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# Sancroft

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NHS Supply Chain Country Profile: Mexico

May 2016

## Mexico – Labour Standards and Ethical Trade Profile



Population	121,736,809 <sup>1</sup>
Main Religion	Roman Catholic 82.7%, Pentecostal 1.6%, Jehovah's Witnesses 1.4%, other Evangelical Churches 5%, other 1.9%, none 4.7%, unspecified 2.7%
Minimum working age	15 <sup>*2</sup>
Minimum wage (per hour   per month)	73.04 Peso Per Day <sup>34</sup>   US\$ 3.93 Per Day 9.13 Peso Per Hour   US\$ 0.49 Per Hour 2221.6 Peso Per Month  US\$119.52 Per Month
Maximum working hours	8 hours per day, 48-hours per week <sup>5</sup> Overtime is considered to be any hours worked in excess of this, with a 100% pay premium for the first 9 hours and for the 10 <sup>th</sup> and subsequent hours of overtime a 200% premium must be paid. <sup>6</sup>
Working week	6 days (Monday – Saturday) <sup>7</sup>
Main exports	Manufactured goods (83%, of which automobiles 26%), oil and oil products (13%), silver, fruits, vegetables, coffee, cotton <sup>89</sup>

\* The constitution prohibits children under age 15 from working and allows those between ages 15 and 17 to work no more than six daytime hours in nonhazardous conditions, and only with parental permission. The law requires that children under 18 must have a medical certificate in order to work. In June the government passed legislation establishing 18 as the minimum age for hazardous work

## **Context**

### **Politics**

Mexico is a federal democratic republic where the elected President is both head of state and head of government. The federal government represents the United Mexican States; the constituent states of the federation are based on a congressional system established by each state's own constitution. The current ruling party is the Institutional Revolutionary Party (PRI) which is considered centrist or liberal with modern policies of neo-liberalism and privatisation.

This once dominant party returned to power in 2012 with a clear win in presidential elections by candidate Enrique Pena Nieto who promised major changes to the way Mexico was run. Nieto has pushed through a number of ground-breaking reforms, including closing corporate tax loopholes, liberalising the telecoms industry and opening the longstanding state energy monopoly to private competition. However, rampant gang violence (often tied to drugs), corruption and weak state authority remain significant challenges and have fed into growing public disenchantment<sup>10</sup>. Focus areas of the current government include upgrading infrastructure, modernising the tax system and labour laws, and reducing income inequality.

### **Economics**

According to the International Monetary Fund (IMF), the Mexican economy is the 15<sup>th</sup> largest in the world<sup>11</sup>. It is also the second-largest economy in Latin America behind Brazil. Mexico is a primarily export-led economy which holds a number of free trade agreements and is a major oil exporter; petroleum generated 33 percent of government income and 20 percent of exports in 2011<sup>12</sup>.

In 2015, the Mexican economy continued to expand at a moderate annual rate of growth of 2.5 percent. Private consumption became the main driving force of economic activity on the back of stronger job creation, real wage growth, and credit expansion. In contrast, the expansion of investment activity has slowed down, including due to public spending adjustments. Projections for economic growth in 2016 are more moderate, and Mexico's economy should be looked at in the context of a challenging external environment including lower global oil prices and the faltering of emerging market economies like China. Its priorities in this regard are clearly focused on maintaining prudent monetary, financial, and fiscal policies to create the conditions for stronger growth in the medium term, which should also be supported by structural reforms.<sup>13</sup>

Unequal income distribution remains a problem as there are significant income gaps between Mexico's urban and rural population and northern and southern states. Rising inequality has deducted more than 10 percentage points of economic growth, according to a recent Organisation for Economic Co-operation and Development (OECD) report.<sup>14</sup>

### **Demographics**

Mexico is the second most populous country in Latin America, and thus benefits from a large workforce. Approximately half of the population live in 55 large metropolitan areas with an estimated total of almost 80% of the population living in urban areas.<sup>15</sup>

During the twentieth century Mexico underwent explosive population growth<sup>16</sup>. Mexico has since entered into a rapid demographic transition, fuelled largely by a significant drop in birth rates and increase in life expectancy. This context will present Mexico with a short-lived demographic dividend in which there will be a very favourable dependency ratio. To capitalise upon this and ensure the productivity of its larger workforce Mexico must invest in education and training. This is particularly important because Mexico will also soon be confronted with the reality of a rapidly aging workforce. By 2050, one third of the Mexican population will be represented by people more than 60 years old<sup>17</sup>.

