

Developments in working time 2015-2016

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Introduction

This annual review covers several issues related to working time in the EU and Norway in 2015 and 2016. It is based mainly on contributions from Eurofound's Network of Eurofound Correspondents (NEC).

The report looks at the following:

- main developments resulting from legislative reforms or changes and from collective bargaining at national or sectoral level
- average weekly working hours set by collective agreements, both economy-wide and for five specific sectors of economic activity: metalworking, chemicals, banking, retail trade and public administration
- statutory limits on weekly and daily working time
- average actual weekly working hours
- annual leave entitlements, as set by collective agreements and law
- estimates of average collectively agreed annual working time.

After briefly presenting the major developments that took place between 2015 and 2016, the report provides a general overview of the present status of the duration of working time as a result of collective bargaining. The report complements Eurofound's [database of wages, working time and collective disputes](#), which provides information since the year 2000 about the systems in place defining working time as well as some of the main outcomes of these systems. In addition, the report updates and complements the report [Working time developments in the 21st century](#), which covers data on some aspects of working time, including collectively agreed working hours between 2000 and 2014.

The figures provided in this review should be interpreted with caution, and the various notes and explanations should always borne in mind. Making international comparisons regarding the length of collectively agreed working time is difficult because comparable data are not collected in all countries. When data are available, data from different sources are not strictly comparable. Additional deterring factors for such direct comparison are:

- different reference periods (annual, monthly, weekly) for calculating working time
- the reduction of working time in some countries, introduced through extra days off or cuts in annual hours, leaving the normal working week relatively unchanged
- an increasing use of schemes whereby weekly hours may vary considerably, with an average being maintained over a different reference period
- the treatment of part-time workers
- the differing roles of collective bargaining and legislation, with legislation having an impact on actual hours in some countries, but setting only a maximum 'safety net' in others.

Figures for normal weekly working hours are also problematic when working time in different countries is compared: these figures do not take into account factors such as overtime, the length of annual leave (and other forms of leave), or the use of flexible forms of working time organisation.

This review follows the previous editions of the annual reviews of working time for calculating averages for the groups of EU Member States. Three groups are used.

EU28: all current Member States.

EU15: the Member States up until enlargement in 2004 (Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, the Netherlands, Portugal, Spain, Sweden and UK).

NMS13: the ‘new’ Member States: those that joined in 2004 (Cyprus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Norway, Poland, Slovakia and Slovenia); those that joined in 2007 (Bulgaria and Romania); and the country that joined in 2013 (Croatia).

The average figures provided for these country groupings are weighted in order to reflect the relative country sizes in terms of people aged 15–64 years who are employed full time, according to Eurostat’s Labour Force Survey (EU LFS).

Developments in working time regulation

Legislative developments

General legislative developments

In 2015 and 2016, in some Member States, important legislative changes affected how working time is set and organised. In France, the changes mainly concern the articulation of the different levels of collective bargaining. In Luxembourg, there was a substantial alteration of the reference period(s) to calculate working time. Belgium and Bulgaria introduced reforms that will change the way working hours are accounted for (including annualisation of working hours). Latvia and Malta introduced changes for posted workers. Romania and Finland changed the provisions regarding annual leave; and Hungary changed the rules of daily rest following an infringement procedure by the European Commission.

Law no. 2016-1088, adopted by the **French** parliament in July 2016, introduced a significant reform of working time and social dialogue. Several decrees have been published in order to implement the main provisions of the law, including new rules on working time that came into force on 1 January 2017. These provisions on working time are important as they establish the precedence of company-level agreements over agreements at branch level (see [France: New rules on working time enter into force](#)). The minimum working time standards are still fixed by law and neither employment contracts nor collective agreements can provide for any derogations from the law. However, from now on, company-level agreements prevail over branch-level agreements and can provide for less favourable provisions while, at the same time, a referendum of the workers can bypass collective bargaining if the social partners fail to reach an agreement.

In **Luxembourg**, a law adopted in December 2016 (coming into force on 1 January 2017) introduced [a reform of working time organisation](#). One of the most important features of this reform is the extension of the legal reference period for calculating working time: employers are now entitled to decide the length of the reference period (if there is no sectoral agreement applicable) and can increase it from the current one to four months. The reform, however, keeps the rule that allows the social partners to negotiate a period up to 12 months. The increase of the period of reference, however, must be compensated for by additional rest days:

- 1.5 rest days for a reference period of one to two months
- 3 days of rest for a reference period of between two and three months
- 3.5 days for a reference period of three to four months.

Furthermore, the monthly usual working time cannot overrun by more than 12.5% (45 hours maximum for the weekly working time of 40 hours). If the reference period is negotiated through a collective agreement, the social partners are free to agree on other forms of compensation.

Major revisions in relation to working time in **Belgium** were developed in 2016, to come into force during 2017. The [Feasible and Manageable Work](#) reform, in the meantime approved by the Parliament, introduces changes in a number of working time issues, including annualisation of working time: this permits average weekly hours to be calculated on an annual basis; this measure can be activated by collective agreement at sectoral or company level. In addition, a new provision allows sectors exposed to international competition to span

the calculation of average working hours over a period of six years (the car manufacturing sector, for example, is already making use of this provision). The new provisions also include the possibility of flexible working hours (in which employees can decide on their start and end hours within agreed limits); this legislates for a practice that had been already made available in some companies.

Some important changes were also introduced in the **Bulgarian labour code** during 2015 and 2016. These relate mainly to **overtime** and the **definition of night work**. By means of a written request, and after prior consultation with representatives of trade unions and/or representatives of the employees, employers can now, in the interest of production, extend working hours on certain days and compensate employees by reducing working time on other days (Article 136a of the Labour Code). In addition, Article 140 of the code now defines night work as work performed from 22:00 until 06:00 (for persons under 18 years of age it is from 20.00 until 06.00.) On a weekly basis, the normal weekly working time for night work in a five-day working week is up to a maximum of 35 hours. On a daily basis, the normal working hours for a working night in a five-day working week is up to a maximum of 7 hours.

In **Latvia** and **Malta**, legislative changes were introduced in relation to **posted workers**. These changes establish that the workers posted in these countries must be guaranteed adequate working conditions and employment provisions, including aspects such as working time and leave, under national legislation. They promise a more effective transposition of [Directive 2014/67/EU](#) on the enforcement of Directive 96/71/EC concerning the posting of workers. The amendments in Latvian labour law were adopted on 12 May 2016 and became valid from 09 June 2016. In Malta, the amendments were made in the Posting of Workers in Malta Regulations of (2016).

Romania and **Finland** introduced **changes in legislation dealing with annual leave**. The Romanian labour code was amended in 2015 (amendment of Article 145, by Law no. 12/2015). This states that periods of sick leave, maternity leave, maternity risk leave or leave to care for a sick child shall be counted as working time in the calculation of annual leave duration. Previously, leave was calculated on the basis of actual working time only. In Finland, two important changes were introduced in the Annual Holidays Act in 2016. First, a qualifying period was introduced to compensate for incapacity during annual leave. Previously, an employee incapacitated by childbirth, illness or an accident during annual leave had the right to postpone the holiday to a later date. From April onwards, only the seventh and successive holiday days lost may be postponed, while the first six days of incapacity are deductible. Second, the period of maternity leave, paternity leave or parental leave that is considered as working days (and thus permit the accumulation of holidays) has been reduced. Before this change, holidays were accumulated throughout the entire leave period; this could be up to 263 working days for a mother and 212 working days for a father. Now, only the first 156 working days of the leave period enable the accumulation of annual holidays.

In **Hungary**, as a **response to the infringement** procedure launched by the European Commission **regarding daily rest**, the relevant provisions of the Labour Code were modified (by Act LXVI of 2016). Workers employed in ‘stand by’ jobs (jobs including on-call periods) are no longer exceptions to the general rule: now, they are also entitled to a minimum daily rest period of 11 consecutive hours in every 24-hour period. In some specific cases (such as shift-work, continuous work or seasonal work) the daily rest period can be shortened to 8 hours, provided that an equivalent compensatory rest period is provided. In Romania, the [rule regarding the weekly rest for employees has changed](#) through Law 97/2015 adopted in April 2015. It provides a new formulation of weekly rest, which is expected to stop its interpretation being abused by employers. Now, the weekly time off period consists of 48 consecutive hours (as a rule Saturday and Sunday). Previously, the legal provision stipulated that the weekly break consisted of two consecutive days – as a rule, Saturday and Sunday.

Sector-related legislative developments

In 2015 and 2016, some significant legislative developments were specifically related to certain sectors. In 2015, the **Austrian** government adopted new legislation implementing the maximum 48-hour week included in the European Working Time Directive in hospitals. This resulted in angry protests, and several provincial governments and universities have struggled to find a compromise compensating physicians for the loss of income caused by the decline in overtime (previously the law allowed for working weeks of up to 72 hours).

In **Cyprus**, upon request by the signatory parties of the hotel industry collective agreement, in April 2016, the Council of Ministers and House of Representatives amended the terms of employment regulations for employees in hotels. With this amendment, all hotel employees in Cyprus are entitled to two days off per week, with the employer having the right to withhold one day off per week. This working day must then be either paid at a rate of 200% or provided as additional leave in less busy periods. In addition, the amendment states that the 15 days of public holidays, if worked, must be remunerated at 200% or provided to the employee as days in lieu.

In **Hungary**, a highly controversial regulation on working time schedules had been introduced in 2014 [prohibiting work on Sundays in the retail sector](#). As of March 2015, the provisions stipulated that all retail shops should be closed except those whose premises were smaller than 200 square metres and where the work was carried out exclusively by the owners or family members. One year later, due to the controversy attached to the prohibition and the referendum initiated by the opposition parties, the government revoked the act (by Act XXIII of 2016). With this, the earlier working time schedule was re-established and all retail shops could open on Sundays.

Another important sectoral development took place in the **Portuguese public administration** with the reintroduction of the 35-hour week in public administration (See [section on public administration](#) for more details).

Collective bargaining developments at peak level

Many [substantial changes in how working time](#) is regulated are introduced through collective bargaining or agreements between workers and employers' representative organisations. Two of the major developments of this nature took place in Finland and Spain.

Following a preliminary agreement of the **Finnish** peak-level social partners on the [major tripartite labour market agreement \(the 'Competitiveness Pact'\)](#), the vast majority of the country's approximately 300 sectoral-level collective agreements were negotiated during spring of 2016 to include clauses extending annual working time by 24 hours without additional compensation. Different extension models were included in different agreements and, under certain conditions, company-level solutions may also vary.

Similarly, in June 2015, the main **Spanish** employer organizations (CEOE and CEPYME) and the main trade unions ([CCOO](#) and UGT) signed the [Third agreement for employment and collective bargaining \(PDF\)](#) (for 2015–2017). In this document, the parties agreed to apply mechanisms of internal flexibility – such as functional mobility and flexible organisation of working time – for negotiations rather than mechanisms imposed by law. In particular, the agreement permits flexible organisation of working time around an annual calculation in order to avoid overtime work. It also stresses that collective agreements, especially at company level, should promote the rationalisation of working hours (taking into account the particularities of the sector or company) to improve productivity and ease reconciliation of personal and working life (respecting the legal minimum standards).

Collective bargaining developments at sectoral level

In **Austria**, on 1 July 2016, a new working time model that allows greater flexibility was implemented in the metalworking sector. The model was negotiated by the sectoral social partners in autumn 2015. The topic of flexibilisation of working time has been part of almost

every annual collective bargaining round in the metalworking industry since 2009. However, not until autumn 2015, did social partners finally reach an agreement over a model to be implemented on a trial basis up to June 2019. The new model deals with the distribution of working time: within a time frame of 52 weeks, normal working hours may be flexibly distributed as long as they do not exceed an average of 38.5 hours a week. Extra work must be announced at least two weeks before the beginning of the working week concerned; the time credits may be accumulated over several years. The main advantage for companies is that they can flexibly react to fluctuations in orders. In exchange for greater flexibility, the social partners agreed on the implementation of a ‘free-time option’, under which free time may be chosen instead of the collectively agreed wage increase. This extra free time may be taken either daily, weekly or annually.

In **Germany** and **Sweden**, important changes in working time were introduced through collective bargaining in the health sector during 2016. In December 2016, the social partners in the Swedish public healthcare sector signed a new [working time agreement for nurses](#) (also including midwives and physiotherapists). Over the past few years, many nurses have chosen to go from full-time employment to part time, often due to the lack of recovery time after night work. To combat this problem, the new agreement shortens working time for all nurses who perform shift work (whether on days, evenings or nights). The more night shifts an employee has, the more the working time is shortened. For a nurse who works only nights, the weekly working time is reduced by two hours. The agreement covers around 110,000 healthcare employees.

In **Germany**, the United Services Union (ver.di) and the Berlin-based hospital Charité, an employer of some 14,000 workers, reached an agreement on health prevention and staff policy that set up a bilateral health committee to monitor health strains – including overtime, irregular working hours and strain due to under-resourcing of staff or inadequate training. Indicators of health strains are to be defined and minimum standards for intervention agreed.

