

COMMISSION OF THE EUROPEAN COMMUNITIES

SEC(74) 2752 final.

Bruxelles, 16 July 1974

Report drawn up by the Commission, in cooperation with the Governmental experts of the Member States, on certain technical aspects of hours of work (equivalences, exceptions, recuperations) including, in particular, comparative synoptic tables of legal, regulatory and contractual provisions existing in this field in the six original Member States of the Community.

INTRODUCTION

1. At the meeting on 16th February 1971 of the Council's "social questions" group, which dealt with production of the working plan relating to Article 118 of the Treaty of Rome, the Commission was requested to continue with its examination of certain aspects of the question of working hours - for example, equivalences, deviations, recovery procedures - in two stages.

The first of these stages was to comprise comparative synoptic tables of the provisions laid down by law, regulation or contract which exist in this field in the member states of the Community.

In order to examine the possibilities and method of drawing up these synoptic tables, a meeting was held with Government experts on 1st April 1971 during which a general agreement was reached on the principles to be observed in drawing up these tables.

2. In reference to the results of the above-mentioned discussion with Government experts, the Commission's departments proposed:

A. The following structure for the synoptic tables

Table I:	statutory normal working hours
Table II:	relaxations of the statutory normal working hours - provisions laid down by law and regulation
Table III:	relaxations of the statutory normal working hours - provisions of collective agreements
Table IV:	deviations from the normal working hours - provisions laid down by law and regulation
Table V:	deviations from the normal working hours - provision of collective agreements
Table VI:	additional pay in the event of relaxations of and deviations from the statutory normal working hours
Table VII:	working hours provided for under collective agreement
Table VIII:	relaxations of the normal working hours provided for under collective agreement
Table IX:	deviations from the normal working hours provided for under collective agreement
Table X:	additional pay in the event of relaxations of and deviations from the normal working hours provided for under collective agreement

B. Definition

This examination is based on the definitions which appear in the EEC study on "The systems of working hours in the member states of the EEC" (social policy series no. 14).

C. Additional Information

- The synoptic tables include only regulations applicable to adult male workers;
- continuous process undertakings (undertakings which have an uninterrupted production cycle of 7 x 24 = 168 hours per week) are excluded. A special survey is currently being carried out by the Commission on working hours in these undertakings;
- as regards contractual regulations, the following branches of industry are taken into consideration, these also being the branches covered by the tables which are regularly drawn up by the Commission on working hours:

Motor Industry
Electrical Engineering Industry
Textile Industry
Artificial and synthetic Fibres Industry
Rubber Industry
Chemical Industry
Clothing Industry
Glass Industry
Shipbuilding
Building Industry
Iron & Steel Industry
Coal-mining Industry

- The reference date for all of the information in these tables is the 1st January 1971.

TABLE 1.

Statutory Normal Working Hours

Country	Working hours per day	Working hours per week
Belgium	8	45
Germany	8 (3 AZO)	48
France	<p>6 hours 40 minutes (in the case of a 6 day working week)</p> <p>8 (in the case of a 5 day working week)</p> <p>(mining: 7 hours 40 minutes)</p> <p>Irregular working week with maximum of 8 hours per day and maximum of 10 hours per day in the case of a 5½ day working week.</p>	<p>40 (mining 30 hours 40 minutes)</p> <p>When overtime is worked: maximum average: 54 hours weekly maximum: 60 hours (the average, is calculated on any period of 12 weeks. However, exceptionally and on a temporary basis, deviations may be allowed making it possible to exceed the maxima or calculate the average on a period greater than 12 weeks.</p>
Italy		
Luxembourg	8 hours	44 hours
Netherlands	<p>8½ hours Monday-Friday</p> <p>5½ hours Saturday</p>	48 hours

TABLE II

Relaxations in statutory normal working hours. Provisions laid down by law and regulation

Country	To enable the introduction of a shorter working week.	To recover lost working time.	In the case of an irregular working week.	Other reasons
GERMANY	<p>The time by which certain working days are reduced can be spread over the other working days of the same week, of the preceding week or the following week, provided that the number of working hours per day does not exceed 7. (Article 4 § 1 of the law on working hours.)</p>	<p>Working time lost during working days due to the annual closing of the undertaking, national holidays, public demonstrations or similar events, may be spread over the working days of 5 consecutive weeks, including the one from which the working time was taken, provided that the number of working hours per day does not exceed 10.</p> <p>The same arrangement applies when the working time is taken from certain working days, in conjunction with public holidays in order to give the staff a longer uninterrupted holiday (Article 4 § 2 of the law on working hours).</p>	<p>see Column 1.</p>	

TABLE II (continued)

Relaxations in statutory normal working hours. Provisions laid down by law and regulation

Country	To enable the introduction of a shorter working week.	To recover lost working time.	In the case of an irregular working week	Other reasons
BELGIUM	<p>In a week:</p> <ul style="list-style-type: none"> - the daily maximum may be increased to 9 hours when the working pattern includes half a day, one day or more than one rest day other than Sunday; - the daily maximum may be increased to 10 hours for workers who, because of the distance they have to travel to work, cannot return home or to their place of residence every day. 	<p>Such an arrangement is not provided for by law: consequently, it is not possible to recover the lost working time.</p>	<p>1. <u>In a week:</u> the number of working hours per week may be spread irregularly over the 7 days of the week for ancillary medical workers employed by undertakings or persons giving medical and preventive care.</p> <p>2. <u>Over a period longer than a week:</u></p> <ul style="list-style-type: none"> - <u>Work organised on a shift basis:</u> the statutory limits may be exceeded provided that, over a period of 4 weeks at the maximum, the average number of working hours does not exceed these limits. The number of working hours may not exceed 10 per day. - <u>Branches of activities, categories of undertakings or branches of undertakings in which the statutory limits cannot be applied:</u> The King may give authorisation for: <ul style="list-style-type: none"> a) these limits to be exceeded provided that, during a given period, not more than 45 hours on average are worked per week. b) the weekly number of working hours to be distributed irregularly over the week. - <u>Preparatory or additional work:</u> The King may give authorisation for the statutory limits to be exceeded in this work when it has to be carried out outside of the time allocated for the general production work. The King determines what is preparatory or additional work. Time off in lieu is granted in the 4 months following the period to which it relates. 	<p><u>Stocktaking and end of year accounts</u> Persons engaged in this type of work may be allowed to exceed the statutory limits by 7 hours per calendar year. They are granted time off in lieu in the 4 months following this extra work time.</p> <ul style="list-style-type: none"> - <u>Transport, loading and unloading work</u> The King may give authorisation for the statutory limits to be exceeded. However, the weekly number of working hours, calculated over a period of 4 weeks at the maximum, may not exceed 45.

V/288/73-11

Orig. F

TABLE II (continued)

Relaxations in statutory normal working hours. Provisions laid down by law and regulation

Country	To enable the introduction of a shorter working week.	To recover lost working time.	In the case of an irregular working week.	Other reasons
FRANCE	Working week divided into 5 or 5½ days.	The recovery of working hours collectively lost below 40 hours per week for any reason whatsoever is permitted in the 12 months following the stoppage of work, the only provision being that the Factory Inspector is informed of the stoppage and the means of recovery by the Head of the undertaking.	Working week divided into 5½ days.	

