

# **Employment Protection Legislation (EPL)**

**&**

## **Temporary Work (TW)**

**Pages 1-13: EPL**

**Pages 14-20: TW**

1

Table 2.2. Indicators of the strictness of employment protection for regular employment

Panel A. Summary scores by main area<sup>a</sup>

	Regular procedural inconveniences		Notice and severance pay for no-fault individual dismissals		Difficulty of dismissal		Overall strictness of protection against dismissals	
	Late 1980s	Late 1990s	Late 1980s	Late 1990s	Late 1980s	Late 1990s	Late 1980s	Late 1990s
<b>Central and Western Europe</b>								
Austria	2.5 (15)	2.5 (15)	2.0 (14)	2.0 (19)	3.3 (12)	3.3 (16)	2.6 (12)	2.6 (17)
Belgium	0.5 (3)	0.5 (3)	2.3 (16)	2.3 (22)	1.8 (6)	1.8 (5)	1.5 (6)	1.5 (6)
France	2.5 (15)	2.8 (23)	1.5 (10)	1.5 (13)	2.8 (10)	2.8 (14)	2.3 (9)	2.3 (14)
Germany	3.5 (18)	3.5 (24)	1.0 (4)	1.3 (8)	3.5 (14)	3.5 (20)	2.7 (13)	2.8 (21)
Ireland	2.0 (11)	2.0 (12)	0.8 (2)	0.8 (2)	2.0 (7)	2.0 (6)	1.6 (8)	1.6 (8)
Netherlands	5.5 (22)	5.0 (27)	1.0 (4)	1.0 (4)	2.8 (10)	3.3 (16)	3.1 (18)	3.1 (25)
Switzerland	0.5 (3)	0.5 (3)	1.5 (9)	1.5 (12)	1.5 (3)	1.5 (3)	1.2 (5)	1.2 (5)
United Kingdom	1.0 (7)	1.0 (7)	1.1 (7)	1.1 (6)	0.3 (1)	0.3 (1)	0.8 (2)	0.8 (2)
<b>Southern Europe</b>								
Greece	2.0 (11)	2.0 (12)	2.4 (17)	2.2 (21)	3.3 (12)	3.0 (15)	2.5 (11)	2.4 (16)
Italy	1.5 (9)	1.5 (10)	2.9 (18)	2.9 (25)	4.0 (17)	4.0 (23)	2.8 (16)	2.8 (23)
Portugal	4.0 (19)	3.5 (24)	5.0 (20)	5.0 (27)	5.5 (20)	4.5 (26)	4.8 (20)	4.3 (27)
Spain	4.8 (20)	2.0 (12)	3.1 (19)	2.6 (23)	3.8 (15)	3.3 (16)	3.9 (19)	2.6 (18)
Turkey	2.0 (11)	2.0 (12)	..	3.4 (26)	..	2.5 (12)	..	2.6 (19)
<b>Nordic countries</b>								
Denmark	0.5 (3)	0.5 (3)	2.0 (15)	1.9 (18)	2.3 (9)	2.3 (8)	1.6 (7)	1.6 (7)
Finland	4.8 (20)	2.8 (20)	1.9 (13)	1.4 (11)	1.5 (3)	2.3 (8)	2.7 (14)	2.1 (11)
Norway	1.5 (9)	1.5 (10)	1.1 (8)	1.1 (7)	4.5 (19)	4.5 (26)	2.4 (10)	2.4 (15)
Sweden	3.0 (17)	3.0 (22)	1.7 (11)	1.6 (14)	3.8 (15)	3.8 (22)	2.8 (17)	2.8 (22)
<b>Transition economies</b>								
Czech Republic	..	2.5 (18)	..	2.7 (24)	..	3.3 (16)	..	2.8 (24)
Hungary	..	2.0 (12)	..	1.8 (15)	..	2.5 (12)	..	2.1 (10)
Poland	..	3.0 (22)	..	1.4 (10)	..	2.3 (8)	..	2.2 (12)
<b>North America</b>								
Canada	0.0 (1)	0.0 (1)	0.8 (2)	0.8 (2)	2.0 (7)	2.0 (6)	0.9 (3)	0.9 (3)
Mexico	..	1.0 (7)	..	2.1 (20)	..	3.7 (21)	..	2.3 (13)
United States	0.0 (1)	0.0 (1)	0.0 (1)	0.0 (1)	0.5 (2)	0.5 (2)	0.2 (1)	0.2 (1)
<b>Asia and Oceania</b>								
Australia	0.5 (3)	0.5 (3)	1.0 (4)	1.0 (4)	1.5 (3)	1.5 (3)	1.0 (4)	1.0 (4)
Japan	2.0 (11)	2.0 (12)	1.8 (12)	1.8 (16)	4.3 (18)	4.3 (25)	2.7 (15)	2.7 (20)
Korea	..	3.8 (26)	..	1.8 (16)	..	4.0 (23)	..	3.2 (26)
New Zealand	1.3 (8)	1.3 (9)	..	1.4 (9)	..	2.3 (11)	..	1.7 (9)