Migration is a significant trend both across Mexico, and from Mexico to the United States. The latter has in the past posed a challenge in the way it has led to a large number of young people leaving the country<sup>18</sup>. A large proportion of migration is unregulated. Moreover a considerable number of smuggling and trafficking organisations are in operation, contributing to the country's informal economy.

## ***Labour Market Profile***

The labour force in Mexico is currently estimated to comprise around 52.81 million workers<sup>19</sup>. Mexico suffers from a low labour force participation rate of 65%<sup>20</sup>, mainly because of the low participation of women in the workforce due to their traditional domestic role. The labour force participation rate for women is just 46%<sup>21</sup> compared to 83%<sup>22</sup> for men. Raising the participation rate of women by improving their employment opportunities would further increase Mexico's economic growth potential, in turn supporting poverty reduction. <sup>23</sup> Hours worked in Mexico average 45 hours a week<sup>24</sup>, meaning that the OECD and WTO both rate Mexican workers as the hardest-working in the world, yet profitability per hour worked remains problematic.<sup>25</sup>

### ***Industry Summary***

Labour Force Occupation (2011) <sup>26</sup>	
Services	61.9%
Industry	24.1%
Agriculture	13.4%

The Mexican economy is rapidly transitioning towards modern industrial and service sectors, fuelled by increasing privatisation. In order to upgrade the national infrastructure, the government has encouraged increased competition in ports, railways, electricity generation and telecommunications amongst other key transport sectors. This has in turn had a positive effect on industrial expansion.

Rapid urbanisation has also meant that employment levels are shifting from the agricultural sector to the manufacturing industry.

Among the most important industrial manufacturers in Mexico is the automotive industry. Other important industrial sectors include aerospace, electronic devices (including televisions and computers) food and beverages, tobacco, chemicals, textiles and oil.

### ***Medical Devices<sup>27</sup>***

Medical device manufacturing in Mexico is undertaken by a number of well-known global multi-nationals, including Medtronic, Kimberly Clark, Boston Scientific, Johnson & Johnson, GE, Tyco and Siemens. According to Mexico's National Institute of Statistics and Geography (INEGI) the aggregate value of production derived from medical device manufacturing in Mexico in 2011 was an estimated US \$8.6 billion, a figure that is forecast to increase until the end of the present decade. This projected growth has been attributed to a combination of factors including Mexico's skilled workforce, proximity to one of the world's largest consumer markets of medical devices and a globally competitive wage structure. Most medical device manufacturing for export in Mexico takes place in nine of Mexico's thirty-one states (Baja California, Chihuahua, Coahuila, Jalisco, the State of Mexico and the Federal District, Jalisco, Nuevo Leon, Sonora and Tamaulipas). Products exported by companies that are engaged in medical device manufacturing in Mexico produce a diverse range of devices, instruments and products that include: disposables such as catheters and cannulae, medical gowns, surgical kits, respiratory therapy equipment, splints, orthopaedic devices, surgical and dental instruments and

equipment. Over the years, medical device manufacturing in Mexico has progressed to include the production of more sophisticated devices, in part driven by FDI.

## ***Key Risk Areas***

Companies sourcing from Mexico 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 Mexico and the areas in which a company sourcing from Mexico may want to be particularly vigilant.

### ***Child Labour***

Although President Enrique Peña Nieto made tackling child labour a top priority in Mexico's Five Year National Development Plan (2013-2018), child labour remains a big issue for companies sourcing from Mexico.<sup>28</sup> Estimates vary as concerns the exact number of young people implicated in child labour, though it is believed that there are fewer children between 12-14 years old in work than 10 years ago<sup>29</sup>.