TABLE II (continued)

Relaxations in statutory normal working hours. Provisions laid down by law and regulation

Country	To enable the introduction of a shorter working week.	To recover lost working time.	In the case of an irregular working week.	Other reasons
LUXEMBOURG	<p>The number of working hours per day may be increased to 9.</p> <ul style="list-style-type: none"> - For <u>workmen</u>, if the 44 hour working week is divided into at least 5 days. - For <u>employees</u>, subject to prior, written authorisation from the Factory Inspection, if the 44 hour working week is divided into 5 working days. 	<p>Working hours lost for an accidental reason or force majeure may be recovered, after first informing the Factory Inspection of the nature, cause and date of the collective stoppage, the number of hours lost and the proposed temporary modifications to the work schedule.</p> <ul style="list-style-type: none"> - For <u>workmen</u>. In the 2 months following resumption of work provided that the work time being recovered does not cause the working day to increase beyond 10 hours and the working week beyond 48 hours. - For <u>employees</u>, provided that the time is recovered at the rate of one hour per day, that this is in the month following resumption of work and occurs only 15 days per year. 	<p>In undertakings in which work is organised on a shift basis, <u>workmen</u> may, subject to the Factory Inspection first being informed by the employer, be employed for longer than 8 hours per day and 44 hours per week, provided that the number of working hours per day does not exceed 10 and that the average number of working hours per week, calculated over a maximum period of 4 weeks, does not exceed 44 hours. Furthermore, the Minister of Labour may, if so required by the conditions specific to certain branches of activity or by technical necessities, allow deviations from the normal working hours for <u>workmen</u>, provided that the average number of working hours does not exceed 44 per week and 10 per day during a reference period to be determined by him. For <u>employees</u>, he may authorise division of the working hours over a longer period than a week, provided that the average working time calculated over the number of weeks under consideration does not exceed 44 hours per week and 10 per day.</p>	

TABLE II (Continued)

Relaxations in statutory normal working hours. Provisions laid down by law and regulation

Country	To enable the introduction of a shorter working week.	To recover lost working time.	In the case of an irregular working week.	Other reasons
NETHERLANDS		<p><u>In the event of technical necessity</u> The possibilities referred to in Article 45 of the decision of 1936 on working schedules in factories or workshops may be resorted to.</p> <p><u>In the event of "ponte"</u> (Intervening working day taken as holiday, e.g. day between Sunday and Public Holiday), authorisation is required from the Ministry of Social Affairs, granted by the permanent Under Secretary for Labour.</p>	As a general rule, the working week cannot be divided irregularly; the Factory Inspection may, however, authorise irregular division when it is indisputably required for the smooth running of an undertaking.	For certain activities (cleaning of boilers, preparation of tools) Article 47 of the decision on working hours in factories or workshops authorises a longer working day and working week.

TABLE III

Relaxations of the statutory normal working hours - provisions of collective agreements

Country	To enable the introduction of a shorter working week.	To recover lost working time.	In the case of an irregular working week.	Other reasons
GERMANY	Are not expressly provided for by the law on working hours.	See the corresponding column of Table II.		

TABLE III (continued)

Relaxations of the statutory normal working hours - provisions of collective agreements

Country	To enable the introduction of a shorter working week.	To recover lost working time.	In the case of an irregular working week.	Other reasons
BELGIUM	<p><u>Building Industry:</u> collective agreement of 17.2.1970 (Royal Decree of 10.7.1970): division over the first 5 days of the week, with the possibility of deviating from this in the cases mentioned in the Convention (6 days).</p> <p><u>Clothing Industry:</u> collective agreement of 13.4.1971 (Royal Decree of 5.7.1971): division over the first 5 days of the week. Where work is organised on a shift basis, the working week may be divided over 6 days, subject to the agreement of the Joint Committee set up on a basis of parity.</p> <p><u>Coal-Mining Industry:</u> convention of 23.8.1961 not rendered obligatory by Royal Decree: division over the first 5 days of the week; deviation possible to divide over 6 days, subject to the agreement of the Regional Joint Committee set up on a basis of parity.</p> <p><u>Shipbuilding:</u> collective agreement of 5.12.1955 (valid only for the port of Anvers): division over the first 5 days of the week.</p>	<p>refer to what was said in the corresponding column of Table II (continuation sheet for Belgium). In effect, recovery is not possible within the framework of the law on working hours. It is not a question of actual recovery. The prescribed working pattern results from the simultaneous implementation of 2 laws: one on working hours and the other on public holidays.</p>		

TABLE III (continued)

Relaxations of the statutory normal working hours - provisions of collective agreements

Country	To enable the introduction of a shorter working week.	To recover lost working time.	In the case of an irregular working week.	Other reasons
FRANCE	<p><u>Mechanical manufacture of glass</u>: reduction of the working week on 1.1.1971 to 41 hours for staff not on shift work to 40 on 1.7.1971;</p> <p><u>Chemical Industry</u>: working week on 1.10.1970 reduced to a maximum of 44 hours;</p> <p><u>Synthetic textiles</u>: for 7 day week shift workers, overtime may not exceed 2 hours per week for a cycle corresponding to an average schedule of 42 hours.</p> <p><u>Natural textiles</u>: average maximum of 52 hours in general and maintenance departments;</p> <ul style="list-style-type: none"> - 50 hours for workshops not on shift work; - 48 hours for workshops on shift work; (the average is calculated over a period of 26 weeks). <p><u>Metallurgical and Mining Industry</u>: The average number of working hours per week may not exceed:</p> <ul style="list-style-type: none"> - over 12 weeks: 52 hours at 1.1.70 and 51 hours at 1.6.71. - in the case of a 48 hour work schedule, reduction: <ul style="list-style-type: none"> by ½ hour on 1.1.69 by 1 hour on 1.9.69 by ½ hour on 1.6.69 - in the case of a 45 hour work schedule, reduction: <ul style="list-style-type: none"> by ½ hour on 1.1.69 by ½ hour on 1.9.69 by ½ hour on 1.9.71 <p style="text-align: right;">/...</p>			

TABLE III (continued)

Relaxations of the statutory normal working hours - provisions of collective agreements.

