

Guatemala ratifies ILO Convention 175 on part-time work

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On January 17, 2017, the Convention on Part-Time Work of the International Labor Organization was approved by Congress Decree 2-2017. This agreement allows the formal hiring of part-time workers, ensuring these workers the respect and protection of minimum labor rights.

1. According to the Convention, a part-time worker "is any salaried worker whose normal working time is shorter than that of full-time workers in comparable circumstances"
2. Measures should be taken to ensure that part-time workers receive the same protection as full-time workers in regard to: (a) the right to unionize and to negotiate collectively; (b) occupational safety and health; and (c) employment discrimination.
3. Social security schemes should be adjusted so that part-time workers enjoy conditions equivalent to full-time workers. These conditions may be determined in proportion to the length of working time, income or other methods consistent with legislation.
4. According to the Convention, part-time workers should enjoy conditions equivalent to full-time workers in: (a) maternity protection; (b) employment relationship termination; (C) annual paid vacations and paid holidays; and (d) sick leave license. Cash benefits may be calculated in proportion to the length of working time.

The Ministry of Labor and Social Security and the Congress of the Republic of Guatemala must review the current labor legislation and adapt it to the Convention provisions. The implementation of the Convention will take some months to complete.

For additional information, you may contact

[Sara Santacruz](#)

sara.santacruz@carrillolaw.com

[René Rodríguez](#)

rene.rodriguez@carrillolaw.com

Complete text of the Convention can be found [here](#)

Convention 175 of the International Labor Organization, article 2