies Act (Cap. 113), as amended by Act No. 198 of 1986.

*Czech Republic*

1. Labour Code, Act No. 65/1965 Coll., as last amended by Act No. 258/2000 Coll.
2. Act No. 1/1992 Coll. on wages, remuneration for stand-by, and average earnings, as last amended by Act No. 217/2000 Coll.
3. Act No. 328/1991 Coll. on bankruptcy proceedings and liquidation, as amended last by Act No. 214/2000 Coll.
4. Act No. 143/1992 concerning wages, remuneration for stand-by, and average earnings in budgetary and certain other organizations and bodies, as amended.
5. Act No. 118/2000 Coll. on protection of employees in the event of their employer's insolvency.
6. Charter of fundamental rights and freedoms of 1 January 1991.
7. Decree No. 185 of 26 May 1993 on amounts immune from seizure.
8. Employment Act No. 1/1991 Coll., as amended last by Act No. 369/2000 Coll.
9. Act No. 9/1991 concerning employment and jurisdiction of authorities in the sphere of employment, as amended last by Act No. 74/1994.

*Democratic Republic of the Congo*

1. Legislative Ordinance No. 67/310 of 9 August 1967 establishing the Labour Code, as amended up to 31 December 1996.
2. Order No. 17/67 of 3 October 1967 relating to payroll records and wage statements.
3. Order No. 15/67 of 3 October 1967 concerning the contract of employment.
4. Order No. 70/0016 of 11 August 1970 concerning works rules.
5. Ordinance No. 70-341 of 23 December 1970 concerning the regulation of minimum wages and family allowances.

*Denmark*

1. Employees' Guarantee Fund Act No. 116 of 13 April 1972, as amended.
2. Bankruptcy Act No. 298 of 8 June 1977.

*Djibouti*

1. Act No. 52-1322 of 15 December 1952 establishing the Labour Code.
2. Act No. 140/AN/97/3ème L modifying the Labour Code of 1952.
3. Decree No. 55-972 of 16 July 1955 concerning the attachment, assignment and deductions in respect of workers' wages or salaries, as amended by Decree No. 57-471 of 8 April 1957.

*Dominica*

1. Protection of Wages Act (Ch. 89:07).
2. Labour Contracts Act (Ch. 89:04).
3. Bankruptcy Act (Ch. 9:90).
4. Labour Standards Act (Ch. 89:05).
5. Dangerous Drugs Act (Cap. 145).

*Dominican Republic*

1. Act No. 16-92 of 29 May 1992 to issue the Labour Code.  
<http://www.set.gov.do/legislacion/codigo/index.htm>
2. Decree No. 25893 of 1 October 1993 to issue the Regulations for the implementation of the Labour Code.
3. Tax Code, as amended.
4. Social Security Act of 9 May 2001.
5. Criminal Code, as amended.

*Ecuador*

1. Political Constitution, Legislative Decree No. 000. RO/1 of 11 August 1998.
2. Labour Code, as amended by Act 2000-4.  
<http://www.ccq.org.ec/biblio/indexlex.asp>



3. Civil Code, Codification No. 000. RO/ Sup No. 104 of 20 November 1970.

#### *Egypt*

1. Act No. 137 of 6 August 1981 promulgating the Labour Code, as amended up to June 1999.
2. Act No. 47 of 1978 governing civil servants in the public service.
3. Act No. 48 of 1978 concerning employees in the public sector.

#### *El Salvador*

1. Political Constitution of 15 December 1983, as amended up to 16 February 1999.  
<http://www.asamblea.gob.sv/constitucion/1983.htm>
2. Labour Code of 23 June 1972, as amended up to July 1995.  
[http://www.oit.or.cr/oit/papers/cod\\_elsa.shtml](http://www.oit.or.cr/oit/papers/cod_elsa.shtml)

#### *Estonia*

1. Employment Contracts Act of 15 April 1992.
2. Wages Act of 26 January 1994.
3. Bankruptcy Act of 10 June 1992.
4. Unemployment Insurance Act of 13 June 2001.

#### *Finland*

1. Employment Contracts Act (55/2001).
2. Pay Security Act (866/1998), as amended by Acts Nos. 438/200 and 78/2001.  
<http://www.mol.fi/english/working/paysecurityact.html>

#### *France*

1. Labour Code, as at 2001.  
<http://www.legifrance.gouv.fr/WAspad/ListeCodes>
2. Act No. 78-49 of 19 January 1978 concerning the monthly payment of wages.
3. Civil Code.

#### *Gabon*

1. Act No. 3/94 of 21 November 1994 establishing the Labour Code, as amended by Act No. 12/2000 of 12 October 2000.
2. Decree No. 154/PR of 5 June 1963 concerning attachment, assignment and deductions in respect of wages, salaries and allowances.

#### *Germany*

1. Trade, Commerce and Industry Regulation Act.  
<http://jurcom5.juris.de/bundesrecht/gewo/index.html>
2. Act over the proof of the substantial conditions of an employment relationship.  
<http://jurcom5.juris.de/bundesrecht/nachwg/index.html>

3. Civil Code.  
<http://jurcom5.juris.de/bundesrecht/bgb/index.html>
4. Commercial Code.  
<http://jurcom5.juris.de/bundesrecht/hgb/index.html>
5. Code of Civil Procedure.  
<http://jurcom5.juris.de/bundesrecht/zpo/index.html>
6. Insolvency Statute of 5 October 1994.  
<http://www.kanzlei-doeheimer.de/webdoc46.htm>

### Ghana

1. Labour Decree, 1967
2. Labour Regulations, 1969.
3. Companies Code, 1963.

### Greece

1. Civil Code.
2. Presidential Decree No. 156 of 2 July 1994 concerning the employer's obligation to inform the employee on the conditions applicable to the contract or employment relationship.
3. Royal Decree of 24 July-21 August 1920 consolidating the laws concerning the payment of wages to workers, servants and salaried employees.
4. Royal Decree of 14-20 September 1912 extending the laws concerning the payment of wages and salaries.
5. Presidential Decree No. 1/1990 concerning the protection of workers' rights in the event of the insolvency of their employer.
6. Act No. 1836/1989 concerning the promotion of employment and vocational training.

### Guatemala

1. Political Constitution of 31 May 1985.
2. Labour Code, Decree No. 1441 of 5 May 1961, as amended to September 1995.
3. Decree No. 64-92 of 2 December 1992 regarding the reform of the Labour Code.

### Guinea

1. Ordinance No. 003/PRG/SGG/88 of 28 January 1988 establishing the Labour Code.
2. Order No. 3128/ITLS of 13 June 1955 concerning the provision of lodging by the employer.

### Guinea-Bissau

1. General Labour Act No. 2 of 5 April 1986.

*Guyana*

1. Labour Act (Cap. 98:01) (No. 2 of 1942), as amended.
2. Insolvency Act (Cap. 12:21).
3. Companies Act (Cap. 89:01).
4. Wages Councils Act (Cap. 98:04) (No. 51 of 1956), as amended.

*Honduras*

1. Political Constitution of 11 January 1982, as amended.
2. Decree No. 189-59 of 15 July 1959 to issue the Labour Code, as amended.
3. Civil Code of 1 March 1906, as amended.

*Hungary*

1. Labour Code, Act XXII of 1992.
2. Act IL of 1991 on bankruptcy proceedings, liquidation proceedings and final accounting, as amended.
3. Act LIII of 1994 on distraint by court.

