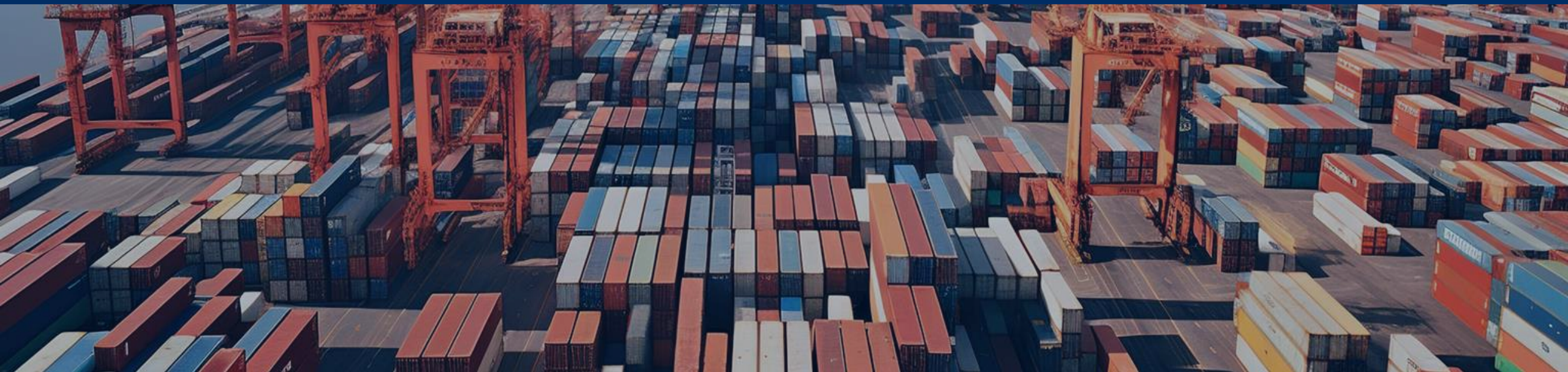


Document de formation pour les fournisseurs – Respect des droits de l'homme

Novembre 2023



BERTELSMANN

Respecter les droits de l'homme grâce à la coopération



Les partenaires commerciaux de Bertelsmann s'engagent à respecter les droits de l'homme



La loi interdit à Bertelsmann d'entretenir des relations avec des fournisseurs qui ne respectent pas les droits de l'homme, sous peine d'amendes et de sanctions

Lien vers le texte de loi : [Supply Chain Act \(EN\)](#)



Les fournisseurs doivent soutenir et participer au respect des droits de l'homme dans leurs propres activités et dans la chaîne d'approvisionnement. Pour cela, ils doivent s'appuyer sur les informations suivantes :

Protéger les droits de l'homme au sein de la chaîne d'approvisionnement

Interdiction du travail des enfants

De façon générale, les enfants ne peuvent pas être employés s'ils sont encore en âge de scolarité obligatoire selon la législation du pays concerné ou s'ils n'ont pas encore atteint l'âge de 14 ans. Il ne peut en être autrement que si la loi du pays concerné en dispose différemment, conformément à la convention n° 138 de l'OIT. Vous trouverez un aperçu de l'âge minimum applicable en annexe de cette présentation.

[ILO Convention No. 138](#)

Les activités qui, en raison de leur nature ou des conditions dans lesquelles elles s'exercent, sont susceptibles d'être dangereuses pour la vie, la santé ou la moralité des jeunes ne peuvent être exercées par des enfants ou des adolescents de moins de 18 ans.

[ILO Convention No. 182](#)

Interdiction du travail forcé et de l'esclavage

Tout travail imposé à une personne sous peine de sanction et pour lequel elle ne s'est pas portée volontaire est interdit.

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

Sécurité au travail

Les normes de sécurité requises pour la mise à disposition et l'entretien du lieu de travail, du poste de travail et des équipements de travail doivent être respectées. Des mesures de protection et des mesures appropriées doivent être prises pour éviter une fatigue physique et mentale trop importante, notamment par le biais des pauses et des heures de travail. Vous trouverez un aperçu des heures de travail maximales autorisées par la loi en annexe de cette présentation.

[ILO Convention No. 155](#)

Liberté d'association

Le droit des travailleurs de se syndiquer et d'adhérer librement à des syndicats ainsi que d'exercer leur activité conformément à la législation du pays concerné ne doit pas être entravé.

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

Protéger les droits de l'homme au sein de la chaîne d'approvisionnement

Interdiction de la discrimination

Les différences de traitement fondées sur l'origine nationale, sociale ou ethnique, l'état de santé, le sexe, la grossesse ou la parentalité, l'état civil, l'âge, le handicap, la religion ou les convictions, les opinions politiques, l'orientation sexuelle ou l'identité de genre sont interdites, sauf si elles sont justifiées par les exigences de l'emploi. Cela vaut en particulier pour la détermination des salaires.

