

Inventory 4 - Termination Pay in other MENA Countries, 2009/2010

COUNTRY	TYPE OF EMPLOYMENT TERMINATION BENEFITS	COVERAGE		ELIGIBILITY	GENEROSITY			
		Mandatory	Determined by Collective Agreements	Minimum Employment Period to qualify (months)	9 months	3-4 yrs	20 yrs	40 yrs
ALGERIA	Severance Pay (Layoff)	1	1	12	0	4 for 4 years	20 3/	..
	End-of-Service Benefits (End of contract term)	..	..	..	..	..	..	..
EGYPT	Severance Pay (Layoff)	1	1	12	0	3 for 4 years	27.5	57.5
	End-of-Service Benefits (End of contract term)	..	..	..	..	..	..	..
JORDAN	Severance Pay (Layoff)	1	..	6	0.75	4 for 4 years	20	40
	End-of-Service Benefits (End of contract term)	..	..	..	..	..	..	..
LEBANON	Severance Pay (Layoff)	1	1	1	0.5	4 for 4 years	10 max for some occupations	10 max for some occupations
	End-of-Service Benefits (End of contract term)	..	..	..	..	..	..	..
MOROCCO	Severance Pay (Layoff)	1	1	6	0	2.4 for 4 years	21	44
	End-of-Service Benefits (End of contract term)	..	..	..	..	..	..	..
SYRIA	Severance Pay (Layoff)	1	..	12	0	3 for 4 years	18.75	28.75
	End-of-Service Benefits (End of contract term)	..	..	..	..	..	..	..
TUNISIA	Severance Pay (Layoff)	1	1	..	0.75	3 for 4 years	20 4/	27 1/
	End-of-Service Benefits (End of contract term)	1 /2	..	..	..	..	..	..
YEMEN	Severance Pay (Layoff)	1	..	12	0	4 for 4 years	20	40
	End-of-Service Benefits (End of contract term)	..	..	..	..	..	..	..

Sources: NATLEX, IMF, National Labor Laws, Manpower, ILO Termination of Employment Digest (2008), ILO EPLex, Doing Business (World Bank).

NOTES

Mandatory = 1 if the country has a legally mandated severance pay/end-of-service benefits system, 0 if not.

Determined by Collective Agreements = 1 if severance payments/end-of-service benefits are determined through collective agreements, 0 if not.

Minimum employment period to qualify refers to the number of months the worker should have worked for the current employer to qualify for severance payment/end-of-service benefits.

9 months refers to severance payment/end-of-service benefits (in months of salary) made in case of redundancy dismissal/end of contract term of worker with tenure of 9 months.

3-4 years refers to severance payment/end-of-service benefits (in months of salary) made in case of redundancy dismissal/end of contract term of worker with tenure of 3-4 years.

20 years refers to severance payment/end-of-service benefits (in months of salary) made in case of redundancy dismissal/end of contract term of worker with tenure of 20 years.

40 years refers to severance payment/end-of-service benefits (in months of salary) made in case of redundancy dismissal/end of contract term of worker with tenure of 40 years.

'..' = not available / missing; 'n.a.' = not applicable.

1/ Compensation cannot exceed 3 months' salary though "collective agreements have raised it substantially" according to ILO termination of employment digest.

2/ Lump sum agreed by a commission. Art 21 10 of Tunisian Labor Code. Compensation cannot exceed 4.5 months unless more favorable disposition in collective or particular agreements.

3/ Doing Business (6 months according to IMF)

4/ Doing Business (12 months according to Tunisian labor code)