In **Austria** and **Estonia**, ongoing collective bargaining, with important aspects related to working time, took place in the healthcare sector during 2016. The Austrian unions GPA-djp and vida unions, from the private social and healthcare sector, had asked for a shortening of working hours to 35 hours with full compensation at the onset of the annual bargaining round in late 2016 and continuing throughout 2017. In Estonia, the demands from the health care workers included compensation for time on-call and a higher rate of pay at night and on weekends; they also emphasised the need to tackle overtime work and high workload.

Important changes in working time aspects took place through collective agreements in transports sector in Estonia, Germany and Malta. New sectoral collective agreements were concluded in 2015 and in 2016 in the **Estonian** branch of passenger transport. Among other aspects, the agreement establishes that if working time is less than 3 hours in a working day, then 3 full hours are counted (previously, 6 hours in the 2015 agreement). In addition, due to the nature of the job, one break lasting three hours or longer may be given to employees, but only if it is agreed in the company-level collective agreement; after the third hour it must be remunerated at the rate of the average salary. Employees whose main job is passenger transport with a vehicle with more than nine places must receive at least 35 calendar days of paid leave per year.

The collective agreement in **Malta** reached between the Union of United Workers (Union Haddiema Maghqudin, UHM) and the Malta Public Transport (MPT) in May 2016 gave prominence to the working time of the bus drivers working at MPT. The main contention was new rosters introduced as part of several changes in the route network in 2015. UHM accused management of changing drivers’ working hours without consultation. Employees complained that the new roster resulted in excessively long working days due to lengthy unpaid breaks between shifts. This and other allegedly poor working conditions led to industrial action in 2015. The agreement resulted in shorter shifts and shorter drivers’ breaks. Other changes included increased night allowance and a new late duty grant.

Similarly to what is implemented in some sectors in Austria, an agreement concluded in **Germany** by the Transport Workers Union (EVG) and railway company Deutsche Bahn (DB) in 2016 provide for [a new option to choose extra pay or extra time](#): employees can choose between a pay rise, a reduction of working week by one hour per week or six additional days of vacation (the so-called ‘EVG-Wahlmodell’).

Since 2013, the **Cypriot construction sector** has had in place a derogation from the collective agreement providing for an increase in the working week, from 38 to 40 hours. In September 2014, the social partners agreed to return the working week to the previous 38 hours, a change that took place in March 2015.

In France, since the ‘Macron’ law has enabled shops to open on Sunday and in the evening (*Loi n° 2015-990 du 6 août 2015 pour la croissance, l'activité et l'égalité des chances économiques – titre III*), social partners have started to negotiate collective agreements on Sunday work, mainly through company-level agreement. In Paris, for example, companies such as Darty (an electronic and electrical retailer), and Sephora and Marionnaud (perfumes and cosmetics retailers), reached agreements with their employees establishing the conditions under which the shops would open on Sundays and evenings. Other companies followed suit. However, these agreements have not been easy to implement everywhere. Employees of the department store BHV, in Paris, for example, voted against Sunday work in November 2015, following the opinion of their trade unions. Some sources claimed that this was a blow against employees (who wish to earn more money working on Sundays and in the evening) and against employment (as the employer intended to recruit if the agreement was applied).

Finally, a note regarding the security sector in Ireland, for which the respective joint labour committee drafted an employment regulation order during 2016 providing for a minimum of 24 hours of work per week, after six months’ service, for employees covered by the order. In addition, the order proposes that if a security worker is called in to carry out a shift of less than four hours’ duration, this will earn a minimum of four hours’ pay. This order was passed into law in May, to take effect from 1 June 2017.

Statutory maximum working time

Collective bargaining on the length of working time in the EU and Norway takes place within the framework of statutory rules on maximum working hours. These must, as a minimum, respect the provisions of the [EU Working Time Directive](#), which includes a provision for an average maximum 48-hour working week (over a reference period not exceeding four months), a minimum daily rest period of 11 hours and a minimum uninterrupted weekly rest of 35 hours.

As Table 1 shows, in terms of maximum duration of work, most countries fall into one of two main groups: those that set their maximum weekly hours at the 48 hours specified by the Working Time Directive; and those that operate a lower limit of 40 hours (this may be extended up to 48 hours or more under certain conditions). Belgium and France continue to be the exceptions, with maximum weekly hours of 38 and 35 hours, respectively. If overtime is considered, then most countries set the weekly maximum at 48. The exceptions are Austria, Belgium and Croatia at 50 hours, and Germany and the Netherlands at 60 hours. When overtime is accounted for, the weekly hours can go up to 69 hours in Norway.

Many Member States also have restrictions in terms of maximum daily hours. For most countries, 8 hours is the maximum, but this figure ranges from 7 hours in France to 12 in the Czech Republic. When overtime is considered, the daily maximum can go rise from 9 to 12 or even 13 hours in one day. In Norway, the daily maximum (including overtime) is 16 hours.

Table 1: Main provisions regarding maximum weekly and daily working hours

<i>Country</i>	<i>Maximum weekly working hours</i>	<i>Maximum weekly working hours, including overtime</i>	<i>Maximum daily working hours</i>	<i>Maximum daily working hours, including overtime</i>
Austria	40	50	8	10
Belgium	38	50	8	9–12
Bulgaria	40	48	8	10
Croatia	40	50	8	12
Cyprus	Not specified	48	Not specified	Not specified
Czech Republic	40	48	12	Not specified
Denmark	48	48	Not specified	13
Estonia	40	48	8	13
Finland	40	Not specified	8	Not specified
France	35	48	7	10-12
Germany	48	60	8	10
Greece	40	48	8	12
Hungary	40	48	8	12
Ireland	48	48	Not specified	13
Italy	40	48	Not specified	Not specified
Latvia	40	48	8	Variable
Lithuania	40	48	8	12
Luxembourg	40	48	8	10
Malta	48	48	Not specified	12.5
Netherlands	48	60	9	12
Norway	40	69	9	16
Poland	40	48	8	Not specified
Portugal	40	48	8	10
Romania	40	48	8	12
Slovakia	40	48	8	9-12
Slovenia	40	48	8	10
Spain	40	41.75*	9	9.29
Sweden	40	48	8	13
UK	Not specified	48	Not specified	13

*Note: * Calculated from the annual maximum of overtime.*

Source: Network of Eurofound Correspondents, [EurWORK database of wages, working time and collective disputes](#).

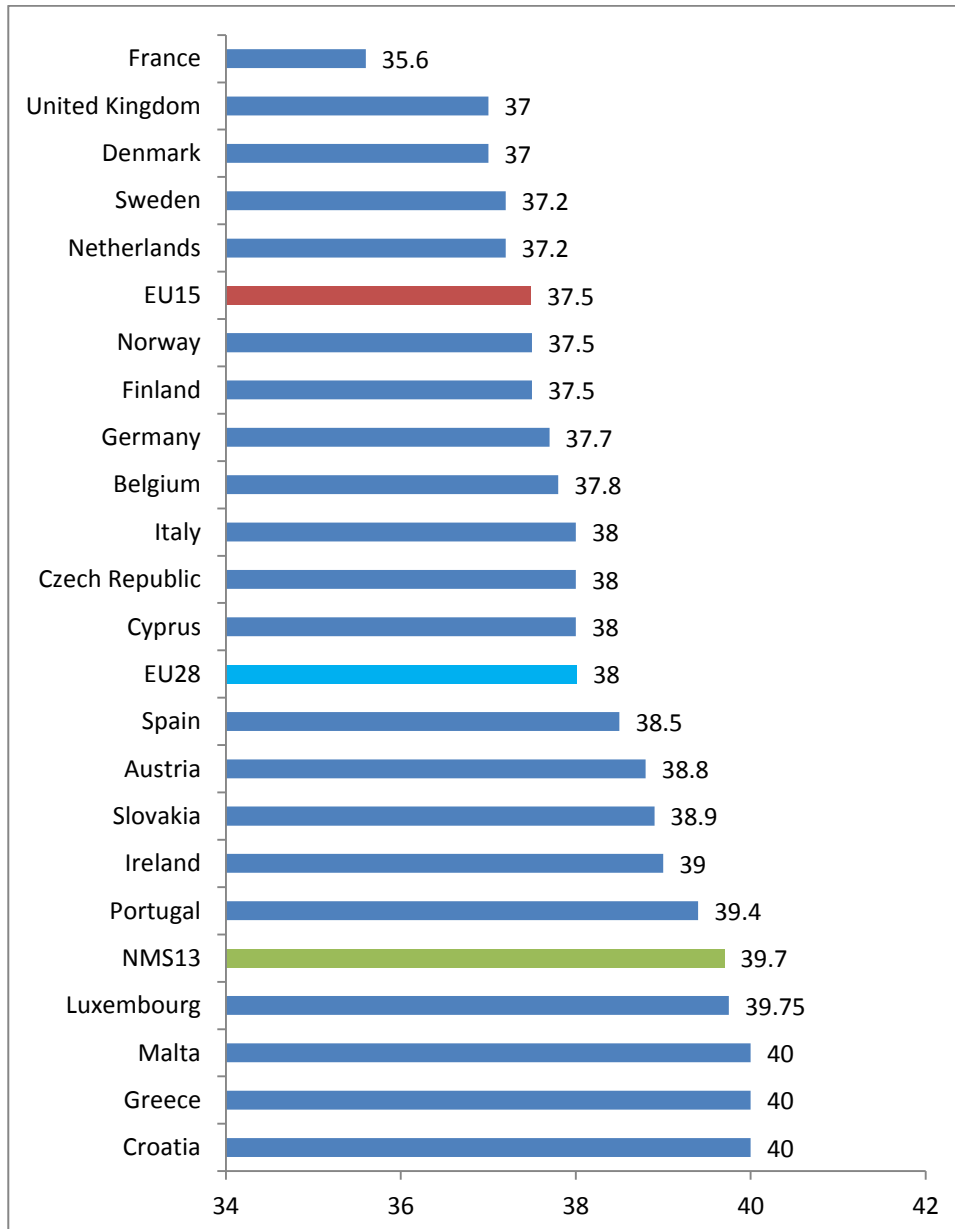
Collectively agreed weekly hours

As Eurofound research as shown, collective bargaining plays an important role in determining the duration of working time in many of the EU28 countries, though to a lesser or sometimes negligible extent in some of the Member States that have joined the EU since 2004 (the NMS13). The nature and extent of this role also differs widely across countries, with bargaining at different levels (intersectoral, sectoral and company level) playing more, or less, important roles. Bargaining coverage also varies considerably, although it is generally higher in the EU15 than in the NMS13. The importance of bargaining may also differ greatly among sectors of economic activity and groups of workers. The relationship between bargaining and legislative provisions on working time also varies considerably between countries (Eurofound, 2016).

Figure 1 shows the average collectively agreed normal weekly hours – the weekly working time agreed via collective bargaining at sectoral or company level for full-time workers – in the countries where those data exist. In the case of Croatia, Greece and Malta, the estimates assume that most collective agreements replicate the statutory maximum working week of 40 hours. In some Member States – Bulgaria, Estonia, Hungary, Latvia, Lithuania, Poland, Romania and Slovenia – working time is not generally defined through collective bargaining, and therefore these countries are not represented in the chart (Eurofound, 2016).

For the majority of countries it is, however, possible to present average agreed hours in 2016. With very few exceptions, [there have been no major changes since 2014](#). The Czech Republic, Slovakia, Sweden and the UK were the only countries registering changes between 2015 and 2016. Whereas Slovakia and Sweden registered a decrease of 0.1 hours per week in 2015, they had an increase of the same amount in 2016. The Czech Republic registered a decrease of 0.1 hours in the same period while in the UK the available estimate of agreed working hours decreased by 0.5 hours (in practice, this does not necessarily reflect a reduction of agreed working hours in the UK, because the estimates for 2015 and 2016 have been calculated over samples of agreements which are different; [for details, see Annex 1](#)). All things considered, these changes reduced the estimate for the EU15 from 37.6 hours in 2015 to 37.5 in 2016, and, consequently, a reduction from 38.1 to 38 hours in the EU28 in the same period.

Figure 1: Average collectively agreed normal weekly working hours, 2016



Note: The data should be interpreted in conjunction with the [notes in Annex 1](#); figures for the EU28, EU15 and NMS13 are the author's calculations of weighted averages based on relative country sizes in terms of employment (Eurostat, EU LFS, 2016).

Source: Network of Eurofound Correspondents, [EurWORK database of wages, working time and collective disputes](#).

With an average of 35.6 hours, France remains the country with the shortest average collectively agreed working week in the EU, reflecting the effects of the Aubry law which, in 2000, [established a statutory working week of 35 hours](#). Besides France, the Nordic countries (and Norway), the Netherlands and the UK constitute the group of countries registering an average agreed normal working week at or below the EU15 average of 37.5 hours in 2016.

