

Working Time Directive: Directive 2002/15/EC

Entry into force: 23.03.2002

Deadline for transposition in the Member States: 23.03.2005

Official Journal: OJ L 80 of 23.03.2002

Provisions of European Working Time Directive:

- 1. Average maximum of 48 hours working time per week over 4 months reference period**
- 2. Absolute maximum working time per week of 60 hours**
- 3. Night workers: 10 hours maximum per 24 hour period**
- 4. Breaks: compulsory after 6 hours; at least 30 minutes between 6 and 9 hours, and at least 45 minutes over 9 hours; breaks may be subdivided in the periods of at least 15 minutes each**

Definition of Working Time in the Directive does not include the period of availability.

Average working time a week include: driving, loading/unloading, cleaning, training, daily inspections, maintenance, fuelling, time when a driver cannot freely dispose of his or her time

The Directive 2002/15/EC applies to all mobile workers employed by undertakings established in a Member State, participating in road transport activities covered by Regulation (EEC) No 3820/85 or, failing that, by the AETR Agreement. It should also apply to self-employed drivers from 23 March 2009.

Member states shall report to the Commission every two years on the implementation of this Directive, indicating the views of the two sides of industry. The report must reach the Commission no later than 30 September following the date on which the two-year period covered by the report expires (30.09.2007)

AUSTRIA

Austria			
	Situation before WTD: national legislation	Provisions of the WTD: transposition into the national law	Transposed by
Definition of Working Time (Period of availability? Waiting time?)	The time from beginning to the end of work. Breaks are not included	The time from beginning to the end of work, including driving time, all other works and periods of availability. Breaks are not included. All working times that are performed at different employers have to be sum up.	Transposition completed on 1 July 2006 when the last amendment of the Working Time Act (published in the Federal Law Gazette I no. 138/2006) entered into force
What Reference period is most commonly used?	1 month	4 months, may be exceeded to 6 months by means of collective agreements,	
What are the most common collective agreements for example (reference period)	1 month	-	
Average max working time per week	48 hrs	48 hrs; extension up to 55 hours possible if the working time above 48 hours is made of periods of availability (Standby-time).	
Absolute max working time per week	60 hrs	60 hrs	
Definition of work at night	all activity between 8 pm and 5 am according to national law-regulation	all activity between 0:00 and 4:00	
Work at night	Max. 9 hours	can be extended until 4:00; the day-work shall not cross 10 hrs working-time on these days. The driver has the right to take compensation during the next 14 days at the amount of night work.	

Definition of break	Is a period of time, that a worker can freely dispose of his time	Is a period of time, that a worker can freely dispose of his time	
Breaks	After 4 ½ hrs at least A break of 45 minutes.	After 4 ½ hrs at least A break of 45 minutes, or split into 15 or 30 min. breaks within 4,5 hours driving-time	
Compensated days – How is this managed?	Hourly compensation at workers disposition Proportion: 1 / 1,5	-	
Recording of WT (tachograph or manually)	Both: Tachograph and manually . Employers are responsible for recording.	Both: Tachograph and manually . Employers are responsible for recording. Records shall be kept for at least 2 years.	

BELGIUM

	Situation before WTD: national legislation	Provisions of the WTD: transposition into the national law	Transposed by
Definition of Working Time (Period of availability? Waiting time?)	includes: the period between start and end, in which employee is at work, at disposal of employer and exercise his tasks or activities on behalf of employer. excludes: period of availability and free time	includes: the period between start and end, in which employee is at work, at disposal of employer and exercise his tasks or activities on behalf of employer. excludes: period of availability and free time	Reglement 561/2006 of 15/03/2006
What Reference period is most commonly used?	4 month	4 or 6 months	
Average max working time per week	47 hours	48 hours	
Absolute max working time per week	56 hours (90 hours in two weeks)	60 hours	
Definition of work at night	Work between 20.00 pm and 06.00 am	Work between 0.00 and 06.00am	
Work at night	8 hours including this period	10 hours in any 24 hours period	
Definition of break	The period in which employee has disposal of his time freely	The period in which employee has disposal of his time freely	
Breaks	at least 30 min between 6 and 9 hours of work at least 45 min after 9 hours may be divided in 15 minute periods	Compulsory after 6 hours; at least 30 minutes between 6 and 9 hours, and at least 45 minutes over 9 hours	
Compensated days – How is this managed?	Holidays	Public holidays, reduction of working hours	
Recording of WT (tachograph or manually)	Tachograph	Tachograph	

