
Sancroft

NHS Supply Chain Country Profile: China

May 2016

China – Labour Standards and Ethical Trade Profile



Population	1,367,485,388 ¹
Main Religion	Buddhist (18.2%), Christian (5.1%), Muslim (1.8%), folk religion (21.9%), Hindu (0.1%), Jewish (0.1%), other (0.7%) unaffiliated (52.2%)
Minimum working age	16 years old* ²
Minimum wage (per hour per month)	<p>China does not set on minimum wage for the entire nation. Instead, each province, city or other administrative unit sets its own minimum wage according to its local economic conditions.</p> <p>Ranges from 8 – 18.5 RMB Per Hour US\$1.22 – 2.81 Per Hour Ranges from 850 – 2030 RMB Per Month³ US\$129.1 – 308.35 Per Month</p> <p>A map of the different minimum wages can be viewed here: http://www.clb.org.hk/content/wages-and-employment Wages for every region can be found here: http://www.wageindicator.org/main/salary/minimum-wage/china-custom</p>
Maximum working hours	8 hours a day, 40 hours a week ⁴⁵ Overtime work in excess of three hours per day or 36 hours per month is prohibited ⁶
Working week	Monday to Friday ⁷
Main exports	Electrical machinery (20.9%), telecommunication equipment (13.0%), petroleum and petroleum products (9.6%), metaliferous ores and scrap (6.6%), clothing and apparel (7.6%) and professional instruments (4.8%) ⁸

*The law prohibits the employment of children under the age of 16. It refers to workers between the ages of 16 and 18 as “juvenile workers” and prohibits them from engaging in certain forms of dangerous work, including in mines

Context

Politics

The People's Republic of China (PRC) was founded in 1949 after the Communist Party defeated the nationalist Kuomintang. China was governed under the rigid authoritarian socialism of founder Mao Zedong until Deng Xiaoping came to power in the late 1970s whereupon China reformed its economy along partly capitalist lines. Xi Jinping came to power in 2012-13 and is expected to lead China for the next decade. Since taking over Xi Jinping has concentrated power in his hands. His leadership style has been interpreted as a marked departure from the system of collective leadership adopted by Deng Xiaoping, Jiang Zemin and Hu Jintao. Commentators have observed that Mr Xi appears intent on presenting a modern face to China and the world; sending a clear message that the country is not just ruled by a faceless party⁹. The main themes of Xi Jinping's leadership have been economic reform to boost market forces, as well as an anti-corruption campaign. Mr Xi's apparent rejection of Western ideas of constitutional democracy and human rights as models for China has garnered attention, and his government has moved to silence voices critical of one-party rule, especially on social media. In its World Report 2015, Human Rights Watch commented that "Under President Xi, China is rapidly retreating from rights reforms and the Party's promise to 'govern the country according to law'.... repression of critics is the worst in a decade".

Economics

Following market reforms in 1978, China has shifted from a centrally-planned to a market-based economy. With GDP sustaining a growth rate average of nearly 10% a year, China represents the fastest sustained expansion by a major economy in history¹⁰. In terms of the composition of China's GDP, it is dominated by industry and services with agriculture contributing the least. China recently became the second largest economy and is increasingly playing an important role in the global economy¹¹. China is a global hub for manufacturing, and is the largest manufacturing economy in the world as well as the largest exporter of goods in the world. Its major exports include electrical and other machinery, including data processing equipment, apparel, textiles, iron and steel, optical and medical equipment. China is also the world's fastest growing consumer market and second largest importer of goods in the world.

Its rapid economic development has been mirrored socially; more than 800 million Chinese have been lifted out of poverty. China reached all the Millennium Development Goals (MDGs) by 2015, and made a major contribution to the achievement of the MDGs globally. However, the country's rapid economic ascendance has brought challenges, including high inequality. China's per capita income for instance remains a fraction of that in advanced countries, and according to China's current poverty standard there were 70.17 million poor in rural areas in 2014. Other challenges include rapid urbanisation; challenges to environmental sustainability; external imbalances and demographic pressures. China's 12th Five-Year Plan (2011-2015) and the newly approved 13th Five-Year Plan (2016-2020) seek to address these issues. The annual growth target in the 12th Five-Year Plan was 7 percent and the growth target in the 13th Five-Year Plan is 6.5 percent, reflecting greater focus on quality of growth. In 2015 China's growth rate was 6.9%. It is projected to be 6.7 and 6.5% for 2016 and 2017 respectively.