.. Data not available.

a) The summary scores can range from 0 to 6, with higher values representing stricter regulation. Their calculation is explained in Annex 2.B.

b) Figures in brackets show country rankings. All rankings increase with the strictness of employment protection.

Source: See Table 2.2, Panel A.

Fonte:

Popp. 1-12 ⇒ OECD (1999)

Table 2.3. Regulation of temporary employment

Panel B. Summary scores by main area<sup>a</sup>

	Fixed-term contracts		Temporary work agencies (TWAs)		Overall strictness of regulation	
	Late 1980s	Late 1990s	Late 1980s	Late 1990s	Late 1980s	Late 1990s
<b>Central and Western Europe</b>						
Austria	1.8 (10)	1.8 (15)	1.8 (8)	1.8 (15)	1.8 (7)	1.8 (14)
Belgium	5.3 (18)	2.0 (18)	4.0 (12)	3.5 (22)	4.6 (17)	2.8 (19)
France	3.5 (15)	4.0 (24)	2.6 (9)	3.3 (20)	3.1 (11)	3.6 (23)
Germany	3.5 (15)	1.8 (15)	4.0 (12)	2.8 (18)	3.8 (15)	2.3 (18)
Ireland	0.0 (1)	0.0 (1)	0.5 (1)	0.5 (1)	0.3 (1)	0.3 (1)
Netherlands	1.5 (8)	0.8 (7)	3.3 (10)	1.6 (14)	2.4 (9)	1.2 (12)
Switzerland	1.3 (5)	1.3 (10)	0.5 (1)	0.5 (1)	0.9 (5)	0.9 (8)
United Kingdom	0.0 (1)	0.0 (1)	0.5 (1)	0.5 (1)	0.3 (1)	0.3 (1)
<b>Southern Europe</b>						
Greece	4.0 (17)	4.0 (24)	5.5 (16)	5.5 (25)	4.8 (18)	4.8 (25)
Italy	5.3 (18)	4.3 (26)	5.5 (16)	3.3 (20)	5.4 (19)	3.8 (24)
Portugal	2.3 (11)	2.3 (19)	4.5 (15)	3.8 (23)	3.4 (12)	3.0 (21)
Spain	1.5 (8)	3.0 (21)	5.5 (16)	4.0 (24)	3.5 (13)	3.5 (22)
Turkey	..	4.3 (26)	5.5 (16)	5.5 (25)	..	4.9 (26)
<b>Nordic countries</b>						
Denmark	1.3 (5)	1.3 (10)	4.0 (12)	0.5 (1)	2.6 (10)	0.9 (8)
Finland	3.3 (13)	3.3 (22)	0.5 (1)	0.5 (1)	1.9 (8)	1.9 (15)
Norway	3.3 (13)	3.3 (22)	3.8 (11)	2.3 (16)	3.5 (14)	2.8 (19)
Sweden	2.7 (12)	1.8 (15)	5.5 (16)	1.5 (13)	4.1 (16)	1.6 (13)
<b>Transition economies</b>						
Czech Republic	..	0.5 (6)	5.5 (16)	0.5 (1)	..	0.5 (6)
Hungary	..	0.8 (7)	5.5 (16)	0.5 (1)	..	0.6 (7)
Poland	..	1.0 (9)	5.5 (16)	1.0 (12)	..	1.0 (11)
<b>North America</b>						
Canada	0.0 (1)	0.0 (1)	0.5 (1)	0.5 (1)	0.3 (1)	0.3 (1)
Mexico	..	2.5 (20)	..	..	..	..
United States	0.0 (1)	0.0 (1)	0.5 (1)	0.5 (1)	0.3 (1)	0.3 (1)
<b>Asia and Oceania</b>						
Australia	1.3 (5)	1.3 (10)	0.5 (1)	0.5 (1)	0.9 (5)	0.9 (8)
Japan	..	1.5 (13)	..	2.8 (18)	..	2.1 (17)
Korea	..	1.5 (13)	5.5 (16)	2.6 (17)	..	2.1 (16)
New Zealand	..	0.3 (5)	..	0.5 (1)	..	0.4 (5)