Country	To enable the introduction of a shorter working week.	To recover lost working time.	In the case of an irregular working week.	Other reasons
FRANCE (cont.)	<p>/...</p> <p>- in the case of a 44 hour work schedule, reduction: by $\frac{1}{2}$ hour on 1.1.72</p> <p><u>Rubber Industry:</u> Nothing on the national level.</p> <p><u>Shipbuilding:</u> See Metallurgical Industries.</p> <p><u>Electrical Engineering:</u> See Metallurgical Industries.</p> <p><u>Clothing:</u> Nothing.</p>			

TABLE III (continued)

Relaxations of the statutory normal working hours - provisions of collective agreements

Country	To enable the introduction of a shorter working week.	To recover lost working time.	In the case of an irregular working week.	Other reasons
LUXEMBOURG	<p><u>Iron and Steel Industry:</u> <u>Workmen:</u> With a view to progressive implementation of the 40 hour working week, working hours are reduced in non-continuous process undertakings by the granting of 37 rest days per year which fall on working days. <u>Employees:</u> Employees in administration, commercial and allied departments have the right to 43 half rest days. In this way, the 5 day working week is achieved, taking into account the fact that the 6 normal half day public holidays count as half rest days within the framework of the regulations on working hours and that no half rest day is due during the minimum 3 weeks holiday to which every employee has the right. For employees in technical departments, the number of working hours are reduced by the granting of 34 rest days per year.</p>	<p><u>Iron and Steel Industry:</u> Implementation of the statutory regulations. <u>Building Industry:</u> Implementation of the statutory regulations.</p>	<p><u>Iron and Steel Industry:</u> <u>Workmen:</u> Implementation of the statutory regulations. <u>Employees:</u> Implementation of the statutory regulations. <u>Building Industry:</u> The division of working hours in order to achieve a 44 hour working week, retaining Saturday as a rest day, is as follows, 10 hours per day: from 15th March to 14th October. 9 hours per day: from 15th October to 30th October and from 1st to 14th March. 8 hours per day: February and November. 7 hours per day: December and January.</p>	

V/288/73-F

Orig:F

TABLE IV

GERMANY

Deviations from the normal working hours - provisions laid down by law and regulation

<p>Preparation and cleaning work or additional and maintenance work.</p>	<p>For cleaning and maintenance work, working hours may be extended by 2 hours per day (1 hour for women) provided that not more than 10 hours are worked per day. The day may be extended beyond the limit of 10 hours only for men, when it is impossible to replace a worker by others and an employer could not be asked to call on outsiders (Article 5 § 1 and 3 of the law on working hours). To finish serving customers (including clearing up), daily working hours may only be extended by ½ hour, but may not exceed 10 hours.</p>
<p>When working hours include time at which mere presence is required</p>	<p>When working hours to a large extent regularly require the mere presence of the worker, the Factory Inspection may authorise a working day exceeding 10 hours.</p>
<p>In extremely urgent cases or force majeure and in exceptional cases.</p>	<p>For imperative reasons of public utility, the Factory Inspection may authorise a working day longer than 10 hours (Article 8 § 2 of the law on working hours). Working hours are not limited for temporary work rendered necessary in an emergency or exceptional cases over which the person concerned has no control and the consequences of which cannot otherwise be avoided (in particular when there is a risk of raw materials or food stuffs deteriorating or when there is a risk of the result of work being jeopardized) (Article 14 § 1 of the law on working hours).</p>
<p>For work rendered necessary for technical or seasonal reasons</p>	<p>Not expressly provided for in the law on working hours</p>
<p>For work rendered necessary by technical and economic reasons</p>	<p>No limit on working hours for male workers when a relatively small number of workers are employed for certain days on tasks which, if not carried out, would jeopardize the result of the work or cause excessive damage to the economy and when it is not possible to request the Head of an undertaking to take other measures (Article 14 § 2 of the law on working hours).</p>

GERMANY (continued)

Other reasons	<p>Working hours may be extended by 2 hours per day (one hour for women) provided that not more than 10 hours are worked per day by those workers on whom, due to technical reasons, return to and continuation at the full capacity running of the undertaking depend. (Article 5, § 1 item 2 of the law on working hours). For imperative reasons of public utility, the Ministers of Labour of the "Länder" may authorise revocable deviations going further than those which are provided for in the law on working hours or in other provisions relating to the security of employment (Article 28 of the above-mentioned law on working hours). For a maximum of 30 days per year, workers may do up to 2 hours overtime, but may not be employed for more than 10 hours per day (Article 6 of the law on working hours). In addition, the Factory Inspection may authorise a deviation from the statutory normal working hours when this is justified by an emergency.</p>
---------------	---

TABLE IV (continued)

BELGIUM Deviations from the normal working hours - provisions laid down by law and regulation

For preparation and cleaning work or additional and maintenance work.	The King may give authorisation for the statutory limits to be exceeded on this type of work which, of necessity, must be carried out outside of the time allocated for general production work. The Royal Decree authorising this work also lays down the amount by which the legal limits may be exceeded (in general 2 hours per day maximum).
When working hours include time at which mere presence is required.	Working hours is understood as the time during which the staff is at the disposal of the employer, that is to say that the working hours include not only the time when an actual service is being provided, but also the periods during which the staff is not giving a service, yet during which their time is not their own. Therefore, working hours may possibly include time at which mere presence is required. However, in 3 cases provided for by the law on working hours, the King may determine the time during which the staff is at the disposal of the employer, in particular as regards: 1) transport undertakings 2) workers engaged in transport work 3) workers engaged in mainly intermittent work. The purpose of this provision is rather to <u>exclude</u> certain times when presence is required from the working hours.
In cases of extreme emergency or force majeure and exceptional cases.	The number of working hours per day and per week may be exceeded in the case of accident, force majeure and emergency work to be carried out on machines and equipment; in these cases, there is no limit on working hours.
For work made necessary by technical or seasonal reasons.	
For work necessitated by technical and economic reasons.	
Other reasons	

TABLE IV (continued)

ITALY

Deviations from the normal working hours - provisions laid down by law and regulation

For preparation and cleaning
work or additional and
maintenance work.

TABLE IV (continued)

FRANCE

Deviations from the normal working hours - provisions laid down by law and regulation

For preparation and cleaning work or additional and maintenance work.	For this work, the regulations provide for a permanent deviation from the legal number of working hours, which, with good reason, is subject to the Factory Inspector being informed and the information being given on the work schedules. The deviations can have the effect of extending the number of working hours per day by half to 2 hours depending on the nature of the work to be carried out. In some cases, time off in lieu will be granted, in particular when the work is to be carried out on a day which is normally a holiday.
When working hours include time at which mere presence is required.	A so-called "equivalent" work pattern is specified for the categories of staff quoted below. The number of hours of presence shown are considered as including 40 hours of actual work: Fire Service: 48 hours Caretaking and Security Services: 56 hours Gatekeepers and Pointsmen: 72 - 90 hours
In cases of extreme emergency or force majeure and exceptional cases.	In the case of accidents which have occurred or are imminent and by simply informing the Factory Inspection, the employer can, during the first day, make use of an unconditional deviation from the number of working hours in a day. For the following days, the deviation is limited to 2 hours per day.
For work made necessary by technical or seasonal reasons	Overtime can be used within the limits given in Table 1.
For work necessitated by technical and economic reasons.	Overtime can be used within the limits given in Table 1.
Other reasons	

TABLE IV (continued)

LUXEMBOURG

Deviations from the normal working hours - provisions laid down by law and regulation