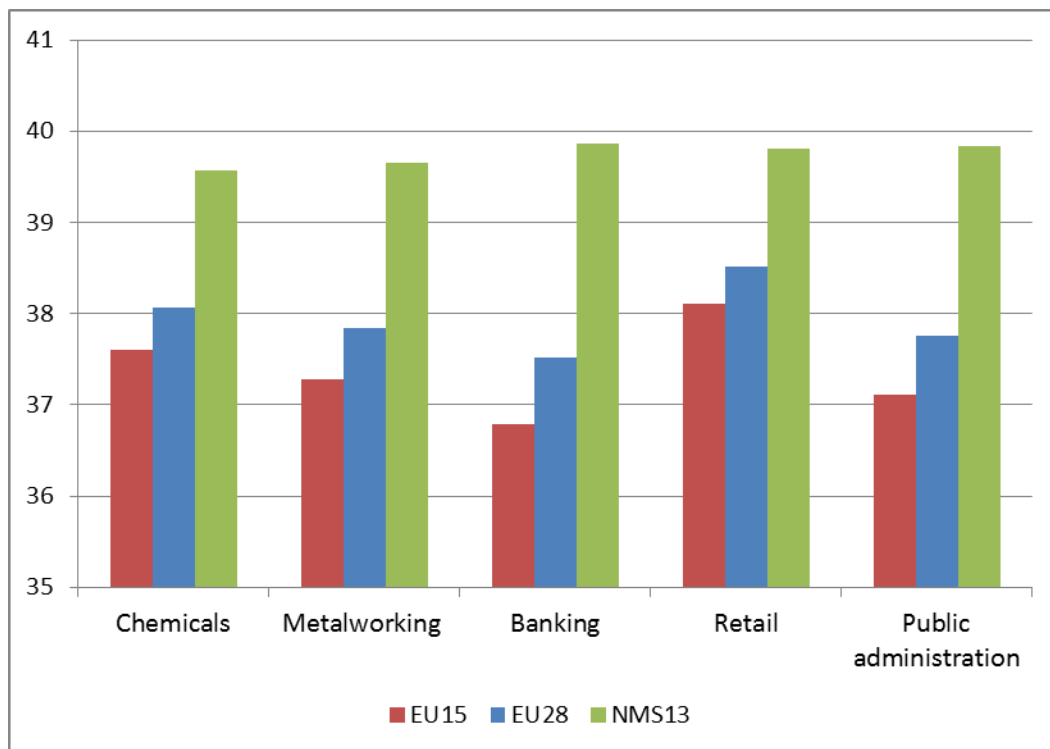
Collectively agreed weekly hours in selected sectors

This section looks at the average normal weekly working hours for full-time workers as set by collective bargaining in five sectors of activity: metalworking, chemicals, banking, retail trade

and public administration. The more specific sectoral figures presented here tend to be more accurate than the overall average data given in the previous section as they show the specificities of the sectors analysed.

The sectors analysed do not differ significantly in terms of average agreed normal weekly working hours in the EU: banking registered 37.5 hours, chemicals 38.1, public administration 37.8, metalworking 37.8 and the retail trade 38.5 hours. As clearly shown in Figure 1, the agreed weekly working hours are higher in the NMS13 than in the EU15 in all five sectors. The largest difference can be found in the banking sector, in which the average normal agreed working week in the NMS13 is 3.1 hours longer than in the EU15. The reference working week in the NMS13 is longer than in the EU15 by 2 hours in the chemicals sector and by 2.7 hours in public administration. In metalworking the difference between the two country groupings is 2.4 hours whereas the retail trade shows the smallest difference at 1.7 hours.

Figure 1: Average collectively agreed normal weekly hours in selected sectors, 2016



Note: Figures for the EU28, EU15 and NMS13 are the author's own calculations of weighted averages based on relative country sizes in terms of employment (Eurostat, EU LFS, 2016).

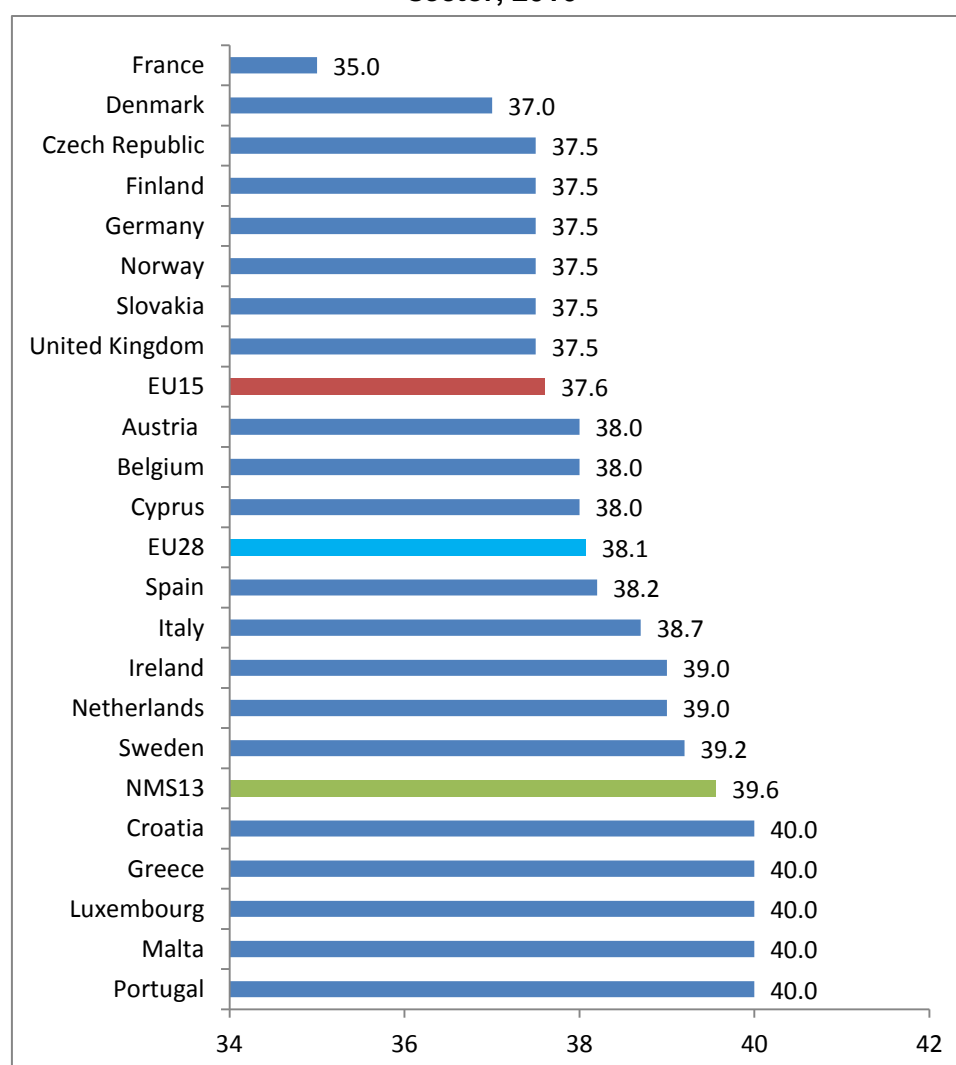
Source: Network of Eurofound Correspondents, [EurWORK database of wages, working time and collective disputes](#).

In many of the NMS13 a uniform 40-hour working week, which corresponds to the statutory normal week in those countries, was used for calculating the averages for the EU28 and NMS13. Relatively little difference between the sectors was registered in Austria, Cyprus, Finland, France, Luxembourg, Ireland, and Slovakia: in these countries, none of the five sectors differed by more than two hours from the other sectors. Wider differences, of more than two hours (and in some cases up to four hours) between sectors analysed were evident in Belgium, Czech Republic, Germany, Greece, Italy, the Netherlands, Spain, Sweden and the UK. In Portugal the main difference is between public administration and banking (35 hours each) and the other sectors (40 hours each).

Chemicals

Figure 3 shows collectively agreed normal weekly hours in the chemicals sector in 2016, according to the relevant sectoral collective agreements, except where specified in the notes relating to the figure ([see Annex 2](#)). The averages for the EU28, EU15 and NMS13 did not change between 2015 and 2016. There was no change between 2015 and 2016 in the length of the working week in most countries. France and Sweden did register a decrease of respectively 0.1 and 0.2 hours, bringing the working week to 35 hours in France and in Sweden to 39.2 hours. Spain saw an increase of 0.4 hours to 38.2 hours. In the EU28, the average agreed weekly working time in chemicals was slightly higher than the overall average with 38.1 hours.

Figure 3: Average collectively agreed normal weekly hours in the chemicals sector, 2016



Note: The data should be interpreted in conjunction with the [notes in Annex 2](#); figures for the EU28, EU15 and NMS13 are the authors' own calculations of weighted averages based on relative country sizes in terms of employment (Eurostat, EU LFS, 2016).

Source: Network of Eurofound Correspondents, [EurWORK database of wages, working time and collective disputes](#).

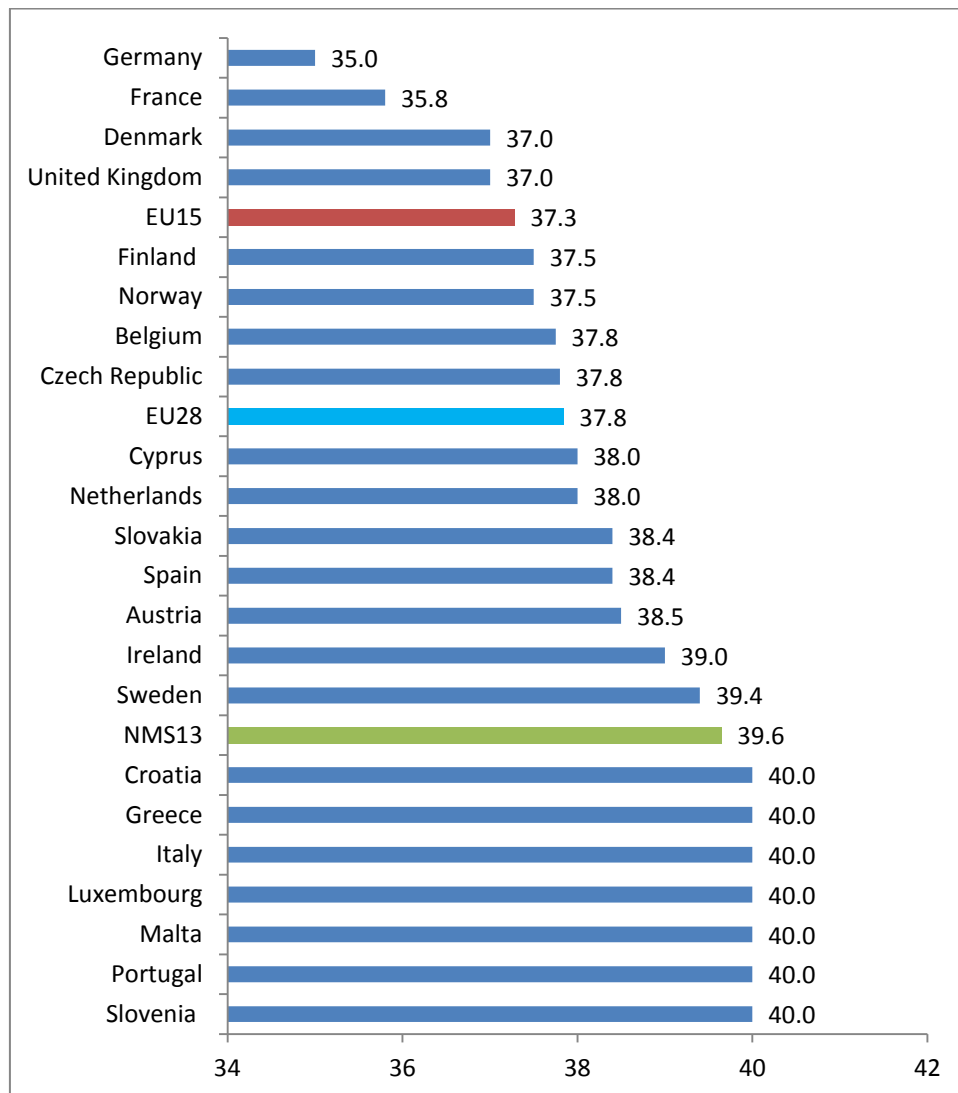
In 2016, the average agreed working week in the chemicals sector in the EU28 represented half an hour more per week than the average of 37.6 hours for the EU15, which is still much lower than the average for NMS13 – 39.6 hours.

Within the EU15, the longest agreed weekly hours in the chemicals sector in 2016 were registered in Luxembourg, Greece and Portugal (40 hours) and the shortest in France (35 hours) and Denmark (37 hours). Working hours in the chemicals sector are longer than the national whole-economy average in the Netherlands (1.8 hours more) and Sweden (2 hours more). They are notably lower in Slovakia (1.4 hours less) but also lower in Austria and Germany (0.8 hours less). Overall, the average agreed working week for workers in the chemicals sector in the NMS13 was slightly lower (-0.1 hours) than the average for all sectors of economic activity.

