



# Time for Work

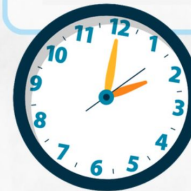
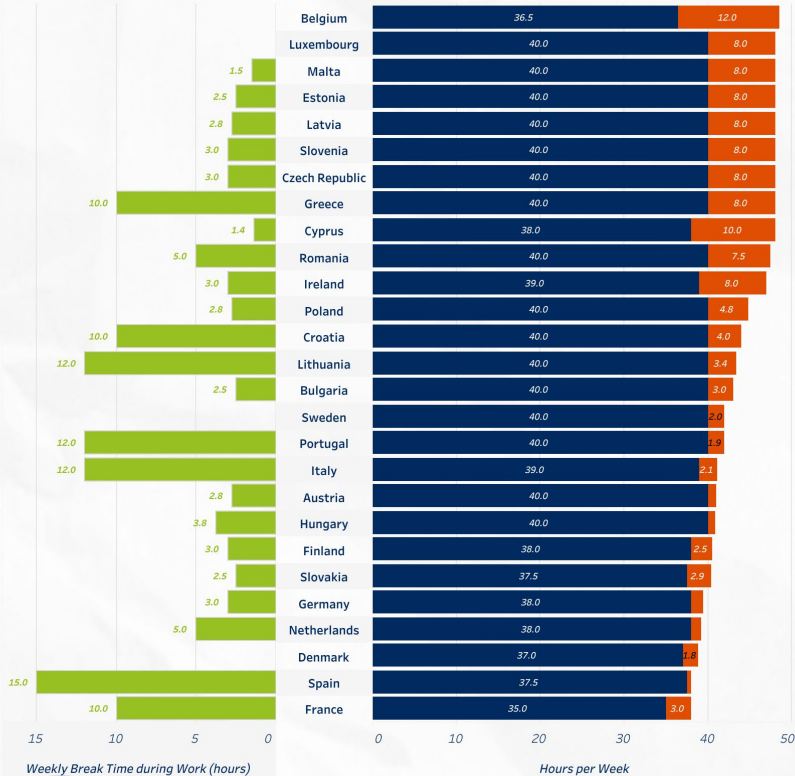
# Time for Rest

This dashboard provides an overview of how **Labour Laws and Collective Bargaining Agreements (CBAs)** regulate working conditions across countries. It compares entitlements related to **working hours, rest time, annual leave, and overtime**, offering a snapshot of how regulatory frameworks translate into negotiated worker provisions.

## Breakdown of Rest Time, Net Working Hours, and

### Overtime Across Countries

Weekly working time differs widely across countries. In this chart, **rest periods (green)**, **working hours (blue)**, and **maximum overtime allowed (red)** are shown using a **best-practice approach**. Rest time reflects the **maximum** entitlement available across sources, working hours use the **median** value to avoid atypical or sector-specific cases, and overtime reflects the **minimum** limit observed.



## Why “Best-Practice” Values Are Used?

Many countries have multiple sources defining working time standards, such as Labour Law, Collective Bargaining Agreements (CBAs), and complementary datasets. These sources do not always align, and some provide more protective conditions than others.

