

ASGARDIA

PARLIAMENT



Asgardia Labour Act

Core Principles

Third Reading

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In accordance with Article 19 of the Constitution, the Government and society will promote work and seek to increase its value, significance, and prestige. Labour rights shall be regulated by the laws of Asgardia, in line with recognized principles and norms of international law. This legislative proposal applies to residents and citizens of Asgardia. Employees and employers within the Asgardia Nation will be protected by, and guided by, the legislation. In the case that an external enterprise does business with Asgardia and hires Asgardians, Asgardian interests will be represented to the other party.

This legislation will be consistent with other existing Asgardian legislation relating to employment in the space activities of Asgardia. The Act will provide a balance between freedom of operation and the minimum required regulatory burden to ensure fairness and principled employment practice. The Asgardian employees labour relations in the Asgardian localities on Earth will be regulated by the local applicable labour laws of each competent State of Earth. Asgardia may, in the future, establish additional laws for the minimum protection of the labour rights of the Asgardian Citizens who are employed on Earth in addition to the competent Earth State's benefits.

The legislation will address the following areas:

- 1 Defining the terms employee, employer, company, establishment, worker contract, regulation and industry.*
- 2 Defining the role of contracts applying to workers who provide services in processing, operation and production, and other activities within Asgardian business.*
- 3 Listing categories of activity in Asgardia.*
- 4 Special provisions as required over time.*
- 5 Conflict resolution procedures.*
- 6 Labour benefits for active, disabled, retired workers and specific cases.*
- 7 Social protection in relation to disability and employment related death benefits*
- 8 Transitory and singular agreements.*

- 9 *Non-discrimination regarding ethnicity, religions and beliefs.*
10 *Hiring and termination conditions.*

Article 1 Definitions

- 1.1 The labour law recognized the following terms:
- 1.1.1 **Employee.**- Workers who administer the contracts of employment established in each company
- 1.1.2 **Employer.**- "physical or moral person who uses the services of workers
- 1.1.3 **Company.**- Establishment of an economic unit that grants the application of the contract signed between both parties
- 1.1.4 **Establishment:** Technical unit, agency, the industrial platform that contributes to the realization of the company's purposes.
- 1.1.5 **Worker:** Natural person who provides services to the Employer, following the provisions of the contract.
- 1.1.6 **Contract:** Document that establishes and binds the rights and obligations of both parties who enter into an agreement for goods and services in exchange for pay or compensation, before the law of Asgardian work and the industry that grants productive activities.
- 1.1.7 **Regulation:** Document with specific conditions related to the type of work of the industry, ethical conduct, safety, and limitations of the contracted work. A document that establishes and binds the rights and obligations of both parties who enter into an agreement for goods and services in exchange for pay or compensation.
- 1.1.8 **Industry:** Platforms, physical and virtual, where activities, modules, and logistics systems, mechatronics and computing are based or performed. Sectors of activity in which distinct manufacturing or other services are produced by enterprises in that field of expertise.

Article 2 – Contracts

- 2.1 A contract establishes the conditions under which all activity that is developed in Asgardian services must be presented, under the regulations applying to employers and the workers, whose operations are carried out.
- 2.2 Contracts will adhere to orders issued by an executive authority or regulatory agency of a government and having the force of law. These may establish scope, standards, safety, ethics, and limitations for individuals and entities.
- 2.3 Contracts will apply to workers who provide their services in processing, operation and production, and other activities included in the industry that serves the objectives and aspirations established by Asgardia.

Article 3 – categories of activities

- 3.1 Contracts will apply to workers who come from the external industry whose contracts are signed in serving Asgardia for sectors including:
- 3.1.1 Moon modules
- 3.1.2 Transformation of resources
- 3.1.3 3D printing in low orbit
- 3.1.4 Digital manufacturing

- 3.1.5 Land services market
- 3.1.6 Productive improvement
- 3.1.7 Big Data
- 3.1.8 Virtual reality
- 3.1.9 Everything related to trade and manufacturing
- 3.1.10 Service Providers
- 3.1.11 Hardware and Software Developers
- 3.1.12 Research and Design Centers (R&D)
- 3.1.13 Franchises.
- 3.1.14 Temporary provisions that may be necessary from time to time.

