

<b>Introduction</b>	Union membership is relatively low (14%) and tends to be in former State owned companies. Approx. 40% labour force covered by collective agreements.	
<b>Minimum wage</b>	Statutory minimum wage negotiated by Tripartite Commission annually.	
<b>Discrimination</b>	Legislation covers sex, race, religion, disability, age, sexual orientation, part time employment, trade union membership, nationality.	
<b>Hours of work</b>	<p>Normal working week 40 hours            Max. average hours/week - 48 hours            Reference period max. 4 months.</p> <p>Night work payment premium 20% min.</p>	
<b>Overtime</b>	<i>Statutory limits</i>	
	<i>Annual limits</i>	150 hrs/employee unless provided otherwise by contract or collective agreement
	<i>Payment</i>	1.5x minimum 2x Sundays, public holidays, nights. 2x hours exceeding ave. weekly norm.
<b>Holidays</b>	<i>Statutory entitlement</i>	20 days p.a. < 10yrs. work* 26 days p.a. > 10yrs. work *Work includes education time.
	<i>Public holidays</i>	12 days p.a. including 2 Sundays.
	<i>Payment</i>	Average earnings
<b>Maternity</b>	<i>Statutory leave</i>	16 weeks first child, 18 weeks subsequent.
	<i>Multiple births and/or single women</i>	Up to 26 weeks
	<i>Adoption leave</i>	16 weeks under 1 yr, 8 weeks over 1 yr.
	<i>Payment</i>	Paid by state at average earnings.