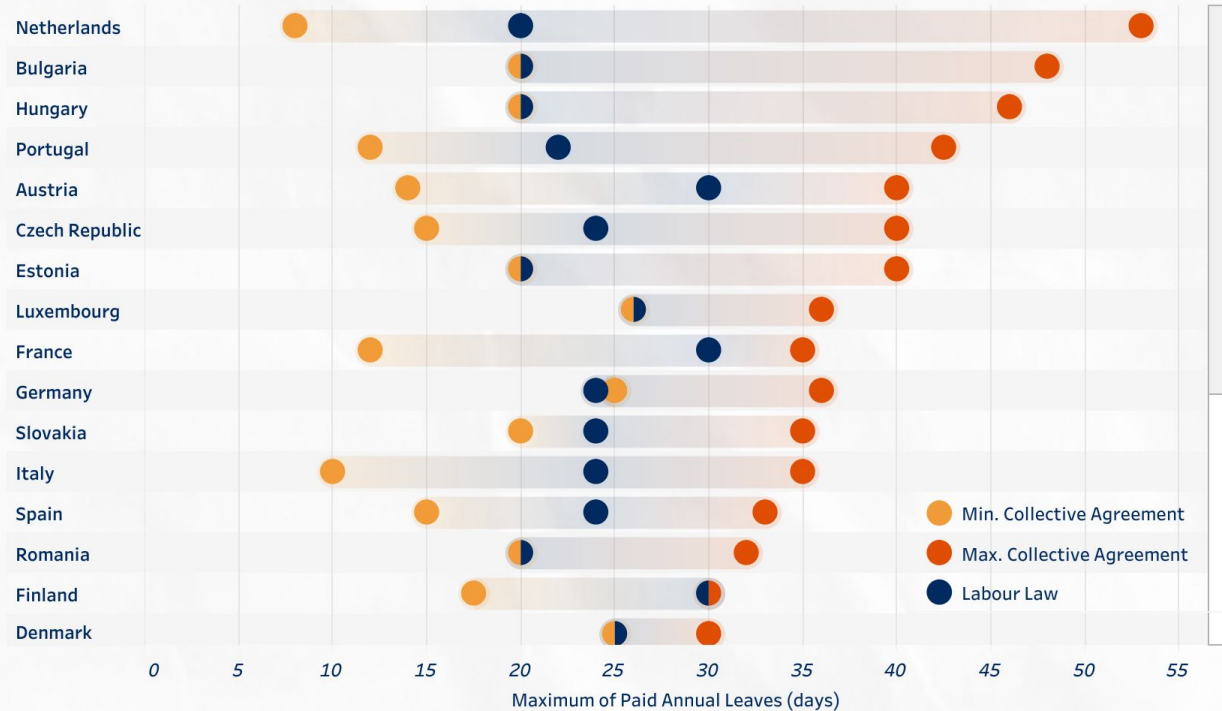
To ensure cross-country comparisons reflect each country’s strongest available protections, this dashboard applies a best-practice selection rule:

- **Rest time uses the maximum value** across all sources, representing the most generous entitlement available to workers.
- **Working hours** are calculated by taking the **median across multiple CBA entries**, then comparing that value with the Labour Law and WI Database standards; the chart shows the **minimum value** among them.
- **Overtime uses the minimum values**, reflecting the strictest limits and therefore the highest level of protection.

This approach avoids averaging or diluting protections across sectors and instead highlights each country’s best achievable standard, allowing for fairer comparisons of work-life balance frameworks.

## Breakdown of Annual Leave Across Countries and Data Source

This chart shows annual leave entitlements, using the minimum and the maximum of data available from both Labour Law and CBA. The displayed value represents the **number of paid annual leave days** identified within the **overall range of standards** provided by these sources



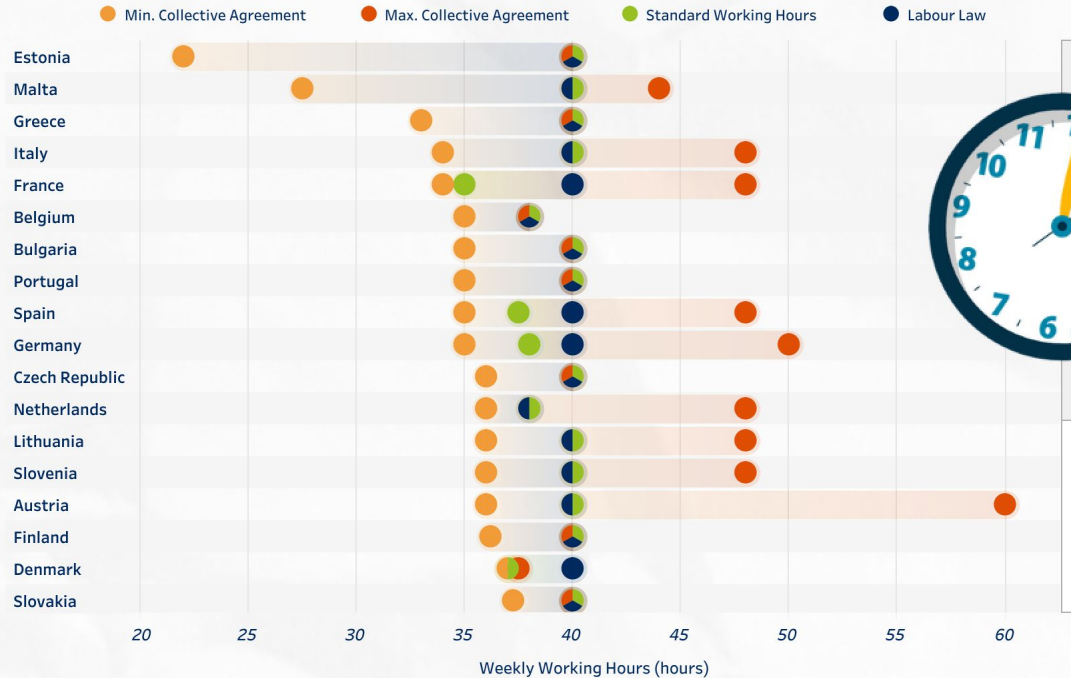
### Data Sources:

[1] WageIndicator Labour Law Database (2025); [2] Collective Bargaining Agreements, accessed in November 2025, N=1,354

# Breakdown of Weekly Working Hours Across Countries and

## Data Source

This chart displays weekly working hours across frameworks and agreements. This view brings together ranges of weekly working-hour figures from **Labour Law, CBA, and the working hours database**, highlighting the variation that appears across different sources. The combined view illustrates how weekly working time varies depending on the source.

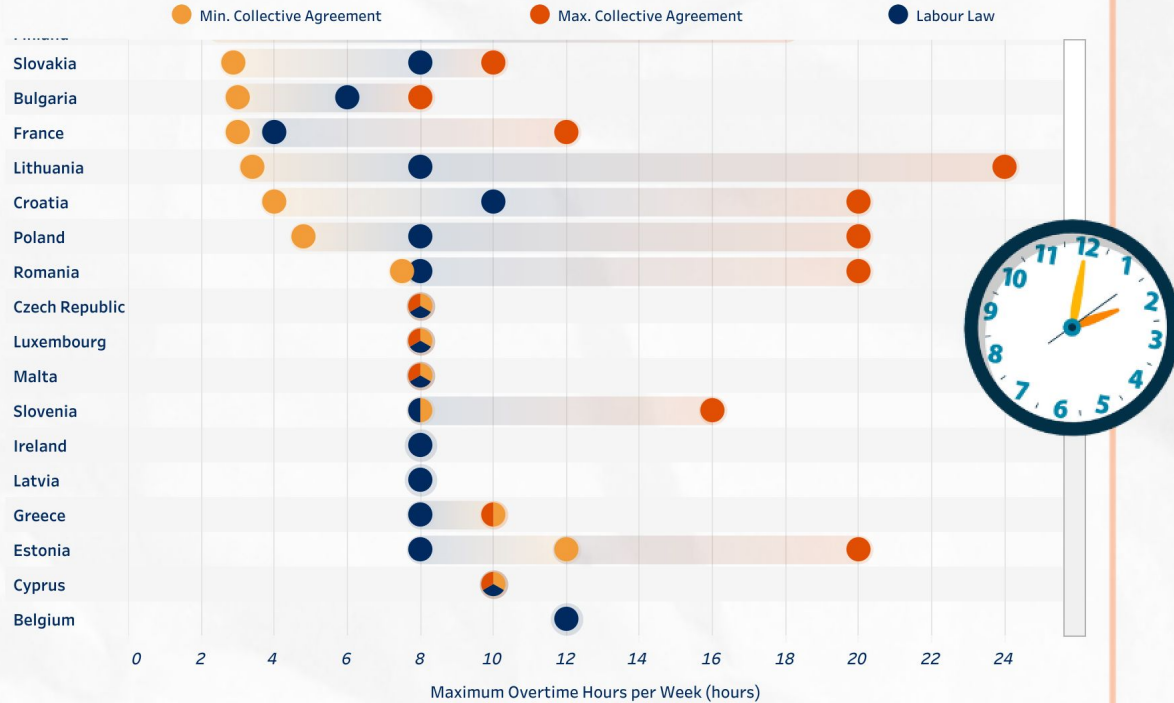


### Data Sources:

[1] WageIndicator Labour Law Database (2025); [2] Collective Bargaining Agreements, accessed in November 2025, N=1,370; [3] WageIndicator Standard Working Hours Database (2025)

# Breakdown of Weekly Overtime Across Countries and Data Source

This chart displays the maximum overtime allowed per week using data from Labour Law and CBAs. Because countries have a single Labour Law overtime limit but potentially multiple negotiated CBA limits, the chart shows the **full spread of overtime allowances** derived from CBAs together with the other sources.



**Data Sources:**

[1] WageIndicator Labour Law Database (2025); [2] Collective Bargaining Agreements, accessed in November 2025, N=684

# How are overtime and holiday work compensated?

Since compensation practices often depend on negotiated arrangements, this section draws **exclusively from CBA provisions**.

