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# Sancroft

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NHS Supply Chain Country Profile: The  
Philippines

May 2016

## The Philippines - Labour Standards and Ethical Trade Profile



Population	100,998,376 <sup>1</sup>
Main Religion	Catholic 82.9% (Roman Catholic 80.9%, Aglipayan 2%), Muslim 5%, Evangelical 2.8%, Iglesia ni Kristo 2.3%, other Christian 4.5%, other 1.8% <sup>2</sup>
Minimum working age	15 years old <sup>1</sup>
Minimum wage	<p>The national minimum wage varies by industry and location: it comprises a basic wage and an additional cost of living allowance                      In the National Capital Region Daily Minimum Wage for the non-agricultural sector is P491.00<sup>34</sup></p> <p>Ranges from P27.1 - 61.4 Per Hour   US\$0.58 – 1.32 Per Hour                      Ranges from P6510- 14730 Per Month   US\$139.52 – 315.68 Per Month</p>
Maximum working hours	8 hours per day, 40 – 48 hours per week depending upon sector <sup>5</sup>
Working week	Monday-Friday <sup>6</sup>
Main exports	Electronics (42.7%) (i.e. semiconductors and electronic products) machinery and transport equipment (8.8%), agricultural products (i.e. petroleum products, coconut oil, fruits) and mineral products (i.e. copper) <sup>7</sup>

<sup>1</sup> 18 years old for hazardous labour; the Labour Law restricts what work 15-18 year olds can do, and total working hours

## *Context*

### ***Politics***

The Philippines is governed by an elected President and it is a constitutional republic, following a return to democratic rule in 1986 after 20 years of autocracy under President Ferdinand Marcos<sup>8</sup>. The President is functionally the head of state and head of government, voted in every six years. The Philippines is active in both the UN and the ASEAN, being a founding member of both organisations. Current political stability has enabled strong domestic and international business confidence and hence stable economic growth.

This could well change however, with the surprise victory of Rodrigo Duterte in the Presidential elections of May 2016<sup>9</sup>. Mr Duterte's presidency is mired in uncertainty and little is clear about his ambitions. The result was moreover unexpected though Duterte's ascension in many ways represents a reprisal against the political elite in Manila who it has been alleged have long neglected rising poverty and income inequality in other parts of the country. Although the outgoing president, Benigno Aquino, remains well respected and one of the few Filipino presidents to have emerged with a relatively clean track record, his government was seen as favouring the urban elite and educated middle class. The Aquino administration was largely technocratic, stabilising the country's macroeconomic but failing to generate growth which percolated to the grassroots.

### ***Economics***

The Philippine economy has recorded average annual growth of approximately 5% over the past five years, and as such is one of the fastest growing economies in the world. During this period the government has enacted a series of reforms to attract investment and spur broader-based private-sector job growth.<sup>10</sup> The economy has continued to expand in the face of slow global growth, achieving 5.8% growth in GDP in 2015<sup>11</sup>. The service sector serves as the main engine of growth, while agriculture has been underperforming due to El Nino.

The Philippines is ranked the most improved country in the world by the Global Competitive Index from 2010-2014, an achievement which was largely driven by these macro-economic reforms.<sup>12</sup> The country was further recognised internationally by Goldman Sachs who included the Philippines in its list of the 'Next Eleven'<sup>2</sup> economies, and HSBC predicts the Philippine economy will become the 16<sup>th</sup> largest economy by 2050<sup>13</sup>. Finally, in 2013, the Philippines achieved an 'investment grade' status from global credit rating agencies, allowing the country to attract increased foreign investment and access international capital to fund domestic development.<sup>14</sup>

Whilst the country continues to experience positive economic growth, it still lags behind in some areas, particularly with regard to infrastructure and education. Though absolute figures for poverty have fallen, high rates of structural poverty remain particularly among those families dependent on agriculture. There is also regional inequality, largely due to the legacy of Manila-centric policies.