For preparation and cleaning work or additional and maintenance work.	For preparatory or additional work which, for technical reasons, of necessity has to be carried out outside of the time limits allocated for the general work of the undertaking, a part of the undertaking or a shift, the Minister of Labour may give authorisation for <u>workmen</u> to work time in excess of the normal working hours which will be compensated for by a full rest day when the number of hours worked in excess add up to the normal working hours for one day.
When working hours include time at which mere presence is required.	For those categories of workmen engaged in mainly intermittent work, collective agreements and, in the absence thereof, public administration regulations may determine the time during which the worker is at the disposal of his employer/s.
In cases of extreme emergency or force majeure and exceptional cases.	For work undertaken to deal with an accident which has occurred or is imminent, for emergency work to be carried out on machines and tooling and work necessitated by a case of force majeure, overtime may be worked by workmen without the authorisation of the Ministry of Labour but after informing the Factory Inspection of the reasons which gave rise to overtime working, provided that this does not occur on more than 3 days per month. Equally, in an emergency, authorisation from the Ministry of Labour is not required for <u>employees</u> to work overtime, provided that this does not occur on more than 3 days per month. The Head of the undertaking merely has to submit an overtime statement to the Factory Inspection, at least once per month, giving exact reasons for the urgency.
For work made necessary by technical or seasonal reasons	
For work necessitated by technical and economic reasons.	2 hours overtime per day may be worked, subject to prior authorisation from the Ministry of Labour for <u>workmen</u> and <u>employees</u> , provided that the number of working hours per day does not exceed 10 hours in order to prevent the loss of perishable goods, in order that the technical result of work is not jeopardized, and to deal with exceptional work loads.
Other reasons	Same possibility of deviation from the normal working hours to enable special work such as the drawing up of inventories and balance sheets, expiration, liquidation and balancing of accounts.

TABLE IV (continued)

NETHERLANDSDeviations from the normal working hours - provisions laid down by law and regulation

For preparation and cleaning work or additional and maintenance work.	Article 47 of the decision on working hours in factories or workshops lists the preparation and cleaning work which can be carried out in an undertaking outside of the normal work schedule. Except where otherwise provided, the authorised number of hours overtime is 1 to 5 for additional work. The maximum number of hours overtime may not exceed 6 hours per week for women and 12 hours per week for men. Full-time boiler men and mechanics may carry out cleaning work for 12 hours per day at the most and 16 hours per day once a week.
When working hours include time at which mere presence is required.	Pursuant to Article 47 of the decision on working hours in factories and workshops, Commissionaires who do not carry out any security work, or lift boys, may be called on to work one hour before or after normal working hours in the undertaking, up to a maximum of 7 hours per week. Security work may be carried out at all times up to a maximum of 10 hours per day, 60 hours per week and 220 hours per 4 weeks.
In cases of extreme emergency or force majeure and exceptional cases.	Normal working hours may be exceeded for emergency maintenance work and repairs (Article 45 of the decision on working hours in factories or workshops).
For work made necessary by technical or seasonal reasons.	
For work necessitated by technical and economic reasons.	In the case of an exceptional work load, overtime may be worked for technical or economic reasons up to a maximum of 11 hours per day and 62 hours per week for men and 10 hours per day and 55 hours per week for women (Article 28, § 2 of the law on work).
Other reasons	

TABLE V

Deviations from normal working hours - provisions of collective agreements

Country	For preparation and cleaning work or additional and maintenance work.	When working hours include time when mere presence is required.	In cases of extreme emergency or force majeure and exceptional cases.	For work necessitated by technical or seasonal reasons.	For work necessitated by technical and economic reasons.	Other reasons
BELGIUM (1)	<p><u>Textile Industry:</u> Royal Decree of 17.8.1965</p> <p>Royal Decree of 12.4.1965</p> <p><u>Chemical Industry:</u> Royal Decree of 5.6.1970</p> <p><u>Building Industry:</u> Royal Decree of 10.7.1970</p>				<p><u>Building Industry:</u> Royal Decree of 10.7.1970 (decision of 17.2.1970: applicable for the period from 1.3.1970 to 28.2.1971)</p> <p><u>Textile Industry:</u> Royal Decree of 12.4.1965 (the Royal Decree of 1.6.70 extended the validity of the <u>decision</u> for the period from 1.2.1970 to 31.1.1971.</p>	
GERMANY	Normal working hours may be extended by collective agreement, provided that the 10 hour limit is not exceeded (Art.7§ 1 of the law on working hours.	When the working hours to a large extent regularly include time when the mere presence of the worker is required, they may also be extended beyond 10 hours per day.	As for column 1	As for column 1	As for column 1	As for column 1

(1) Deviations, as understood in this study, cannot be granted by collective agreement. They are authorised only in the cases referred to

V/288/73-^{TP}

Orig:F

TABLE V

Deviations from normal working hours - provisions of collective agreements

.../ cont.

in the law on working hours and granted either pursuant to the law itself or outside of a Royal Decree pronounced in execution of the said law and after having sought the opinion of the Joint Committee set up on a basis of parity.

TABLE V (cont.)

Deviations from the normal working hours - provisions of collective agreements

Country	For preparation and cleaning work or additional and maintenance work.	When working hours include time at which mere presence is required.	In cases of extreme emergency or force majeure and exceptional cases.	For work made necessary by technical or seasonal reasons.	For work necessitated by technical and economic reasons.	Other reasons
FRANCE		<p><u>Chemical Industry:</u> If the shift is more than 6 hours long: $\frac{1}{2}$ hour paid break.</p>	<p><u>Building in the Seine Area:</u></p> <ul style="list-style-type: none"> • If work continues into the night, the rates between 20.00 and 6.00 are increased by 100%. • The same applies for work on a Sunday or unpaid public holiday. • For work on a public holiday: 50% increase in rate. In this case the working time is included in the schedule for the week. <p><u>Synthetic Textiles:</u> Staff not on shift work: 25% increase for the first 2 hours. 50% increase for every additional hour. This time is to be recovered within a fortnight. If it is a Sunday, 100% increase in addition to the increases provided for.</p> <p style="text-align: center;">/...</p>			

V/288/73-3

Orig:F

TABLE V (cont.)

Deviations from the normal working hours - provisions of collective agreements

Country	For preparation and cleaning work or additional and maintenance work.	When working hours include time at which mere presence is required.	In cases of extreme emergency or force majeure and exceptional cases.	For work made necessary by technical or seasonal reasons.	For work necessitated by technical and economic reasons.	Other reasons.
FRANCE (cont.)			<u>Metallurgy - Department of Mosellé:</u> Increase for Sundays or public holidays: 50 or 75%. <u>Iron & Steel - Department of Meurthe et Moselle:</u> Hours worked on Sundays or public holidays: increase in payment of 40% for the daytime, 50% for night time. For work on public holidays: 100% increase. <u>Chemical Industry:</u> Sunday and public holidays: increase of 25% at least. The same for time between 21.00 and 5.00.			