According to the 2013 INEGI survey, the most recent official data available on child labour, there are 2.5 million employed children in Mexico between ages five and 17 (approximately 8.6 percent of the 29.3 million children in the country). Of these children, 746,000 were between ages five and 13, and 1.8 million were between ages 14 and 17, with one in three 17 years old in Mexico believed to be working<sup>30</sup>. Child labour in Mexico has some defining characteristics, for instance, the incidence of child labour in rural areas is nearly twice that in the city and child labour tends to be geographically concentrated with far higher rates in Southern states (e.g. Guerrero where 12% of 6-to-13-year-olds work), than in the North (e.g. Chihuahua where only 1.4% of children work). Of employed children, 30 percent worked in the agricultural sector, predominantly harvesting seasonal fruit and vegetables, as well as sugarcane and tobacco, whilst 25 percent were employed in services and 13 percent in manufacturing<sup>31</sup>.

The Mexican government has numerous programs in place to eradicate child labour. These range from communication campaigns such as *México Sin Trabajo Infantil* ('Mexico Without Child Labour') introduced in 2013 and also programmes which seek to remove some of the financial drivers of children being taken out of school and placed into employment. For instance the government's *Oportunidades* ('Opportunities') programme donates two-thirds of the income a girl in the ninth grade (aged 14-15 years) would earn from working to her mother.<sup>32</sup> Despite these efforts, Mexico has been subjected to criticism from organisations like the ILO for failing to effectively implement national legislation concerned with child labour. A report by the US State Department highlighted Mexico's lack of consistency in terms of its enforcement of labour laws. For instance, whilst effective in enforcing child labour laws in large and medium-sized companies, especially factories run by some foreign-owned companies, the "maquila" (manufacturing for export) sector, and other industries under federal jurisdiction, enforcement was found to be inadequate in many small companies and in the agriculture and construction sectors, and nearly absent in the informal sector, in which most child labourers work<sup>33</sup>. The ILO also highlighted notable gaps between national law and international ratification: a list of hazardous child labour was non-existent until very recently for example, contrary to the ratification of ILO Convention 182 on the Worst Forms of Child Labour.<sup>34</sup><sup>35</sup> The adoption of a decree in June 2015 was seminal here, reforming and repealing various provisions of the Federal Labour Law on child labour and laying out under Section 176 a detailed list of 20 types of prohibited hazardous or unhealthy work<sup>36</sup>.

Addressing the difficult and multifaceted issue of child labour will be of utmost importance for companies sourcing from Mexico. It is worth noting that organisations where child labour is most likely to occur will typically be informal in structure, and the child is often in this employment due to

unavoidable financial necessity. A reliance on traditional or cultural ways of working may also expose children to work related hazards, further complicating the situation.

### ***Human Trafficking***

Children are particularly vulnerable to modern slavery across Latin America, and Mexico is no exception. Beyond children, vulnerable groups in Mexico include women, indigenous persons, persons with mental and physical disabilities, migrants and LGBT. Mexican women and children are exploited in sex trafficking within Mexico and the United States; Tenancingo in Mexico is widely considered the sex trafficking capital of the world.<sup>37</sup> Organised crime and drug cartels are commonplace, with both adults and children being used for drug trafficking within the country and across the continent. Mexican men, women, and children are also exploited in forced labour in agriculture, domestic service, food processing, construction and the informal economy in both the United States and Mexico. Press reports state some Mexican citizens have wages systematically withheld and become victims of forced and/or bonded labour.

The 2014 Trafficking in Persons (TIP) report has classified Mexico as a Tier 2 Country, meaning that the government does not fully comply with the minimum standards for the elimination of trafficking. The government is, however, making efforts to move towards compliance both through legislation and implementing programmes. For instance, Mexico changed the constitution in 2011 to help improve the conviction of traffickers<sup>38</sup>, there exists a Special Prosecutor's Office dealing with violence against women and trafficking in persons (FEVIMTRA) and in 2012 Mexico adopted the General Law to Prevent, Punish and Eradicate Crimes relating to Trafficking in Persons and to Protect and Assist the Victims of these Crimes, which criminalises trafficking of persons under 18 years of age. Despite this progress the ILO has expressed concern about the small number, despite the extent of the phenomenon, of convictions secured, symptomatic of a gap between advancements in legislation and advancements in practice<sup>39</sup>.