For the latter part of 2015 and continuing into 2016, China's economy has slowed substantially. New fears about the health of China's economy were sparked by figures showing that both exports and imports fell more than expected in April 2016. This marked the 18th consecutive monthly decline, suggesting that domestic demand remains weak despite a rise in infrastructure spending¹². There is a degree of uncertainty regarding China's economic trajectory, and how this will play out across global markets. Analysts have also elevated signs of a weakening economy, including growing debt and disparity between supply and demand¹³.

Demographic

China is the world's most populous country. Curbing excessive population growth became a priority in the formulation of population related policies, the most effective (and controversial) being China's One Child Policy, introduced in 1979. Whilst successfully slowing growth, this policy has also produced a number of demographic abnormalities. This includes a broad gender imbalance; owing in part due to a centuries old societal preference for sons. In 2000 there were an estimated 120 male births to every 100 female, sparking concerns over the social instability and potential for gender violence this could cause¹⁴.

The OECD has projected that if the current low fertility rate continues in China, its population will turn to negative growth in 2027. A significant demographic pressure China now faces is that of an aging population and growing dependency ratio following a decline in the number of Chinese who are of working age. China is one of the fastest ageing countries in the world, and the speed of this process is quicker than originally forecast. At the end of 2011, 9.1% of the population in the Chinese mainland were aged 65 or over. The proportion of population aged 65 or over is likely to exceed 15% in 2027; 20% in 2035 and 25% in 2050 (UN, 2011)¹⁵. In 2050, the number of children in China under 15 is expected to be 60 million lower than today, whilst it is projected that it will gain nearly 190 million people 65 and over.¹⁶

In addition, China is experiencing one of the largest population migrations in human history¹⁷. China's rural-urban population distribution has undergone a historic change; by the end of 2011, China's urban population accounted for 51.3% of its total population. This was significant since it marked China's movement away from being a country with a predominantly rural population.

Labour Market Profile

China's labour force is estimated at 806,498,521.¹⁸ China has already passed its peak in terms of working-age population which is now declining both in absolute numbers and population share. For instance China reached its maximum working age population in 2010, with the maximum share of working-age population reached in 2015. Labour force participation rates are estimated at 70% for women¹⁹, and 84% for men²⁰.

Industry Summary:

Labour Force Occupation (2012) ²¹	
Agriculture	33.6%
Industry	30.3%
Services	36.1%

In recent years, industry in China has been responsible for generating most GDP, however it has represented a small proportion in terms of labour force occupation. For instance in 2012, agriculture comprised 10.1% GDP, industry comprised 45.3% and services comprised 44.6%. By 2015 however, services had overtaken industry representing 48.4% against 42.7%²².

In spite of this transition, China remains the world leader in terms of gross industrial output. Its industrial sector is diverse and includes mining and ore processing (iron, steel, aluminium and other metals); machine building; armaments; textiles and apparel; petroleum; cement; chemicals; fertilizers; consumer products (including footwear, toys, and electronics); food processing; transportation equipment (automobiles, rail cars and locomotives, ships, aircraft); and

telecommunications equipment. Present economic uncertainty and diminishing performance has led to allegations that some of China's industrial sectors are dominated by bankrupt 'zombie' companies which are contributing to overcapacity²³.

Medical Technology

In 2010, the World Health Organisation published a study of the world's largest producers of medical devices. Among the emerging markets, China was the largest producer²⁴:

- China – 6.1 billion USD
- Brazil – 2.6 billion USD
- Mexico – 1.8 billion USD
- India – 1.6 billion USD
- Turkey – 1.1 billion USD

According to the study, the top 30 medical device manufacturing emerging markets were responsible for 10%, 21.5 billion USD, of global medical device production.

There exist several thousand local Chinese manufacturers of medical devices, comprised mainly of small companies with low revenues who manufacture low-tech products such as syringes and thermometers²⁵. Some domestic medical device companies are consolidating, upgrading quality, and beginning to compete in medium level technology niches. Supported by a government policy aimed at encouraging medical device innovations, it has been observed that some domestic manufacturers like Shenzhen Mindray are growing stronger and beginning to compete with foreign suppliers²⁶. Imports of mid-to-high end products have decreased in recent years both due to foreign companies moving their production plants to China, and the evolution of domestic companies. McKinsey²⁷ documented the 'changing' shape of China's medical device industry between 2000 and 2010. It also highlighted several defining characteristics in terms of the market share of local producers across different tiered product ranges.