In the NMS13, average weekly hours in chemicals were 39.6 in 2016 – exactly the same as in 2015 and 2014. In the countries not shown in the chart – Bulgaria, Estonia, Hungary, Latvia, Lithuania, Poland, Romania and Slovenia – working time in the chemicals sector is, in general, not defined by collective agreements but rather by legislation (Eurofound, 2016). In Slovenia, there was a collective agreement for the chemical and rubber industry; however, this remained valid only until September 2013 after being cancelled. Within the NMS13, Cyprus, the Czech Republic and Slovakia have an average agreed weekly working time below the EU28 average, while most of the other NMS13 stand at 40 hours.

Metalworking

Figure 4 shows the collectively agreed normal weekly hours in the metalworking sector in 2016, according to the relevant sectoral collective agreements, except where specified in the notes relating to the figure ([see Annex 3](#)). The averages for the EU28, EU15 and NMS13 did not change between 2015 and 2016, the same happening in most countries. Spain and Slovakia registered an increase of, respectively, 0.2 and 0.1 hours. In contrast, in the Czech Republic and Sweden there was a decrease of 0.1 and 0.2 hours, respectively. In the EU28, the average agreed weekly working time in metalworking was below the overall whole-economy average: 37.8 as against 38.1 hours.

Figure 4: Average collectively agreed normal weekly hours in the metalworking sector, 2016

Note: The data should be interpreted in conjunction with the [notes in Annex 3](#); figures for the EU28, EU15 and NMS13 figures are the authors' own calculations of weighted averages based on relative country sizes in terms of employment (Eurostat, EU LFS, 2016).

Source: Network of Eurofound Correspondents, [EurWORK database of wages, working time and collective disputes](#).

In 2016, the average agreed working week in the metalworking sector in the EU28 represented 0.6 hours more per week than the average of 37.3 hours for the EU15; this is much lower than the average for the NMS13, which stood at 39.6 hours.

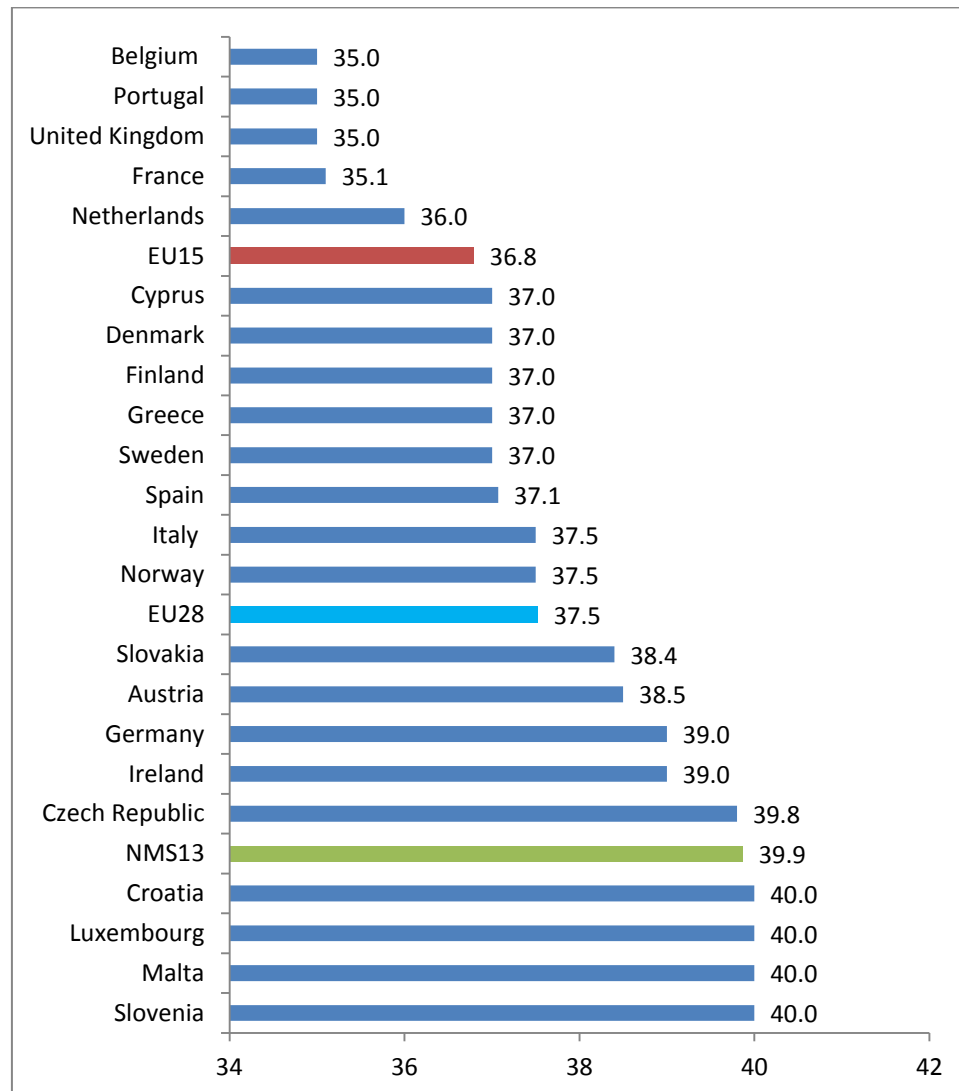
Within the EU15, the longest agreed weekly hours in the metalworking sector in 2016 were registered in Italy, Luxembourg, Portugal and Greece (40 hours) and the shortest in Germany (35 hours), France (35.8 hours) and Denmark (37 hours). Working hours in the metalworking sector are longer than the national whole-economy average in the Netherlands (0.8 hours more) and Sweden (2.2 hours). They are notably lower in Slovakia (0.5 hours less) and Germany (3.3 hours less). Overall, the average agreed working week for workers in metalworking in the EU15 was slightly lower (0.3 hours) than the average across all the sectors of economic activity.

In the NMS13, average weekly hours in metalworking were 39.6 in 2016 – the same as in 2015 and 2014. In the countries not shown in the chart – Bulgaria, Estonia, Hungary, Latvia, Lithuania, Poland and Romania – working time in the metalworking sector is, in general, not defined by collective agreements but rather based on the legislation (Eurofound, 2016). Within the NMS13 group, the Czech Republic was the only country with an average agreed weekly working time in line with the EU28 average in the sector. Cyprus is again noteworthy with an average collectively agreed weekly working time in metalworking of 38 hours.

Banking

Figure 5 shows the collectively agreed normal weekly hours in the banking sector in 2016, according to the relevant sectoral collective agreements, except where specified in the notes relating to the figure ([see Annex 4](#)). The averages for the EU28, EU15 and NMS13 did not change between 2015 and 2016, the same happening in most countries. France and Spain registered an increase of 0.1 hours while Sweden registered a decrease of the same extent. In the EU28, the average agreed weekly working time in banking was shorter than the overall whole-economy average: 37.5 as against 38 hours.

Figure 5: Average collectively agreed normal weekly hours in the banking sector, 2016



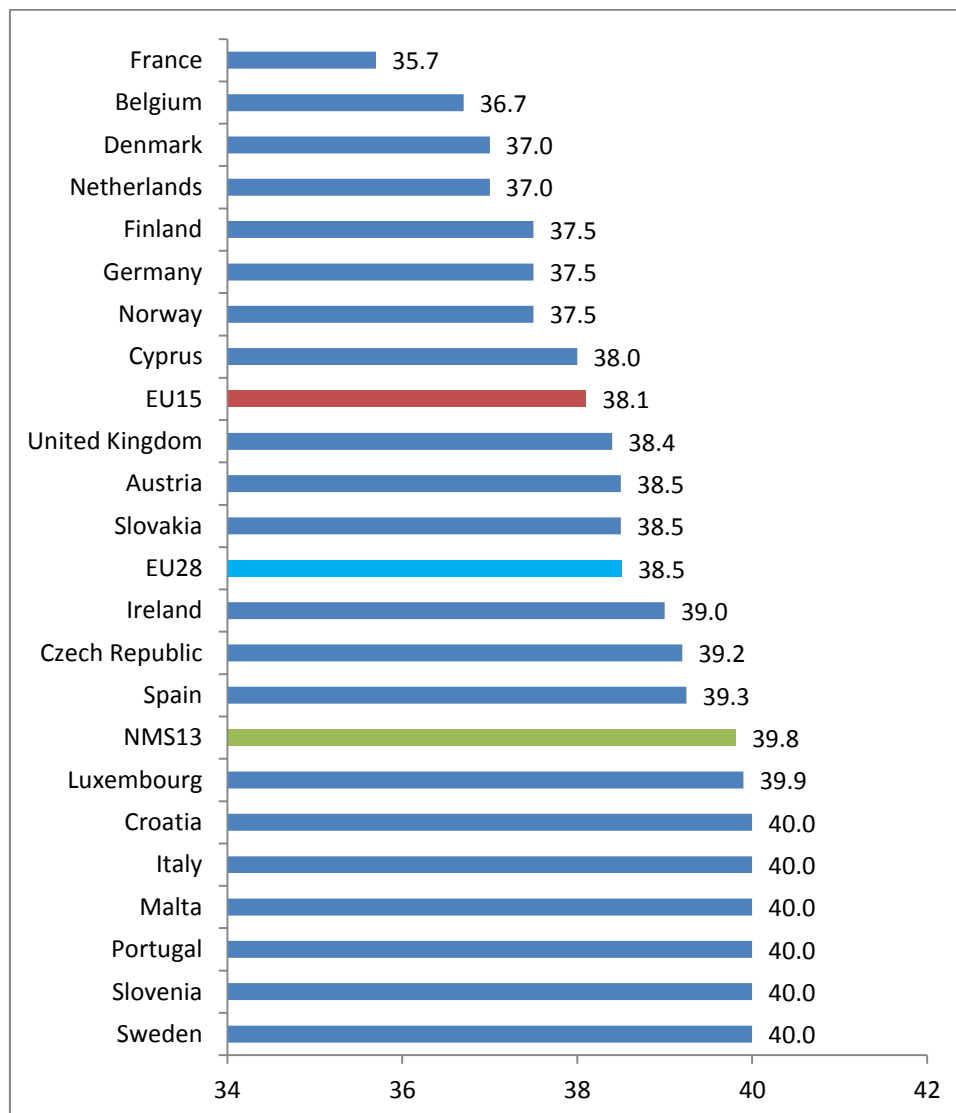
Note: The data should be interpreted in conjunction with the [notes in Annex 4](#); figures for EU28, EU15 and NMS13 are the authors' own calculations of weighted averages based on relative country sizes in terms of employment (Eurostat, EU LFS, 2016).

Source: Network of Eurofound Correspondents, [EurWORK database of wages, working time and collective disputes](#).

Retail trade sector

In 2016, the average collectively agreed normal working week in the EU28 for the retail sector was 38.5 hours (Figure 6). This was 0.1 hours longer than in 2014 and 0.1 hours shorter than in 2015. The UK and Czech Republic registered decreases of 0.4 and 0.2 hours. Collectively agreed working time in retail increased in Slovakia by 0.1 hours. In the EU28, the average agreed weekly working time in retail was 0.5 hours longer than the overall whole-economy average.

Figure 6: Average collectively agreed normal weekly working hours in the retail sector, 2016



Note: The data should be interpreted in conjunction with the [notes in Annex 5](#); figures for EU28, EU15 and NMS13 are the authors' own calculations of weighted averages based on relative country sizes in terms of employment (Eurostat, EU LFS, 2016).

Source: Network of Eurofound Correspondents, [EurWORK database of wages, working time and collective disputes](#).

In the EU15, average weekly hours for retail workers stood at 38.1 hours in 2016; this was 0.1 hours less than in 2015 but 0.2 more than in 2014. The longest agreed weekly hours in retail were found in Italy, Portugal and Sweden (40 hours per week), and Luxembourg (39.9 hours). The shortest working weeks are in France (35.7 hours). Working hours in retail are longer than the national whole-economy average in Sweden (2.8 hours more), Italy (2 hours more), UK (1.4 hours more) and Portugal (0.6 hours more). However, the retail working week is shorter than the national average in Belgium (1.1 hours less) and Germany (0.8 hours less). Overall, the average agreed working week in retail is 0.5 hours longer than the whole-economy average for the EU15.