.. Data not available.

Source and notes: See Table 2.2, Panel B.

Table 2.5. Summary indicators of the strictness of employment protection legislation

	Regular employment <sup>a</sup>		Temporary employment <sup>b</sup>		Collective dismissals <sup>c</sup>	Overall EPL strictness <sup>d</sup>		
	Late 1980s	Late 1990s	Late 1980s	Late 1990s		Version 1 <sup>e</sup>		Version 2 <sup>f</sup>
						Late 1980s	Late 1990s	Late 1990s
<b>Central and Western Europe</b>								
Austria	2.6	2.6	1.8	1.8	3.3	2.2 (8)	2.2 (15)	2.3 (15)
Belgium	1.5	1.5	4.6	2.8	4.1	3.1 (13)	2.1 (13)	2.5 (16)
France	2.3	2.3	3.1	3.6	2.1	2.7 (10)	3.0 (21)	2.8 (21)
Germany	2.7	2.8	3.8	2.3	3.1	3.2 (14)	2.5 (18)	2.6 (20)
Ireland	1.6	1.6	0.3	0.3	2.1	0.9 (4)	0.9 (4)	1.1 (5)
Netherlands	3.1	3.1	2.4	1.2	2.8	2.7 (11)	2.1 (14)	2.2 (13)
Switzerland	1.2	1.2	0.9	0.9	3.9	1.0 (6)	1.0 (6)	1.5 (7)
United Kingdom	0.8	0.8	0.3	0.3	2.9	0.5 (2)	0.5 (2)	0.9 (2)
<b>Southern Europe</b>								
Greece	2.5	2.4	4.8	4.8	3.3	3.6 (16)	3.6 (24)	3.5 (24)
Italy	2.8	2.8	5.4	3.8	4.1	4.1 (18)	3.3 (23)	3.4 (23)
Portugal	4.8	4.3	3.4	3.0	3.6	4.1 (19)	3.7 (25)	3.7 (26)
Spain	3.9	2.6	3.5	3.5	3.1	3.7 (17)	3.1 (22)	3.1 (22)
Turkey	..	2.6	..	4.9	2.4	..	3.8 (26)	3.5 (25)
<b>Nordic countries</b>								
Denmark	1.6	1.6	2.6	0.9	3.1	2.1 (7)	1.2 (8)	1.5 (8)
Finland	2.7	2.1	1.9	1.9	2.4	2.3 (9)	2.0 (12)	2.1 (11)
Norway	2.4	2.4	3.5	2.8	2.8	3.0 (12)	2.6 (19)	2.6 (19)
Sweden	2.8	2.8	4.1	1.6	4.5	3.5 (15)	2.2 (16)	2.6 (18)
<b>Transition economies</b>								
Czech Republic	..	2.8	..	0.5	4.3	..	1.7 (11)	2.1 (12)
Hungary	..	2.1	..	0.6	3.4	..	1.4 (9)	1.7 (9)
Poland	..	2.2	..	1.0	3.9	..	1.6 (10)	2.0 (10)
<b>North America</b>								
Canada	0.9	0.9	0.3	0.3	3.4	0.6 (3)	0.6 (3)	1.1 (4)
Mexico	..	2.3	..	..	3.8	..	..	..
United States	0.2	0.2	0.3	0.3	2.9	0.2 (1)	0.2 (1)	0.7 (1)
<b>Asia and Oceania</b>								
Australia	1.0	1.0	0.9	0.9	2.6	0.9 (5)	0.9 (5)	1.2 (6)
Japan	2.7	2.7	..	2.1	1.5	..	2.4 (17)	2.3 (14)
Korea	..	3.2	..	2.1	1.9	..	2.6 (20)	2.5 (17)
New Zealand	..	1.7	..	0.4	0.4	..	1.0 (7)	0.9 (3)