CYPRUS

	Situation before WTD: national legislation	Situation before WTD: collective agreements	Provisions of the WTD: transposition into the national law	Provisions of the WTD: collective agreements	Transposed by
					Act of House of Representatives Number 47(I) of 2005, in place since then
Average max working time per week			48 hours a week over a reference period of 4 months		
Absolute max working time per week			60 hours in a single week provided the 48 hours weekly over 4 months is not exceeded		
Work at night	definition of night time - period of 4 hours between 00.00 and 7.00		10 hours in any 24 hour period		
Breaks			Compulsory after 6 hours; at least 30 minutes between 6 and 9 hours, and at least 45 minutes over 9 hours		

Text available in English and Greek

CZECH REPUBLIC

	Situation before WTD: national legislation	Provisions of the WTD: transposition into the national law	Provisions of the WTD: collective agreements	Transposed by
	Legislation (65/1965)			Legislation (589/2006 – as from 1 January 2007)
Average max working time per week	§ 83a: weekly working time shall not exceed 40 hours § 85: the working time can be set unevenly, on the condition that the average weekly working time does not exceed the stipulated weekly working time in the course of successive 12 calendar months.	§ 4: Working time of a truck driver shall not exceed 48 hrs per week		
Absolute max working time per week		§ 5: Working time may be extended to 60 hours per week, on the condition that the weekly average (not continuing work overtime) does not exceed the stipulated weekly working time over a max period of 26 weeks		
Work at night				
Breaks				
Sanctions	Legislation (435/2004) § 139 (for natural persons) and § 140 (for companies): fine that can amount up to 1 000 000 CZE	Legislation (251/2005 – since 01.07.2005) § 15 (for natural persons) and § 28 (for companies): fine that can amount up to 2 000 000 CZE		

DENMARK

	Situation before WTD: national legislation	Situation before WTD: collective agreements	Provisions of the WTD: transposition into the national law	Provisions of the WTD: collective agreements	Transposed by
			The law follows the principle of "minimum implementation" - so it is replicating the wording of the Directive and its (minimum) requirements	No collective agreements affecting working time provisions	Law no. 395, June 1, 2005 on working time for mobile workers in the road transport sector: entered into force on 1st July 2005 .
Average max working time per week		47 hours	48 hours over reference period of 4 months		
Absolute max working time per week	68 hours		60 hours		
Work at night	night time - period between 1.00 and 5.00 unless otherwise stipulated in the collective agreement. Additional money only for non driving employees		10 hours in any 24 hour period		
Breaks	Only EC Reg 3820/85 mentioned.	Max 1 hour meal break	Compulsory after 6 hours; at least 30 minutes between 6 and 9 hours, and at least 45 minutes over 9 hours		

Transposed text available in English

Germany

	Situation before WTD: national legislation	Provisions of the WTD: transposition into the national law	Transposed by 01.09.2006 into national law
Definition of Working Time (Period of availability? Waiting time?)	The time from the beginning to the end of the work. Breaks are not included.	The time from the beginning to the end of work. It is a period of time that a mobile worker can not freely dispose of his time including: driving, loading & unloading, training, vehicle cleaning and maintenance, safety related work. Breaks, rest periods and periods of availability are excluded from working time.	<p>The time from the beginning to the end of work with the exception of breaks. No working time is:</p> <ol style="list-style-type: none"> 1. For mobile workers driving in a team, the time spent sitting next to the driver or on the couchette while the vehicle is in motion. 2. The times during which the mobile worker cannot dispose freely of his time and is required to be at his workstation, ready to take up normal work. 3. Periods during which the mobile worker is not required to remain at his workstation, but must be available to answer any calls to start or resume driving or to carry out other work. <p>These periods (2+3) and their foreseeable duration shall be known in advance by the mobile worker, that is to say either before departure or just before the actual start of the period in question.</p>
What Reference period is most commonly used?		4 months	4 months

