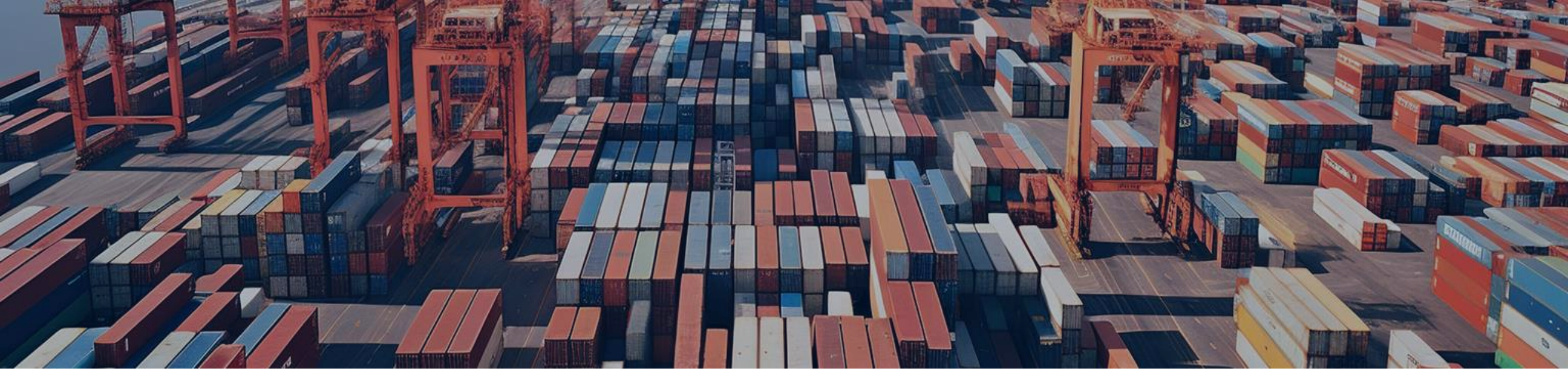


# Tedarikçiler için eğitim dokümanı - İnsan haklarına uygunluk

Son güncelleme 2023



# İnsan hakları için birlikte çalışma

---



Bertelsmann'ın iş ortakları insan haklarına saygı göstermeyi taahhüt eder



Bertelsmann'ın insan haklarını ihlal eden tedarikçilerle iş ilişkileri yürütmesi kanunen yasaktır ve aksi durumda idari yaptırımlar ve para cezası riski vardır

İlgili yasanın bağlantısı: [Supply Chain Act \(Tedarik Zinciri Yasası - İngilizce\)](#)



Tedarikçiler, kendi işletmelerinde ve tedarik zincirinde insan haklarına uyulmasını desteklemeli ve bu konuda işbirliği yapmalıdır. Bunun için aşağıdaki temel konuların bilinmesi şarttır:

# Tedarik zincirinde insan haklarının korunması

## Çocuk işçi çalıştırma yasağı

Çocuklar, çalıştıkları yerin yasalarına göre zorunlu eğitim çağında iseler veya henüz 14 yaşını doldurmamışlarsa çalıştırılmazlar. İstihdam yerinin yasası uyarınca farklı bir düzenleme, ancak 138 sayılı ILO Sözleşmesi ile uyumlu olması şartıyla uygulanabilir. Geçerli yaş sınırlamalarına ilişkin bir genel bakışı bu sunumun ekinde bulabilirsiniz.

[ILO Convention No. 138](#)

Nitelikleri veya ortam koşulları nedeniyle gençlerin yaşamı, sağlığı veya ahlaki için tehlikeli olabilecek işlerin 18 yaşın altındaki çocuklar veya gençler tarafından yapılması yasaktır.

[ILO Convention No. 182](#)

## Zorla çalıştırma ve kölelik yasağı

Bir kişiye ceza tehdidi altında yaptırılan, kişinin gönüllü olarak yapmayı kabul etmediği her türlü iş yasaktır.

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

## İş güvenliği

İş yerinin, çalışma alanının ve iş ekipmanının hazır edilmesi ve bakımı için gerekli güvenlik standartlarının yerine getirilmesi şarttır. Molalar ve çalışma saatleri aracılığıyla aşırı fiziksel ve zihinsel yorgunluğu önlemek için uygun koruyucu önlemler ve tedbirler alınmalıdır. Yasaların izin verdiği azami çalışma saatlerine bir genel bakışı bu sunumun ekinde bulabilirsiniz.