- **High end:** MNCs dominate with around 90% of the market
- **Mid-range:** local manufacturers capture majority share (70-80%) with more tailored features and lower prices
- **Low-range:** locals dominate with more than 95% market-share.

Key Risk Areas

Companies sourcing from China will need to be aware that there is a risk of labour rights abuse within their supply chain. No global supply chain will be categorically free of issue and buyers have a responsibility to ensure that they are doing all they can to mitigate the risk of occurrence within their realm of business and, where an issue is discovered, take steps towards remediation. The below outlines the key risk areas pertinent to China and the areas in which a company sourcing from China may want to be particularly vigilant.

Freedom of Association and Collective Bargaining

A single trade union system is imposed by law; workers are not free to form or join the trade unions of their choice. Only one "workers' organisation" is recognised in law, the All China Federation of Trade Unions (ACFTU) which exercises control over 'lower level branches'²⁸.

Although the Trade Union Law states that trade union officers at each level should be elected, most officials are appointed. In addition, elected candidates are subject to approval by provincial-level All China Federation of Trade Unions (ACFTU) committees. In practice, the Chairperson of trade unions at enterprise level tends to be the Deputy Secretary of the branch office of the Chinese Communist Party; and the Vice-Chairperson and committee members come from the management. In the instance there are elections, these are normally undemocratic and lacking in transparency.

The right to join a trade union is also denied to a large proportion of Chinese workers. As stated in the ACFTU Directive passed in 2009, agency workers are not entitled to join trade unions at their place of work but are allowed to join the trade union only in the agency company.

Workers' grievances are rarely given official union support, reflected in the fact the ACFTU has not been involved in a majority of disputes and collective actions in China's major manufacturing zones (incidentally where most private business is located and where most of the labour force comprises internal migrant workers)²⁹. Only some workers know of the existence of trade unions in their enterprises, and very few would seek assistance from the trade union in cases of rights abuse. This lack of assistance is one of the most important factors behind the rise of civil society labour groups.

Migrant Workers

Since the government instituted major economic reforms in 1978, China has experienced an unprecedented social and economic transformation. Rapid economic development and urbanisation has driven large-scale internal migration by workers in search of jobs, primarily from rural China to the more affluent coastal regions. The number of internal migrants has grown from approximately 80 million in 1989 to between 150-200 million workers, comprising a significant proportion of the total labour force in China.³⁰

A 2006 national survey of migrant workers showed that 64% are male, 50% are between the ages of 16 and 30 and only 10% have been educated beyond the compulsory 9 years of schooling (age 15). Migrant workers dominate the Chinese labour force, accounting for 70% of construction workers, 68% of manufacturing labourers and 80% of coal miners³¹. According to a study by UNESCO and the Chinese Academy of Social Sciences, migrant workers have contributed to at least 16% of GDP growth over the past two decades³².

The Fifth National Population Census of China in 2000 estimated that there were over 120 million internal migrant workers in cities.³³ As these internal migrant workers are often undertaking employment away from friends and family, a large proportion find lodging in dormitories supplied by their employer. These are frequently sub-standard in terms of safety, sanitation and quality of living offered.

Chinese migrant workers also tend to be disproportionately represented in the informal economy. Researchers from the Chinese Academy of Social Sciences estimated in 2012 the prevalence of informal employment ranged from 20 - 37 percent overall, but was between 45 percent and 65 percent for migrant workers³⁴. Informal workers are more vulnerable to labour rights violations since they lack the protection of formal labour contracts and have less access to benefits, especially social insurance. Workers in the informal sector were also found to work significantly longer hours and earn one-half to two-thirds as much as comparable workers in the formal sector.

Forced Labour

According to the US State Department's Country report for China on Human Rights Practices, in 2015 several incidences of forced labour among adults and children were documented³⁵. There were reports that employers withheld wages or required unskilled workers to deposit several months' wages as 'security' against departing early from labour contracts. Similarly, in some cases documentation such as passports or official papers was held by employers. In preventing workers from exercising their right to leave employment, these are indicative of situations of forced and/or bonded labour.