What are the most common collective agreements for example (reference period)			
Average max working time per week	48 hours a week	48 hours a week	48 hours a week
Absolute max working time per week	60 hours (Reg 3820/85 allows a driving period of more than 74 hours)	60 hours in a single week provided the 48 hours weekly over 4 months is not exceeded	60 hours in a single week provided the 48 hours weekly over 4 months is not exceeded
Definition of work at night	Is any work of more than 2 hours during the night time (23.00 – 06.00)	Is any work during night time, which must be defined by national law (a period of at least four hours between 0.00 - 07.00)	No transposition. Old rule remains valid.
Work at night	Max. 10 hours.	10 hours in any 24 hour period	10 hours in any 24 hour period
Definition of break	Is a period of time that a mobile worker can freely dispose of his time	Is a period of time that a mobile worker can freely dispose of his time	Is a period of time that a mobile worker can freely dispose of his time
Breaks	30 min. break between 6 and 9 hours. 45 min. break over 9 hours. The drivers' hours rules require a break of 45 min. after 4,5 hours. Reg 3820/85 (valid until April 11 th 2007), new Reg 561/2006 is in this matter almost identical	Compulsory after 6 hours; at least 30 minutes between 6 and 9 hours, and at least 45 minutes over 9 hours	Compulsory after 6 hours; at least 30 minutes between 6 and 9 hours, and at least 45 minutes over 9 hours
Compensated days – How is this managed?			
Recording of WT (tachograph or manually)	Employers are responsible for recording the working time that exceeds the regular daily working time and must be kept for at least 2 years. Reg 3821/85: Employer shall keep record sheets and printouts for at least a year after their use.	Records shall be kept for at least 2 years after the end of the period covered. Employers shall be responsible for recording the working time of mobile workers and shall upon request provide mobile workers with copies of the records of hours worked.	Records shall be kept for at least 2 years after the end of the period covered. Employers shall be responsible for recording the working time of mobile workers and shall upon request provide mobile workers with copies of the records of hours worked.

ELLAS (GREECE)

	Situation before WTD: national legislation	Situation before WTD: collective agreements	Provisions of the WTD: transposition into the national law	Provisions of the WTD: collective agreements	Transposed by
Average max working time per week	no legal limit other than through Regulation 3820/85 (estimated at 68 hours)* or through national limits to work in one week				not yet transposed/no information available
Absolute max working time per week					
Work at night	None				
Breaks					

* Regulation 3820/85 sets the maximum at approximately 68 hours (7x24 hours - 45 (weekly rest) + 5x11 (daily rest) +/- 4 (5 times 45 minutes' break)) see the full text of the Regulation in appendix ...

ESPANA

	Situation before WTD: national legislation	Situation before WTD: collective agreements	Provisions of the WTD: transposition into the national law	Provisions of the WTD: collective agreements	Transposed by
Average max working time per week	no legal limit other than through Regulation 3820/85 (estimated at 68 hours)* or through national limits to work in one week				not yet transposed/no information available
Absolute max working time per week	70 hours	67-70 hours			
Work at night	National law applicable to all sectors: night work (22.00 to 6.00) can't exceed 8 hours on an average of 15 days.	agreement determines a specific remuneration. Workers must undergo a medical exam.			
Breaks	National legislation 45 min.	agreement: the same+ 15 min			

* Regulation 3820/85 sets the maximum at approximately 68 hours (7x24 hours - 45 (weekly rest) + 5x11 (daily rest) +/- 4 (5 times 45 minutes' break)) see the full text of the Regulation in appendix ...