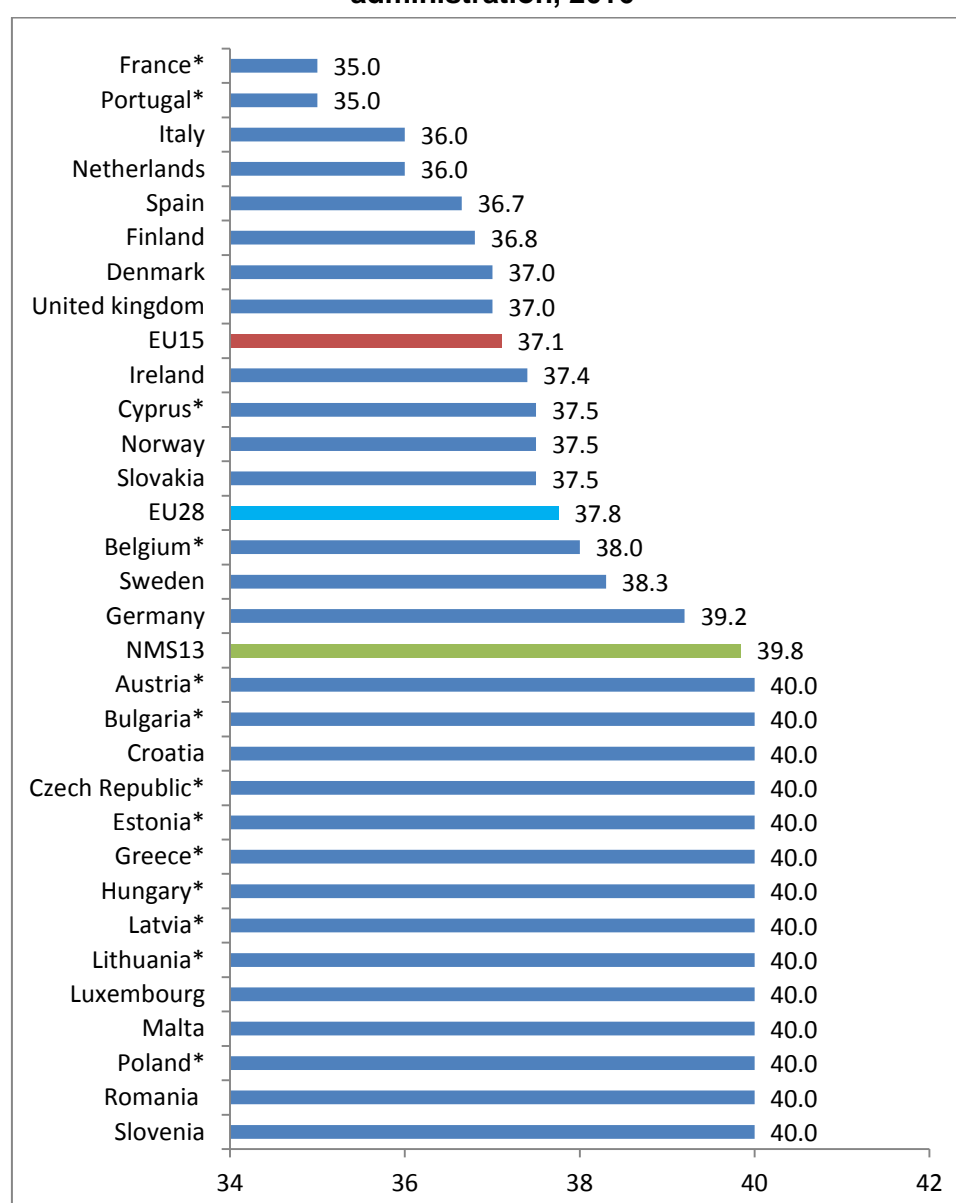
In the NMS13, average weekly hours in retail were 39.8 hours in 2016 – the same as in 2015 and 2014. The 2016 retail weekly average for the NMS13 was almost two hours longer than the EU15 average for the sector and just 0.1 hours longer than the NMS13 whole-economy average. Cyprus, with an average collectively agreed weekly working time for the sector at 38 hours, was the only country from the NMS13 in which the figure was below the average figure for the EU28. In the Czech Republic, agreed weekly hours in retail were 1.2 hours longer than the whole-economy national average.

Public administration

Public administration is distinct from the other sectors discussed above in that the government is the main employer. In the majority of Member States, [working time is unilaterally defined by the state](#) and hence regulated by legislation. There were very few changes from 2015 in the 'collectively agreed' normal weekly hours in the sector in the EU. The most notable change took place in Portugal: in September 2013 the normal working week public sector had been increased from 35 to 40 hours, as part of the government's measures to cut costs in the sector. In 2016, [the 35-hour week was reinstated](#) in the public sector. The only other country where working hours in the public administration changed was Sweden, with an increase of 0.1 between 2015 and 2016.

Across the EU28, the average agreed weekly working time in public administration was 37.8 hours in 2016 (Figure), 0.1 hours less than in 2015 and about 0.4 hours less than the overall whole-economy average.

Figure 7: Average collectively agreed normal weekly working hours in public administration, 2016



Notes: * as per legislation; the data should be interpreted in conjunction with the notes in [Annex 6](#); figures for EU28, EU15 and NMS13 are the authors' own calculations of weighted averages based on relative country sizes in terms of employment (Eurostat, EU LFS, 2016).

Source: Network of Eurofound Correspondents, [EurWORK database of wages, working time and collective disputes](#).

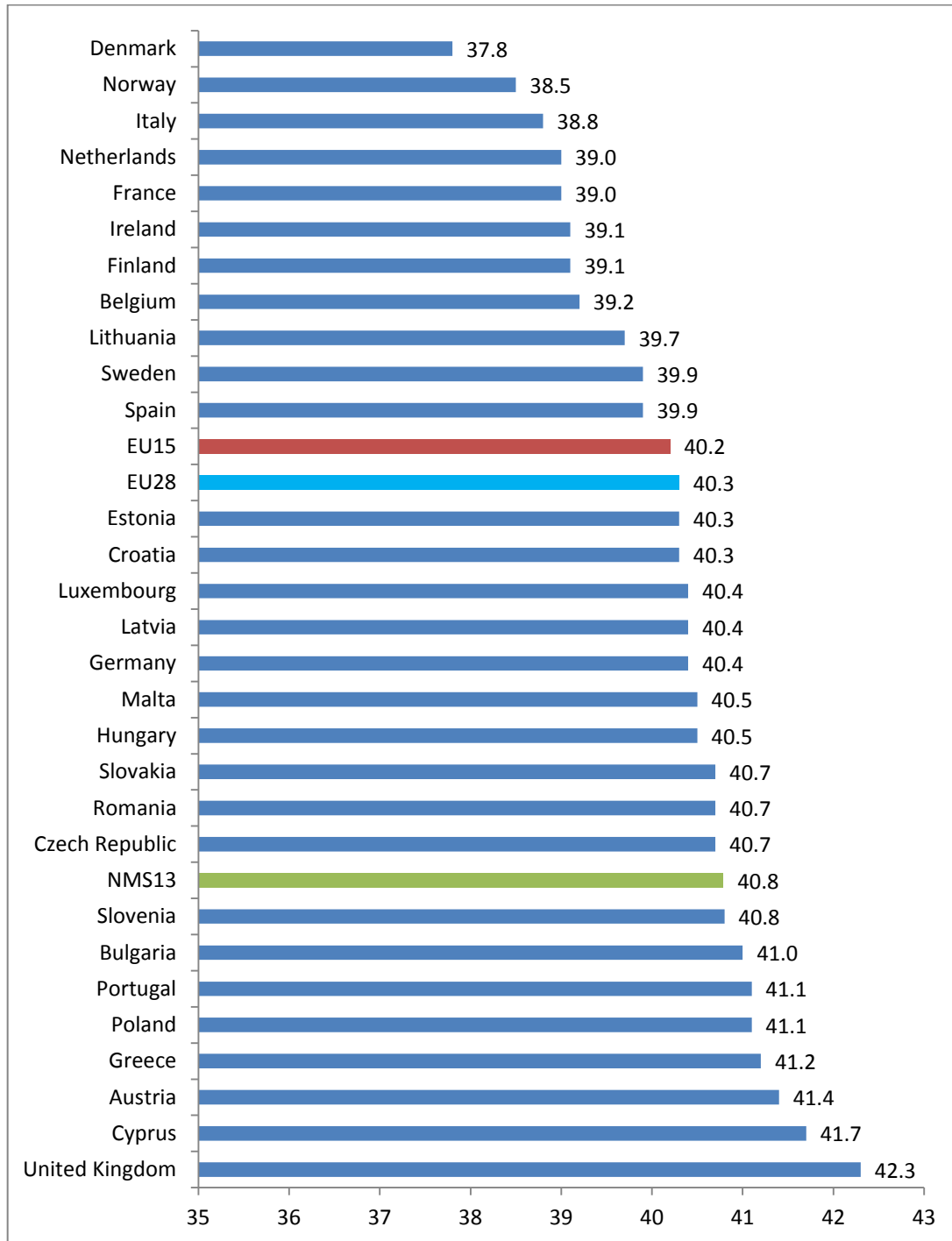
In the EU15, average weekly working hours in public administration decreased from 37.4 in 2014 to 37.2 in 2015 and 37.1 in 2016. The longest weekly hours in the sector were recorded in Austria, Greece and Luxembourg (40 hours per week); the shortest were recorded in France and Portugal (35 hours), and in Italy and the Netherlands (36 hours). Working hours in public administration are markedly longer than the national whole-economy average in Austria, the Czech Republic, Germany and Sweden, but shorter in Ireland, Italy, the Netherlands, Portugal, Slovakia and Spain. Overall, the average agreed working week in public administration was 0.5 hours below the whole-economy average.

In the NMS13, in 2016, average weekly hours in public administration were 39.8 hours; this was 2.7 hours longer than the EU15 average. Cyprus and Slovakia were the only countries in which the figures were closer to the average for the EU15. In these two countries, weekly hours in the public administration were even below the whole-economy national averages. Overall, the average agreed working hours for public administration in the NMS13 were just 0.1 hours above the whole-economy average.

Usual weekly working hours

In order to see how many hours workers really work in a given week, it is necessary to turn to data on usual weekly hours worked, which include factors such as overtime and absence. These data are typically measured in labour force surveys. Eurostat defines ‘usual hours worked’ as the modal value of the actual hours worked per week over a long reference period (at least four weeks) excluding weeks when an absence from work occurs (such as holidays, leave or strikes). The ‘actual hours worked’ are the hours that individuals spend in work activities, including production activities, ancillary activities, short breaks, and education and training necessary for successfully carrying out the job tasks. Travel time between home and the place of work, main meal breaks, absences from work within the working period for personal reasons, and education and training hours not necessary for carrying out the job tasks are excluded. Figure 8 provides harmonised EU LFS data on the ‘average number of usual weekly hours of work in the main job’ of full-time employees in 2016.

Figure 2: Average number of usual weekly hours of work in main job, full-time employees, 2016



Note: The NMS13 average was calculated by the author.

Source: Eurostat, EU LFS, 2016.

In the EU, full-time employees in the UK report the longest usual weekly working hours in their main jobs in 2016 – 42.3 hours, 0.1 hours less than in 2014 and 2015. They are followed by employees in Cyprus (41.7 hours), Austria (41.4 hours), Greece (41.2 hours), Poland and Portugal (41.1 hours). Employees in Denmark report the shortest weekly hours (37.8 hours). This is 4.5 hours less per week than their counterparts in the UK – the equivalent of more than five working weeks per year.

Twelve of the NMS13 registered usual weekly working hours at or above the EU28 average of 40.3 hours. Only Lithuania has a shorter usual working week. In the EU15, the longest actual hours worked by full-time employees were in the UK (as stated, 42.3 hours), Austria (41.4), Greece (41.2) and Portugal (41.1).

Usual weekly hours worked by full-time employees were longer than the average normal collectively agreed working week in all the countries analysed with the exception of Lithuania (see also Figure 1). The extent to which the average actual working week exceeded the agreed normal week varies across the EU, according to the following patterns:

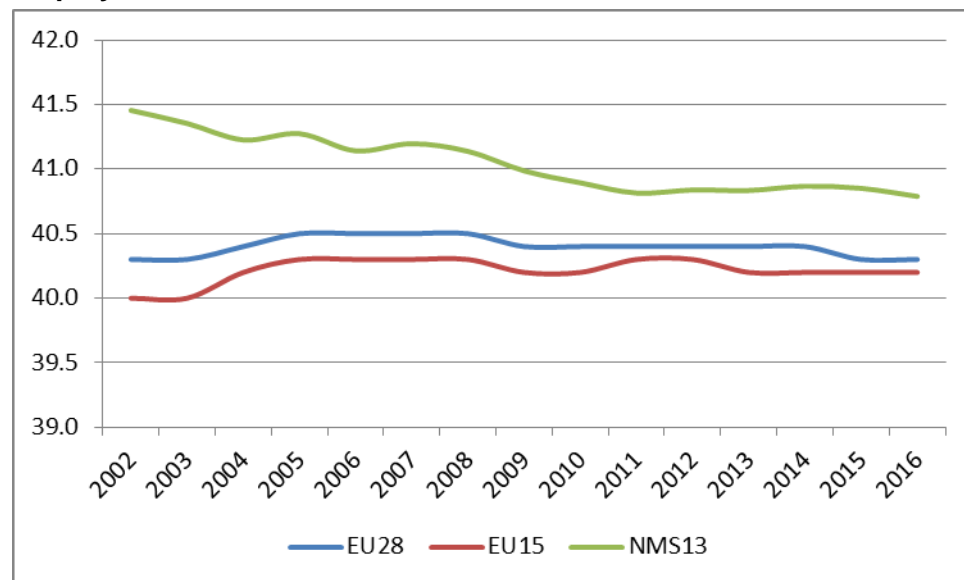
- by less than an hour in Croatia, Denmark, Estonia, Hungary, Ireland, Italy, Latvia, Luxembourg, Malta, Romania and Slovenia
- by between one and two hours in Belgium, Bulgaria, Finland, Greece, the Netherlands, Poland, Portugal, Slovakia and Spain
- by more than two hours in Austria, Cyprus, Czech Republic, France, Germany, Sweden and the UK.