While drug trafficking and domestic labour do not directly relate to the medical supplies supply chain, companies sourcing from Mexico should be aware of these issues. Any labour standards reviews of Mexican supplier facilities should therefore always establish risk around human trafficking through robust techniques with evidence-based assessments.

### ***Corruption***

Mexican organisations operate in a culture where corruption and bribery are pervasive at all levels of society, from political leaders to the general public. Transparency International scores Mexico 35/100 on its Corruption Perceptions Index (2014) – where the lower the score, the higher the corruption.<sup>40</sup> According to *Transparencia Mexicana* - the Mexican wing of Transparency International - 14% of household income in Mexico is paid on bribes for basic services.<sup>41</sup>

The existence of drug cartels and trafficking across the country also means that billions of illegal dollars enter the country every year, funding corruption and negatively affecting politics at the state and local level. Contracts, therefore, although generally upheld, can be inefficient and vulnerable to political interference.<sup>42</sup>

In response to this situation, the Mexican government does have an extensive reform agenda, however, progress has been slow particularly as the judicial system itself is vulnerable to corruption.

Any company operating in or sourcing from Mexico must therefore take into account the likelihood of corruption or bribery in business operations. No company can have absolute confidence that no form of corruption has occurred, and so companies sourcing from Mexico should take particular care when assessing documents seeking to demonstrate compliance with labour standards, codes and policies.

## ***Informal economy***

The informal economy contributed to, on average, 26% of Mexican GDP in the decade preceding 2012, according to the Mexican National Institute of Statistics and Geography. The Institute also found that almost 60% of the population participates in the informal economy in some form.<sup>43</sup>

A large informal workforce poses a risk for worker rights and ethical employment conditions due to a lack of formal and regulatory worker protection. There is a higher risk of unsafe working conditions in an informal economy as the employer is often not subject to regulatory checks. Additionally, workers employed in the informal sector have less access to support for other workplace issues, such as if they are victim of human trafficking. If and where appropriate, workers are also much less likely to be given social benefits such as pensions, sick pay or health insurance. An organisation operating in or sourcing from Mexico should therefore ensure all employees and workers are fully regulated within the country's legal system.

## ***'White Unions'***

In the 1930s, the *Condederación de Trabajadores de México*, 'Confederation of Mexican Workers' was organised by unions. However, one state (Nuevo Leon) organised its workers into *sindicatos blancos* 'white unions' which are controlled by the company. These types of unions are not freely elected by the workforce and are largely controlled by the employer, thereby limiting the power and influence of the workers. The ILO effectively prohibits any form of company union under the Right to Organise and Collective Bargaining Convention (Article 2)<sup>44</sup>.

## ***Discrimination***

Whilst the practice is illegal, pregnancy testing as a requirement for employment is still frequently requested in Mexico. Organisations sourcing from Mexican suppliers should therefore ensure that robust due diligence processes are in place to understand supplier employment practices.

## ***Working hours***

Though working hours are governed by labour law, they represent a significant issue in Mexico. According to the Organisation for Economic Co-operation and Development (OECD)'s Better Life Index, Mexicans work 2,226 hours a year, above the OECD average of 1,765 hours with 29% of employees working very long hours. On average, Mexican workers will work 529 hours more than a typical worker in the US every year.<sup>45</sup> The fact that many Mexicans work more than one job contributes to this issue, presenting further risk as workers may be more likely to be employed through the use of irregular contracts or multiple temporary contracts, which while illegal, occurs frequently.

## ***Governance***

### ***National Legislation***

Federal labour law (1970)

The Mexican Constitution and Federal Labour Law in Mexico regulates labour contracts, minimum wage, employee benefits, working hours and union activity.