### ***Demographics***

The Philippines has a population growth rate of 1.6%<sup>15</sup>, one of the highest in Asia. This is largely on account of very high fertility rates. It is therefore slightly behind South East Asian countries in terms of its demographic transition. The country has a median age of 23.3 years, and a working age population of over 60 million people, which is over 60% of the total population.<sup>16</sup> This growing population, specifically the growing working age population, is the backbone of the growing economy.<sup>17</sup>

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<sup>2</sup> The Next Eleven are the eleven countries identified by Goldman Sachs investment bank and economist Jim O'Neill in a research paper as having a high potential of becoming, along with the BRICs, among the world's largest economies in the 21st century.

Another significant trend in the Philippines is its high level of migration. The Philippines is a net migrant exporter, with over 10 million Philippines currently living and working outside of the country, particularly in the Middle East<sup>18</sup>. Repatriated wages are therefore an important part of the economy, accounting for over 10% of GDP<sup>19</sup>.

## ***Labour Market Profile***

The Philippines is recognised as one of the most dynamic economies in East Asia and has a globally competitive workforce of around 43,807,158 individuals<sup>2021</sup>. This workforce is growing; it is projected that the Philippines will reach its maximum share of working age population in 2055, with 2080 representing year with maximum number of working age people. Despite robust economic growth however, the national unemployment rate stands remains stubborn at 6.4 percent and the underemployment rate is 17.8 percent<sup>22</sup>.

The labour force participation rate is 65%<sup>23</sup>, though there is a gender gap between men and women as only 51%<sup>24</sup> of women participate compared to 80% men<sup>25</sup>. This is arguably due to inferior employment opportunities for women, poor levels of education, and a responsibility to undertake unpaid domestic labour and fulfil care commitments.<sup>26</sup> It is anticipated that the government will have to address this situation to ensure inclusive employment opportunities which will in turn increase productivity and growth.

### ***Industry Summary:***

Labour Force Occupation (2012) <sup>27</sup>	
Services	55%
Agriculture	29%
Industry	16%

The Philippines is a newly industrialised country and is thus currently seeing a transition from an agricultural economic base to one dominated by the manufacturing and service-sectors. The Philippines has been successful in attracting a large number of outsourced telecommunication services.

Currently, the agricultural sector employs almost 29% of the population but only contributes about 10% of GDP, whilst almost the opposite is true of the industrial sector which employs around 16% but contributes over 30%<sup>28</sup>.

Important industries in the Philippines include; electronics, garments and footwear, pharmaceuticals, chemicals, wood products, food processing, petroleum refining and fishing.

### ***Medical Devices Manufacturing***

The Philippines is not a big manufacturer of medical devices, domestic production is mainly limited to basic items like consumables, hospital furniture and other medical supplies. Domestically made products include sterilizers, incubators, suction machines and some disposables such as syringes and surgical gloves<sup>29</sup>. It is reliant upon imports for sophisticated medical devices<sup>30</sup>.

## ***Key Risk Areas***

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

### ***Modern Slavery, Forced Labour and Trafficking***

Modern slavery exists in the Philippines in all its forms. Whilst the Philippines is a destination and transit country for men, women and children who are subjected to sex trafficking and forced labour, the issue of forced labour for Filipinos working abroad is of greater concern<sup>31</sup>. An estimated 10 million Filipinos migrate abroad for work, and many are subjected to sex trafficking and forced labour, including through debt bondage, in the fishing, construction, education, nursing, shipping, and agricultural industries, as well as in domestic work, and other hospitality-related jobs throughout the Middle East, Asia, Europe, and North America. It is estimated there are over a million Filipino workers in Saudi Arabia alone<sup>32</sup>. Traffickers, typically in partnership with small local networks, engage in recruitment practices that leave migrant workers vulnerable to trafficking, such as charging excessive fees and confiscating identification documents.

That said, forced labour and sex trafficking of men, women and children within the country is a significant problem; it is estimated there are 261,200 people in Modern Slavery in the Philippines<sup>33</sup>. Women and children—many from impoverished families, typhoon-stricken communities, and conflict-affected areas in Mindanao (undocumented returnees/ internally displaced persons) are subjected to domestic servitude, forced begging, forced labour in small factories, and sex trafficking in Manila, Cebu, Angeles, and urbanized cities in Mindanao.