In contrast, in Lithuania, the usual weekly hours of full-time employees fall short of their ‘normal weekly hours’ established by law of 40 hours a week.

In the EU28, the usual working week was 40.3 hours in 2016, the same as in 2015 but 0.1 less than in 2014; this was about 2.2 hours more than the average agreed working hours. In the EU15, the working week was 40.2 hours, about 2.6 hours longer than the average agreed hours. In the NMS13, the working week was 40.8 hours, about 1.1 hours longer than the average ‘agreed’ working hours.

Between 2015 and 2016, the annual figures for usual weekly working hours stabilised in the EU15 but decreased slightly in the NMS13, resuming somewhat the process of convergence that had been seen up until 2010. Overall, however, this did not impact the EU28 average in 2016, which remained unaltered (Figure 9).

Figure 3: Average number of usual weekly hours of work in main job, full-time employees, EU, 2002–2016



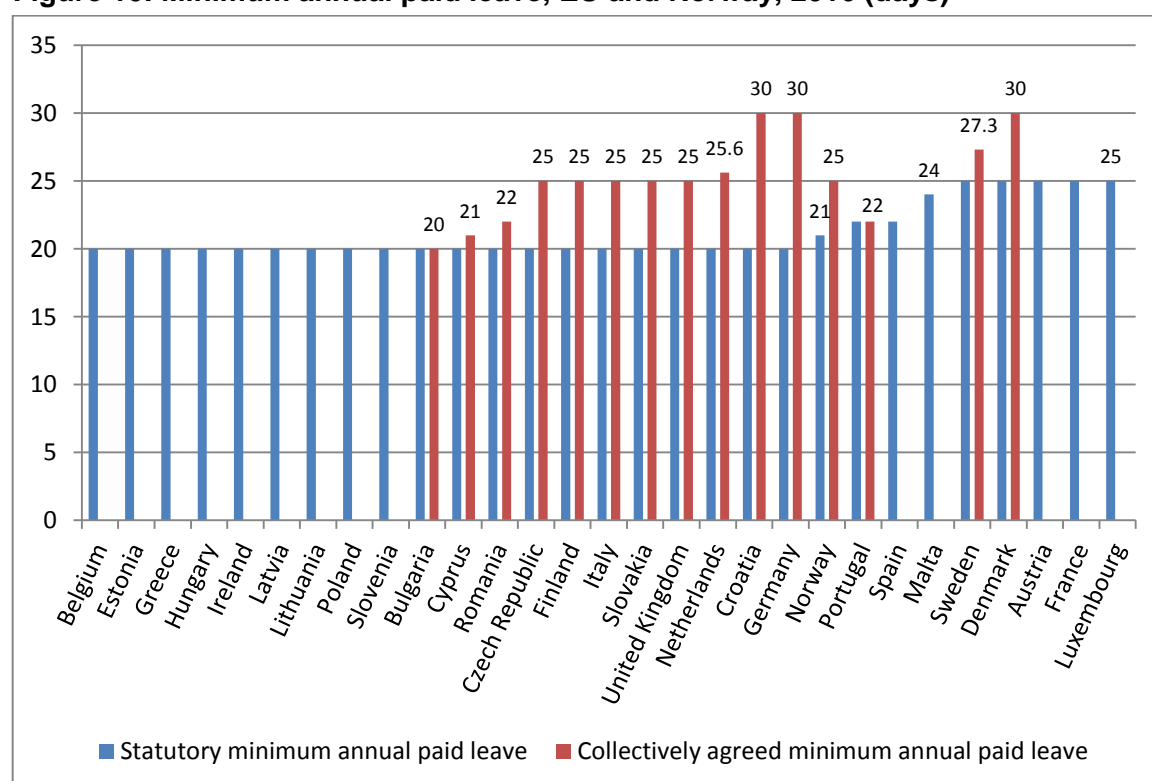
Note: The NMS13 average was calculated by the author.

Source: Eurostat, EU LFS.

Annual leave

Workers are generally entitled to paid annual leave – an important factor in the overall length of working time each year. The Working Time Directive establishes that ‘Member States shall take the measures necessary to ensure that every worker is entitled to paid annual leave of at least four weeks’, which ‘may not be replaced by an allowance in lieu’. All the EU Member States and Norway have a statutory minimum period of paid annual leave, as set out in Figure. In the figure, the leave is expressed in days and harmonised on the basis of a five-day working week. The majority of countries, 20 out of 28, have a 20-day minimum entitlement as laid down in the Working Time Directive. This group includes Belgium, Finland, Germany, Greece, Ireland, Italy, the Netherlands and the UK, as well as all the NMS13 (except for Malta, with 24 days). In Austria, Denmark, France, Luxembourg and Sweden, statutory minimum paid leave is 25 days while in Portugal and Spain it is 22 days.

Figure 10: Minimum annual paid leave, EU and Norway, 2016 (days)



Source: Network of European Correspondents, [EurWORK database of wages, working time and collective disputes](#).

The statutory annual paid leave is, in many cases, just the basis upon which workers' actual leave entitlement is defined, apart from the national public holidays. The total number of annual leave days may depend on a number of factors, such as the type of occupation, years of service or the sector of economic activity; in many cases, it is defined in collective agreements. However, data on annual leave as set in collective agreements can be difficult or even impossible to find. Whereas in some countries no statistics are available, in others collectively agreed rules on leave entitlements are too complex to enable even a rough estimate to be produced. Figure presents estimates of collectively agreed minimum annual leave where these are available.

In Bulgaria, collective agreements may provide for longer annual leave than the 20 days set by law. Miners with more than 15 years length of service, for example, are entitled to 23 days of leave.

In Cyprus, most of the sectoral and company-level collective agreements provide for additional paid leave on the basis of years of service. The average of 21 days is estimated on the basis of the most relevant sectoral and company level collective agreements.

In Romania, collective agreements usually provide for longer annual paid leave than the 20 statutory days. Depending on the employee's seniority, annual paid leave varies between 20 and 30 days. In Greece, the length of annual paid leave also depends on seniority.

In the Czech Republic, Finland, Italy, Slovakia and the UK, the available data shows that, on average, collective agreements provide 5 days more per year of leave than the 20 days set by law. In the Netherlands, the data is a little more precise: on average, workers in the country covered by collective agreements have annual paid leave of 25.6 days. In Sweden, agreed annual paid leave was, on average, 27.3 days in 2016. Croatia, Denmark and Germany have the longest collectively agreed paid leave with 30 days, on average, well above their respective statutory leave.

Annual working time

The duration of working time is often determined and discussed in terms of weekly working hours; however, moving the scale of reference to annual working time and including other important elements such as leave and public holidays provides a more complete picture.

To perform these calculations, the data for the average collectively agreed normal weekly hours (presented in Figure 1) is first multiplied by a five-day working week for 52 weeks a year. From this total annual figure, the average collectively agreed annual paid leave is subtracted or, where no such data are available, the minimum statutory annual leave (see Figure) is subtracted. Use of the statutory minimum leave in calculating annual normal working time thus makes the total duration of working time higher than it might actually be.

The number of annual public holidays is also subtracted (excluding those falling on Sundays). Where there are varying numbers of regional public holidays (as in Germany), an attempt has been made to give a mid-range figure. It should also be noted that additional holidays may be observed locally (or on the basis of collective agreements or custom), while the number of public holidays may vary from year to year (especially in countries that do not award a substitute holiday when a public holiday falls at the weekend). It should be noted that these variations are the main source of year-on-year changes in annual hours in many countries. In 2016, in Romania, there were introduced two more public holidays to the list in Article 139 of the labour code: 24 January and 1 June (International Children's Day). Meanwhile, in Portugal, four public holidays that had been abolished in 2012 have been reintroduced (through Law 8/2016: 10th amendment of the Labour Code).

The resulting annual figures do not take into account factors such as overtime work, other forms of time off and leave (such as sick leave or parental/maternity leave), or exceptional reductions of normal working time such as short-time working. The results are only estimates, but they allow some general observations to be made.

Table 2 shows details of the calculation of the average collectively agreed normal annual working time. It shows that the number of public holidays in 2016 (excluding those falling on Sundays) varied from a minimum of 7 in Germany up to 16 in Bulgaria. In 2016, the average number of public holidays in the EU28 was 9.2, with the NMS13 having on average more days (9.7 days) than the EU15 (9 days).

Table 2: Average collectively agreed normal annual working time, 2016

	A	B	C	D	E	F
Country	Weekly hours	Gross annual hours (A x 52)	Annual leave (days)	Public holidays (days)**	All leave (C + D) expressed in hours	Annual hours (B - E)
Estonia	40	2,080	20*	8	224	1,856
Hungary	40	2,080	20*	8	224	1,856
Poland	40	2,080	20*	9	232	1,848
Latvia	40	2,080	20*	10	240	1,840
Lithuania	40	2,080	20*	10	240	1,840
Romania	40	2,080	22	8	240	1,840
Slovenia	40	2,080	20*	10	240	1,840
Ireland	39	2,028	20*	8	218.4	1,809.6
Greece	40	2,080	23*	11	272	1,808
Luxembourg	39.8	2,067	25	8	262.4	1,804.7
Portugal	39.4	2,048.8	22	10	252.2	1,796.6
Bulgaria	40	2,080	20	16	288	1,792
Malta	40	2,080	24*	12	288	1,792
Croatia	40	2,080	30	11	328	1,752
Belgium	37.8	1,965.6	20*	10	226.8	1,738.8
Austria	38.8	2,017.6	25*	11	279.4	1,738.2
Slovakia	38.9	2,022.8	25	12	287.9	1,734.9
Cyprus	38	1,976	21	12	250.8	1,725.2
Spain	38.5	2,002	22*	14	277.2	1,724.8
Czech Republic	38	1,976	25	10	266	1,710
Italy	38	1,976	25	10	266	1,710
Norway	37.5	1,950	25	8	247.5	1,702.5
Finland	37.5	1,950	25	9	255	1,695
Netherlands	37.2	1,934.4	25.6	8	250.0	1,684.4
Germany	37.7	1,960.4	30	7	279.0	1,681.4
United Kingdom	37	1,924	25	8	244.2	1,679.8
Sweden	37.2	1,934.4	27.3	9	270.07	1,664.3
Denmark	37	1,924	30	9	288.6	1,635.4
France	35.6	1,851.2	25*	8	235.0	1,616.2
NMS13	39.7	2,064.3	21.6	9.7	248.3	1,816.0
EU28	38.0	1,976.6	24.6	9.2	257.1	1,719.5
EU15	37.5	1,949.3	25.7	9.0	259.8	1,689.5

Note: * statutory minimum paid annual leave; ** except public holidays falling on Sundays.

