

All countries

Maximum working hours

Asia

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| China | Maximum working hours In principle, eight 8 hours per day and 40 hours per week (except for allowed overtime). |
| Hong Kong | Currently, there is no legislation regulating working hours except for the employment of children and young persons (meaning a person of or over 15 years old but under 18 years old) employed in certain industrial undertakings. |
| Singapore | <p>Rules relating to working hours only apply to employees that fall under Part IV of the Employment Act (Chapter 91) (whether shift or non-shift workers)</p> <p>Normal hours of work:</p> <p>In general, an employee must not be required under his or her contract of service to work:</p> <p>(a) more than 6 consecutive hours without a period of leisure; and</p> <p>(b) more than 8 hours in one day or more than 44 hours in one week,</p> <p>subject to certain exemptions.</p> <p>Overtime:</p> <p>Employees may claim overtime pay for all work in excess of the normal hours of work.</p> <p>Maximum permitted overtime is 72 hours per month, unless the employer successfully obtains an overtime exemption.</p> <p>Employer must pay at least 1.5 times the hourly basic rate of pay.</p> |

United Arab
Emirates

The following restrictions apply under UAE Labour Law:

- Working hours must not exceed 8 hours per day or 48 hours per week, over a 6-day week. However, this can be increased to 9 hours per day for some businesses. Working hours are reduced by 2 hours per day during the Islamic month of Ramadan for all employees (excluding the DIFC).

The following restrictions apply in the DIFC:

- Weekly working hours must not exceed, on average, 48 hours over a 7-day period, unless the employer first obtains the employee's written consent to work longer hours.

- In the DIFC, reduced Ramadan hours by 2 hours per day are only applicable to Muslim employees.

Europe

Austria

40 hours per week is the normal working time according to law - although many CBAs provide a weekly working time of 38.5 hours.

For overtime, a maximum of up to 12 hours per day and up to 60 hours per week is possible under circumstances. However, a maximum of 48 hours per week (on average) within a timeframe of 17 weeks must in general not be exceeded.

Czech Republic

40 hours weekly working time, the duration of a shift may not exceed 12 hours.

Overtime work ordered to an employee may not exceed eight hours in particular weeks and 150 hours in a calendar year.

England & Wales

48 per week (opt-outs are common).

France

48 hours per week and 44 hours per week during 12 consecutive weeks (specific provisions can be provided by CBAs and company collective agreement).

10 hours maximum per day, subject to exceptions.

Germany

48 hours per week (Monday to Saturday), average eight hours per working-day, max ten hours per working-day; max. of 40 hours in a five-day working week common.

Hungary

The rules relating to work schedules shall be laid down by the employer. As a general rule, work shall be scheduled for five days a week, between Mondays through Fridays. Where working time is defined within working time framework covering up to four months, working time may be scheduled irregularly for each day of the week or for certain days only (irregular work schedule).

According to the work schedule:

- i. the daily working time of the employee shall not exceed 12 hours
- ii. the weekly working time of the employee shall not exceed 48 hours.

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| Ireland | Save for some limited exceptions, the maximum working week is 48 hours, aggregated over a reference period the duration of which varies according to the nature of the employment but is typically four months. |
| Italy | Usually, the working time in Italy is of 40 hours per week (equal to 8 hours per day if divided in 5 days). Part-time is allowed only in case of specific agreement. Overtime is allowed only within the maximum limit of 250 hours per year and subject to an extra payment. |
| Netherlands | An average of 48 hours a week during a period of 16 weeks. In general 60 hours a week. |
| Poland | Regular working time is eight hours per day and an average of 40 hours per week in an average of five days working per week (usually Monday-Friday) within an adopted settlement period not exceeding four months – basic working time system. Polish law provides numerous possibilities of working time system modifications to reflect one's business needs. With overtime hours a maximum of 13 hours per day and 48 hours in a week. Regular employees must be provided with minimum uninterrupted resting periods of 11 hours per day and 35 hours per week. |
| Portugal | As a general rule 40h per week (flexible working schedule mechanisms may apply) |
| Slovakia | Maximum weekly working time is 40 hours. An employee working alternately on both shifts of a two-shift operation shall have a maximum working time of 38 and $\frac{3}{4}$ hours per week, and on all shifts of a three-shift operation or continuous operation, maximum working time of 37 and $\frac{1}{2}$ hours per week. An employee's average weekly working time including overtime may not exceed 48 hours. |
| Spain | Full-time work in Spain is based on a maximum of 40 hours per week, calculated on an annual basis. According to Spain Labour laws, at least 12 hours must elapse between the end of one working day and the start of the next. Furthermore, employees in Spain are entitled to, at least, 1.5 days off per week. Collective bargaining agreements may provide with a lower maximum or a higher time-off between working days or weekly time-off. |

South America

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| Brazil | 8 hours a day, 44 hours a week. |
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