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**STANDARD WORKING
HOURS ACROSS EUROPE
AND ACROSS TIME**

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WageIndicator Foundation
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- **SIX DEFINITIONS OF WORKING HOURS PER WEEK**
- **Actual hours of work**
in productive activities (paid or unpaid), important for macro-economic analyses and based on reports from employers.
- **Usual hours of work**
reported by individual workers in labour force surveys, and thus not influenced by irregular events (holidays, sicknesses)
- **Legal working week**
in case the workweek is primarily regulated by law, either as most common workweek or phrased as maximum hours/wk
- **Collectively agreed weekly working hours**
hours agreed in collective bargaining agreements and reflecting the hours accordingly agreed in employment contracts
- **Contractual hours of work**
the working hours regulated in individual employment contracts in the formal labour market
- **Standard work week**
as regulated according the Statutory Minimum Wage

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- **DEFINING THE STANDARD WORK WEEK**
- **Standard work week**
refers to most common working hours per week,
as agreed in employment contracts in formal labour markets
- **Relevance**
 - * defining overtime hours as the hours worked per week in excess of the standard working week
 - * computing hourly wages into weekly or monthly wages and vice versa
- **Measurement**
by comparing data available according to the 6 definitions in previous slide

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- **DATA AVAILABLE**
- ILO about mean weekly hours actually worked
- World Bank about legal hours and finished a study of 160 countries of hours worked, derived from Labour Force Surveys (Gethin A, Saez E (2025) Global Working Hours, World Bank)
- OECD about number of hours worked per year per person in employment for 38 OECD member states
- WSI (Germany) about workweek according to Minimum Wage regulation in European countries
- >> No database about the standard working hours per week worldwide
- **WageIndicator working hours database**
- Since 2014 WageIndicator maintains a database about the standard work week for more than 200 countries
- Standard working refers to most common working hours per week, as agreed in employment contracts in the formal labour market
- Pooling the available data of ILO/World Bank/OECD/WSI
Plus WageIndicator Databases of Minimum Wages, Labour Law, Collective Agreements, Salaries
- The database is annually updated, using multiple sources mentioned above plus newsletters from ETUI and others, and websites from international HR companies.

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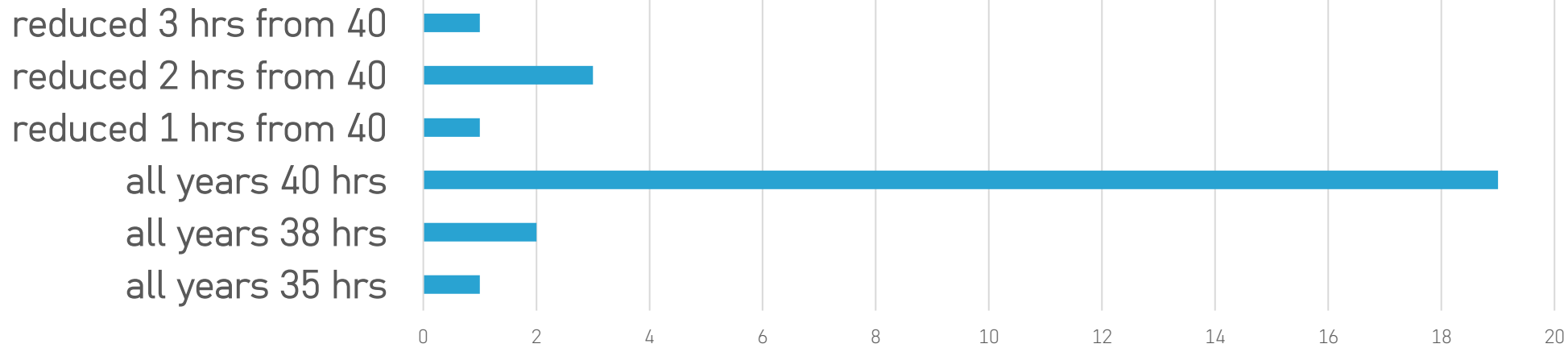
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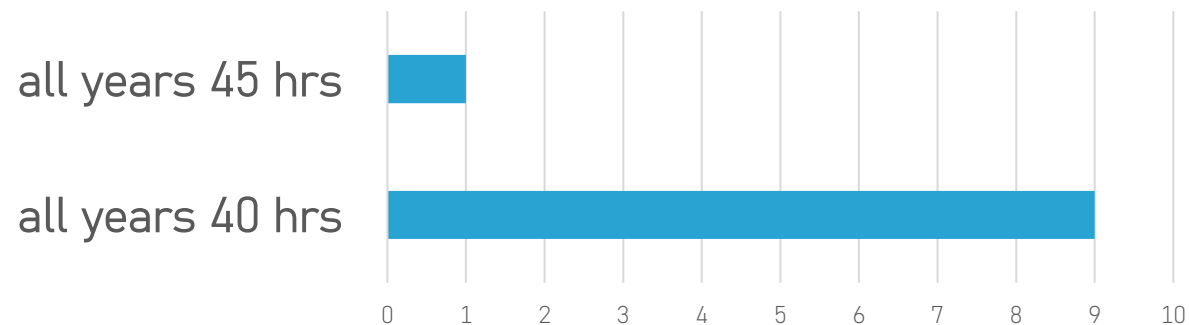
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• European Union 2014-2025



Associated EU countries 2014-2025



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- Thank you for your attention,
- Comments invited
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