

European (& the GCC) Employment Law Update

Jurisdiction: Austria
Date: April 2018

Impact date	Development	Impact
2018	Introduction of twelve-hour working day	<p>The Austrian government recently confirmed its plans to publish a legislative proposal regarding the introduction of a twelve-hour working day. The current maximum daily working limit is ten hours.</p> <p>While the normal daily working time of eight hours shall remain unchanged, employees will be granted the opportunity to work up to twelve hours per day, on a voluntary basis, provided that weekly working time does not exceed 48 hours on average. The maximum weekly working limit will be increased from 50 to 60.</p> <p>The right of further flexibility of working times shall be delegated to corporate level, meaning that employers and the works council shall obtain more options to conclude shop agreements. If no works council is established, flexible agreements concluded with employees shall be admissible.</p> <p>Even though unions have already begun campaigns against the plans, the government appears to be determined to proceed. Unions are arguing that the extension of working times will, in the majority of cases, not be voluntary. Further, employees will lose entitlements to remuneration for overtime and therefore suffer significant loss of income.</p>