*India*

1. Payment of Wages Act, 1936, as amended.  
<http://www.indiacode.nic.in/>
2. Minimum Wages Act, 1948, as amended.
3. Minimum Wages (Central) Rules, 1950, as amended.

*Indonesia*

1. Act on Manpower Affairs No. 25 of 3 October 1997.
2. Government Regulation No. 8 of 1981 on Protection of Wages.

*Iraq*

1. Act No. 71 of 27 July 1987 establishing the Labour Code.

*Islamic Republic of Iran*

1. Labour Code of 20 November 1990.
2. Ministerial Directive No. 65-37 of 18 March 2000 concerning wage increases.
3. Guidelines of 5 October 1991 on workers' cooperative organizations in application of article 153 of the Labour Code.

*Israel*

1. Wage Protection Act 5718-1958, as amended up to 1995.
2. National Insurance Act (Consolidated Version) 5755-1995, as amended up to 1997.
3. Labour Inspection (Organisation) Act 5714-1954.

*Italy*

1. Civil Code.
2. Legislative Decree No. 80 of 27 January 1992 – Implementation of EEC Directive 987/80 on employee protection in the event of the employer’s insolvency.
3. Legislative Decree No. 152 of 26 May 1997 – Implementation of EEC Directive 533/91 on the employer’s obligation to inform the worker about the conditions applicable to the contract or employment relationship.
4. Act No. 4 of 5 January 1953 concerning workers’ wage statements.
5. Act No. 297 of 29 May 1982 concerning the termination of the employment relationship and matters related to pensions.

*Japan*

1. Civil Code, Act No. 89 of 1896.
2. Labour Standards Act No. 49 of 7 April 1947, as amended last by Act No. 107 of 9 June 1995.
3. Enforcement Regulations of the Labour Standards Act, Ordinance No. 23 of 30 August 1947, as amended last by Ordinance No. 29 of 18 December 1990.
4. Bankruptcy Act No. 71 of 25 April 1922.
5. Mariners Act No. 100 of 1 September 1947.
6. Security of Wage Payment Act No. 34 of 27 May 1976, as amended last by Act No. 25 of 8 May 1984.

*Jordan*

1. Labour Code, Act No. 8 of 1996.
2. Civil Code, Act No. 43 of 1976.

*Kenya*

1. Employment Act (Cap. 226).
2. Regulation of Wages and Conditions of Employment Act (Cap. 229).
3. Bankruptcy Act (Cap. 53).
4. Companies Ordinance (Cap. 486).

*Korea, Republic of*

1. Labour Standards Act No. 5309 of 13 March 1997, as amended last by Act No. 6507 of 14 August 2001.  
[http://www.koilaf.org/admin/data\\_bank/file/labor\\_standards\(1\).pdf](http://www.koilaf.org/admin/data_bank/file/labor_standards(1).pdf)
2. Wage Claim Guarantee Act No. 5513 of 20 February 1998, as amended last by Act No. 6334 of 30 December 2000.  
[http://www.koilaf.org/admin/data\\_bank/file/Labor\\_Standards\(9\).pdf](http://www.koilaf.org/admin/data_bank/file/Labor_Standards(9).pdf)
3. Enforcement Decree of the Wage Claim Guarantee Act No. 15804 of 26 May 1998, as amended last by Decree No. 17244 of 22 June 2001.  
[http://www.koilaf.org/admin/data\\_bank/file/Labor\\_Standards;\(10\).pdf](http://www.koilaf.org/admin/data_bank/file/Labor_Standards;(10).pdf)

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### Kuwait

1. Act No. 38 of 1964 concerning labour in the private sector.
2. Ministerial Decree No. 115/96 of 1996 on the promulgation of regulations concerning employment agencies.

### *Kyrgyzstan*

1. Labour Code of 18 September 1997.
2. Bankruptcy Act of 22 September 1997.

### *Lebanon*

1. Labour Code, Act of 23 September 1946, as amended up to 24 July 1996.
2. Order No. 65/1 of 17 February 1995 concerning the procedure for applying certain provisions of international labour Conventions Nos. 52, 59, 78 and 95.
3. Decree No. 3273 of 26 June 2000 relating to labour inspection.
4. Order No. 6695 of 1 April 1949 relating to disciplinary fines.

### *Libyan Arab Jamahiriya*

1. Labour Code, Act No. 58-2970 of 1 May 1970.

### Lithuania

1. Employment Contracts Act of 28 November 1991, as amended by 14 May 2002.  
<http://www3.lrs.lt/c-bin/eng/preps2?Condition1=187978&Condition2=>
2. Wages Act of 9 January 1991, as amended by 23 March 1999.  
<http://www3.lrs.lt/c-bin/eng/preps2?Condition1=91666&Condition2=>
3. Enterprise Bankruptcy Act of 20 March 2001.  
<http://www3.lrs.lt/c-bin/eng/preps2?Condition1=136576&Condition2=>
4. Guarantee Fund Act of 12 September 2000, as amended by 27 February 2001.  
<http://www3.lrs.lt/c-bin/eng/preps2?Condition1=129864&Condition2=>

### Luxembourg

1. Act of 12 July 1895 concerning the payment of workers' wages, as amended up to 1998.
2. Act of 24 May 1989 on the employment contract, as amended up to 1995.  
<http://www.mt.etat.lu/MT/loisregl/ctrav.doc>
3. Act of 11 November 1970 on the assignment and attachment of wages and pensions, as amended up to 1992.  
<http://www.secu.lu/legis/legis/saisies/L111170.html>
4. Regulation of 26 June 2002 establishing the permissible amounts of assignable or attachable wages and pensions.
5. Civil Code  
[http://www.etat.lu/LEGILUX/DOCUMENTS\\_PDF/CODES/CODE\\_CIVIL/](http://www.etat.lu/LEGILUX/DOCUMENTS_PDF/CODES/CODE_CIVIL/)

*Madagascar*

1. Act No. 94-029 of 25 August 1995 establishing the Labour Code.
2. Order No. 128-IGT of 5 August 1957 providing for pay slips and wage records.
3. Decree No. 61-714 of 28 December 1961 regarding the conditions for the establishment and operation of company stores.
4. Decree No. 55-972 of 16 July 1955 concerning the attachment, assignment and deductions in respect of workers' wages or salaries, as amended by Decree No. 57-471 of 8 April 1957.

*Malaysia*

1. Employment Act 1955, as amended up to 31 July 2001.
2. Companies Act 1965, as at 15 September 2000.
3. Employment Regulations 1957, as amended.
4. Dangerous Drugs Ordinance No. 30 of 1952.

*Mali*

1. Act No. 92-020 of 23 September 1992 establishing the Labour Code.
2. Decree No. 96-178/P-RM of 13 June 1996 concerning the application of various provisions of the Labour Code.
3. Order No. 96-1566/MEFPT-SG of 7 October 1996 concerning practical measures for the application of certain provisions of the Labour Code.

*Malta*

1. Conditions of Employment (Regulation) Act (Cap. 135), as last amended by Act No. XXIV of 1995.  
<http://www.justice.magnet.mt/dir2-laws/toppage.asp>
2. Code of Organization and Civil Procedure (Cap. 12), as amended.