Public officials, including those in diplomatic missions abroad, law enforcement agencies, and other government entities, are reported to be complicit in trafficking or allow traffickers to operate with impunity.

### ***Child Labour***

The most recent (2011) International Labour Organisation (ILO) funded Survey on Children, stated that the number of working children in the Philippines was 5.5 million, with around 3 million considered to be engaged in child labour<sup>34</sup>, and a large proportion working in hazardous conditions.<sup>3536</sup> The total number of working children represents almost 19% of all children in the country.<sup>37</sup> The sector claiming the majority of these child workers is agriculture, estimated to employ 65.4% of Philippine child labour.<sup>38</sup>

A high cost of education, poor transport infrastructure around schools and low family income all contribute to the high levels of child labour across the Philippines, as children in education are often considered a financial burden and a missed opportunity for additional income. Moreover, a cultural tradition of families working together in the fields acts as a further socio-economic factor driving high levels of child labour.<sup>39</sup>

In 2012, the Philippines launched a nationwide campaign against child labour ‘The Batang Malaya: Child labour free Philippines’. This served as the country’s response for renewed action towards the global deadline of ending the worst forms of child labour by 2016. In 2014 the US State Department reported that the Philippines had made a significant advancement in efforts to eliminate the worst forms of child labour<sup>40</sup>. The National Child Labour Committee (NCLC) finalized its Strategic Plan for

2014 – 2016 to serve as the operational framework to address components of the Philippine Program Against Child Labour (PPACL). However, despite nearly doubling the number of Labour Law Compliance Officers (LLCO), enforcement of child labour laws remains challenging due to the limited number of inspectors and lack of resources for inspections.

The presence of children working for suppliers in the Philippines, or in a supply chain within the country, is a clear risk to companies sourcing from this country. It is therefore advisable to ensure that requests for evidence that child labour is not undertaken and that the risk of it occurring in the supply chain is mitigated against are met when engaging with suppliers in the Philippines, and that robust age verification processes are in place at the facilities level.

### ***Weak Labour Rights***

Although labour rights are legally formalised in the Philippines, the reality is that they are not often effectively enforced. The ITUC's 2014 Global Rights Index describes 'no guarantee of rights' for workers in the Philippines.<sup>41</sup>

Whilst the right to form trade unions and bargain collectively is enshrined in law, there are a number of restrictions on these rights. For instance, prior approval by authorities is required for the establishment of a union, with a further barrier being the excessive representativity or minimum number of members required for the establishment of a union. There are also a number of limitations on trade unions' right to organise their administration. The law also prohibits organizing by foreign-national workers or migrant workers, unless a reciprocity agreement exists between the countries specifying that migrant workers from the Philippines are permitted to organize unions.

Beyond this legal context, the US State Department's 2015 Human Rights report highlighted several challenges workers faced when it came to actually exercising their rights. These included claims by unions that local political leaders and officials who govern Special Economic Zones (SEZs) explicitly frustrated union organizing efforts by maintaining union-free or strike-free policies, frequently stationed security forces near industrial areas or SEZs to intimidate workers or used frivolous lawsuits to harass union leaders. Killings and harassment of labour leaders and advocates continues to be a problem in the Philippines. For example, the NGO Center for Trade Union and Human Rights (CTUHR) documented 27 cases of threats, harassments, and intimidation against trade unionists in both the private and public sectors in 2015<sup>42</sup>.

There is also a growing tendency on the part of employers to circumvent labour laws by employing those not able to legally organise. For example, there has been a considerable increase in the use of short-term contracts. In the construction industry, for example, only 100,000 of the 1.8 million workers are considered permanent employees. The remainder are contractual workers, meaning they are vulnerable to below minimum wage payments and have no social security or medical benefits.<sup>43</sup>

### ***Informal Economy***

A large informal economy accounts for an estimated 44% of employment in the Philippines, the majority of informal workers being women.<sup>44</sup> This is consistent with the observation that women face discrimination both in hiring and on the job in the Philippines.<sup>45</sup>

This poses a risk for worker rights and ethical employment conditions due to a lack of formal and regulatory worker protection and no access to social security. 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, for example 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.