.. Data not available.

a) From Table 2.2, Panel B.

b) From Table 2.3, Panel B.

c) From Table 2.4.

d) Figures in brackets show country rankings. All rankings increase with the strictness of employment protection.

e) Average of indicators for regular contracts and temporary contracts.

f) Weighted average of indicators for regular contracts, temporary contracts and collective dismissals. See Annex 2.B for explanation of the weighting scheme.

Source: See Annex 2.A.

Chart 2.1. Evolution of the EPL summary indicators, from the late 1980s to the late 1990s  
Panel A: Employment protection for regular employment

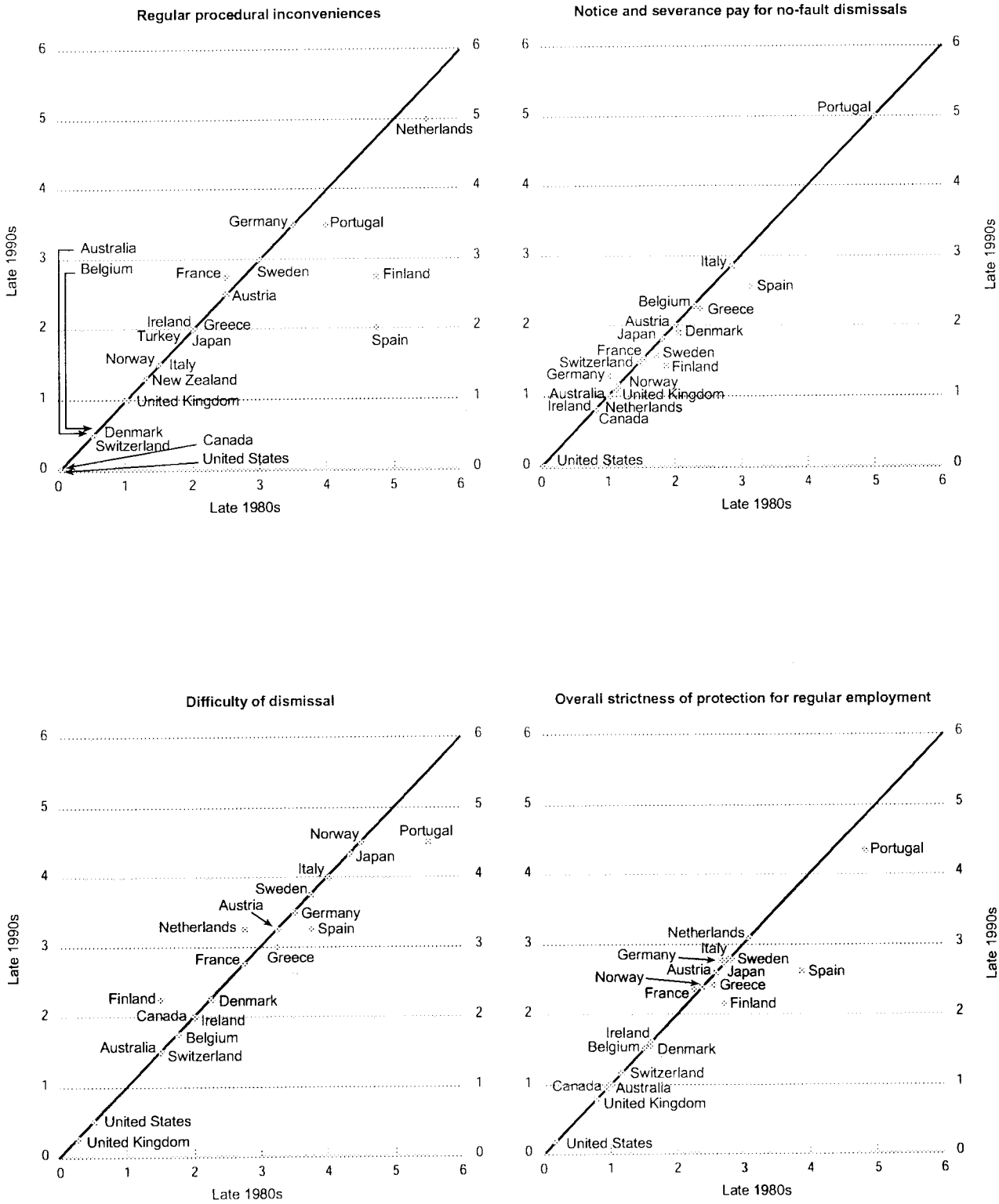
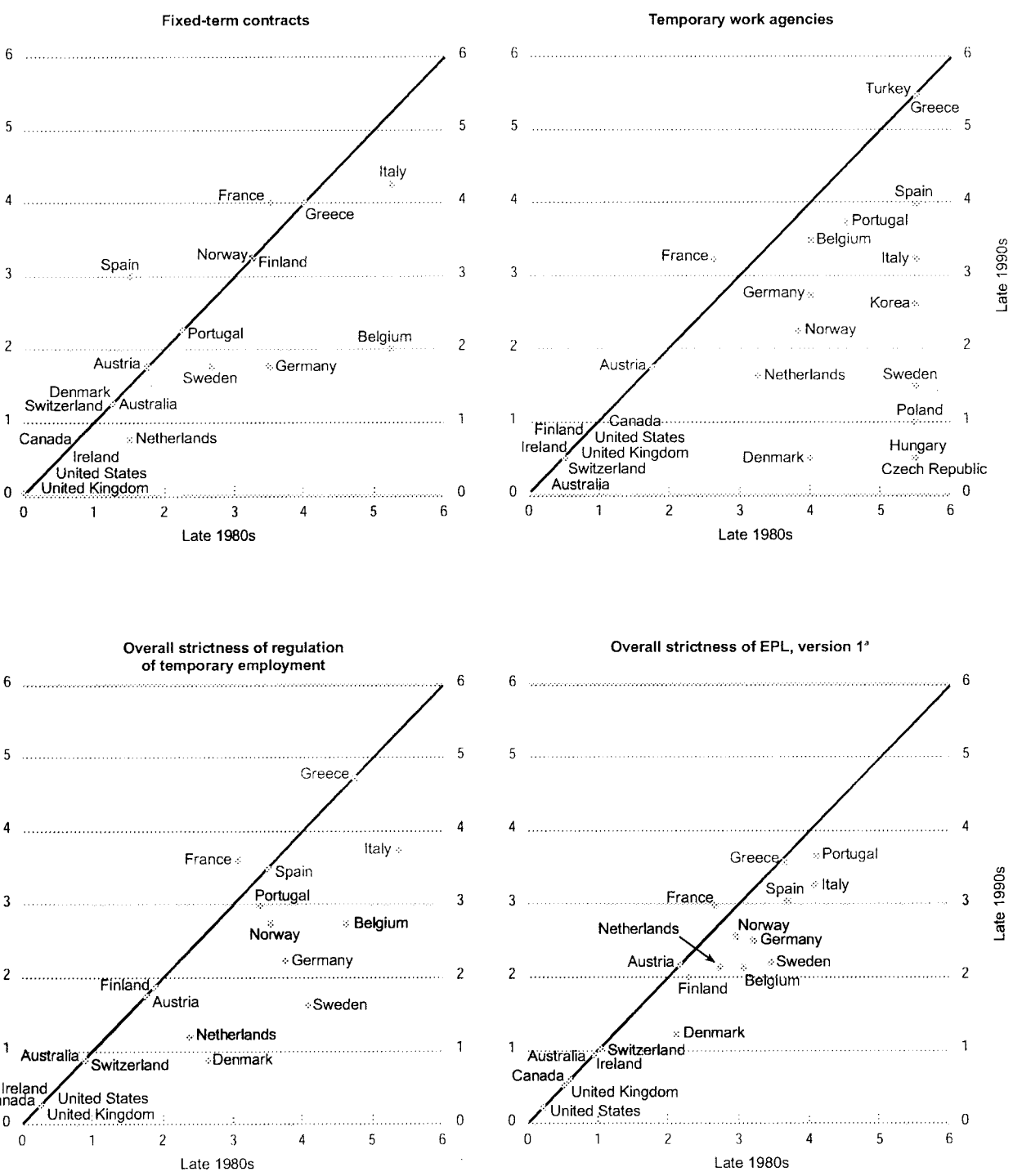