*Mauritania*

1. Act No. 63-023 of 23 January 1963 establishing the Labour Code.
2. Decree No. 65-095 of 4 June 1965 fixing the portions of salaries and pensions which may be liable to progressive levies.
3. Act No. 62-052 of 2 February 1962 establishing the Code of Civil, Commercial and Administrative Procedure.
4. Order No. 364 of 25 September 1955 concerning the establishment of a pay slip and a wage register, as amended by Orders No. 73 of 3 March 1956 and No. 10.287 of 2 June 1965.

*Mauritius*

1. Labour Act No. 50 of 30 December 1975, as amended to 2001.
  2. Labour Regulations, 1976.
  3. Code Napoléon (Amendment No. 2) Act 1982.
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4. Income Tax Act 1995.  
<http://ncb.intnet.mu/govt/acts.htm>

*Mexico*

1. Political Constitution of the United Mexican States of 5 February 1917, as amended.
2. Federal Labour Act of 1 April 1970, as amended up to 23 January 1998.  
<http://www.cddhcu.gob.mx/leyinfo/125/>
3. Act on Bankruptcy and Suspension of Payments, 1943.

*Moldova, Republic of*

1. Labour Code, Act of 25 May 1973, as amended up to 23 July 1998.
2. Wages Act No. 1305 of 25 February 1993.
3. Bankruptcy Act No. 786-XIII of 26 March 1996, as amended by Act No. 1254-XIII of 16 July 1997.
4. National Collective Agreement of 1998 (Government decision No. 323 of 20 March 1998).
5. Code of Administrative Offences of 29 March 1985, as amended.

Morocco

1. Decree of 24 January 1953 respecting the calculation and payment of remuneration, company stores, and lawful and unlawful subcontracting, as amended by Act No. 1-72-238 of 30 December 1972.
2. Decree of 12 August 1913 on obligations and contracts.
3. Decree of 7 June 1941 concerning the attachment and assignment of wages.
4. Decree of 18 June 1936 concerning security amounts.
5. Decree of 17 March 1954 regulating works stores in remote construction sites, agricultural undertakings or industrial mines and quarries.

Myanmar

1. Payment of Wages Act, 1936.

Mozambique

1. Labour Act No. 8/98 of 20 July 1998.

Namibia

1. Labour Act No. 6 of 13 March 1992.
2. Government Notice No. 174 of 3 November 1992 on keeping of records and submission of certain particulars by employers in terms of section 4(1) of the Labour Act.

3. Government Notice No. 175 of 3 November 1992 on particulars to be indicated on envelope or statement when remuneration is paid to employee in terms of section 36(3) of the Labour Act.

#### *Netherlands*

1. Civil Code.
2. Act of 2 December 1993 implementing the EC Council Directive on information for employees concerning their contract or employment relationship.
3. Alcoholic Beverages Act of 7 October 1964.

#### *New Zealand*

1. Wages Protection Act 1983 (No. 143), as amended.  
<http://rangi.knowledge-basket.co.nz/gpacts/public/text/1983/an/143.html>
2. Insolvency Act 1967 (No. 54), as amended.
3. Companies Act 1993 (No. 105), as amended.
4. Minimum Wage Act 1983 (No. 115), as amended.
5. Employment Relations Act 2000 (No. 24).  
<http://rangi.knowledge-basket.co.nz/gpacts/public/text/2000/an/024.html>
6. Child Support Act 1991 (No. 142), as amended.

#### *Nicaragua*

1. Political Constitution, as amended up to 1995.
2. Act No. 185 of 30 October 1996 to issue the Labour Code.
3. Act to create the national payroll, Decree No. 1160 of 15 December 1982.
4. Regulations of 30 October 1984 on the national payroll.
5. Instructions of 30 October 1984 concerning the use of the national payroll (PNP-1).
6. Instructions of 30 October 1984 concerning the use of the national payroll (PNP-2).
7. Labour Inspectors Regulations, Decree No. 13-97 of 20 February 1997.

#### *Niger*

1. Ordinance No. 96-039 of 29 June 1996 establishing the Labour Code.
2. Decree No. 96-413/PRN/MFPT/E of 4 November 1996 concerning the conditions for establishing certain contracts of employment.
3. Decree No. 67-126/MFP/T of 7 September 1967 establishing the regulations in application of the Labour Code.

#### *Nigeria*

1. Labour Act (Ch. 198) (No. 21 of 1974) as amended up to 31 December 1989.  
<http://www.nigeria-law.org/>
2. Companies and Allied Matters Act (Ch. 59).



3. Bankruptcy Act (Ch. 30).
4. National Salaries, Incomes and Wages Commission Decree (No. 99 of 1993).

#### *Norway*

1. Act No. 4 of 4 February 1977 relating to Worker Protection and Working Environment, as subsequently amended, last by Act No. 38 of 26 May 2000.
2. Creditors Security Act No. 59 of 8 June 1984, as amended.
3. Act No. 61 of 14 December 1973 relating to the state guarantee for wage claims in the event of bankruptcy, etc., as amended by Act No. 27 of 15 May 1998.
4. Regulation No. 999 of 28 October 1998 relating to the state guarantee for wage claims in the event of bankruptcy, etc.

#### *Oman*

1. Labour Act, Sultan's Decree No. 34 of 15 November 1973.  
<http://www.omanet.com/labourlaw.htm>

#### *Panama*

1. Decree No. 252 of 30 December 1971 to issue the Labour Code, as amended last by Act No. 44 of 12 August 1995.

#### *Paraguay*

1. Act. No. 213 of 1993 to issue the Labour Code, as amended by Act No. 496/95.  
<http://www.senado.gov.py/>
2. Act No. 1183 of 23 December 1985 to issue the Civil Code, as amended.

#### *Peru*

1. Supreme Decree No. 003-97-TR of 21 March 1997 to promulgate the Labour Productivity Act.
2. Supreme Decree No. 001-97-TR to promulgate the Compensation for Service Act.
3. Legislative Decree No. 14,404 of 7 February 1963 concerning the direct and personal payment of wages to employees and workers.
4. Supreme Decree No. 001-96-TR of 24 January 1996 to regulate the Promotion of Employment Act.
5. Supreme Decree No. 001-98-TR of 20 January 1998 regulating the obligation of the employers to maintain wage records.
6. Supreme Decree No. 017-2001-TR of 6 June 2001 modifying the Supreme Decree No. 001-98-TR.
7. Supreme Decree No. 014-99-ITINCI of 30 October 1999 to approve the Patrimonial Restructuring Act.
8. Legislative Decree No. 856 of 25 September 1996 concerning labour credits.
9. Legislative Decree No. 25,593 of 2 July 1992 concerning the Collective Labour Relations Act.

10. Act No. 26.599 modifying the Code of Civil Procedure.
11. Supreme Decree No. 074-90-TR concerning the General Act on Cooperatives.
12. Legislative Decree No. 21.635 concerning rules for the promotion of the construction of low-cost housing.
13. Act No 13.500 concerning benefits granted to certain employees for the construction and acquisition of housing.

*Philippines*

1. Labor Code, Presidential Decree No. 442 of 1 May 1974, as amended.
2. Rules to implement the Labor Code.
3. Civil Code.

*Poland*

1. Labour Code, Act of 26 June 1974, as amended up to 1996.
2. Act of 29 December 1993 concerning the protection of workers' claims in the event of the insolvency of their employer.
3. Order of the Minister of Labour and Social Policy of 11 January 1995 concerning the extension of employees' benefits financed by the Guaranteed Workers' Benefits Fund.
4. Order of the Minister of Labour and Social Policy of 21 February 1994 concerning the statutes of the Council of the Guaranteed Workers' Benefits Fund.
5. Order of the Minister of Commerce of 19 January 1953 on the fixing of prices in canteens for workers and students.
6. Code of Civil Procedure.

