

How working time is evolving and what it means to your organisation

Latest developments and trends in Germany, Italy, Mexico, and Turkey.

Maximum Legal Working Hours by Country:

- Italy and Germany: 48 hours per week, with 11 hours of mandatory rest between shifts.
- Mexico: 48 hours per week with one day off.
- Turkey: 45 hours per week, with a maximum of 11 hours per day.

Typical Working Week:

- Italy: 40 hours over five days, with six-day weeks common in some industries.
- Mexico: White-collar workers often complete 48 hours in five days, while unionized workers spread the same hours over six days.
- Turkey: Office workers usually work five days, while blue-collar workers often have a six-day workweek.

Trend Towards a Four-Day Workweek:

- In Italy, companies in automotive and banking sectors are testing the four-day workweek, though it's still temporary and experimental.
- Mexico: Lawmakers are considering reducing the 48-hour workweek to 40 hours, though there's resistance from employers.
- Germany: Some companies are experimenting with a four-day workweek with or sometimes without adjustment in pay.

Part-Time Work:

- Germany: Employees have the legal right to change to part-time work, though this sometimes leads to disputes.
- Mexico: Part-time work is available but not legally allowed to reduce hours and salary proportionally unless in exceptional circumstances.
- Turkey: Part-time work is rare and employers are not obligated to grant requests for reduced hours except specific situations like childcare under some conditions.

Flexibility in Working Time:

- Countries like Germany and Italy are seeing increased demand for flexibility in working hours post-pandemic.
- Turkey: Flexible working is allowed to a certain extent although in practise it is not very common. There's concern flexibility could undermine workers' rights to rest.

Right to Disconnect:

- The EU mandates an 11-hour rest period between working days, but it's difficult to enforce in practice.
- Turkey: Regulations protect the right to rest of the employees, but in practise employees are often contacted outside regular working hours without compensation.
- Italy: Growing interest in “disconnecting,” but cultural shifts are still needed. Some large companies are considering the introduction of an email block outside working hours.
- Mexico: No explicit legal right to disconnect, but employers are beginning to recognize the importance of work-life balance.



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