Although designed to protect workers while achieving a balance between the interests of employers and employees, the Federal Labour Law, last updated in 1970, often served to unintentionally harm employees. One particular problem was that the law did not specifically define certain aspects of the employment relationship. Moreover other aspects of the law were so cumbersome that many smaller businesses simply ignored them, leaving workers with no rights at all. A bill before Congress aims to

modernise the labour code, which at present poses tremendous barriers for creating new companies and for hiring new workers. The code looks to introduce hourly pay, new forms of labour contracts, trial periods of up to six months, clearer rules on outsourcing and more rights to working women<sup>46</sup>. Though it seeks greater union transparency, one contentious part of the bill, which has now been dropped, was its proposal to clean up Mexico's powerful trade unions by overhauling the way union officials are elected<sup>47</sup>.

### ***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<sup>48</sup>. 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. Mexico received a rank of 4.

### ***International Standards***

ILO Ratifications<sup>49</sup>:

- Fundamental Conventions: **7 of 8**, including the recent ratification of the Minimum Age Convention, 1973 (No. 138), which will enter into force in Mexico on 10 June 2016.
- Governance Conventions (Priority): **1 of 4** (Tripartite Consultation (International Labour Standards) ratified, Labour Inspection, Employment Policy and Labour Inspection (Agriculture) not ratified)
- Technical Conventions: **71 of 177**
- Out of **79** Conventions ratified by Mexico, of which **67** are in force, **8** Conventions have been denounced; **1** has been ratified in the past 12 months.

### ***Other Useful Resources***

Further information is available on the following websites:

- ILO Labour Law Database  
[http://www.ilo.org/dyn/natlex/natlex\\_browse.country?p\\_lang=en&p\\_country=MEX](http://www.ilo.org/dyn/natlex/natlex_browse.country?p_lang=en&p_country=MEX)
- Transparency International Corruptions Perception Index  
<http://www.transparency.org/country/#MEX>
- 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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<sup>1</sup> <https://www.cia.gov/library/publications/the-world-factbook/geos/mx.html>

<sup>2</sup> <http://www.state.gov/j/drl/rls/hrrpt/humanrightsreport/index.htm#wrapper>

<sup>3</sup> <http://www.wageindicator.org/main/salary/minimum-wage/mexico>

<sup>4</sup> <http://www.tradingeconomics.com/mexico/minimum-wages>

<sup>5</sup> <http://www.state.gov/j/drl/rls/hrrpt/humanrightsreport/index.htm#wrapper>

<sup>6</sup> <http://www.foreignstaffing.com/about/international-labour-law/mexican-labour-laws/>

<sup>7</sup> [https://en.wikipedia.org/wiki/Workweek\\_and\\_weekend#Mexico](https://en.wikipedia.org/wiki/Workweek_and_weekend#Mexico)

<sup>8</sup> <https://www.cia.gov/library/publications/the-world-factbook/geos/mx.html>

<sup>9</sup> <http://www.tradingeconomics.com/mexico/exports>

<sup>10</sup> <http://www.bbc.co.uk/news/world-latin-america-18095241>

<sup>11</sup> <http://www.imf.org/external/pubs/ft/weo/2016/01/weodata/>

<sup>12</sup> <http://www.resourcegovernance.org/our-work/country/mexico>

<sup>13</sup> <http://www.worldbank.org/en/country/mexico/overview>

<sup>14</sup> <http://www.theguardian.com/news/datablog/2014/dec/09/new-zealand-mexico-oecd-economies-most-affected-inequality>

<sup>15</sup> <https://www.cia.gov/library/publications/the-world-factbook/geos/mx.html>