*Portugal*

1. Act No. 4/84 of 5 April 1984 concerning maternity and paternity protection.
2. Act No. 58/99 of 30 June 1999.
3. Act No. 142/99 of 31 August 1999.
4. Legislative Decree No. 409/71 of 27 September 1971.

*Qatar*

1. Labour Act No. 3 of 1962, as amended.

*Romania*

1. Labour Code, Act No. 10 of 23 November 1972.
2. Act No. 14 of 8 February 1991 on remuneration.
3. National collective agreement 1999-2000.
4. Act No. 142 of 1998 on meal coupons.
5. Code of Civil Procedure.

*Russian Federation*

1. Labour Code, Act No. 197-FZ of 30 December 2001.
2. Act of 8 January 1998 on insolvency (bankruptcy).
3. Civil Code of 21 October 1994.
4. Federal Act No. 48-FZ of 15 March 1999 adding a new section 145-1 into the Penal Code.

*Rwanda*

1. Act of 28 February 1967 establishing the Labour Code, as amended last by Act No. 5/96 of 29 March 1996.
2. Ministerial Order No. 53/06/062 of 20 December 1972 establishing the limits for the attachment or assignment of wages.
3. Ministerial Order No. 54/06/062 of 20 December 1972 establishing the conditions under which the employer must provide the worker with food supplies.
4. Ministerial Order No. 55/06/062 of 20 December 1972 establishing a model type of wage statement.
5. Ministerial Order No. 58/06/061 of 20 December 1972 establishing the conditions under which the worker must be provided with accommodation.

*Saint Vincent and the Grenadines*

1. Employers and Servants Act (Cap. 145), as last amended by Act No. 23 of 1988.
2. Wages Councils Act (Cap. 155), as last amended by Act No. 20 of 1987.
3. Companies Act No. 8 of 1994.
4. National Insurance Act No. 33 of 1986 (Cap. 229).

*Saudi Arabia*

1. Royal Decree No. M/21 of 15 November 1969 establishing the Labour Code.

*Senegal*

1. Act No. 97-17 of 1 December 1997 establishing the Labour Code.
2. Order No. 973 MFPT/DTSS of 23 January 1968 concerning the pay slip and the wage register.
3. Decree No. 63-0118 MFPT/DTSS of 19 February 1963 concerning the forms and procedures for establishing the labour contract.
4. Decree No. 76-1031 of 19 October 1976 amending the Civil Procedure Code.

*Seychelles*

1. Employment Act, 1995.
2. Civil Code.

### Singapore

1. Employment Act (Ch. 91), as amended to 30 April 1996.  
<http://statutes.agc.gov.sg/>
2. Companies Act (Ch. 50).

### Slovakia

1. Labour Code, Act No. 311/2001 Coll., as amended by Act No. 165/2002 Coll.
2. Act No. 328/1991 Coll. on bankruptcy proceedings and liquidation, as amended.
3. Act No. 292/1999 amending the Employment Act No. 387/1996 Coll. concerning the Guarantee Fund.
4. Charter of fundamental rights and freedoms of 1 January 1991.
5. Decree No. 89 of 25 February 1997 on the amounts of wage (salary) deductions pursuant to forced execution of court rulings.
6. Act No. 95/2000 Coll. of 8 February 2000 on labour inspection.

### Slovenia

1. Employment Act of 24 April 2002.
2. Guarantee Fund Act of 5 May 1997, as amended.

### Spain

1. Royal Legislative Decree No. 1/1995 of 24 March 1995 regarding the Workers Statute Law, as amended.  
<http://www.mtas.es/guia2002/leyes/RDLG195.htm>
2. Decree of 21 March 1958 regulating the compulsory creation of work stores, as amended.
3. Order of 14 May 1958 regulating the compulsory creation of work stores, as amended.
4. Royal Legislative Decree No. 1/1994, of 20 June 1994 to issue the consolidated text of the Social Security General Act.
5. Act No. 40/1998 of 9 December 1998 regulating the personal income tax and other tax rules, as amended up to 31 March 2002.
6. Order of 27 December 1994 regulating the model type of the wage statement.
7. Organic Act No. 11/1985 of 2 August 1985 regulating the freedom of association, as amended by Organic Act No. 14/1994 of 19 May 1994.
8. Act No. 51/1980 of 8 October 1980 on employment.
9. Act No. 14/1994 of 1 June 1994 regulating the temporary employment companies, as amended by Act No. 29/1999 of 16 July 1999.
10. Royal Decree No. 1659/1998 of 24 July 1998 concerning the information to the worker on the essential elements of the employment contract.
11. Royal Order of 29 July 1889 to issue the Civil Code, as amended.
12. Commercial Code of 22 August 1885, as amended.

13. Royal Decree No. 505/1985, of 6 March 1985 on the establishment and operation of the Wage Guarantee Fund.  
<http://www.mtas.es/fogasa/informativa.htm>
14. Decree of 26 January 1944 to approve the consolidated text of the First Book of the Act respecting contracts of employment.
15. Act No. 11/1994 of 19 May 1994 amending sections of the Workers Statute Law, and the text of the Labour Procedure Act and the Act on infringements and sanctions in the social order.
16. Act No. 42/1997 of 14 November 1997 respecting the labour and social security inspection.
17. Royal Legislative Decree No. 5/2000 of 4 August 2000 to approve the consolidated text of the Act on infringements and sanctions in the social order.
18. Civil Procedure Act No. 1/2000 of 7 January 2000.

#### *Sri Lanka*

1. Shop and Office Employees (Regulation of Employment and Remuneration) Act No. 19 of 1954, as amended.
2. Wages Boards Ordinance No. 27 of 1941, as amended.
3. Companies Act No. 17 of 1982.
4. Shop and Office Employees (Regulation of Employment and Remuneration) Regulations, 1954.
5. Wages Boards Regulations, 1971.
6. Civil Procedure Code (Cap. 101), as amended.

#### *Sudan*

1. Labour Code of 21 June 1997.

#### *Suriname*

1. Government Order of 8 September 1947 to amend and supplement the provisions of the Suriname Civil Code regarding the hiring of domestic servants and workmen and related articles of the said Code and of the Suriname Code of Civil Procedure and the Suriname Bankruptcy Decree, 1935.

#### *Swaziland*

1. Employment Act, 1980.
2. Employment (Amendment) Act, 1997.

#### *Sweden*

1. Wage Guarantee Act (SFS 1992: 497), as amended.
2. Protection of Employment Act (SFS 1982: 80).

### Switzerland

1. Federal Labour Act of 13 March 1964, as amended through Federal Act of 24 March 2000.  
[http://www.admin.ch/ch/f/rs/c822\\_11.html](http://www.admin.ch/ch/f/rs/c822_11.html)
2. *Code des Obligations*, Federal Act of 30 March 1911 supplementing the Swiss Civil Code.  
<http://www.admin.ch/ch/f/rs/c220.html>
3. Federal Act of 11 April 1889 on debt recovery and bankruptcy proceedings, as last amended on 24 March 2000 (LP).  
[http://www.admin.ch/ch/f/rs/c281\\_1.html](http://www.admin.ch/ch/f/rs/c281_1.html)
4. Federal Act of 25 June 1982 on compulsory unemployment insurance and compensation in case of insolvency (LACI).
5. Federal Act of 20 December 1946 on old-age and survivor insurance (LAVS).