## ***Health and Safety***

Linked to the large informal economy and failing or absent government inspections, many working environments in the Philippines pose significant labour rights risks for foreign companies operating there. Trade unions have little power, and there is a lack of access to legal solutions for workers who are frequently subjected to long working hours, often over 60 hours per week.<sup>46</sup> A report following the London 2012 Olympics looking at suppliers found that virtually all workers interviewed in five factories in the Philippines had major concerns with poor ventilation and persistent daytime heat which were leading to respiratory complaints.<sup>47</sup>

Under the Labour Standards Enforcement Framework, a Philippine government Policy states that any company employing over 200 people must voluntarily self-regulate its own safety standards. Inspectors from the Department of Labour and Employment only investigate companies with under 200 employees, meaning that large companies – including those with hazardous jobs in mining and construction, for example, are almost unregulated in the Philippines.<sup>48</sup>

Failing or absent government inspections means responsibility falls on suppliers to ensure health and safety risks are adequately considered, and appropriate measures are put in place to mitigate these risks.

## ***Corruption***

Corruption is a significant challenge within business and government in the Philippines, where a small number of influential families dominate both wealth and political power. Transparency International scores the Philippines 38/100 on its Corruption Perceptions Index (2014) – where the lower the score the higher the corruption.<sup>49</sup> Combined with a weak implementation of legislation, there is a culture of impunity across the country.<sup>50,51</sup>

Any organisation working in or sourcing from the Philippines 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 here should take particular care when assessing compliance to labour standards, codes and policies, and ensure strong evidence of compliance.

## ***Governance***

### ***National Legislation***

The Philippine Department of Labour and Employment creates and implements labour policies and government programmes, as mandated by the Philippine Constitution. The Bureau of Working Conditions (BWC) within the Department of Labour and Employment (DOLE) is responsible for the formulation of policies and laws relating to working conditions and the working environment, with the aim of ensuring compliance with labour standards<sup>52</sup>.

The 1987 Philippine Constitution recognizes and guarantees the following rights of workers:

- Self-organization, collective bargaining and negotiations, and peaceful concerted activities, including the right to strike in accordance with law
- Security of tenure, humane conditions of work, and a living wage
- Participation in policy and decision-making processes affecting the workers' rights and benefits as provided by law
- A just share in the fruits of production vis-à-vis the right of the employer to reasonable returns on investments<sup>53</sup>

The Labour Code of the Philippines is the foundation of employment law. It has been subject to piecemeal revisions since its initial adoption in 1974. The code sets national guidelines including equal

work opportunities to all, equal compensation for work of equal value, secure work tenure, overtime and vacation benefits, safe working conditions, the right to collective bargaining, and social-security benefits.<sup>54</sup> On paper it is one of the most advanced labour codes in the region, yet unfortunately does not seem to be effectively implemented.

Given the high proportion of workers abroad, the Philippine Overseas Employment Agency also plays a pivotal role.

### ***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>55</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. The Philippines received a rank of 5.

### ***International Standards***

The Philippines has ratified **37** ILO Conventions<sup>56</sup>:

- Fundamental Conventions: **8 of 8**
- Governance Conventions (Priority): **2 of 4** (*Employment Policy and Tripartite Consultation (International Labour Standards) ratified, Labour Inspection and Labour Inspection (Agriculture) not ratified*)
- Technical Conventions: **27 of 177**
- Out of **37** Conventions ratified by Philippines, of which **30** are in force, **6** Conventions have been denounced; none have 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=PHL](http://www.ilo.org/dyn/natlex/natlex_browse.country?p_lang=en&p_country=PHL)
- Transparency International Corruptions Perception Index  
<http://www.transparency.org/country/#PHL>
- US State Department Database on Forced and Child Labour per product  
<http://www.dol.gov/ilab/reports/child-labour/list-of-goods/>