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- <sup>16</sup> <http://www.economist.com/news/special-report/21566775-mexicos-demographic-dividend-will-be-short-lived-gain-pain>
- <sup>17</sup> <https://britishgeriatricsociety.wordpress.com/2013/10/10/ageing-in-mexico-geriatrics-in-the-new-world/>
- <sup>18</sup> <http://www.economist.com/news/special-report/21566775-mexicos-demographic-dividend-will-be-short-lived-gain-pain>
- <sup>19</sup> <https://www.cia.gov/library/publications/the-world-factbook/geos/mx.html>
- <sup>20</sup> <http://data.worldbank.org/indicator/SL.TLF.ACTI.ZS/countries>
- <sup>21</sup> <http://data.worldbank.org/indicator/SL.TLF.ACTI.FE.ZS/countries>
- <sup>22</sup> <http://data.worldbank.org/indicator/SL.TLF.ACTI.MA.ZS/countries>
- <sup>23</sup> <http://www.oecd.org/employment/emp/Country%20Notes-MEXICO.pdf>
- <sup>24</sup> <http://money.cnn.com/gallery/news/economy/2013/07/16/10-hardest-working-countries/>
- <sup>25</sup> <http://www.businessinsider.com/the-hardest-working-countries-in-the-world-2011-4?IR=T#1-mexico-14>
- <sup>26</sup> <https://www.cia.gov/library/publications/the-world-factbook/geos/mx.html>
- <sup>27</sup> <https://www.tecma.com/manufacturing-in-mexico-industries/medical-device-manufacturing-in-mexico/>
- <sup>28</sup> <http://www.pdf.org/mexico-without-child-labour>
- <sup>29</sup> <http://www.worldbank.org/en/news/feature/2013/01/18/children-at-work-in-mexico-still-a-major-issue>
- <sup>30</sup> <http://www.worldbank.org/en/news/feature/2013/01/18/children-at-work-in-mexico-still-a-major-issue>
- <sup>31</sup> <http://www.state.gov/j/drl/rls/hrrpt/humanrightsreport/index.htm#wrapper>
- <sup>32</sup> <http://www.businessweek.com/articles/2014-10-20/child-labour-is-still-prevalent-around-the-world-dot-heres-how-to-eliminate-it>
- <sup>33</sup> <http://www.state.gov/j/drl/rls/hrrpt/humanrightsreport/index.htm#wrapper>
- <sup>34</sup> ILO report (2011): Child labour and its connection with the exercise of the right to education in Mexico: State of affairs
- <sup>35</sup> [http://www.ilo.org/dyn/normlex/en/?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C182](http://www.ilo.org/dyn/normlex/en/?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C182)
- <sup>36</sup> [http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:13100:0::NO::P13100\\_COMMENT\\_ID:3254462](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:13100:0::NO::P13100_COMMENT_ID:3254462)
- <sup>37</sup> <http://uk.businessinsider.com/this-mexican-town-is-the-sex-trafficking-capital-of-the-world-2015-2?r=US&IR=T>
- <sup>38</sup> <http://www.state.gov/documents/organization/226847.pdf>
- <sup>39</sup> [http://www.ilo.org/dyn/normlex/en/?p=NORMLEXPUB:13100:0::NO::P13100\\_COMMENT\\_ID:3254462](http://www.ilo.org/dyn/normlex/en/?p=NORMLEXPUB:13100:0::NO::P13100_COMMENT_ID:3254462)
- <sup>40</sup> <http://www.transparency.org/country#MEX>
- <sup>41</sup> <http://www.trust.org/item/20110512184400-etbfv?view=print>
- <sup>42</sup> <http://www.heritage.org/index/country/mexico>
- <sup>43</sup> [http://www.telesurtv.net/english/contenidos/2014/08/08/noticia\\_0044.html](http://www.telesurtv.net/english/contenidos/2014/08/08/noticia_0044.html)
- <sup>44</sup> [http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C098](http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C098)
- <sup>45</sup> <http://www.oecdbetterlifeindex.org/countries/mexico/>
- <sup>46</sup> <http://www.economist.com/news/americas/21565607-travails-bill-modernise-labour-markets-and-unions-highlight-difficulties-facing>
- <sup>47</sup> <http://blogs.ft.com/beyond-brics/2012/11/14/why-mexicos-labour-reform-matters/>
- <sup>48</sup> [http://www.ituc-csi.org/IMG/pdf/survey\\_ra\\_2014\\_eng\\_v2.pdf](http://www.ituc-csi.org/IMG/pdf/survey_ra_2014_eng_v2.pdf)
- <sup>49</sup> [http://www.ilo.org/dyn/normlex/en/f?p=1000:11200:0::NO:11200:P11200\\_COUNTRY\\_ID:102764](http://www.ilo.org/dyn/normlex/en/f?p=1000:11200:0::NO:11200:P11200_COUNTRY_ID:102764)