### *Syrian Arab Republic*

1. Act No. 91 of 5 April 1959 establishing the Labour Code, as last amended by Act No. 24 of 10 December 2000.
2. Order No. 332 of 23 June 1960 concerning the mode of payment of wages.
3. Act No. 34 of 21 December 2000 to amend the Agricultural Relations Act 1958.
4. Ministerial Instructions No. G/1/6450 of 4 September 1961 concerning minimum wage fixing.

### *Tajikistan*

1. Labour Code of 15 May 1997 (Text No. 417).
2. Act No. 550 of 10 March 1992 on bankruptcy of enterprises.
3. Civil Service Act of 13 November 1998 (Text No. 677).

### *United Republic of Tanzania*

1. Employment Ordinance (Cap. 366), as amended.
2. Zanzibar Labour Act, 1997.
3. Regulation of Wages and Terms of Employment Ordinance (Cap. 300), as amended.

### Thailand

1. Labour Protection Act B.E. 2541 of 12 February 1998.

### *Togo*

1. Ordinance No. 16 of 8 May 1974 establishing the Labour Code.
2. Decree No. 55-972 of 16 July 1955 concerning the attachment, assignment and deductions in respect of workers' wages or salaries, as amended by Decree No. 57-471 of 8 April 1957.

*Tunisia*

1. Labour Code, Act No. 66-27 of 30 April 1966, as last amended by Act No. 96-62 of 15 July 1996.

*Turkey*

1. Labour Act No. 1475 of 25 August 1971, as amended.
2. Execution and Bankruptcy Act No. 2004, as amended.

*Uganda*

1. Employment Decree (No. 4 of 1975).
2. Employment Regulations (No. 41 of 1977).
3. Bankruptcy Act (Cap. 71).
4. Companies Act (Cap. 85).
5. Social Security Act No. 21 of 1967.

*Ukraine*

1. Labour Code, as at 11 April 1994.
2. Wages Act of 24 March 1995, as amended.
3. Bankruptcy Act of 14 May 1992, as amended.
4. Decision of the Cabinet of Ministers No. 244 of 3 April 1993 regarding the list of goods prohibited as a means of payment of wages in kind.
5. Act No. 1979-111 of 21 September 2000 amending the Penal Code and the Code of Administrative Offences.

## United Arab Emirates

1. Federal Law No. 8 of 20 April 1980 to regulate employment relationships.
2. Ministerial Decree No. 1/45 of 1980 on determining ways of disposing of fines deducted from workers' wages.

## United Kingdom

1. Employment Rights Act 1996 (Chapter 18).  
<http://www.hmso.gov.uk/acts/acts1996/1996018.htm#aofs>
2. Attachment of Earnings Act 1971 (Chapter 32).
3. National Minimum Wage Act 1998 (Chapter 39).  
<http://www.hmso.gov.uk/acts/acts1998/19980039.htm#aofs>
4. Insolvency Act 1986 (Chapter 45).
5. Bankruptcy (Scotland) Act 1985 (Chapter 66).
6. Pension Schemes Act 1993 (Chapter 48).  
[http://www.hmso.gov.uk/acts/acts1993/Ukpga\\_19930048\\_en\\_1.htm#tcon](http://www.hmso.gov.uk/acts/acts1993/Ukpga_19930048_en_1.htm#tcon)
7. Social Security Administration Act 1992 (Chapter 5).  
[http://www.hmso.gov.uk/acts/acts1992/Ukpga\\_19920005\\_en\\_13.htm#mdiv161](http://www.hmso.gov.uk/acts/acts1992/Ukpga_19920005_en_13.htm#mdiv161)

8. Employment Agencies Act 1973 (Chapter 35).

#### Falkland Islands

9. Employment Protection Ordinance (No. 8 of 1989).
10. Labour (Minimum Wage) Ordinance 1942 (Cap. 35).

#### Gibraltar

11. Regulation of Wages and Conditions of Employment Ordinance (Cap. 139), as amended up to 1976.

#### Guernsey

12. Conditions of Employment (Guernsey) Act, 1985, as amended up to 1994.
13. Preferred Debts (Guernsey) Act, 1983.

#### Isle of Man

14. Employment Act 1991 as amended up to 1996.
15. Minimum Wage Act 2001.
16. Minimum Wage Regulations 2001.

#### Jersey

17. Payment of Wages (Jersey) Act 1962 as amended up to 1998.  
<http://www.jerseylegalinfo.je/Law/LawsInForce/htm>
18. Payment of Wages (Jersey) Regulations 1977.
19. Terms of Employment (Jersey) Regulations 2001.
20. Bankruptcy (Desastre) (Jersey) Act 1990, as amended up to 2000.

#### Montserrat

21. Protection of Wages Ordinance (No. 6 of 1962).

#### Virgin Islands

22. Labour Code Ordinance, 1975 (Cap. 293).

### United States

#### Federal legislation

1. Fair Labor Standards Act of 1938, as amended (29 U.S.C. 201, et seq.)  
<http://www.dol.gov/esa/regs/statutes/whd/0002.fair.pdf>
2. Code of Federal Regulations, title 29, Chapter V, Parts 516, 531, 870.  
[http://www.dol.gov/dol/allcfr/ESA/Title\\_29/Chapter\\_V.htm](http://www.dol.gov/dol/allcfr/ESA/Title_29/Chapter_V.htm)



3. Consumer Credit Protection Act, title III, restriction on garnishment (15 U.S.C. 1671, et seq.).  
<http://www.dol.gov/esa/regs/statutes/whd/garn01.pdf>

#### States

##### Alabama

4. Code of Alabama, title 25, Chapter 4.

##### Alaska

5. Alaska Statutes, title 23, Chapter 10.  
<http://www.touchngo.com/lglcntr/akstats/Statutes/Title23.htm>
6. Alaska Administrative Code, title 8, Chapter 25.  
<http://touchngo.com/lglcntr/akstats/AAC/Title08/Chapter025.htm>

##### Arizona

7. Arizona Revised Statutes, title 23, Chapter 2, article 7.  
<http://www.azleg.state.az.us/ars/23/title23.htm>

##### Arkansas

8. Arkansas Code, title 11, Chapter 4; title 16.  
[http://www.accessarkansas.org/labor/laws\\_regs/index.html](http://www.accessarkansas.org/labor/laws_regs/index.html)

##### California

9. California Labor Code, Division 2, Part 1, Chapters 1 and 2.  
<http://www.leginfo.ca.gov/cgi-bin/calawquery?codesection=lab&codebody=&hits=20>

##### Colorado

10. Colorado Revised Statutes, title 8, article 4.  
<http://www.coworkforce.com/LAB/wagelaw.pdf>

##### Connecticut

11. General Statutes of Connecticut, title 31, Chapter 558.  
<http://www.cga.state.ct.us/2001/pub/Chap558.htm>
12. Administrative Regulations, sections 31-60-3 and 31-60-12.  
<http://www.ctdol.state.ct.us/wgwkstnd/adminregs.htm>

##### Delaware

13. Delaware Code, title 19, Chapter 11, sections 1101 to 1115.  
<http://www.delcode.state.de.us/title19/chapter11.htm#TopOfPage>

##### District of Columbia

14. District of Columbia Official Code, division 5, title 32, Chapter 13.  
<http://dcode.westgroup.com/home/dccodes/default.wl>