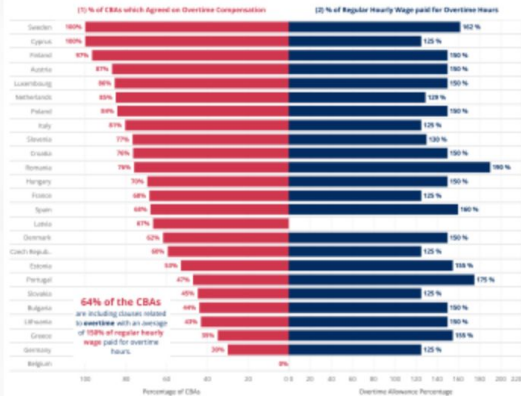
The visualization below offers a closer look at how collective agreements define payment for overtime and holiday work, providing a clearer sense of the standards that workers can access through negotiation. Click on each visual to be redirected to the visual page.

## Overtime Compensation

### Overtime

1. Is there compensation for overtime agreed in the CBA(s)?
2. If monetary compensation is provided, what percentage of regular hourly wage is paid as overtime payment?

\*Based on 1761 CBA's with between the years 2022 and 2023



Source: Reproductive Collective Bargaining Agreements Database, accessed in February 2025  
Data updated: February 2025

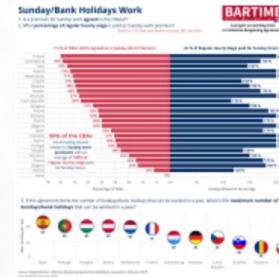
## Night Work Compensation



## Standby/On-Call Payment



## Sunday/Holiday Work Compensation





# Wondering how your working hours measure up?

This comparison shows how your selected value aligns with standards from **CBA, Labour Law, and the Working Hours Database**.

Your entry may fall **below, within, or above** the ranges set by these frameworks.

Depending on where it sits, the result indicates whether your number is:

- Below all three benchmarks (CBA, Labour Law, and database),
- Within the range of one source but below the others,
- Higher than one or more sources while still aligning with another,
- Perfectly aligned with CBA while also meeting Labour Law and database thresholds, or
- Above all standards, indicating it exceeds the upper limits set by any framework.

This logic helps you understand **which standards your value meets, exceeds, or falls short of**, offering a precise view of where your number stands across all available regulatory and negotiated references. **Enter your working days in the parameter field below to see how you compare against the benchmark.**

*\*Press enter every time you input the value to refresh the calculation*

Where are you located? ▾

Italy ▾

Input your working hours per week in hours  
(1-100)

40

Input your working days per week in days (1-7)

5

Input your allowed break time during work  
per day in minutes (1-240)

30

Input your maximum paid annual leaves  
in days (1-50)

20

Input your maximum overtime allowed  
per week in hours (1-100)

10

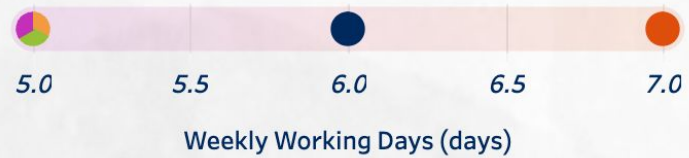
## Work Hours

Above or equal to Law and WI Database, and in range with CBA



## Work Days

Under Law and CBA, but above or equal to WI Database



- Min. Collective Agreement
- Max. Collective Agreement
- Standard Working Hours
- Labour Law
- YOUR VALUE



**Data Sources:**

1. WageIndicator Labour Law Database (2025)
2. Collective Bargaining Agreements, accessed in November 2025
3. WageIndicator Standard Working Hours Database (2025)

## Rest

Below CBA Range



## Annual Leave

Under Law but still in range with CBA



- Min. Collective Agreement
- Max. Collective Agreement
- Standard Working Hours
- Labour Law
- YOUR VALUE

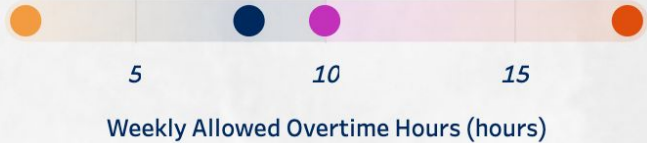


**Data Sources:**

1. WageIndicator Labour Law Database (2025)
2. Collective Bargaining Agreements, accessed in November 2025
3. WageIndicator Standard Working Hours Database (2025)

## Overtime

Above Law and still in range with CBA



- Min. Collective Agreement
- Max. Collective Agreement
- Standard Working Hours
- Labour Law
- YOUR VALUE



### Data Sources:

1. WageIndicator Labour Law Database (2025)
2. Collective Bargaining Agreements, accessed in November 2025
3. WageIndicator Standard Working Hours Database (2025)

<https://wageindicator.org/about/events/2025/working-time-in-europe>