Instances of trafficking are frequently reported among China's internal migrant population. In the US' 2015 Trafficking in Persons Report Chinese men, women, and children were identified as being subjected to forced labour in brick kilns, coal mines, and factories, some of which operate illegally and take advantage of lax government supervision³⁶. China was also flagged in the report as a source, destination and transit country for victims of forced labour or sex trafficking.

State-sponsored forced labour continues to be an area of significant concern in China. “Re-education through labour” (RTL) was a systematic form of forced labour that had existed in China for decades. The PRC government reportedly profited from this forced labour, which required many detainees to work, often with no remuneration, for up to four years. By some estimates, at least 320 such facilities existed. In 2013, the PRC’s National People’s Congress ratified a decision to abolish RTL. Whilst the government closed several RTL facilities by the beginning of April 2014, many more were converted to state-sponsored drug detention or “custody and education” centres, where NGOs report prisoners continue to be forced to perform manual labour.

Acceptable conditions of work

Though labour laws and regulations on worker safety in China are in many cases fully compatible with international standards, implementation and enforcement are broadly considered inadequate. Negligence, lack of safety checks, weak enforcement of laws and regulations, failure to conduct robust audits, ineffective supervision, and inadequate emergency responses led to numerous workplace accidents during 2015³⁷.

While it is acknowledged that audit is only one tool in a series of processes and procedures that make a robust ethical trading and labour standards assurance system, audit abuse and audit fraud render the process in some instances entirely useless. The issue of double book keeping (in which factory owners hold one set of books referencing hours worked, wages paid and age of workers etc. for their own records and another one for the benefit of the auditor), is particularly prevalent in China. Organisations should be particularly focused on verifying the information and evidence they are sent and perhaps work with their auditing company to ensure that everything possible is being done during the audit itself to mitigate the risk of double books being presented.³⁸

Minimum Wages

Since the Ministry of Labour and Social Security issued the “Regulation on Minimum Wages” in 2004 to strengthen the enforcement of minimum wage policy, minimum wages have been regularly raised in all provinces. The average minimum wage in China, weighted by urban employment in each province, almost tripled in nominal terms between 2004 and 2014³⁹. Similarly according to the National Bureau of Statistics, wages in China’s manufacturing sector have risen by 71% since 2008, and are expected to continue rising⁴⁰. With these wage rises has come a decline in China’s competitively low-cost manufacturing advantage. Global retailers with a focus on cheap labour costs are now turning to countries such as Bangladesh, Pakistan, Vietnam and Myanmar to place their orders in order to protect their supply from rising production costs. One consequence of the rise in wages across the country has been an increase in the abuse and attempt to avoid minimum wage payment as factory owners manage the increased demand in outgoings without wanting to lose their competitive position with clients. This has also caused an increase in the use of outsourced labour and sub-contracting, often through agencies where workers don’t have adequate protection or the same entitlement to their labour rights and minimum wage abuse is less visible.

Another more recent area of concern around minimum wages as highlighted by the ILO is the widening gap between minimum wages and average wages in China over the past decade.

Child Labour

Worldwide, obtaining accurate figures on child labour can be challenging, in part due to differing understandings of what actually constitutes child labour. China is an example of a country where government policy compounds this difficulty. The overall extent of child labour in China is unclear due to the government categorizing child labour data as “highly secret”⁴¹. Whilst China has enacted regulations to prevent child labour the practice is still understood to be a persistent problem particularly within agriculture, manufacturing and even low-skill service sectors⁴². In 2014, the U.S. Department of Labour’s List of Goods Produced by Child Labor or Forced Labor identified 12 goods in

China as being produced by both underage children and indentured labourers⁴³. The report listed electronics, garments, toys and coal among other goods.

Case Study - Student workers and electronics⁴⁴

Apple was scrutinised for its use of students and unpaid internships throughout its supply chain in 2013. In a statement, Foxconn Technology Group (one of Apple's supplier in China) denied it was forcing anyone to work and said the students who at the time constituted 2.7% of its 1.2 million workers "are free to leave the internship program at any time."⁴⁵ Nonetheless, the issue of student and young workers is a growing area of concern. The UN has raised the issue of youth workers as an important one⁴⁶.

Governance

As China has transitioned into more of a market based economy, there have been a number of changes in its labour laws. It is worth noting that China's labour laws are enacted by a number of different ministries at the central, provincial and local levels. This poses a risk to their effective delivery. They can often be interpreted as being vague, ambiguous or even contradictory, allowing for flexibility in interpretation and also the threat of misuse by factory management or local authorities.