##### Georgia

15. Georgia Code, title 34, Chapters 2 and 4 to 6.  
<http://www.state.ga.us/cgi-bin/pub/ocode/ocgsearch?number=34&format=full>

##### Hawaii

16. Hawaii Revised Statutes, Chapters 387, 388, 652.  
<http://www.capitol.hawaii.gov/site1/docs/docs.asp?press1=docs>

**Idaho**

17. Idaho Statutes, title 44, Chapters 9, 20, 24; title 45.  
<http://www3.state.id.us/idstat/TOC/44FTOC.html>

**Illinois**

18. Illinois Compiled Statutes, Chapter 820, sub-Chapter 115, sections 1 to 15.  
<http://www.legis.state.il.us/ilcs/ch820/ch820act115.htm>

**Indiana**

19. Indiana Code, title 22, article 2, Chapters 4 to 12.  
<http://www.in.gov/legislative/ic/code/title22/ar2/>

**Iowa**

20. Code of Iowa, Chapters 91 and 91A.  
<http://www.iowaworkforce.org/labor/laborecard/laws/>

**Kansas**

21. Kansas Statutes, Chapter 44, article 3, sections 312 to 327.  
<http://www.hr.state.ks.us/home-html/wagepay.htm>

**Kentucky**

22. Kentucky Revised Statutes, title 27, Chapter 337.  
<http://www.lrc.state.ky.us/KRS/337-00/CHAPTER.HTM>
23. Kentucky Administrative Regulations, title 803, Chapter 1.  
<http://www.lrc.state.ky.us/KAR/title803.htm>

**Louisiana**

24. Louisiana Revised Statutes, title 23.  
<http://www.legis.state.la.us/>

**Maine**

25. Maine Revised Statutes, title 26, Chapter 7, sections 621 to 635.  
<http://janus.state.me.us/legis/statutes/26/title26ch7sec0.html>

**Maryland**

26. Maryland Code, Labor and Employment, title 3, subtitles 4 and 5.  
<http://www.dllr.state.md.us/labor/wagepay/wpgenl.htm>

**Massachusetts**

27. General Laws of Massachusetts, title 21, Chapter 149.  
<http://www.state.ma.us/legis/laws/mgl/gl-149-toc.htm>

**Michigan**

28. Michigan Compiled Laws, Chapter 408.  
<http://michiganlegislature.org/law/mileg.asp?page=getObject&objName=mcl-chap408>

**Minnesota**

29. Minnesota Statutes, Chapter 181.  
<http://www.revisor.leg.state.mn.us/stats/181/>
30. Minnesota Rules, Chapter 5200.  
<http://www.revisor.leg.state.mn.us/arule/5200/>

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**Mississippi**

31. Mississippi Code, title 71, Chapter 1.  
<http://www.mscode.com/free/statutes/71/index.htm>

**Missouri**

32. Missouri Revised Statutes, title 18, Chapters 290 and 291.  
<http://www.moga.state.mo.us/STATUTES/C290.HTM>

**Montana**

33. Montana Code Annotated, title 39, Chapter 3.  
[http://data.opi.state.mt.us/bills/mca\\_toc/39.htm](http://data.opi.state.mt.us/bills/mca_toc/39.htm)

**Nebraska**

34. Nebraska Revised Statutes, Chapter 48, sections 224, 1201 to 1209 and 1228 to 1232; Chapter 25, section 1558.  
<http://www.dol.state.ne.us/nwd/center.cfm?PRICAT=4&SUBCAT=4G>

**Nevada**

35. Nevada Revised Statutes, title 53, Chapter 608.  
<http://www.leg.state.nv.us/NRS/NRS-608.html>

**New Hampshire**

36. Revised Statutes, title 23, Chapter 275.  
<http://www.gencourt.state.nh.us/rsa/html/indexes/275.html>

**New Jersey**

37. New Jersey Statutes Annotated, title 34, Chapter 11.  
<http://www.state.nj.us/labor/lasse/select.html>

**New Mexico**

38. New Mexico Statutes Annotated, Chapter 14, article 13; Chapter 35, article 12; Chapter 50, article 4.  
<http://198.187.128.12/newmexico/lpext.dll?f=templates&fn=fs-main.htm&2.0>

**New York**

39. New York State Consolidated Law, Chapter 31, articles 6 to 8, sections 190 to 199-a, 219, 221.  
<http://assembly.state.ny.us/leg/?cl=54>

**North Carolina**

40. North Carolina General Statutes, Chapter 95, articles 1 and 2A.  
<http://www.ncga.state.nc.us/gascripts/Statutes/StatutesTOC.pl?0095>
41. North Carolina Administrative Rules, title 13, Chapter 12.  
[http://ncrules.state.nc.us/ncadministrativ\\_/title13labor\\_/chapter12\\_/default.htm](http://ncrules.state.nc.us/ncadministrativ_/title13labor_/chapter12_/default.htm)

**North Dakota**

42. North Dakota Century Code, title 34, Chapters 1 to 6 and 14.  
<http://www.state.nd.us/lr/assembly/57-2001/cencode/CCT34.pdf>

**Ohio**

43. Ohio Revised Code, title 41, Chapters 4111, 4113.  
<http://onlinedocs.andersonpublishing.com/revisedcode/>

**Oklahoma**

44. Oklahoma Statutes, title 40.

**Oregon**

45. Oregon Revised Statutes, Chapter 652.  
<http://www.leg.state.or.us/ors/652.html>

**Pennsylvania**

46. Pennsylvania Code, title 34, Chapters 9 and 231.  
<http://www.pacode.com/secure/data/034/034toc.html>

**Rhode Island**

47. Rhode Island General Laws, title 28, Chapters 28-1, 28-6.3, 28-12, 28-14, 28-15 and 28-16.  
<http://www.rilin.state.ri.us/Statutes/TITLE28/>

**South Carolina**

48. South Carolina Code of Laws, title 41, Chapters 1, 3 and 10.  
<http://www.lpittr.state.sc.us/code/titl41.htm>

**South Dakota**

49. South Dakota Statutes, title 60, Chapters 5 and 11; title 62  
<http://legis.state.sd.us/statutes/index.cfm?FuseAction=StatutesTitleList>

**Tennessee**

50. Tennessee Code, title 50, Chapters 2 and 4.  
<http://www.tennesseeanytime.org/main/government/laws.html>

**Texas**

51. Texas Statutes, Labor Code, title 2, Chapters 52, 61 and 62.  
<http://www.capitol.state.tx.us/statutes/latoc.html>

**Utah**

52. Utah Code, title 34, Chapters 26, 28, 32 and 40.  
<http://www.le.state.ut.us/~code/TITLE34/TITLE34.htm>

**Vermont**

53. Vermont Statutes, title 21, Chapter 5.  
<http://www.leg.state.vt.us/statutes/sections.cfm?Title=21&Chapter=005>

**Virginia**

54. Code of Virginia, title 40.1, Chapter 3.  
<http://leg1.state.va.us/cgi-bin/legp504.exe?000+cod+TOC4001000>

**Washington**

55. Revised Code of Washington, title 49, Chapters 12, 46, 48, 52 and 56.  
<http://www.leg.wa.gov/rcw/index.cfm?fuseaction=title&title=49>

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56. Washington Administrative Code, title 296, Chapter 126.  
<http://www.leg.wa.gov/wac/index.cfm?fuseaction=chapterdigest&chapter=296-126>