Article 4 – special provisions

- 4.1 Special provisions may be constructed for areas including:
- 4.1.1 **General:** Conditions applicable to work determined by the aerospace, aeronautical, ground services, zero gravity, orbit, and lunar settlement industry.
 - 4.1.2 **Regulations:** Standards applied through training with specific consideration for performance, operation, training in orbit, terrestrial, zero gravity, and future lunar settlements.
 - 4.1.3 **Adaptive:** Standards developed for the adaptation of working conditions determined by the location, whose performance is determined by the degree of difficulty and training of the worker in the various environments where they will develop and perform activity, considering geographical area, language and mandatory physical capacity to perform in areas defined as special and high risk.
 - 4.1.4 **Accreditation:** The parties involved in the productive performance are obliged to be duly accredited for the proper development of activity in the different areas that Asgardia requires for production of equipment and facilities.
 - 4.1.5 **Homologation:** granting approval by an official [authority](#), including a court of law, a government department, an academic or professional body, or other entities which normally work according to rules or standards.

Article 5 – Conflict resolution

- 5.1 Conflicts arising from productive activities will be subject to recognition of the signing of agreements concluded by the parties involved for the good performance of their activity as a collective or as an individual.
- 5.2 The employer and the worker are obliged to submit in writing any disagreement arising from a conflict, in writing, and with copies where it is specified who is being mentioned for notification or demand for breach of services in a **Notification for nonconformity**.
- 5.3 Depending on the situation of the worker and its location, the days to file a claim for negligence or breach of contract will be determined. 5 days will normally be the period of latitude for those who remain on a planetary surface and up to 3 months for those who are in orbit.

Article 6 - Benefits

- 6.1 Labour benefits for active, disabled, retired workers and specific cases will be established.

Article 7 – Social Protection

7.1 When practicable, a framework of social protection measures will be developed in consideration of relevant social protection law regarding disability or death arising from activity in the Asgardian industry.

Article 8 – Transitory Agreements

8.1 Transitory agreements, independent of contracts concluded by the employer, or between third parties, will be legally valid during the defined period of that contract; and may include liability agreements.

8.2 Contracts may be concluded to define unforeseen situations and a mechanism to arrangements in the light of new circumstances.

8.3 Any new provision of a technical nature imposed by the industry and exceeding a previous agreement, requires an amended agreement concluded by parties involved.

Article 9 – Non-Discrimination

9.1 Singular agreements will be all those that derive from an activity where it has been necessary to modify the format that governs the industry to address considerations relating to:

- 9.1.1 Workers with different abilities,
- 9.1.2 People with special abilities and disabilities.
- 9.1.3 Religion and belief, where this is directly relevant to their work
- 9.1.4 Workers experiencing disabilities through their performance work.
- 9.1.5 Other situations not covered in the general rules.

Article 10 – Hiring and Termination

10.1 Activity performed by the workers, will be classified as:

10.1.1 **Temporary**, depending on their activities, their temporality is limited to specific times of employment.

10.1.2 **Long term**, for those with an open-ended employment contract.

10.2 In terms of termination:

10.2.1 **For work completed**, their employment relationship ends at the time they conclude with the work for which they were hired.

10.2.2 **For long term employees**, codes will determine the circumstances of dismissal or departure.

10.3 Employment may be:

10.3.1 **Full Time**: depending on the nature of the work

10.3.2 **Part-Time**: depending on the nature of the work

10.4 The employer will respect Asgardian evolving industry rules and standards which will be defined according to relevant codes for the activity, and which may cover:

10.4.1 social protection

10.4.2 health and safety

10.4.3 Relevant medical conditions

10.4.4 Academic and professional certifications

10.4.5 Training