In terms of management of a sustainable supply chain, China should also be viewed in the context of perceived growing corruption and widespread environmental deterioration.

National Legislation

The Labour Law of the People's Republic of China was passed in 1994.

In 2001, the Chinese People's Congress ratified the amended Trade Union Law (1992). This was hailed by trade union leaders, NGOs and activists as representing a positive step for Chinese workers since it served to remove some of the ambiguity of the previous version.

The Ministry of Labour and Social Security issued the "Regulation on Minimum Wages" Act in 2004. Then in 2007, the Labour Contract Law of the People's Republic of China was passed; generally considered the most important piece of Chinese labour legislation after the Labour Law⁴⁷. Whilst it did not replace the 1994 law, the Labour Contract Law was seen as filling in some of its gaps and addressing labour issues in a more systematic way. The signature features of the law were articles that strengthened the legal requirement that firms give workers a written contract. The Contract Labour Law (2007) further reinforced the series of rights that stem from a contractual employment relationship: remuneration, social security and welfare benefits (retirement, illness or injury, work-related disabilities or occupational disease, unemployment, maternity leave), payment of overtime work and severance pay.

International Trade Union Confederation (ITUC) Rights Index

The ITUC rights index uses a methodology that considers the standards of fundamental rights at work, in particular the right to freedom of association, the right to collective bargaining and the right to strike. Using this methodology countries are ranked on a scale of 1-5, with a high score suggesting a government is failing to guarantee these rights. China was awarded a score of 5 in 2014, situating it among the worst in the world for labour conditions with no guarantee of worker rights.

International Standards

China has ratified 26 ILO conventions, of which 22 are in force, 3 have been denounced and 1 has been ratified in the past 12 months⁴⁸. It has ratified 4 out of 8 of the Fundamental Conventions; for instance the Equal Remuneration Convention (No. 100), the Discrimination (Employment and

Occupation) Convention (No. 111), Minimum Age Convention (No. 138) and the Worst Forms of Child Labour Convention (No. 182). It has yet to ratify Abolition of Forced Labour Convention (No. 105), Forced Labour Convention (No. 29), Freedom of Association and Protection of the Right to Organise Convention (No. 87) and Right to Organise and Collective Bargaining Convention, 1949 (No. 98)⁴⁹

Other Useful Resources

Further information is available on the following websites:

- ILO Labour Law Database -
http://www.ilo.org/dyn/natlex/natlex4.countrySubjects?p_lang=en&p_country=CHN
- Transparency International Corruptions Perception Index
<http://www.transparency.org/country/#CHN>
- US State Department Database on Forced and Child Labour per product
<http://www.dol.gov/ilab/reports/child-labour/list-of-goods/>