West Virginia

57. West Virginia Code, Chapter 21, articles 5 and 5C.  
<http://www.state.wv.us/labor/wage/laws.html>

Wisconsin

58. Wisconsin Statutes, Chapter 109.  
<http://www.legis.state.wi.us/rsb/Statutes.html>

Wyoming

59. Wyoming Statutes, title 27, Chapter 4.  
<http://legisweb.state.wy.us/statutes/sub27.htm>

*Uruguay*

1. Constitution of 1967, as amended up to 8 December 1996.  
<http://www.parlamento.gub.uy/Constituciones/Const997.htm>
2. Act No. 10.449 of 12 November 1943 on wages board, as amended.
3. Act No. 14.785 of 9 May 1978 on rural workers.
4. Decree No. 462/970 of 24 September 1970.
5. Decree No. 337/092 of 17 July 1992, as amended by Decree No. 20/996 of 24 January 1996.
6. Act No. 15.319 of 30 August 1982 on social housing funds.
7. Act No. 15.611 of 10 August 1984 authorizing the creation of administrator societies of complementary pension funds with financial autonomy.
8. Act No. 11.180 of 17 December 1948 on transport cooperatives.
9. Act No. 14.518 of 10 May 1976 on milk industry cooperatives.
10. Act No. 14.621 of 28 December 1976 on social security cooperatives.
11. Act No. 3.299 of 25 June 1906 on protection of wages.
12. Act No. 15.982 of 18 October 1988 on general procedural code.
13. Act No. 9.342 of 6 April 1934 on children's code.
14. Act No. 14.188 of 5 April 1974 establishing new labour courts.
15. Act No. 917 of 23 January 1868 to issue the Civil Code, as amended.
16. Decree No. 817 of 27 May 1861 to issue the Commercial Code, as amended.
17. Act No. 15.903 of 10 November 1987 on rendering of accounts and budget balance.
18. Act No. 16.244 of 30 March 1992 on the social security bank.

*Venezuela*

1. Organic Labour Act of 27 November 1990, as amended on 19 June 1997.  
<http://www.tsj.gov.ve/legislacion/lot.html>
2. Regulations of the Organic Labour Act, Decree No. 3235 of 20 January 1999.

3. Civil Code of 26 July 1982.
4. Ministerial decision No. 2921 of 14 April 1998.

#### *Viet Nam*

1. Act of 23 June 1994 establishing the Labour Code.  
[http://www.ivietnam.com/eng/business/LAWS/labourcode/printable/English/labor\\_law/laborcode.htm](http://www.ivietnam.com/eng/business/LAWS/labourcode/printable/English/labor_law/laborcode.htm)
2. Government Decree No. 198/CP of 31 December 1994 on the implementation of a number of sections of the Labour Code with respect to labour contracts.  
<http://www.ivietnam.com/eng/business/LAWS/labourcode/printable/English/regulations/decreel98.htm>
3. Government Decree No. 38/CP of 25 June 1996 on administrative penalties for labour offences.  
<http://www.ivietnam.com/eng/business/LAWS/labourcode/printable/English/regulations/decreel38.htm>
4. Government Decree No. 197/CP of 31 December 1994 on the implementation of a number of sections of the Labour Code with respect to wages.  
<http://www.ivietnam.com/eng/business/LAWS/labourcode/printable/English/regulations/decreel97.htm>

#### *Yemen*

1. Labour Code, Act No. 5 of 1995.
2. Act No. 25 of 1997 amending certain provisions of the Presidential Order to promulgate the Labour Code No. 5 of 1995.

#### *Zambia*

1. Employment Act No. 57 of 1965, as amended up to 1989.
2. Preferential Claims in Bankruptcy Act No. 9 of 1995.
3. Companies Act, as amended last by Act No. 6 of 1995.
4. Maintenance Orders Act (Cap. 219).

#### *Zimbabwe*

1. Labour Relations Act (Chapter 28:01).
2. Insolvency Act (Chapter 303).
3. Collective Bargaining Agreement: Engineering and Iron and Steel Industry, Statutory Instrument 282 of 1990.
4. Collective Bargaining Agreement: Food and Allied Industries (Baking Industry Subsector), Statutory Instrument 216 of 2001.
5. Collective Bargaining Agreement: Cotton Industry, Statutory Instrument 243 of 2001.

## APPENDIX III

### MAIN PROVISIONS OF THE INSTRUMENTS ON PROTECTION OF WAGES

#### **Convention No. 95**

#### **Convention concerning the Protection of Wages**

The General Conference of the International Labour Organisation,  
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-second Session on 8 June 1949, and  
Having decided upon the adoption of certain proposals concerning the protection of wages, which is the seventh item on the agenda of the session, and  
Having determined that these proposals shall take the form of an international Convention,

adopts this first day of July of the year one thousand nine hundred and forty-nine the following Convention, which may be cited as the Protection of Wages Convention, 1949:

#### *Article 1*

In this Convention, the term “wages” means remuneration or earnings, however designated or calculated, capable of being expressed in terms of money and fixed by mutual agreement or by national laws or regulations, which are payable in virtue of a written or unwritten contract of employment by an employer to an employed person for work done or to be done or for services rendered or to be rendered.

#### *Article 2*

1. This Convention applies to all persons to whom wages are paid or payable.
2. The competent authority may, after consultation with the organisations of employers and employed persons directly concerned, if such exist, exclude from the application of all or any of the provisions of the Convention categories of persons whose circumstances and conditions of employment are such that the application to them of all or any of the said provisions would be inappropriate and who are not employed in manual labour or are employed in domestic service or work similar thereto.
3. Each Member shall indicate in its first annual report upon the application of this Convention submitted under article 22 of the Constitution of the International Labour Organisation any categories of persons which it proposes to exclude from the application of all or any of the provisions of the Convention in accordance with the provisions of the

preceding paragraph; no Member shall, after the date of its first annual report, make exclusions except in respect of categories of persons so indicated.

4. Each Member having indicated in its first annual report categories of persons which it proposes to exclude from the application of all or any of the provisions of the Convention shall indicate in subsequent annual reports any categories of persons in respect of which it renounces the right to have recourse to the provisions of paragraph 2 of this Article and any progress which may have been made with a view to the application of the Convention to such categories of persons.

#### *Article 3*

1. Wages payable in money shall be paid only in legal tender, and payment in the form of promissory notes, vouchers or coupons, or in any other form alleged to represent legal tender, shall be prohibited.

2. The competent authority may permit or prescribe the payment of wages by bank cheque or postal cheque or money order in cases in which payment in this manner is customary or is necessary because of special circumstances, or where a collective agreement or arbitration award so provides, or, where not so provided, with the consent of the worker concerned.

#### *Article 4*

1. National laws or regulations, collective agreements or arbitration awards may authorise the partial payment of wages in the form of allowances in kind in industries or occupations in which payment in the form of such allowances is customary or desirable because of the nature of the industry or occupation concerned; the payment of wages in the form of liquor of high alcoholic content or of noxious drugs shall not be permitted in any circumstances.

2. In cases in which partial payment of wages in the form of allowances in kind is authorised, appropriate measures shall be taken to ensure that –

- (a) such allowances are appropriate for the personal use and benefit of the worker and his family; and
- (b) the value attributed to such allowances is fair and reasonable.