TABLE V (continued)

Deviations from the normal working hours - provisions of collective agreements

Country	For preparation and cleaning work or additional and maintenance work.	When working hours include time at which mere presence is required.	In cases of extreme emergency or force majeure and exceptional cases.	For work made necessary by technical or seasonal reason.	For work necessitated by technical and economic reasons.	Other reasons
ITALY						
LUXEMBOURG	<p><u>Iron & Steel Industry:</u> implementation of the statutory regulations. <u>Building Industry:</u> staff may be asked to work overtime and may do so if non-completion of the work in question holds up the undertaking on the following day. The same applies if overtime is necessary for cleaning the equipment of an undertaking or to save it from damage.</p>		<p><u>Iron & Steel Industry:</u> implementation of the statutory regulations. <u>Building Industry:</u> staff may be asked to work overtime and may do so when human life is at stake, when there are breakdowns in traffic flow or hold-ups in the production of an undertaking, if it is necessary to prevent or clear away damage caused by natural phenomena; the same applies for emergency repair and installation work; when there is the possibility of undertakings having to close down thus causing other workmen to be laid off.</p>			

TABLE VI

Increases in salary in the event of relaxations of and deviations from the statutory normal working hours

Country	In the case of:	in %	Method of calculation
BELGIUM	Table II	25% for the first 2 hours of overtime	<p>Extra pay is due each time that one of the limits (daily or weekly) is exceeded;</p> <p>The rate of wages for overtime work is a <u>minimum</u>;</p> <p>The rates are not cumulative: the obligation to make extra payment at the rate of 100 or 50% cancels out the obligation which may possibly exist to make an extra payment of 50 or 25% (this case arises when the 2 limits - daily and weekly - are exceeded, i.e. it is necessary to revise the calculation for the time by which the normal daily working hours are exceeded taking into account the time by which the weekly normal hours are exceeded, the higher rates being substituted for the lower ones.</p>
	(1) Table III	50% from the third hour of overtime onwards	
	Table IV	100% for overtime worked on Sunday or a public holiday.	
GERMANY	Table III	25%	<p>Hourly wages increased by 25% (Article 15 of the law on working hours), unless the working hours are extended for an emergency.</p> <p>Unless agreed otherwise.</p>
	Table IV)	25%	
	Table V)		

(1) In the event of the weekly limit for working hours being reduced by collective agreement and made obligatory by Royal Decree pronounced in execution of the law on working hours, the new contractual limit becomes the statutory limit for calculation and logement on extra pay.

TABLE VI (continued)

Increases in salary in the event of relaxations of and deviations from the statutory normal working hours

Country	In the case of	in %	Method of calculation
FRANCE	Table II		As regards payment, lost working time amounting to less than 40 hours per week is re-distributed at the normal rate, even if the effect of this recovery is to increase the number of hours worked during the week to more than 40.
	Table III Introduction of a shorter working week.		<p><u>Glass Industry</u>: compensation at 100%</p> <p><u>Chemical Industry</u>: compensation at 66%</p> <p><u>Metallurgy and Minerals</u>: salary including the legal increase for overtime at 25%.</p>
	To recover lost working time.		<p><u>Textiles</u>: less than 40 hours: normal rate; above 40 hours, increased normal rate, and when certain limits are exceeded, these limits being:</p> <ul style="list-style-type: none"> - for time lost due to economic circumstances, the number of hours which may be recovered at the normal rate in a period of 12 months is 40 hours. - for time lost for any reason whatsoever (public holidays and force majeure, economic circumstances etc.) the number of hours which may be recovered at the normal tariff is 16 for 2 consecutive fortnights. <p><u>Iron & Steel - Department of Meurthe et Moselle</u>: time lost due to closing for a public holiday is to be recovered as normal time even if the normal schedule exceeds 40 hours.</p>
	<u>TABLE IV</u>	25 or 50%	<p>Time permanently worked outside of normal hours, and overtime for any reason whatsoever, give rise to an increase calculated on the basis of a week and fixed at 25% for the 41st to 48th hour inclusive and 50% from the 49th hour onwards.</p> <p><u>N.B.</u> Employees working "equivalent" pattern receive payment corresponding to 40 hours for the number of hours of presence considered as being equivalent to this. It is only beyond this number that time worked is considered as overtime and is paid as such.</p>

France
(Contd.)

TABLE V

When the working hours include time at which mere presence is required.

In extreme emergencies, force majeure and exceptional cases

Chemistry: For shifts of more than 6 hours: 1/2 hour paid break.
For work on Sundays and public holidays: increase of 25% minimum, as for time between 21.00 and 5.00.

Synthetic Textiles: Staff not on shift work: in the case of a worker normally on established regular hours who works overtime with a shift which does not have established regular hours.

- for the first 2 hours: increase of 25%
- for every additional hour: increase of 50%
- for Sunday working: additional increase of 100%

Building - Seine Region: The rates between 20.00 and 6.00 are increased by 100%: the same applies for Sunday or unpaid public holiday.

Metalurgy - Department of Moselle: Sunday or public holiday: 40% day time
50% night time.

TABLE VI (continued)

Increases in salary in the event of relaxations of and deviations from the statutory normal working hours

Country	In the case of	in %	Method of Calculation
Italy			
LUXEMBOURG	<p>Table VI In extreme emergency or force majeure and in exceptional cases:</p> <p>For work necessitated by technical or or seasonal reasons;</p> <p>Other reasons.</p>	<p>25%</p>	<p><u>Workmen:</u> Normal hourly rate increased by 25% except for time exceeding normal working hours, authorised for preparatory or additional work which, for technical reasons, has to be carried out outside of the limits allocated for the general work of the undertaking. This time is compensated for by one full rest day when the extra hours amount to a normal working day of 8 hours.</p> <p><u>Employees:</u> Normal hourly rate increased by at least 50%. The hourly rate is obtained by dividing monthly salaries by the contractual number of 190 hours. If the contract of employment specifies a working week of less than 44 hours, the actual number of working hours will serve as a basis for calculation of the hourly rate.</p>
	<p>Table V For preparation and cleaning or additional and maintenance work;</p> <p>In cases of extreme emergency or force majeure and in exceptional cases</p> <p>For work necessitated by technical or economic reasons</p>	<p>30%(1st hr. to 4th hr.)</p> <p>50%(5th hr. to 8th hr.)</p> <p>100%(from the 9th hour onwards)</p> <p>50%</p> <p>25%(before 20.00)</p> <p>50%(Between 20.00 and 6.00)</p>	<p><u>Iron & Steel Industry:</u></p> <p><u>Workmen:</u> Basic hourly rate increased by these percentages for overtime.</p> <p><u>Employees:</u> The increases to be paid for overtime are calculated at the normal hourly rate which is obtained by dividing the monthly salary by 173hours</p> <p><u>Building Industry:</u> Normal hourly rate increased by 25% (before 20.00) and 50% (between 20.00 and 6.00).</p>

TABLE VI (continued)

Increase in salary in the event of relaxations of and deviations from the statutory normal working hours

Country	In the case of	in %	Method of Calculation
NETHERLANDS	Not applied		

TABLE VII

Working hours provided for under collective agreements

Country	Sector	Number of hours	
BELGIUM	Automobile industry	42	
	Electronics industry	42	
	Textile industry	43	
	Artificial & Synthetic Fibres Industry	43	
	Rubber industry	43	
	Chemical industry	43	
	Clothing industry	43	
	Glass industry	43 or 42 depending on the sector of activity	
	Shipbuilding industry	42	
	Building industry	43	
	Iron & Steel industry	41½	
	Coal Mining industry	42½ (surface) 41½ (underground)	
	GERMANY	In the majority of sectors	40 per week and 8 per day
FRANCE	Contractual provisions cover only reductions in the statutory weekly working hours. The schedule actually followed is decided on by the employer and displayed in the undertaking.		
ITALY			
LUXEMBOURG			
NETHERLANDS		<u>per day</u>	<u>per week</u>
	Metallurgical industry	8½	42½ max.
	Electrical Engineering Industry (1 undertaking)	8½	42½
	Textile industry	8½	43½ (from 1.1.71: 42½)
	Clothing industry	8½	42½
	Artificial & Synthetic Fibres industry (1 undertaking)	8½	42½
	Glass industry (1 undertaking)	8 (employees)	40 (employees)
		8½	42½
	Iron & Steel industry (1 undertaking)	8-8½	40 min. 42½ max.
	Building industry	8½	42½
	Rubber & Thermo Plastics industry	8½	42½
	Chemical industry (some enterprises)	8-8½	40 min. 42½ max.
	Coal Mining industry underground workers (1)	8	40

(1) completely continuous exploitation.