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- ¹ <https://www.cia.gov/library/publications/the-world-factbook/geos/ch.html>
 - ² <http://www.state.gov/j/drl/rls/hrrpt/humanrightsreport/index.htm#wrapper>
 - ³ <http://www.wageindicator.org/main/salary/minimum-wage>
 - ⁴ http://www.ethicaltrade.org/sites/default/files/resources/china_working_hours_briefing.pdf
 - ⁵ <http://www.state.gov/j/drl/rls/hrrpt/humanrightsreport/index.htm#wrapper>
 - ⁶ <http://www.state.gov/j/drl/rls/hrrpt/humanrightsreport/index.htm#wrapper>
 - ⁷ https://en.wikipedia.org/wiki/Workweek_and_weekend#China
 - ⁸ <http://country.eiu.com/article.aspx?articleid=354206619&Country=China&topic=Summary&subtopic=Fact+sheet>
 - ⁹ <http://www.economist.com/news/china/21618882-cult-personality-growing-around-chinas-president-what-will-he-do-his-political>
 - ¹⁰ <http://www.worldbank.org/en/country/china/overview>
 - ¹¹ <http://www.imf.org/external/pubs/ft/weo/2016/01/weodata/weorept.aspx?sy=2015&ey=2015&scsm=1&ssd>
 - ¹² <http://www.bbc.co.uk/news/business-36241667>
 - ¹³ <http://blogs.wsj.com/chinarealtime/2016/05/11/whither-chinas-economy-parsing-a-twofer-from-the-peoples-daily/>
 - ¹⁴ <http://www.theguardian.com/world/2011/nov/02/chinas-great-gender-crisis>
 - ¹⁵ <https://www.oecd.org/employment/leed/OECD-China-report-Final.pdf>
 - ¹⁶ <http://www.forbes.com/sites/joelkotkin/2015/10/29/reversing-one-child-policy-unlikely-to-solve-chinas-looming-aging-crisis/#35e9413e6979>
 - ¹⁷ <https://www.oecd.org/employment/leed/OECD-China-report-Final.pdf>
 - ¹⁸ <http://data.worldbank.org/indicator/SL.TLF.TOTL.IN>
 - ¹⁹ <http://data.worldbank.org/indicator/SL.TLF.ACTI.FE.ZS/countries>
 - ²⁰ <http://data.worldbank.org/indicator/SL.TLF.ACTI.FE.ZS/countries>
 - ²¹ <https://www.cia.gov/library/publications/the-world-factbook/geos/ch.html>
 - ²² <https://www.cia.gov/library/publications/the-world-factbook/geos/ch.html>
 - ²³ <http://www.abc.net.au/news/2016-05-11/china-steel-surge-setting-miners-up-for-big-fall/7403770>
 - ²⁴ <http://thebrazilbusiness.com/article/brazilian-medical-industry-overview>
 - ²⁵ <http://www.china-briefing.com/news/2014/12/03/market-overview-medical-devices-china.html>
 - ²⁶ <http://www.mitc.com/wp-content/uploads/2015/04/2015-Medical-Devices-Resource-Guide-Japan-and-China.pdf?29e721>
 - ²⁷ <https://www.mckinsey.com/.../media/.../Pharma%20and%20Medical%20Products/.../Med...>
 - ²⁸ <http://survey.ituc-csi.org/China.html?tab=news&tri=category>
 - ²⁹ <http://survey.ituc-csi.org/China.html?lang=en>
 - ³⁰ <http://www.ft.com/cms/s/0/e0696f2c-98f9-11e0-acd2-00144feab49a.html>
 - ³¹ <http://www.china-labour.org.hk/en/node/100259>
 - ³² February 2010 <http://edition.cnn.com/2008/WORLD/asiapcf/02/01/china.migrants/index.html>
 - ³³ <http://www.twinside.org.sg/title2/resurgence/2013/271-272/cover03.htm>
 - ³⁴ www-wds.worldbank.org/.../777370WPoInforo0Box377299BooPUBLICo.doc
 - ³⁵ <http://www.state.gov/j/drl/rls/hrrpt/humanrightsreport/index.htm#wrapper>
 - ³⁶ <http://www.state.gov/documents/organization/245365.pdf>
 - ³⁷ <http://www.state.gov/j/drl/rls/hrrpt/humanrightsreport/index.htm#wrapper>
 - ³⁸ <http://www.ethicaltrade.org/sites/default/files/resources/Get%20smarter%20at%20auditing%20ETI%20briefing%2006.pdf>
 - ³⁹ http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_475254.pdf
 - ⁴⁰ <http://www.wsj.com/articles/SB10001424127887324767004578488233119290670>
 - ⁴¹ <http://www.loc.gov/law/help/child-rights/china.php#Child%20Labour%20and%20Exploitation>
 - ⁴² <http://www.du.edu/korbel/hrhw/researchdigest/slavery/china.pdf>
 - ⁴³ <https://www.dol.gov/ilab/reports/child-labor/list-of-goods/>
 - ⁴⁴ <http://sacomb.com/report-apple-fails-in-its-responsibility-to-monitor-suppliers-2/>
 - ⁴⁵ <http://edition.cnn.com/2012/09/11/business/china-foxconn-apple-intern/>
 - ⁴⁶ http://www.ilo.org/emppolicy/pubs/WCMS_230167/lang--en/index.htm
 - ⁴⁷ http://www.scielo.br/scielo.php?script=sci_arttext&pid=S1808-24322010000200009
 - ⁴⁸ http://www.ilo.org/dyn/normlex/en/f?p=1000:11200:0::NO:11200:P11200_COUNTRY_ID:103404
 - ⁴⁹ http://www.ilo.org/dyn/normlex/en/f?p=1000:11200:0::NO:11200:P11200_COUNTRY_ID:103404