ESTONIA

	Situation before WTD: national legislation	Situation before WTD: collective agreements	Provisions of the WTD: transposition into the national law	Provisions of the WTD: collective agreements	Transposed by
Average max working time per week			48 hours reference period 4 months		Estonian Parliament (Riigikogu) amended on 12 May 2005 the Traffic Law. The amended Act exactly observed provisions from the European legislation. The drivers working time regulation is in new § 203.
Absolute max working time per week			60 hours		
Work at night			10 hours in any 24 hour period		
Breaks			Compulsory after 6 hours; at least 30 minutes between 6 and 9 hours, and at least 45 minutes over 9 hours		

Text available in Estonian

FRANCE

	Situation before WTD: national legislation	Provisions of the WTD: transposition into the national law	Transposed by
Definition of Working Time (Period of availability? Waiting time?)	Includes: the period between start and end, in which employee is at work, at disposal of employer and exercise his tasks or activities on behalf of employer. excludes: period of availability and free time	Includes: the period between start and end, in which employee is at work, at disposal of employer and exercise his tasks or activities on behalf of employer. excludes: period of availability and free time	Ordonnance n° 2004-1197 from 12/11/04 and decret n°2005-306 from 31/03/05
What Reference period is most commonly used?	3 month	4 or 6 months	
Average max working time per week	45 hours (46 hours for short distance transports)	48 hours	
Absolute max working time per week	48 hours (48 hours for short distance transports)	60 hours	
Definition of work at night	Work between 22.00 pm and 05.00 am	Work between 0.00 and 06.00am	
Work at night	10 hours including this period	10 hours in any 24 hours period	
Definition of break	The period in which employee has disposal of his time freely	The period in which employee has disposal of his time freely	
Breaks	at least 30 min between 6 and 9 hours of work at least 45 min after 9 hours may be divided in 15 minute periods	Compulsory after 6 hours; at least 30 minutes between 6 and 9 hours, and at least 45 minutes over 9 hours	
Compensated days – How is this managed?	Holidays	Public holidays, reduction of working hours	
Recording of WT (tachograph or manually)	Tachograph	Tachograph	

Hungary

	Situation before WTD: national legislation	Provisions of the WTD: transposition into the national law	Transposed by
			Act XI of 23 march 2005
Definition of Working Time (Period of availability? Waiting time?)		<p><u>WORKING TIME:</u> Total time spent on transporting passengers or goods, including driving, loading and unloading, assisting passengers boarding and disembarking from the vehicle, cleaning and technical maintenance, other work intended to ensure the safety of the vehicle , its cargo and passengers; and time spent meeting and associated legal or regulatory obligations, including supervision of loading and unloading, and administrative formalities with police, customs, border controls, etc;</p> <p>Periods awaiting loading and unloading, where this cannot be determined beforehand. Exceptions may be made to this provision by collective agreement, and time spent awaiting loading or unloading may be regarded as periods of availability unless the worker performs work during such period!</p> <p><u>PERIOD OF AVAILABILITY:</u> Any period which is not regarded as working time or rest time, during which the worker is not required to remain at his workstation but must be available to start or resume driving or carry out any other work required, Subject to this definition, periods of availability shall include in particular time during which the worker is accompanying a vehicle being transported by boat or train, and spent waiting at frontiers or due to traffic restrictions.</p> <p>For workers driving in a team, time spent sitting next to the driver or on the couchette while the vehicle is in motion.</p>	
What Reference period is most commonly used?		The reference period shall not exceed 4 months if	

		established by the employer, or 6 months if established by collective agreement.	
What are the most common collective agreements for example (reference period)			
Average max working time per week		48 hours	
Absolute max working time per week		60 hours	
Definition of work at night		Any work between 00.00 and 04.00 hours	
Work at night		Max 10 hours	
Definition of break		Is a period of time that a mobile worker can freely dispose of his time	
Breaks		Continuous working time without a break may not exceed 6 hours. Where total daily working time is between 6 and 9 hours, work shall be interrupted by a break of at least 30 minutes. If the working day is over 9 hours, the break shall be at least 45 minutes. Workers may subdivide breaks into periods of at least 15 minutes each.	
Compensated days – How is this managed?			
Recording of WT (tachograph or manually)		The employer shall keep a record of the employee's time spent as periods of availability and retain this record for three years.	