V/288/73-^W
 Orig:F

TABLE VIII

Relaxations of the normal working hours provided for under collective agreement

Country	To enable the introduction of a shorter working week.	To recover lost working time.	In the case of an irregular working week.	Other reasons
BELGIUM	In general, a 5 day working week (for all the data relating to this table see the note on Table III)			
GERMANY	The working week is generally divided into 5 days of 8 hours.	Working hours lost due to finishing work before the normal time on the day before public holidays (Christmas, New Year, Easter, Whitsuntide) may be recovered before or after the above-mentioned times. Similar provisions are made in the majority of agreements in, the <u>Glass Industry</u> , <u>Clothing Industry</u> , <u>Metallurgy</u> and the <u>Building</u> sector for other occasions when work time is lost. Some collective agreements also provide for payment of wages for the lost working time.		

TABLE VIII (continued)

Relaxations of the normal working hours provided for under collective agreement

Country	To enable the introduction of a shorter working week.	To recover lost working time.	In the case of an irregular working week.	Other reasons
FRANCE				Possibility of implementing the reduction in the contractual work schedule on a time basis longer than a week: <u>Metallurgical Industry</u> and <u>Chemical Industry</u> : for technical and economic reasons, lost time can be added up until, instead of a shorter working week, a rest day in lieu can be granted to be taken within 3 months. Lost time is added up over the year.
ITALY				
LUX.				

TABLE VIII (Continued)
Relaxations of the normal working hours provided for under collective agreement

Country	To enable the introduction of a shorter working week.	To recover lost working time.	In the case of an irregular working week.	Other reasons
NETHERLANDS		<p><u>Metallurgical Industry:</u> a) No increase in salary is paid to a worker who is asked to work outside of his normal work schedule following a stoppage, provided, however, that the number of hours to be worked does not exceed the number of hours which could not be worked due to the breakdown. b) In agreement with the shop Council, no increase in salary is paid for the time during which the whole of the undertaking or one or more divisions worked outside of or over and above the normal schedule, for the sole purpose of recovering time during which activity had to be suspended (e.g.: closedown because of freezing)</p> <p><u>Electrical Engineering Industry (1 undertaking):</u> No payment is made: for work carried out in order to recover the time not worked or not to be worked due to special circumstances (excluding circumstances of a technical nature or those affecting the organisation of the undertaking which then bring into operation the system of increases for overtime.)</p>	<p><u>Metallurgical Industry:</u> If, in an undertaking there is a combination of conditions which justify a deviation from the normal work schedule, a variable work schedule may be applied; there must be prior consultation with the workers' and employers' professional organisations. When implementing the variable work schedule, a maximum working week of 48 hours will be adhered to, with a maximum average of 42½ hours per week for each period which must be defined in advance.</p> <p><u>Artificial & Synthetic Fibres (1 undertaking):</u> The normal work schedule does not apply to workers who, in view of the nature of their duties, work irregular hours: boiler men 190 hours per month, watchmen, chief commissionaires, ambulance men etc. 185 hours per month.</p>	<p><u>Metallurgical Industry:</u> A longer than normal working week may be applied to those categories of workers for whom the law authorises working hours longer than 48 hours (e.g. commissionaires, security staff etc.) the spirit of the law is that schedules should be applied to these workers which are calculated on a reasonable basis in relation to those of workers for whom the normal working week is 42½ hours. When, due to circumstances peculiar to his undertaking or a part of the latter, an employer considers it necessary to keep his labour force at work 24 hours a day, 6 days per week, he must ask for authorisation from the Integration Council (Road Van Overlag). The workers' and employees' organisations must have been consulted beforehand.</p>

For occasional additional work of an individual nature which does not last for more than $\frac{1}{2}$ hour: for occasional additional services provided by members of managerial staff.

Textile Industry: The same rate increases as for overtime (see tables) are given for transferred working hours. No increase for overtime is due in the case of a stoppage in an enterprise (cleaning of boilers, breakdown etc.) occurring between Monday and Friday. A weekend bonus payment (see tables) is given when these hours are recovered on Saturday or Sunday.

Clothing Industry: The following non-scheduled working hours are not considered as overtime:

- a) "transferred" working hours by which is understood the hours worked with the clearly defined purpose of recovering hours which have not been or will not be worked;
- b) additional work time, up to a maximum of 2 hours in each case, to recover time lost during stoppages due, for example, to cleaning of boilers, breakdowns etc.

Artificial & Synthetic Fibres (1 undertaking)

The workers in groups 22, 23 or 24 do not receive payment for time worked outside of the schedule and during public holidays or immediately before or after certain public holidays. The workers in groups 10 to 21 receive a payment in accordance with the overtime system.

Textile Industry

No salary increase is due for overtime worked in order to recover "pontos" [intervening working day] (provided that there are not more than 3 of these days per calendar year) during which work is stopped in agreement with the Shop Council.

Building:

The normal working hours may have to be shortened due to unfavourable climatic conditions - frost and poor light.

Boilermen are subject to special regulation.

Iron & Steel Industry (1 Undertaking)

For hours transferred to one hour before and one hour after the normal work schedule, the worker is entitled to a 25% increase in his hourly salary for each hour.

Building:

When a worker is obliged to provide services outside of the normal work schedule, provided that these do not exceed 8½ hours per day, the hourly rate is increased by 25% for those hours falling outside of the normal work schedule unless the worker is engaged on a shift basis.

Rubber & Thermo Plastics Industry :

Increases as quoted in Table X become due for transferred hours.

For workers on day duty, the hours immediately before and immediately after the reduced schedule are not considered as transferred hours.

Chemical Industry :

When a worker on day duty works outside of his reduced schedule but does not exceed normal daily working hours, he does not receive an additional allowance insofar as he does not begin before 7.00 or finish after 18.00.