#### *Article 5*

Wages shall be paid directly to the worker concerned except as may be otherwise provided by national laws or regulations, collective agreement or arbitration award or where the worker concerned has agreed to the contrary.

#### *Article 6*

Employers shall be prohibited from limiting in any manner the freedom of the worker to dispose of his wages.

#### *Article 7*

1. Where works stores for the sale of commodities to the workers are established or services are operated in connection with an undertaking, the workers concerned shall be free from any coercion to make use of such stores or services.



2. Where access to other stores or services is not possible, the competent authority shall take appropriate measures with the object of ensuring that goods are sold and services provided at fair and reasonable prices, or that stores established and services operated by the employer are not operated for the purpose of securing a profit but for the benefit of the workers concerned.

#### *Article 8*

1. Deductions from wages shall be permitted only under conditions and to the extent prescribed by national laws or regulations or fixed by collective agreement or arbitration award.

2. Workers shall be informed, in the manner deemed most appropriate by the competent authority, of the conditions under which and the extent to which such deductions may be made.

#### *Article 9*

Any deduction from wages with a view to ensuring a direct or indirect payment for the purpose of obtaining or retaining employment, made by a worker to an employer or his representative or to any intermediary (such as a labour contractor or recruiter), shall be prohibited.

#### *Article 10*

1. Wages may be attached or assigned only in a manner and within limits prescribed by national laws or regulations.

2. Wages shall be protected against attachment or assignment to the extent deemed necessary for the maintenance of the worker and his family.

#### *Article 11*

1. In the event of the bankruptcy or judicial liquidation of an undertaking, the workers employed therein shall be treated as privileged creditors either as regards wages due to them for service rendered during such a period prior to the bankruptcy or judicial liquidation as may be prescribed by national laws or regulations, or as regards wages up to a prescribed amount as may be determined by national laws or regulations.

2. Wages constituting a privileged debt shall be paid in full before ordinary creditors may establish any claim to a share of the assets.

3. The relative priority of wages constituting a privileged debt and other privileged debts shall be determined by national laws or regulations.

#### *Article 12*

1. Wages shall be paid regularly. Except where other appropriate arrangements exist which ensure the payment of wages at regular intervals, the intervals for the payment of wages shall be prescribed by national laws or regulations or fixed by collective agreement or arbitration award.

2. Upon the termination of a contract of employment, a final settlement of all wages due shall be effected in accordance with national laws or regulations, collective agreement or arbitration award or, in the absence of any applicable law, regulation,

agreement or award, within a reasonable period of time having regard to the terms of the contract.

### *Article 13*

1. The payment of wages where made in cash shall be made on working days only and at or near the workplace, except as may be otherwise provided by national laws or regulations, collective agreement or arbitration award, or where other arrangements known to the workers concerned are considered more appropriate.

2. Payment of wages in taverns or other similar establishments and, where necessary to prevent abuse, in shops or stores for the retail sale of merchandise and in places of amusement shall be prohibited except in the case of persons employed therein.

### *Article 14*

Where necessary, effective measures shall be taken to ensure that workers are informed, in an appropriate and easily understandable manner –

- (a) before they enter employment and when any changes take place, of the conditions in respect of wages under which they are employed; and
- (b) at the time of each payment of wages, of the particulars of their wages for the pay period concerned, in so far as such particulars may be subject to change.

### *Article 15*

The laws or regulations giving effect to the provisions of this Convention shall –

- (a) be made available for the information of persons concerned;
- (b) define the persons responsible for compliance therewith;
- (c) prescribe adequate penalties or other appropriate remedies for any violation thereof;
- (d) provide for the maintenance, in all appropriate cases, of adequate records in an approved form and manner.

[...]

## **Recommendation No. 85**

### **Recommendation concerning the Protection of Wages**

The General Conference of the International Labour Organisation,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-second Session on 8 June 1949, and

Having decided upon the adoption of certain proposals concerning the protection of wages, which is the seventh item on the agenda of the session, and

Having decided that these proposals shall take the form of a Recommendation supplementing the Protection of Wages Convention, 1949,

adopts this first day of July of the year one thousand nine hundred and forty-nine the following Recommendation, which may be cited as the Protection of Wages Recommendation, 1949:

The Conference recommends that each Member should apply the following provisions as rapidly as national conditions allow and report to the International Labour Office as requested by the Governing Body concerning the measures taken to give effect thereto.

## I. DEDUCTIONS FROM WAGES

1. All necessary measures should be taken to limit deductions from wages to the extent deemed to be necessary to safeguard the maintenance of the worker and his family.

2. (1) Deductions from wages for the reimbursement of loss of or damage to the products, goods or installations of the employer should be authorised only when loss or damage has been caused for which the worker concerned can be clearly shown to be responsible.

(2) The amount of such deductions should be fair and should not exceed the actual amount of the loss or damage.

(3) Before a decision to make such a deduction is taken, the worker concerned should be given a reasonable opportunity to show cause why the deduction should not be made.

3. Appropriate measures should be taken to limit deductions from wages in respect of tools, materials or equipment supplied by the employer to cases in which such deductions –

- (a) are a recognised custom of the trade or occupation concerned; or
- (b) are provided for by collective agreement or arbitration award; or
- (c) are otherwise authorised by a procedure recognised by national laws or regulations.

## II. PERIODICITY OF WAGE PAYMENTS

4. The maximum intervals for the payment of wages should ensure that wages are paid –

- (a) not less often than twice a month at intervals not exceeding sixteen days in the case of workers whose wages are calculated by the hour, day or week; and
- (b) not less often than once a month in the case of employed persons whose remuneration is fixed on a monthly or annual basis.

5. (1) In the case of workers whose wages are calculated on a piece-work or output basis, the maximum intervals for the payment of wages should, so far as possible, be so fixed as to ensure that wages are paid not less often than twice a month at intervals not exceeding sixteen days.

(2) In the case of workers employed to perform a task the completion of which requires more than a fortnight, and in respect of whom intervals for the payment of wages are not otherwise fixed by collective agreement or arbitration award, appropriate measures should be taken to ensure –

- (a) that payments are made on account, not less often than twice a month at intervals not exceeding sixteen days, in proportion to the amount of work completed; and
- (b) that final settlement is made within a fortnight of the completion of the task.

### III. NOTIFICATION TO WORKERS OF WAGE CONDITIONS

6. The details of the wages conditions which should be brought to the knowledge of the workers should include, wherever appropriate, particulars concerning –

- (a) the rates of wages payable;
- (b) the method of calculation;
- (c) the periodicity of wage payments;
- (d) the place of payment; and
- (e) the conditions under which deductions may be made.

### IV. WAGES STATEMENTS AND PAYROLL RECORDS

7. In all appropriate cases, workers should be informed, with each payment of wages, of the following particulars relating to the pay period concerned, in so far as such particulars may be subject to change:

- (a) the gross amount of wages earned;
- (b) any deduction which may have been made, including the reasons therefor and the amount thereof; and
- (c) the net amount of wages due.

8. Employers should be required in appropriate cases to maintain records showing, in respect of each worker employed, the particulars specified in the preceding Paragraph.

### V. ASSOCIATION OF WORKERS IN THE ADMINISTRATION OF WORKS STORES

9. Appropriate measures should be taken to encourage arrangements for the association of representatives of the workers concerned, and more particularly members of works welfare committees or similar bodies where such bodies exist, in the general administration of works stores or similar services established in connection with an undertaking for the sale of commodities or provision of services to the workers thereof.