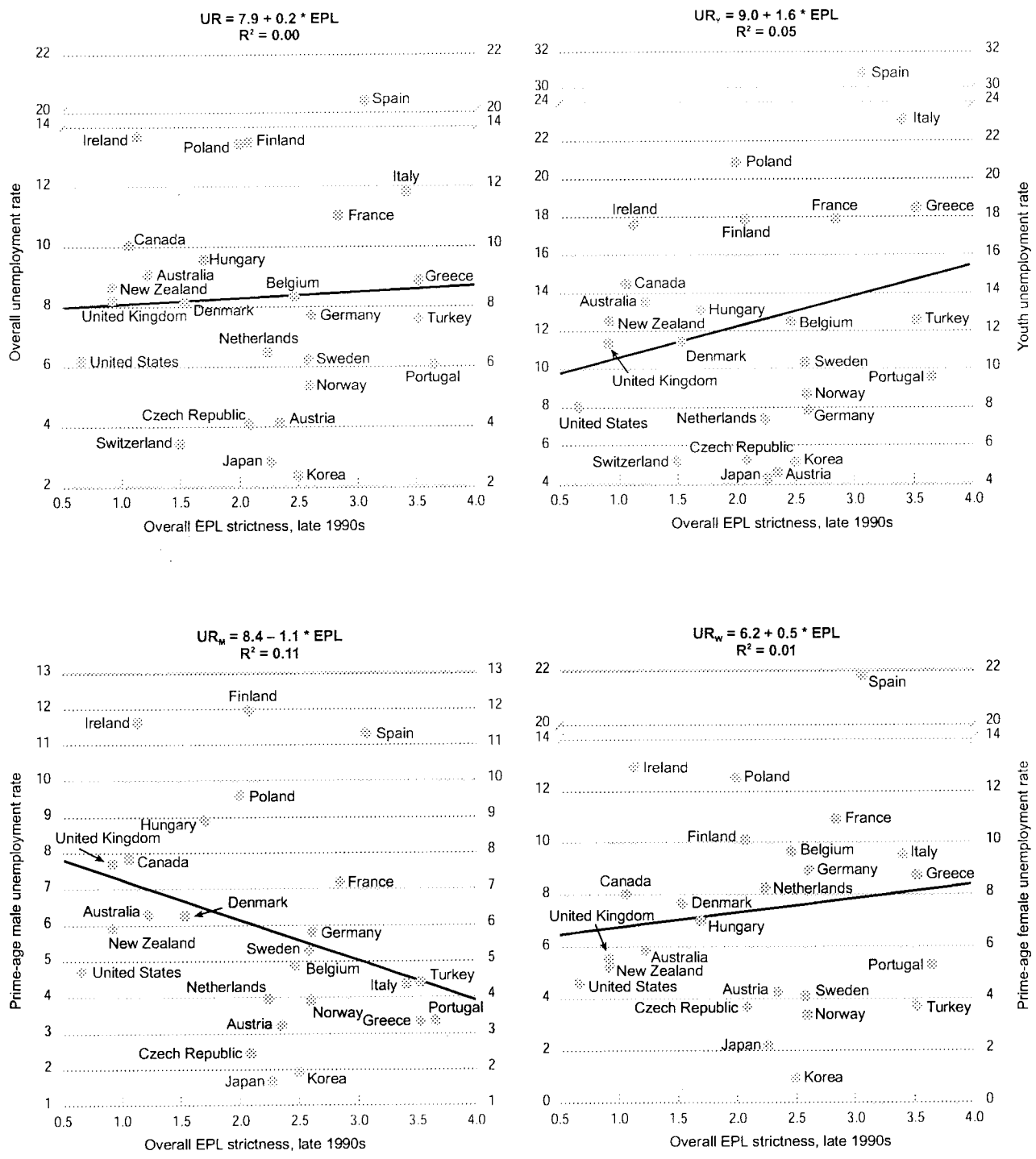
Chart 2.1. Evolution of the EPL summary indicators, from the late 1980s to the late 1990s (cont.)  
 Panel B: Temporary employment and overall EPL