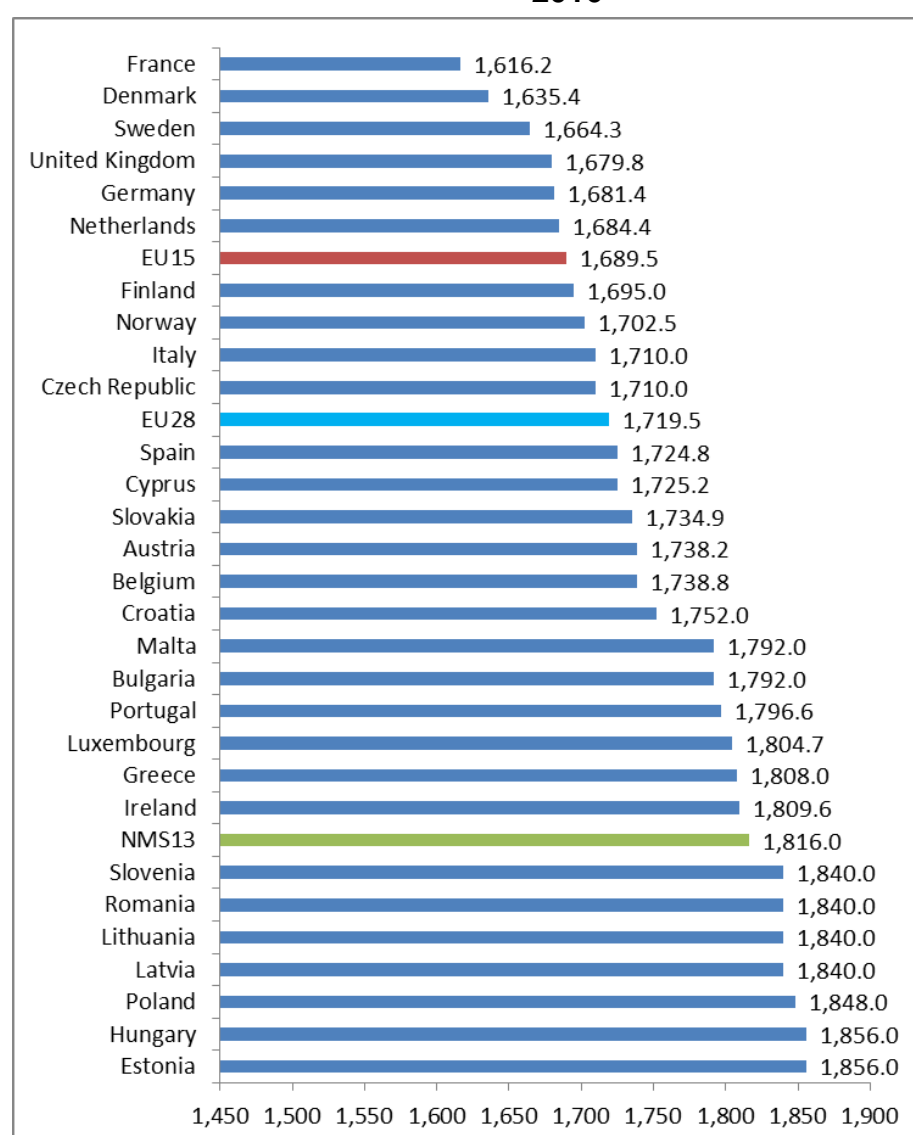
Source: Network of Eurofound Correspondents, EurWORK.

The combined total of agreed annual leave and public holidays in the EU varies greatly. In 2016, it ranged from 28 days in Estonia, Hungary, and Ireland, to 39 days in Denmark and 41 days in Croatia, representing a difference of more than two working weeks. Other notably high-leave countries in 2016 were Slovakia and Germany, with 37 leave days in total. Other, notably low-leave countries included Poland with 29 days and Belgium, Latvia, Lithuania,

Romania and Slovenia with 30 days. The average figure for the EU28 was 33.8 days – 34.7 days in the EU15 and 31.3 days in the NMS13.

Looking at the ranking of the 29 countries in terms of the length of their agreed working hours, the countries with the longest and shortest weekly hours are – in very broad terms – also those with the longest and shortest annual hours. However, the annual perspective results in rather different rankings for some countries than those provided by the figures for weekly hours (see Figure 4). For example, Croatia, Germany, Malta and Spain have a relatively lower position in the ‘ranking’ of annual hours than in the table for normal weekly hours (in other words, their hours are relatively ‘shorter’ if counted annually) because of the effects of relatively long annual leave and/or a relatively high number of public holidays. Conversely, other countries, such as Belgium, Ireland or Portugal, are relatively higher in the table for annual hours than in the table for weekly hours because of the effects of a relatively low number of public holidays and/or relatively limited annual leave.

Figure 4: Average collectively agreed normal annual working hours, 2016



Source: Network of Eurofound correspondents, EurWORK and own calculations.

In 2016, the average collectively agreed annual normal working time was approximately 1,720 hours in the EU28, 1,690 hours in the EU15, and 1,816 hours in the NMS13. This

means that workers in the NMS13 thus worked, on average, 126 hours longer than their counterparts in the EU15 – the equivalent of more than three working weeks in the NMS13. Overall, the EU's longest annual working hours were in Hungary and Estonia, Member States where collective bargaining does not play a relevant role in defining working time standards. The shortest annual working hours are found in France, Denmark, Sweden, the UK, Germany, the Netherlands and Finland. If the collective agreed hours are considered, in 2016, workers in Hungary and Estonia were supposed to work, on average, approximately 240 hours more than their counterparts in France. This represents the equivalent of as much as six additional weeks of work in the eastern European countries (Figure 4).

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Annexes

Annex 1

[Back to Figure 1](#) (Figure 1: Average collectively agreed normal weekly working hours, 2016)

The data in Figure 1 should be read in conjunction with the following notes.

Austria: Estimate is on the basis of the most important collective agreements that in general provide for 38.5 to 39 hours a week.

Belgium: The figure is an estimate calculated by the [Federal Public Service for Employment, Labour and Social Dialogue](#). The calculation takes into account (only) the provisions of sectoral collective agreements in the private sector. These agreements cover a very high proportion of the private sector, but not all employees. For example, the company agreements of state enterprises, such as railways or postal services, are not included. These sector agreements can furthermore be amended by company agreements (such as working time reduction or alternative working time regimes). It is also important to note that managerial staff (*kaderleden/cadres*) are generally not bound by Belgian working time rules and legislation. The Federal Public Service normally publishes not the exact figure, but separate indices for blue-collar and white-collar workers. For both categories this index has remained unchanged since the beginning of 2003.

Croatia: A database of collective agreements established by Union of Autonomous Trade Unions of Croatia (SSSH) containing 187 collective agreements in force:
<http://www.kolektivni-ugovori.info/baza-kolektivnih-ugovora/>

Cyprus: Estimate based on sectoral and company-level collective agreements. All collective agreements provide for weekly working hours around 38 hours.

Czech Republic: The figure applies to the private sector in which 93.8% of company-level collective agreements (CLCAs) contain provisions on the number of working hours. The figure is an estimate based on the [Information on working conditions](#) 2016, a regular annual survey of wages and working conditions negotiated in collective agreements for the relevant year.

Denmark: Estimate based on weekly working hours provided by various collective agreements.

Finland: The figure is an estimate, based on typical provisions of sectoral agreements.

France: The average collective weekly working hours figure is from the Ministry of Labour's Directorate for Research, Studies and Statistics (DARES) – figure for 2015.

Germany: Source: Collective Bargaining Archive of the Economic and Social Research Institute ([WSI](#)); figure for 2015.

Greece: Under the National General Collective Employment Agreement (EGSSE) of the Greek General Confederation of Labour (GSEE) of 14 February 1984, the 40-hour week became applicable as of 1 January 1984 for all workers employed by any employer in Greece under a private law employment agreement.

Hungary: Collective agreements usually reiterate the statutory working week of 40 hours. Although the Labour Code allows collective agreements to stipulate a shorter period, in practice deviations from the statutory hours are rare.

Ireland: The figure is an estimate based on the Programme for National Recovery (PNR), from 1987, which set a framework agreement on the shortening of the working week by one hour in cases where the normal working week was 40 hours or more; the implementation was to be negotiated locally, on an organisation-by-organisation basis.

Italy: The figure represents an estimate based on 36–40 hours per week provided for in national collective bargaining agreements.

Luxembourg: Estimate on based on the National Archive of Collective Bargaining Agreements, under construction by LISER/Statec.

Malta: The figure is an estimate based on the fact that, while no statistical data exist, most collective agreements tend to specify a normal weekly working time of 40 hours.

Netherlands: Source: estimate based on the stable pattern over the past decade, according to Inspectie SZW – Rapportage CAO's 2015.

Norway: The figure represents 'normal working hours' for employees covered by collective agreements according to Fafo's collective agreement archive. Employees working shifts, or at night, work fewer weekly hours.

Portugal: Source: estimate based on Ministry of Economy and Employment, Quadros de Pessoal, 2015 and the fact that the largest 14 valid collective agreements covering 720,187 workers (32% of all workers covered) did not suffer changes in the agreed normal working time.

Romania: Estimate based on 85 collective agreements concluded at company or group level.

Slovakia: Source: Informacny system o pracovnych podmienkach (ISPP) 2016. Figure based on a representative sample survey in companies employing 41.5% of employees in the economy.

Spain: Calculation based on provisional average agreed annual working time of 1,758.2 hours in 2016 (Statistics of collective agreements, Ministry of Employment), on the assumption of a six-day working week and 274 working days per year.

Sweden: Source: Statistics Sweden, Labour Market Survey). The data are for employed people in the age range 15–74 years.

UK: Source: Labour Research Department (LRD) [Workplace report November 2016](#); figure is median of basic weekly hours set by agreements in LRD's Payline database. LRD does not specify how many relevant agreements are in the database, but the overall LRD survey of the 2015–2016 pay round examined 901 agreements, covering just under 7.5 million workers.

Annex 2

[Back to Figure 3](#) (Figure 3: Average collectively agreed normal weekly hours in the chemicals sector, 2016)

The data in Figure 3 should be read in conjunction with the following notes.

Austria: Source: www.kollektivvertrag.at (compilation of all collective agreements in Austria).

Belgium: At the sector level, the rule is 38 hours. However, company agreements are important in the sector – especially in relation to working time regimes, including the annualisation of working hours (the conversion of weekly hours into annual working hours) and the link with shift work and night work. Belgium's large chemical companies generally have a shorter working time arrangement. Source: [SPF ETCS](#) (JC116) and [SPF ETCS](#) (JC207).

Bulgaria: There is no collective agreement signed at sectoral level. Collective agreements of individual companies in the industry refer to the provisions of the Labour Code regarding weekly working time.

Croatia: Collective agreements database established by Union of Autonomous Trade Unions of Croatia ([SSSH](#)); Collective agreement for ACG LUKAPS d.o.o.

Cyprus: Average collectively agreed working time; Source: Cyprus Labour Institute ([INEK](#)).

Czech Republic: The figure represents an average based on the CLCAs concluded in the private sector by members of the Trade Union ECHO ([Odborový svaz ECHO](#)), which

represents workers in electricity and heat supply, chemical, pharmaceutical and oil industry, etc.. Source: Working Conditions Information System, [IPP](#), 2016.

Denmark: As per Industrial Agreement between CO-industri and Confederation of Danish Industry, DI.

Finland: Estimate based on main collective agreements in the sector.

France: Source: DARES Acemo survey / Durée collective de travail, September 2016.

Germany: Figure for 2015; source: WSI (2016): [Statistical Yearbook](#) p. 50.

Greece: Source: OEXBE (Federation of Chemical Industry Workers of Greece).

Ireland: Based on the Programme for National Recovery (PNR), from 1987.

Italy: Source: National collective agreements of the sector, National Archive of Collective Agreements (Archivio Nazionale dei Contratti collettivi di lavoro) of the National Council for Economic Affairs and Labour (CNEL).

Luxembourg: Figure is an estimate based on data from the LISER/Statec database on collective agreements (under construction).

Malta: Figure is an estimate based on information provided by the Chemicals and Energy section of the General Workers' Union (GWU).

Netherlands: Figure is an estimate calculated from a sample of company agreements in the sector.

Norway: Source: Fafo's Collective agreement archive.

Portugal: Sector Agreement CCT APEQ-FETESE.

Slovakia: Chemical multi-employer collective agreement for 2015–2017.

Slovenia: As set by the collective agreement for the chemical and plastics industry Slovenia (Official Gazette of RS, no.55/13).

Spain: Calculated on the basis of provisional data for 2016 provided by the Ministry of Employment (including NACE divisions 20, 21 and 22) on the assumption of a six-day week and 274 working days per year.

Sweden: Source: Statistics Sweden, [Labour Market Survey](#) (NACE sectors B to E).

UK: Median of 15 single-employer agreements reported in Labour Research Department's review of the 2015–2016 bargaining round.

Annex 3

[Back to Figure 4](#) (Figure 4: Average collectively agreed normal weekly hours in the metalworking sector, 2016)

The data in Figure 4 should be read in conjunction with the following notes.

Austria: Source: www.kollektivvertrag.at (compilation of all collective agreements in Austria).

Belgium: Estimate based on figure for blue-collar workers in metallurgy (Joint Committees 111.01 and 111.02), blue collar workers in construction of bridges and steel trusses (Joint Committee 111.03) and white-collar workers in metal construction (Joint Committee 209). Agreements within these committees are differentiated by province and/or subsector, and in general set normal weekly working time at 37 or 38 hours.

Croatia: Collective agreements database established by Union of Autonomous Trade Unions of Croatia ([SSSH](#)); Collective agreement for Panex d.d., Metaflex d.o.o., MGK-pack d.d..

Cyprus: Sectoral agreement in metalworking concluded between the Federation of Industrial Workers of Cyprus (OBIEK), affiliated to the Cyprus Workers' Confederation (SEK), the Cyprus Metalworkers, Mechanics and Electricians Trade Union (SEMMHK), affiliated to the Pancyprrian Federation of Labour (PEO), and the Cyprus Metalworking Industry Employers' Association (SYMEBIK).

Czech Republic: The figure represents an average based on the CLCAs concluded in the private sector by members of the Trade Union KOVO (Odborový svaz KOVO). The union represents primarily workers in the metalworking industry. The figure expresses the average weekly working hours agreed in CLCAs without differentiation of working modes which was the case in 74.6% of CLCAs concluded within TU KOVO. Source: [IPP](#) 2016.

Denmark: As per industrial agreement between CO-industri and Confederation of Danish Industry, DI.