V/288/73-7

Orig:F

TABLE IX

Deviations from normal working hours provided for under collective agreement

Country	For preparation and cleaning work or additional and maintenance work.	When working hours include mere presence is required.	In cases of extreme emergency or force majeure and exceptional cases.	For work made necessary by technical or seasonal reasons.	For work necessitated by technical and economic reasons.	Other reasons
BELGIUM	See Table V	See Table V	See Table V	See Table V	See Table V	See Table V
GERMANY	Some collective agreements contain provisions concerning the extension of working hours for repairs and similar work. The maximum of 10 hours authorised by the law is expressly reduced in these agreements. For example, the collective agreement for the Electrical Engineering Industry in the "Land" of Hesse specifies a limit of 6 hours per week for the whole of the undertaking and 10 hours per week for certain groups or sections for overtime worked for these reasons.		Collective agreements provide for an extension of working hours up to a maximum of 10 hours per week, certain branches limiting to 8 weeks the period during which overtime can be worked for this type of reason.	In some cases, working hours may be extended up to a maximum of 10 hours per week through a period of 8 weeks (e.g. in the Metallurgical Industry).		

TABLE IX (continued)

Deviations from normal working hours provided for under collective agreement

Country	For preparation and cleaning work or additional and maintenance work.	When working hours include time at which mere presence is required.	In cases of extreme emergency or force majeure and exceptional cases.	For work made necessary by technical or seasonal reasons.	For work necessitated by technical and economic reasons.	Other reasons
FRANCE			<p><u>Metallurgical Industry:</u> In the case of imperative technical or economic necessity and exceptional cases, the working hours reduced under application of the collective agreement may subsequently be increased against payment of a daily allowance in payment of the increases for overtime.</p> <p><u>Pharmaceutical Industry:</u> In the event of a significant labour shortage, the necessary appropriate measures will be taken for those undertakings in which a reduction of working hours would prove to be impossible.</p>			
ITALY						
LUXEMBOURG						

TABLE IX (continued)

Deviations from normal working hours provided for under collective agreement

Country	For preparation and cleaning work or additional and maintenance work.	When working hours include time at which mere presence is required.	In cases of extreme emergency or force majeure and exceptional cases.	For work made necessary by technical or seasonal reasons.	For work necessitated by technical and economic reasons.	Other reasons
NETHERLANDS		<p><u>Artificial & Synthetic Fibres Industry (1 undertaking):</u> Workers in wages categories 10 to 21, when they are on standby, have the right to an allowance (see Table X). Workers in wages categories 22 and above have the right to a $\frac{1}{2}$ day holiday irrespective of whether the standby lasted for a weekend or a week. In certain exceptional cases, it may prove necessary to place a number of workers on standby outside of normal working hours for a whole week. Any proposal to set up a standby service covering a week must be submitted to the Personnel Manager. Final authorisation may only be given by the General Manager of the undertaking.</p> <p>If the required additional work necessitates a special journey to the factory or office, a <u>remuneration</u> (and not therefore simply an increased rate) equivalent to 0.6% of</p>			<p><u>Metallurgical Industry:</u> The following are considered as overtime: a) hours worked outside of the worker's normal working day; b) the hours worked over and above the worker's normal work schedule within a normal working day. c) hours worked on Saturday when, according to his work schedule, the worker would not have had to work. d) hours worked on Sunday or public holidays (Sundays or public holidays are considered as lasting from 0.00 to 24.00);</p> <p><u>Electrical Engineering Industry (1 undertaking):</u> By overtime is understood the time worked by a person, according to a schedule worked out beforehand by the employer: over and above the normal 8$\frac{1}{2}$ hour working day, except</p>	

TABLE IX (continued)

NETHERLANDS (cont.1)

monthly salary is granted. This remuneration is not paid when the additional services can or have to be carried out immediately before or after normal daily working hours or if the stoppage was requested by the worker himself so that he could absent himself from the factory or office.

Glass Industry: (1 undertaking):

Workers who, in order to carry out the work requested by the employer, have to make an additional journey from their home to the undertaking, have the right to an allowance for each journey, unless they are on a watchman's schedule (see Table X).

Iron & Steel Industry (1 undertaking):

A worker belonging to categories 1 to 12 receives an allowance equivalent to 3.5% of his salary for any week during which he is on standby. When he is not on standby for a full week, the allowance is calculated as shown on Table X.

An allowance is also payable for any unforeseen work (see Table X)

Rubber & Thermo Plastics Industry:

A worker unexpectedly called in from his home in order to carry out additional work receives, over and above the payment for this work time, remuneration equal to the first hour of overtime (see Table X).

when this additional work is of an occasional and individual nature, and does not exceed 1½ hours; a day when this worker is normally free according to his schedule.

Textile Industry:

The parties to this agreement declare their readiness to try to arrange that the employers grant the authorisation for overtime referred to in para. 7 of Article 28 of the law of 19/9 on work enabling them to engage workers who are at least 18 years old on shift work, except for married women, during a period longer than the normal working hours applicable to them, up to 65 days or more per year, at the rate of one hour per day during the first 5 days of work and/or for several hours on Saturday, provided that a maximum of 5 hours per week is not exceeded. Generally, this authorisation for overtime work cannot be used for more than 6 consecutive weeks.

Clothing Industry: The additional wages provided for in Table X are payable for overtime work.

Artificial & Synthetic Fibres Industry (1 undertaking)

Overtime, provided that it is more than ¼ hour per day, completed by workers in categories 10 to 21, entitles them to the increases referred to in Table X.

Chemical Industry (some undertakings):
Workers on standby receive an ad hoc allowance per standby period (see Table X). Workers who, on a given day, have to go to an undertaking more times than provided for in their work schedule, in order to carry out certain jobs, have the right to an additional payment for each journey (see Table X). These particular jobs are each assumed to have taken at least one hour.

V/288/73-E
Orig:f

Glass Industry (1 undertaking):
Work carried out on the orders of the employer over and above the normal working hours provided for in the work schedules are liable for application of the system of increases provided for in Table X.

Iron & Steel Industry (1 undertaking)
A worker whose job comes within categories 1 to 14 has the right to an allowance for his overtime unless this additional work is carried out immediately before or after the normal work schedule and does not cover more than 1½ hours. For the allowance, see Table X.

Building:

In certain special cases at the discretion of the employer, the worker is obliged to work longer hours. For the increase paid over and above the hourly rate, see Table X.

Rubber & Thermo Plastics Industry:

For overtime, see Table X.

Chemical Industry (some undertakings):

For overtime, see Table X.