<sup>1</sup> <https://www.cia.gov/library/publications/the-world-factbook/geos/rp.html>

<sup>2</sup> <https://www.cia.gov/library/publications/the-world-factbook/geos/rp.html>

<sup>3</sup> [http://www.nwpc.dole.gov.ph/pages/statistics/latest\\_wo.html](http://www.nwpc.dole.gov.ph/pages/statistics/latest_wo.html)

<sup>4</sup> <http://www.nwpc.dole.gov.ph/pages/ncr/cmwr.html>

<sup>5</sup> <http://www.state.gov/documents/organization/253005.pdf>

<sup>6</sup> [https://en.wikipedia.org/wiki/Workweek\\_and\\_weekend](https://en.wikipedia.org/wiki/Workweek_and_weekend)

<sup>7</sup> <http://country.eiu.com/article.aspx?articleid=364162220&Country=Philippines&topic=Summary&subtopic=Fact+sheet>

<sup>8</sup> <http://www.bbc.co.uk/news/world-asia-15578948>

<sup>9</sup> <http://country.eiu.com/article.aspx?articleid=1654213349&Country=Philippines&topic=Politics>

<sup>10</sup> <http://www.heritage.org/index/country/philippines>

<sup>11</sup> <http://www.worldbank.org/en/country/philippines/overview>

<sup>12</sup> <https://www.gov.uk/government/publications/philippines-competitiveness/philippines-competitiveness>

<sup>13</sup> <http://www.bworldonline.com/content.php?section=Economy&title=phl-economy-projected-as-16th-biggest-by-2050----hsbc&id=119247>

<sup>14</sup> <http://www.aljazeera.com/indepth/opinion/2014/06/philippines-asian-tiger-econom-2014612144132483842.html>

<sup>15</sup> <http://data.worldbank.org/indicator/SP.POP.GROW>

<sup>16</sup> [http://www.indexmundi.com/philippines/demographics\\_profile.html](http://www.indexmundi.com/philippines/demographics_profile.html)

<sup>17</sup> <http://www.manilatimes.net/philippines-demographic-dividend/120424/>