[ILO Convention No. 155](#)

## Örgütlenme özgürlüğü

Çalışanların serbestçe örgütlenme ve sendikalara katılma ve ilgili istihdam yerinin yasalarına uygun olarak serbestçe faaliyet gösterme hakkı engellenmemelidir.

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

# Tedarik zincirinde insan haklarının korunması

## Ayrımcılık yasağı

Ulusal, sosyal veya etnik köken, sağlık durumu, cinsiyet, hamilelik veya ebeveynlik, medeni hal, yaş, engellilik, din veya inanç, siyasi görüş, cinsel yönelim veya cinsiyet kimliği temelinde eşit olmayan muamele, istihdamın gereklilikleri nedeniyle haklı bulunmadığı sürece yasaktır. Bu durum özellikle ücretin belirlenmesi için geçerlidir.

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

## Makul ücret

Çalışanlar uygun bir ücretten mahrum bırakılmamalıdır. Uygun bir ücret hesaplanırken, en azından yürürlükteki yasalarca öngörülen asgari ücretlere uyulmalıdır. Geçerli asgari ücretlere ilişkin bir genel bakışı bu sunumun ekinde bulabilirsiniz.

[Statistics on wages - ILOSTAT](#)

## Doğal kaynakların tahrip edilmesi yasağı

Gıda üretimini, içme suyuna veya sıhhi tesislere erişimi veya insan sağlığını olumsuz etkileyen çevresel etkiler yaratmak yasaktır. Bunlara toprağın, suyun, havanın kirlenmesi ve zararlı gürültü emisyonlarının yanı sıra, gıda üretimini, içme suyuna veya sıhhi tesislere erişimi kesintiye uğratması veya bir kişinin sağlığına zarar vermesine yol açması durumunda aşırı su tüketimi de dahildir.

## Arazi haklarının hukuka aykırı biçimde ihlal edilmesi yasağı

Bir kişinin geçimini sağlayan arazinin, ormanların veya suların hukuka aykırı olarak tahliye edilmesi veya kişinin bunlardan mahrum bırakılması yasaktır.

# İnsan sağlığı için: Çevrenin korunması

## Minamata Sözleşmesi

cıvaya ilişkin sözleşme

## Stockholm Sözleşmesi

kalıcı organik kirleticilere ilişkin sözleşme

## Basel Sözleşmesi

tehlikeli atıkların sınırlar ötesi taşınması ve bertaraf edilmesinin kontrolüne ilişkin sözleşme

- **Minamata Sözleşmesi** uyarınca cıva katkılı ürünlerin üretiminin yasaklanması
- Minamata Sözleşmesi'nde tanımlanan üretim süreçlerinde cıva ve cıva bileşiklerinin kullanımının, sözleşmede ilgili ürün ve süreçler için belirtilen aşamalı olarak kullanımdan kaldırma tarihinden itibaren yasaklanması
- Minamata Sözleşmesi hükümlerine aykırı olarak cıva atıklarının işlenmesinin yasaklanması

- Kalıcı organik kirleticilere (KOK) ilişkin **Stockholm Sözleşmesi** kapsamında kimyasalların üretim ve kullanımının yasaklanması
- KOK Sözleşmesi hükümleri uyarınca yürürlükteki yasalarda geçerli olan düzenlemelere aykırı biçimde atıkların çevreye zarar verecek şekilde taşınması, toplanması, depolanması ve bertaraf edilmesinin yasaklanması

- Tehlikeli atıkların sınırlar ötesi taşınması ve bertaraf edilmesinin kontrolüne ilişkin **Basel Sözleşmesi** kapsamında tehlikeli atık ihracatının yasaklanması



# Yardımcı araçlar ve kaynaklar

Aşağıdaki kaynaklar, insan haklarına uygunluk tedbirlerinin uygulanmasında size bilgi ve yardım sağlayacaktır:

İnsan Hakları Evrensel Beyannamesi	<a href="#">OHCHR   Universal Declaration of Human Rights – English (İngilizce)</a>
Birleşmiş Milletler (BM) Küresel İlkeler Sözleşmesi	<a href="#">Web sitesi   UN Global Compact (İngilizce)</a>
BM İş Dünyası ve İnsan Hakları Rehber İlkeleri	<a href="#">guidingprinciplesbusinesshr_en.pdf (ohchr.org) (İngilizce)</a>
BM'nin Özgürlük ve Eşitlik Standartları	<a href="#">UN Free &amp; Equal   Global Business Standards (unfe.org) (İngilizce)</a>
Ekonomik İşbirliği ve Kalkınma Teşkilatı (OECD) Çok Uluslu Şirketler için Kılavuz İlkeler	<a href="#">OECD Guidelines for Multinational Enterprises on Responsible Business Conduct   READ online (oecd-ilibrary.org) (İngilizce)</a>
Medeni ve siyasi haklar ile ekonomik, sosyal ve kültürel haklara ilişkin 19 Aralık 1966 tarihli Uluslararası Sözleşme ve Uluslararası Çalışma Örgütü'nün (ILO) temel çalışma standartları	<a href="#">International Covenant on Economic, Social and Cultural Rights   OHCHR (İngilizce)</a> <a href="#">Conventions and Recommendations (ilo.org) (İngilizce)</a>