V/288/73-E
Orig:F

TABLE X
Increases in salary in the event of relaxations of and deviations from the normal working hours provided for under
collective agreements

Country	In the case of	in %	Method of calculation
FRANCE	Table IX		<u>Metallurgical & Mining Industries:</u> Payment for hours worked with increase for overtime, plus an allowance equivalent to the amount which would have been received in compensation for the applicable hourly reduction, either 66% or 80% depending on whether the hours in question are in excess of 48 hours or between 40 and 48 hours.
ITALY			
LUXEMBOURG			

TABLE X (continued)

Increases in salary in the event of relaxations of and deviations from the normal working hours provided for under collective agreements

Country	In the case of	in %	Method of calculation
BELGIUM	Table VIII) Table IX)		refer to Table VI.
GERMANY	Table VIII Table IX	<p>40% of hourly rate 25% of hourly rate for the first 6 hours 25% of hourly rate 35% of hourly rate 25% of hourly rate 25% of hourly rate</p> <p>25% of hourly rate 35% of hourly rate 25% of hourly rate</p>	<p>In these cases, no increase in wages is provided for.</p> <p>The cases given in Table IX are brought together under the heading "Overtime" in the collective agreements. The increases for overtime are as follows:</p> <p><u>Volkswagen automobile industry</u></p> <p><u>Electronics industry</u></p> <p><u>Textile industry</u> : for the first 2 hours : from the third hour onwards.</p> <p><u>Chemical industry</u></p> <p><u>Rubber industry</u></p> <p><u>Glass industry</u> for day work for night work</p> <p><u>Shipbuilding</u></p>

TABLE X (continued)

Increases in salary in the event of relaxations of and deviations from the normal working hours provided for under collective agreements

Country	In the case of	in %	Method of calculation
NETHERLANDS	Table VIII	25% of hourly rate	<u>Metallurgical industry:</u>
		50% of hourly rate	- for the 2 hours overtime immediately following the normal working day from Monday to Friday.
		no increase, but time off in lieu	- for the following 2 hours, Monday to Friday.
		50% of hourly rate	- for 2 hours overtime worked on a Saturday when the worker would not normally have had to work, provided that he was informed of the need to work on a Saturday by the preceding Wednesday at the latest.
		100% of hourly rate	- for overtime on Saturday (normally free days) advised after Wednesday
		no increase	- for overtime worked on Sundays and public holidays.
		25% of hourly rate	- for hours transferred to an hour before and an hour after the normal working day, with a maximum of one hour per day.
			- for other transferred hours.
		25% of hourly rate	<u>Electrical Engineering Industry (1 undertaking)</u>
		50% of hourly rate	- for overtime worked Monday to Friday between 7.00 and 18.00.
		100% of hourly rate	- for overtime worked Monday to Friday between 19.00 and 7.00 and Saturdays from 0.00 to 7.00.
			- for other overtime worked on Saturday, Sunday and public holidays.
25% of hourly rate	<u>Textile Industry</u>		
50% of hourly rate	- for overtime worked Monday to Friday between 6.00 and 20.00.		
50% of hourly rate	- for overtime worked Monday to Friday between 20.00 and 6.00.		
	- for overtime worked on Saturday between 0.00 and 14.00.		

.../...

75% of hourly rate
 100% of hourly rate

25% of hourly rate
 50% of hourly rate

100% of hourly rate

0.4% of monthly salary
 1.5% of monthly salary
 2.0% of monthly salary

0.8% of monthly salary

0.8% of monthly salary

1.2% of monthly salary

0.6% of monthly salary

V/288/73- F
 Orig:F

for overtime worked on Saturday between 14.00 and 24.00.
 for overtime worked on Sunday and public holidays.

Clothing Industry

for overtime worked on normal working days between 7.00 and 22.00.
 for overtime worked on normal working days between 22.00 and 7.00 and Saturdays.
 for overtime worked on Sundays and public holidays.

Artificial & Synthetic Fibres Industry (1 undertaking)

Standby allowance

Salary category 10 to 21.

per day, excluding Saturdays, Sundays and public holidays.

for a Saturday or Sunday

for a public holiday.

Workers belonging to salary category 22 or above have the right to a half-day holiday irrespective of whether the standby is for a weekend or a week. For overtime lasting more than half an hour per day on public holidays and certain hours immediately preceding or following public holidays, the following remunerations (and not therefore merely additional payments) are applied, calculated as a percentage of the category 8 maximum monthly salary.

Salary categories 10, 20 and 21:

overtime worked between 6.00 on Saturday and 6.00 on Monday, excluding public holidays.

overtime worked at certain times immediately preceding or following a public holiday.

overtime worked on public holidays.

Salary categories 10 to 18:

overtime worked between 6.00 on Monday and 6.00 on Saturday, excluding public holidays and the hours immediately preceding or following a public holiday.

Table IX

1.0% of monthly salary	overtime worked between 6.00 Saturday and 6.00 Monday, excluding public holidays.
1.0% of monthly salary	certain times immediately preceding or following a public holiday.
1.6% of monthly salary	overtime worked on public holidays.
	<u>Glass Industry</u> (1 undertaking): remuneration (and not therefore simply an increase) for overtime.
0.85% of monthly salary	for time worked between 0.00 Monday and 24.00 Saturday.
1.1% of monthly salary	for hours worked Sundays and public holidays.
	Allowance for special journey. It is calculated on the Group 5 scale, grade 0.
0.5% of monthly salary	for a journey between Monday and Friday.
0.75% of monthly salary	for a journey on Saturday.
1.0% of monthly salary	for a journey on Sunday or public holiday.
	<u>Iron & Steel Industry</u> (1 undertaking)
	Increase for overtime
25% of hourly rate	for the first 2 hours immediately preceding or following normal working hours from Monday to Friday and for hours worked on a free day.
50% of hourly rate	for other times between Monday and Friday.
	At the weekend, the above-mentioned percentages are increased as follows:
	25% for time worked on Saturday between 6.00 and 14.00.
	50% for time worked between 14.00 Saturday and 2.00 Sunday.
	100% for time worked between 2.00 Sunday and 2.00 Monday.
	50% for time worked on Monday between 2.00 and 6.00.
	Standby allowance
3.5% of monthly salary	for any full week
1.2% of monthly salary	in the case of standby on Sunday or a public holiday
0.8% of monthly salary	in the event of standby on Saturday.
0.3% of monthly salary	in the case of standby any other day.

25% of hourly rate
 50% of hourly rate
 50% of hourly rate
 50% of hourly rate
 100% of hourly rate

0.675% of monthly salary
 1.08% of monthly salary
 0.81% of monthly salary

0.5% of monthly salary
 2.0% of monthly salary
 2.5% of monthly salary

0.5% of monthly salary
 1.5% of monthly salary

0.75% of monthly salary
 1.0% of monthly salary
 1.5% of monthly salary

V/288/73-P
 Orig:F

Travel allowance (unexpected): an allowance equivalent to one hour's pay is allowed the worker:

- a) who is called back to work in the daytime.
- b) who is called to work overtime before 6.00 or after 22.00,
- c) who begins a shift within 8 hours of finishing work the previous day.

Building: Increases for overtime for the first, second and third hour immediately preceding or following normal working hours. for other times up to the time when the normal working day begins. increases for work carried out at the weekend or on public holidays. for work on Saturday. for work on Sundays and public holidays.

Rubber Industry: Allowance (and not therefore simply an increase for overtime)

for time between 6.00 and 20.00, Monday-Friday, at the rate of 1 hour max. per day.

for overtime worked on Saturday and a public holiday not falling on a Sunday.

for any other times.

Chemical Industry

Standby allowances:

per period, Monday-Friday,

per period, Saturday and Sunday

per period, public holidays.

Additional travel allowances:

per journey, Monday-Friday.

per journey, Saturdays, Sundays and public holidays.

Allowances (and not therefore simply increase) for overtime hours worked Monday-Saturday.

hours worked on Sunday.

hours worked on public holidays.