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

Salaire approprié

La privation d'un salaire décent. Le calcul d'un salaire raisonnable doit au moins tenir compte des salaires minimaux fixés par la législation applicable. Vous trouverez un aperçu des salaires minimaux applicables en annexe de cette présentation.

[Statistics on wages - ILOSTAT](#)

Interdiction de détruire les bases naturelles de la vie

Les impacts environnementaux qui ont un effet négatif sur la production de nourriture, l'accès à l'eau potable ou aux installations sanitaires ou sur la santé des personnes sont interdits. Cela recouvre notamment la pollution des sols, de l'eau et de l'air, ainsi que les émissions sonores nocives et la consommation excessive d'eau, dans la mesure où la base de la production alimentaire, l'accès à l'eau potable ou aux installations sanitaires est perturbé ou la santé d'une personne est affectée.

Interdiction des violations illégales des droits fonciers

L'expulsion illégale ou la privation de terres, de forêts ou d'eaux dont l'exploitation assure la subsistance d'une personne est interdite.

Pour la santé humaine : protéger l'environnement

Convention de Minamata

sur le mercure

Convention de Stockholm

sur les polluants organiques persistants

Convention de Bâle

sur le contrôle des mouvements transfrontaliers de déchets dangereux et de leur élimination

- L'interdiction de fabriquer des produits contenant du mercure conformément à la **convention de Minamata**
- L'interdiction d'utiliser du mercure et des composés du mercure dans les procédés de fabrication conformément à la convention de Minamata, à compter de la date d'élimination progressive fixée par la convention pour les produits et procédés concernés
- L'interdiction de traiter les déchets contenant du mercure en violation des dispositions de la convention de Minamata

- L'interdiction de produire et d'utiliser des produits chimiques en vertu de la **convention de Stockholm** sur les polluants organiques persistants (Convention POP)
- L'interdiction de manipuler, de collecter, de stocker et d'éliminer les déchets d'une manière non écologique, conformément aux règles en vigueur dans la juridiction en vigueur, en application de la convention sur les POP

- L'interdiction d'exporter des déchets dangereux conformément à la **convention de Bâle** sur le contrôle des mouvements transfrontaliers de déchets dangereux et de leur élimination

Outils et ressources

Les sources suivantes vous donneront des informations et vous aideront à mettre en place des mesures de respect des droits de l'homme :

| | |
|--|---|
| Déclaration universelle des droits de l'homme | OHCHR Universal Declaration of Human Rights – English (EN) |
| Pacte mondial des Nations unies (ONU) | Site Internet UN Global Compact (EN) |
| Principes directeurs des Nations Unies relatifs aux entreprises et aux droits de l'homme | guidingprinciplesbusinesshr_en.pdf (ohchr.org) (EN) |
| Normes Libres et égaux des Nations unies | UN Free & Equal Global Business Standards (unfe.org) (EN) |
| Principes directeurs de l'Organisation de coopération et de développement économiques (OCDE) à l'intention des entreprises multinationales | OECD Guidelines for Multinational Enterprises on Responsible Business Conduct READ online (oecd-ilibrary.org) (EN) |
| Pacte international du 19 décembre 1966 relatif aux droits civils et politiques et aux droits économiques, sociaux et culturels et normes fondamentales du travail de l'Organisation internationale du travail (OIT) | International Covenant on Economic, Social and Cultural Rights OHCHR (EN) Conventions and Recommendations (ilo.org) (EN) |



Vos obligations en tant que fournisseur

Il est nécessaire d'intégrer des mesures pour lutter contre les violations des droits de l'homme dans votre entreprise et chez vos fournisseurs

Ces mesures recouvrent notamment :

- ✓ **Des formations**
- ✓ **Un code de conduite**
- ✓ **La mise en place d'un canal de signalement** : il est essentiel de mettre en place un canal de signalement fiable pour empêcher les violations des droits de l'homme au sein de l'entreprise. Il convient également de garantir aux personnes qui utilisent ces canaux qu'elles seront protégées contre les représailles.

Si vous ne disposez pas d'un canal de signalement fiable et que vous n'avez pas les ressources pour le faire, veuillez utiliser le système SpeakUp de Bertelsmann et en parler à vos collaborateurs.

Le système SpeakUp de Bertelsmann est disponible en plusieurs langues à l'adresse suivante :

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

Annexe

Vous trouverez ci-dessous des tableaux et des aperçus des données de référence comme le salaire minimum, l'âge minimum et les heures de travail autorisées dans les différents pays :

**Merci pour votre
contribution !**

| 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 | | | | | | |

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|---|-------------|---------|--------------------------------------|----------------|--------|-----------------|--|---|---|
| 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 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 |
| 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 | | | | | | |
| South Africa | 15 years | | In Force | (SBD) | 1664 | 198,8167 | | | |
| South Sudan | 14 years | | In Force | (ZAR) | 4058.2 | 213,7539 | | | |
| 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 | | | | | | |