<sup>18</sup> <http://www.cfo.gov.ph/images/stories/pdf/StockEstimate2013.pdf>  
<sup>19</sup> <http://data.worldbank.org/indicator/BX.TRF.PWKR.DT.GD.ZS>  
<sup>20</sup> <http://www.worldbank.org/en/country/philippines/overview>  
<sup>21</sup> <http://data.worldbank.org/indicator/SL.TLF.TOTL.IN>  
<sup>22</sup> <http://www.asia-pacific.undp.org/content/dam/rbap/docs/RHDR2016/RHDR2016-full-report-final-version1.pdf>  
<sup>23</sup> <http://data.worldbank.org/indicator/SL.TLF.CACT.ZS/countries/1W?display=default>  
<sup>24</sup> <http://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS/countries/1W?display=default>  
<sup>25</sup> <http://data.worldbank.org/indicator/SL.TLF.CACT.MA.ZS/countries/1W?display=default>  
<sup>26</sup> <http://www.adb.org/sites/default/files/publication/31194/gender-equality-labour-market-philippines.pdf>  
<sup>27</sup> <https://www.cia.gov/library/publications/the-world-factbook/geos/rp.html>  
<sup>28</sup> <https://www.cia.gov/library/publications/the-world-factbook/geos/rp.html>  
<sup>29</sup> <http://www.pacificbridgemedical.com/publication/the-philippines-medical-device-market-2013/>  
<sup>30</sup> <http://www.businesswire.com/news/home/20151006006406/en/Research-Markets-Philippines-Medical-Device-Market-2015>  
<sup>31</sup> <http://www.state.gov/documents/organization/245365.pdf>  
<sup>32</sup> <http://www.cfo.gov.ph/images/stories/pdf/StockEstimate2013.pdf>  
<sup>33</sup> <http://www.globallslaveryindex.org/country/philippines/>  
<sup>34</sup> [https://www.dol.gov/agencies/ilab/resources/reports/child-labour/philippines#\\_ENREF\\_6](https://www.dol.gov/agencies/ilab/resources/reports/child-labour/philippines#_ENREF_6)  
<sup>35</sup> [http://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS\\_184203/lang--en/index.htm](http://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_184203/lang--en/index.htm)  
<sup>36</sup> [http://www.ilo.org/manila/public/newsitems/WCMS\\_184096/lang--en/index.htm](http://www.ilo.org/manila/public/newsitems/WCMS_184096/lang--en/index.htm)  
<sup>37</sup> <https://www.childfund.org/child-labour-in-the-philippines/>  
<sup>38</sup> <http://www.dol.gov/ilab/reports/child-labour/findings/2013TDA/philippines.pdf>  
<sup>39</sup> <http://www.cnn.com/2012/05/01/world/asia/philippines-child-labour/>  
<sup>40</sup> [https://www.dol.gov/agencies/ilab/resources/reports/child-labour/philippines#\\_ENREF\\_6](https://www.dol.gov/agencies/ilab/resources/reports/child-labour/philippines#_ENREF_6)  
<sup>41</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>42</sup> <http://www.state.gov/j/drl/rls/hrrpt/humanrightsreport/index.htm#wrapper>  
<sup>43</sup> <http://www.manilatimes.net/dangerous-deadly-working-conditions/125272/>  
<sup>44</sup> <http://pcw.gov.ph/wpla/magna-carta-workers-informal-economy>  
<sup>45</sup> <http://www.state.gov/documents/organization/253005.pdf>  
<sup>46</sup> <http://maplecroft.com/portfolio/new-analysis/2013/08/20/labour-standards-reports-india-philippines-and-taiwan-analyse-key-operational-and-supply-chain-risks/>  
<sup>47</sup> [http://www.ituc-csi.org/IMG/pdf/workers\\_in\\_olympic\\_supplier\\_factories\\_may\\_2012.pdf](http://www.ituc-csi.org/IMG/pdf/workers_in_olympic_supplier_factories_may_2012.pdf)  
<sup>48</sup> <http://www.manilatimes.net/dangerous-deadly-working-conditions/125272/>  
<sup>49</sup> [http://www.ilo.org/labadmin/info/WCMS\\_209367/lang--en/index.htm](http://www.ilo.org/labadmin/info/WCMS_209367/lang--en/index.htm)  
<sup>50</sup> <http://www.transparency.org/country#PHL>  
<sup>51</sup> <http://www.heritage.org/index/country/philippines>  
<sup>52</sup> <http://www.economist.com/news/asia/21605958-government-accused-bias-fighting-corruption-over-barrel>  
<sup>53</sup> [http://www.ilo.org/labadmin/info/WCMS\\_209367/lang--en/index.htm](http://www.ilo.org/labadmin/info/WCMS_209367/lang--en/index.htm)  
<sup>54</sup> [http://www.bakermckenzie.com/files/Publication/6e2edcc4-648a-458f-8995-e862e90192fo/Presentation/PublicationAttachment/40c18d0d-1c55-4e07-9a14-4ccfbf9152ed/bk\\_manila\\_guideemploymentlawv2\\_2013.pdf](http://www.bakermckenzie.com/files/Publication/6e2edcc4-648a-458f-8995-e862e90192fo/Presentation/PublicationAttachment/40c18d0d-1c55-4e07-9a14-4ccfbf9152ed/bk_manila_guideemploymentlawv2_2013.pdf)  
<sup>55</sup> <http://www.nationsencyclopedia.com/economies/Asia-and-the-Pacific/Philippines-WORKING-CONDITIONS.html#ixzz3MMnyyghM>  
<sup>56</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>57</sup> [http://www.ilo.org/dyn/normlex/en/f?p=1000:11200:0::NO:11200:P11200\\_COUNTRY\\_ID:102970](http://www.ilo.org/dyn/normlex/en/f?p=1000:11200:0::NO:11200:P11200_COUNTRY_ID:102970)