# Tedarikçi olarak yükümlülükleriniz

---

**Şirketinizde ve tedarikçilerinizde insan hakları ihlallerini önlemeye yönelik tedbirlerin entegre edilmesi şarttır**

**Bu özellikle şunları kapsar:**

- ✓ **Eğitimler**
- ✓ **Davranış kuralları**
- ✓ **Bir şikayet kanalının kurulması:** İnsan hakları ihlallerinin bildirilebileceği güvenilir bir şikayet kanalının kurulması, şirket içinde insan hakları ihlallerinin önlenmesi için çok önemlidir. Bu kanalların kullanılması durumunda misillemelere karşı koruma da garanti altına alınmalıdır.

Güvenilir bir şikayet kanalınız yoksa ve bunu yapacak kaynaklara sahip değilseniz, lütfen Bertelsmann SpeakUp sisteminden yararlanın ve çalışanlarınızı bu sistemin kullanımı konusunda bilgilendirin.

Bertelsmann SpeakUp sistemine çeşitli dillerde şu adresten erişilebilir:

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

# Ek

---

Aşağıda, ülkelere göre asgari ücretler, asgari yaş ve izin verilen çalışma süreleri gibi en temel verilerin tablolarını ve genel görünümünü bulabilirsiniz:



**Katılımınız için teşekkür ederiz!**

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*	<b>*Weekly working time:</b> 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.	<b>No guarantee:</b> 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			<b>No guarantee:</b> 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.	<b>No guarantee:</b> 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		<b>No guarantee:</b> 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.	<b>No guarantee:</b> 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		<b>No guarantee:</b> 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		<b>No guarantee:</b> All independent trade unions were dissolved in March 2018. The authorities refused to register independent trade unions in several sectors in 2023. Strikes are systematically repressed.
El Salvador	14 years		In Force						
Equatorial Guinea	14 years		In Force	(GNF)	117304	12,5511			
Eritrea	14 years		In Force						

ILO Convention Nr. 138 - Minimum Ages for Child Labor			Statutory nominal gross minimum wage				Maximum working hours		Coalitions
Country	Minimum Age	Comment	Note	Local currency	Value	Value in \$ USD	Maximum working hours	Comments (working hours)	Prohibition or no guarantee of coalitions
Estonia	15 years		In Force	(EUR)	725	775,75	(-)/day and 48/week* and 52/week**	*48/week within a calculation period of four months. In individual occupational groups, the calculation period may be extended up to 12 months by collective agreement. **52/week: if the contracting parties agree and within a calculation period of four months. Exceptions are possible if provided for by law. In individual cases, they may be regulated by collective agreement.	
Eswatini	15 years		In Force	(ZAR)	420	22,1383			<b>Prohibition:</b> 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			<b>No guarantee:</b> 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			<b>No guarantee:</b> 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			<b>No guarantee:</b> 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			<b>No guarantee:</b> 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*	<b>*Calculation period:</b> 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						<b>No guarantee:</b> 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*	<b>**Daily working time:</b> 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	<b>*12/day</b> 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						<b>No guarantee:</b> 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									<b>Prohibition:</b> 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			<b>No guarantee:</b> 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*	<b>*Working time per week:</b> 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			<b>Prohibition:</b> 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*	<b>*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.</b>	
Russian Federation	16 years		In Force	(RUB)	15279	158,9378			<b>No guarantee:</b> 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			<b>Prohibition:</b> 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	(ZAR)	4058.2	213,7539			
South Sudan	14 years		In Force						
Spain	16 years		In Force	(EUR)	1260	1348,2	9/day and 40/week	<b>General:</b> 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						
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			<b>No guarantee:</b> 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		<b>No guarantee:</b> 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. <b>NOTE: During martial law, 60/week applies to workers in critical infrastructure facilities.</b>	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						<b>Prohibition:</b> 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						