Average of indicators for regular contracts and temporary contracts.  
 Sources: See Table 2.2, Panel B, Table 2.3, Panel B and Table 2.5.

Chart 2.2. Overall EPL strictness, employment and unemployment

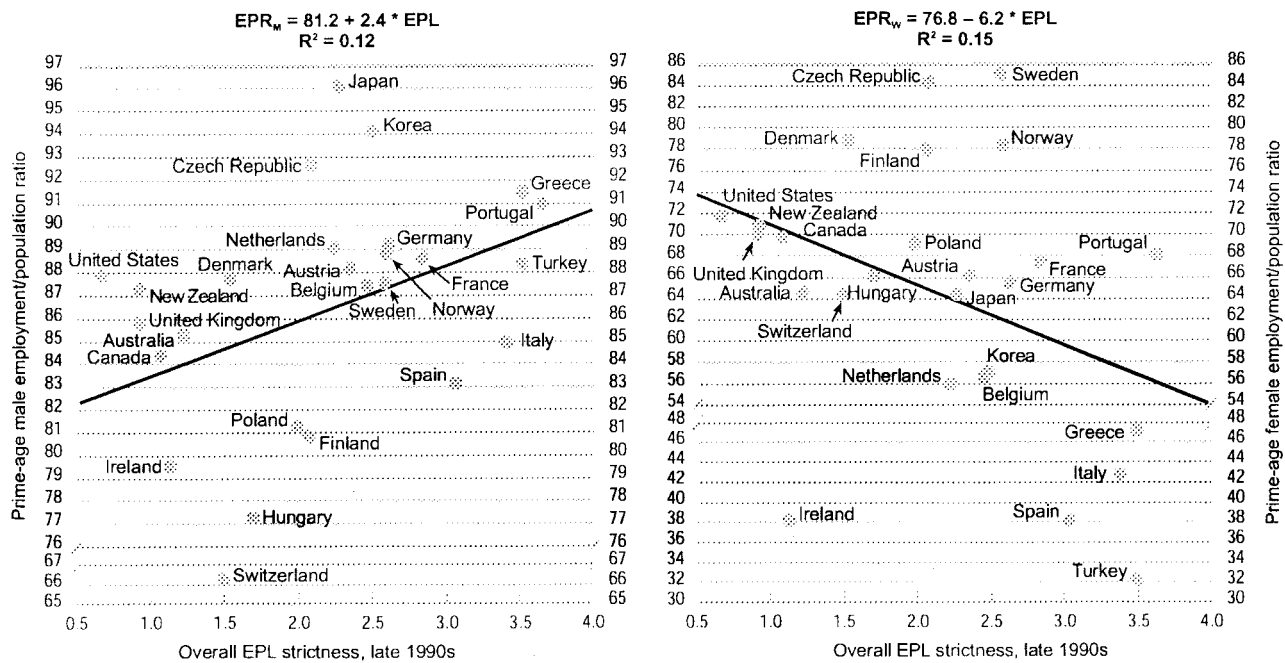
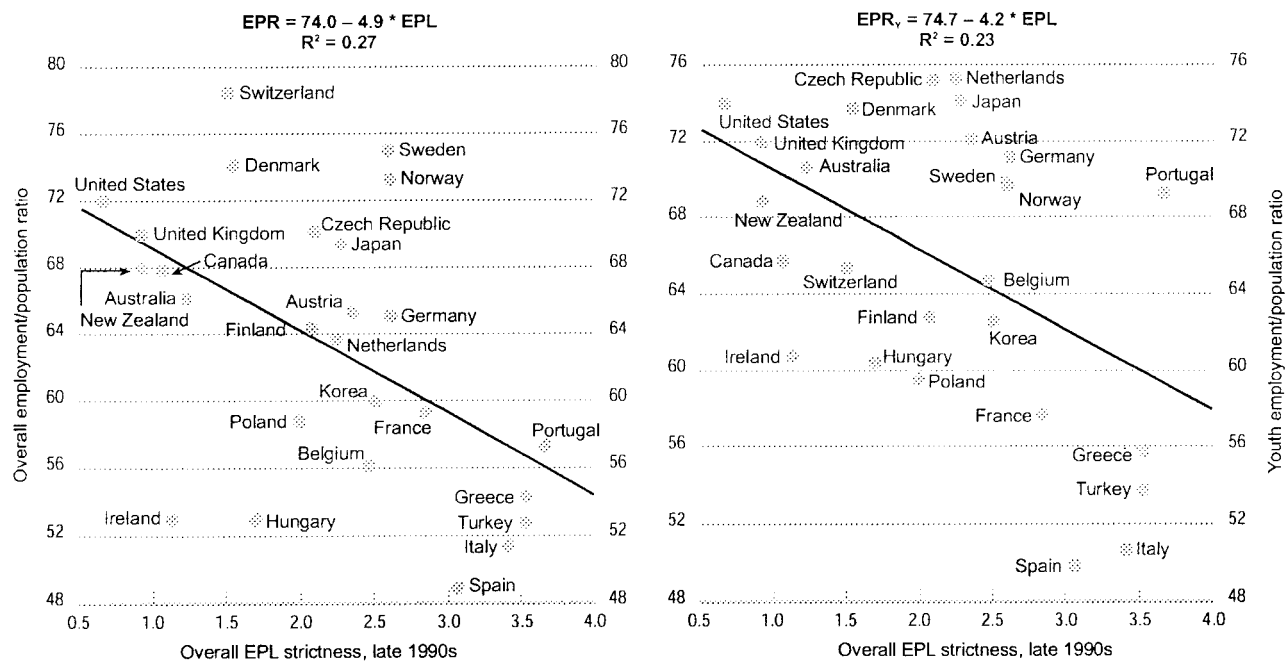
Panel A: Unemployment rates, averages over 1990-97  
Percentages



a) Overall EPL strictness, version 2.

Chart 2.2 Overall EPL strictness,\* employment and unemployment (cont.)

Panel B. Employment/population ratios, averages over 1990-97  
Percentages



a) Overall EPL strictness, version 2.

Chart 2.2 Overall EPL strictness,\* employment and unemployment (cont.)  
 Panel C. Employment shares by type of employment, averages over 1990-97  
 Percentages