Finland: Estimate based on main collective agreements in the sector.

France: Source: DARES Acemo survey / Durée collective de travail, September 2016.

Germany: Figure for 2015; source: WSI: [2016 Tarifpolitik – Statistisches Taschenbuch \(PDF\)](#) p. 50.

Greece: Source: POEM, metalworkers' trade union.

Ireland: based on the Programme for National Recovery (PNR), from 1987.

Italy: Source: National collective agreements of the sector collected in the National Archive of Collective Agreements (Archivio Nazionale dei Contratti collettivi di lavoro) of the National Council for Economic Affairs and Labour (CNEL).

Luxembourg: Figure is an estimate based on data from LISER/Statec database on collective agreements (under construction).

Malta: Figure is an estimate based on the Transport Equipment, Metal and Allied Industries Wages Council Wage Regulation Order (1977) and confirmed by the General Workers' Union (GWU).

Netherlands: Source: Inspectie SZW, based on all major collective agreements.

Norway: Source: Fafo's Collective agreement archive.

Portugal: Figure based on main collective agreements in metal industries.

Romania: As set by collective agreement conducted at group level, for machine-building and metal building sector, 2016 – 2017.

Slovakia: Source: Informacny system o pracovnych podmienkach, ISPP, 2016 data for trade union OZ Kovo, which overlaps metalworking.

Slovenia: As set by the collective agreement for the metal industry of Slovenia (Official Gazette of RS, no. 6/15).

Spain: Calculated on the basis of provisional data for 2016 provided by the Ministry of Employment (including NACE divisions 24 and 25) on the assumption of a six-day week and 274 working days per year.

Sweden: Source: Statistics Sweden, [Labour Market Survey](#) (NACE 25-30 and 33).

UK: Median of 47 single-employer agreements reported in the Labour Research Department's review of the 2015–2016 bargaining round.

Annex 4

[Back to Figure 5](#) (Figure 5: Average collectively agreed normal weekly hours in the banking sector, 2016)

The data in Figure 5 should be read in conjunction with the following notes.

Austria: Source: www.kollektivvertrag.at (compilation of all collective agreements in Austria).

Belgium: The figure is based on the provisions of Sector Agreement Joint Committee 310; Source: FOD WASO.

Croatia: Collective agreements database established by Union of Autonomous Trade Unions of Croatia (SSSH); Collective agreement for Erste Card Club d.o.o. for 2016.

Cyprus: Agreement concluded in September 2016 between the Cooperative Central Bank and employees' unions in the cooperative banking sector.

Czech Republic: The figure represents an average based on the CLCAs concluded in the private sector by members of the Trade Union of Banking and Insurance Workers (OSPPP). The figure expresses the average weekly working hours agreed in CLCAs without differentiation of working modes, which was the case in 58.8 % of CLCAs concluded with OSPPP. Source: [IPP](#) 2016.

Denmark: As per financial agreement between the Financial Services Union and the Employers' Association for the Financial Sector.

Finland: Estimate based on main collective agreements in the sector. Regular working hours are 37 hours but individual working time might go up to 40 hours.

France: Source: DARES Acemo survey / Durée collective de travail, September 2016; the figure refers to the banking and insurance sector.

Germany: Figure for 2015; source: WSI [2016 Tarifpolitik – Statistisches Taschenbuch \(PDF\)](#) p. 50.

Greece: As per the sectoral collective agreement of 2002–2003; source: Banking Union (OTOE).

Ireland: Programme for National Recovery, from 1987.

Italy – as per Section 100 of the national collective agreement applicable to employees of the banking sector.

Luxembourg – figure is an estimate based on data from LISER/Statec database on collective agreements (under construction).

Malta – Estimate calculated on the basis of collective agreements concluded at company level and confirmed by the Malta Union of Bank Employees.

Netherlands – Source: Inspectie SZW, based on all major collective agreements.

Norway – Source: Fafo's collective agreement archive.

Portugal – figure based on main collective agreements in banking.

Slovakia – Source: Information system on Working Conditions, ISPP, 2016, for NACE – K: Financial service and insurance activities.

Slovenia – as set by the collective agreement for Slovenian banking sector (Official Gazette of RS, no. [46/16](#))

Spain – calculated on the basis of provisional data for 2016 provided by the Ministry of Employment (NACE Rev.2 Division 64) on the assumption of a six-day week and 274 working days per year.

Sweden – Source: Statistics Sweden, Labour Market Survey ([Labour Market Survey](#)) (NACE 64–82).

UK – median of 13 single-employer agreements reported in Labour Research Department's review of the 2015–2016 bargaining round.

Annex 5

[Back to Figure 6](#) (Figure 6: Average collectively agreed normal weekly working hours in the retail sector, 2016)

The data in Figure 6 should be read in conjunction with the following notes.

Austria - Source: www.kollektivvertrag.at (compilation of all collective agreements in Austria).

Belgium – figure is an estimate based on the provisions of various subsectoral agreements. Source: FOD WASO.

Bulgaria – Collective agreement for municipal, cooperative and private companies and enterprises, and other organizations from sector Trade and Retail for 2014 and 2015.

Croatia - Collective agreements database established by Union of Autonomous Trade Unions of Croatia ([SSSH](#)); Collective agreement for Tisak d.d. from 1 July 2015

Cyprus – Normal weekly working hours in retail is fixed at 38 hours per week according to the provisions of the Law 155(I)/2006 on the operation of retail shops and the terms of employment of retail workers. This is in the few collective agreements, currently in place, according to information provided by the Cyprus Federation of Private Employees (OIYK/SEK) and the Cyprus Union of Workers in Industry, Trade, Press and Printing and General Services (SEVETTYK/PEO).

Czech Republic – The figure represents an average based on the CLCAs concluded in the private sector by members of the Trade Union of Workers in Commerce (OSPO). The figure expresses the average weekly working hours agreed in CLCAs without differentiation of working modes which was the case in 54.4% of CLCAs concluded within OSPO. Source: [IPP](#) 2016.

Denmark – as per national agreement in retail between HK Handel and Dansk Erhverv.

Finland – estimate based on main collective agreements in the sector.

France – Source: DARES Acemo survey / Durée collective de travail, September 2016.

Germany – figure for 2015; source: WSI [2016 Tarifpolitik – Statistisches Taschenbuch \(PDF\)](#) p. 50.

Greece – Collective agreements must follow stipulations of Law No. 4093/12: 40 hours per week.

Ireland – based on the Programme for National Recovery (PNR), from 1987.

Italy – Source: National collective agreements of the sector collected in the National Archive of Collective Agreements (Archivio Nazionale dei Contratti collettivi di lavoro) of the National Council for Economic Affairs and Labour (Consiglio Nazionale dell'Economia e del Lavoro, CNEL).

Luxembourg – figure is an estimate based on data from LISER/Statec database on collective agreements (under construction).

Malta – figure is an estimate based on the Wholesale and Retail Trades Wages Council Wage Regulation Order (1989) and confirmed by the General Workers' Union (GWU).

Netherlands – figure is an estimate calculated on the basis of a sample of the major sectoral agreements.

Norway - Source: Fafo's Collective agreement archive.

Portugal – figure is based on main collective agreements in the retail sector.

Slovakia – Source: Information system on Working Conditions, ISPP, 2016 data for NACE G (Wholesale, retail trade).

Slovenia – as set by the collective agreement for the trade sector (Official Gazette of RS, [no. 24/2014](#)).

Spain – calculated on the basis of provisional data for 2016 provided by the Ministry of Employment (NACE Rev. 2 Division 47) , on the assumption of a six-day week and 274 working days.

Sweden – Source: Statistics Sweden, Labour Market Survey ([Labour Market Survey](#)), NACE G45–47).

UK – median of 16 single-employer agreements reported in Labour Research Department's review of the 2015–2016 bargaining round.

Annex 6

[Back to Figure 7](#) (Figure 7: Average collectively agreed normal weekly working hours in the public administration sector, 2016)

The data in Figure 7 should be read in conjunction with the following notes.

Austria – As laid down in the public sector service statute.

Belgium – Figure corresponds to the general, statutory rule in the public sector.

Croatia – Collective agreement for public officers and employees, OG 104/13, 150/13, 153/13, 71/2016.

Cyprus – As provided by the Law 1(I)1990 on Public Service and the Regulation 395/1990 (including their successive amendments).

Denmark – as per joint agreement in the public sector between the Ministry of Finance and the Danish Central Federation of State Employees' Organisations (CFU).

Finland – estimate based on collective agreements in the local government sector.

France – [Décret n° 200-815 du 25 août 2000 relatif à l'aménagement et à la réduction du temps de trava dans la fonction publique de l'Etat](#).

Germany – figure for 2015; source: WSI [2016 Tarifpolitik – Statistisches Taschenbuch \(PDF\)](#) p. 50.

Greece – Weekly working hours of civil servants as set by law.

Hungary - as set by law regarding public service officials.

Ireland - [The Public Service Stability Agreement 2013–2016](#).

Italy – Source: National collective agreements of the sector collected in the National Archive of Collective Agreements (Archivio Nazionale dei Contratti collettivi di lavoro) of the National Council for Economic Affairs and Labour (CNEL).

Luxembourg – figure is an estimate based on data from LISER/Statec database on collective agreements (under construction).

Malta – figure from the collective agreement for employees in the public service 2011–2016.

Netherlands – Source: Inspectie SZW, based on all major collective agreements.

Norway - Source: Fafo's Collective agreement archive.

Portugal – as set by General Law on Work in Public Functions, Article 105 (Law 18/2016).

Romania – estimate based on five collective agreements concluded in the public administration sector.

Slovakia - multi-employer collective agreements for civil service for 2016.

Slovenia - as set by the collective agreement for the public sector (Official Gazette of RS, no. [91/15](#)).

Spain – calculated on the basis of provisional data for 2016 provided by the Ministry of Employment (NACE Rev. 2 Division 84) on the assumption of a six-day week and 274 working days.

Sweden – source: Statistics Sweden, Labour Market Survey ([Labour Market Survey](#)), (NACE 84 and 99).

UK – median of 47 single- and multi-employer agreements reported in Labour Research Department's review of the 2015–2016 bargaining round.

Annex 7

[Back to Figure 10](#) (Figure 10: Statutory minimum annual paid leave, EU and Norway, 2016 (days))

The data in Figure 10 should be read in conjunction with the following notes.

Austria – Paid leave act (UrlG); 30 calendar days (including five Saturdays).

Belgium – The figure refers to the private sector; the minimum statutory entitlement in the public sector is 24 days.

Bulgaria – Higher statutory entitlements apply to such groups such as young workers (under 18 years old), workers with reduced work capacity, and workers in hazardous work or working irregular hours, who get at least 5 more paid leave days.

Croatia – Expressed as four weeks; that is, 20 working days for workers working a five-day week and 24 working days for workers on a six-day week; Labour Act, articles 55 and 56.

Cyprus – 24 days for those working a six-day week.

Czech Republic – Expressed as four weeks in the labour code.

Denmark – as per Holiday Act.

Estonia – as per Employment Contracts act.

Finland – as per Annual Holidays Act 162/2005.

France – Expressed as 30 working days for full-time workers, including Saturdays; Labour Code, article L3141-3.

Germany – Expressed as 24 working days in the Federal Holiday Act, [Bundesurlaubsgesetz \(PDF\)](#) (BUrlG).

Greece – 24 working days for those working a six-day week; entitlement increases after one year's service.

Hungary – According to the Labour Code, minimum of 20 days complemented by additional days according to age and number of dependent children.

Ireland – Expressed as 20 working days in the Organisation of Working Time Act, 1997.

Italy – Expressed as four weeks as established by Section 10 of Legislative Decree 8 April 2003, no. 66.

Latvia – Expressed as four calendar weeks; section 149 on Annual paid leave of the Labour Law (adopted on 20 June 2001).

Lithuania – Expressed as 28 calendar days; certain groups, such as lone parents and people with disabilities, have an entitlement of 35 calendar days; Art. 166(1) of Labour Code.

Luxembourg – as per Labour Code, L232-2.

Malta – Expressed as 24 working days; Legal Notice 247 of 2003 – Organisation of Working Time.

Netherlands – Expressed as four times the number of weekly working days or hours; Civil Code, art. 7:634.

Norway – 21 days, in Annual Holiday Act.

Poland – Entitlement increases from 20 to 26 days after 10 years of employment; Act of 26 June 1974, 'Labour Code', article 154.

Portugal – as per Labour Code, Art. No. 238.

Romania – as per Labour Code, which concedes three extra days for some categories of employees such as those working in extremely heavy, hazardous or harmful conditions, those bearing disabilities, and those below 18 years of age.

Slovakia – Expressed as 20 working days or four weeks; Labour Code, S 103 (Act No. 311/2002, as amended).

Slovenia – Source: employment relationship act.

Spain – as per Workers' Statute (Royal Decree Act 2/2015).

Sweden – Expressed as 25 working days in Annual Leave Act (Semesterlag).

UK – Working Time Regulations 1998; entitlement expressed as four weeks.