Text available in English and Hungarian. Law before WTD available in English.

IRELAND

	Situation before WTD: national legislation	Situation before WTD: collective agreements	Provisions of the WTD: transposition into the national law	Provisions of the WTD: collective agreements	Transposed by
					Statutory Instrument (SI no 2 of 2005), with effect from 2 January 2006
Average max working time per week	no legal limit other than through Regulation 3820/85 (estimated at 68 hours)* or through national limits to work in one week		48 hours reference period 4 months, unless otherwise agreed by the collective agreement		
Absolute max working time per week		39 hours (national practice 43 hours)	60 hours		
Work at night	None		10 hours in any 24 hour period		
Breaks	EC Reg 3820/85, National practice 30 to 45 min meal breaks		Compulsory after 6 hours; at least 30 minutes between 6 and 9 hours, and at least 45 minutes over 9 hours		

* Regulation 3820/85 sets the maximum at approximately 68 hours (7x24 hours - 45 (weekly rest) + 5x11 (daily rest) +/- 4 (5 times 45 minutes' break)) FOR the full text of the Regulation please see annex....

Text available in English

ITALY

	Situation before WTD: national legislation (law 24.08.01)	Provisions of the WTD: transposition into the national law	Transposed by
Definition of Working Time (Period of availability? Waiting time?)	includes: the period between start and end, in which employee is at work, at disposal of employer and exercise his tasks or activities on behalf of employer. excludes: period of availability and free time	includes: the period between start and end, in which employee is at work, at disposal of employer and exercise his tasks or activities on behalf of employer. excludes: period of availability and free time	Legislative Decree No 66 of 8 April 2003 and council regulation 3820/85
What Reference period is most commonly used?	4 month	4 or 6 months	
Average max working time per week	48 hours	48 hours	
Absolute max working time per week	56 hours (90 hours in two weeks)	60 hours	
Definition of work at night	Work between 20.00 pm and 05.00 am	Work between 0.00 and 06.00am	
Work at night	7 hours including this period	10 hours in any 24 hours period	
Definition of break	The period in which employee has disposal of his time freely	The period in which employee has disposal of his time freely	
Breaks	at least 30 min between 6 and 9 hours of work at least 45 min after 9 hours may be divided in 15 minute periods	Compulsory after 6 hours; at least 30 minutes between 6 and 9 hours, and at least 45 minutes over 9 hours	
Compensated days – How is this managed?	Holidays	Public holidays, reduction of working hours	
Recording of WT (tachograph or manually)	Tachograph	Tachograph	

LATVIA

	Situation before WTD: national legislation	Situation before WTD: collective agreements	Provisions of the WTD: transposition into the national law	Provisions of the WTD: collective agreements	Transposed by
	No specific regulation: calculation of the working time of a driver was based on the Regulation of driving and rest periods, general labour legislation provisions as well as on collective agreements and individual labour contracts				Regulation No.520 of the Cabinet of Ministers: entered into force on 23.07.2005
Average max working time per week	Regular weekly working time should not exceed 40 hrs in a 5 days week; if due to the nature of work, not possible to comply with it – aggregated working time of max 56 hrs a week over 4 weeks period possible		derogation from Article 4 on max weekly working time (acc. to Article 8 of WTD). laid down that by means of collective agreements the average weekly working time and max weekly working time can be extended on condition that the reference period of calculating the average maximum weekly working time of 48 hours does not exceed consecutive six months		
Absolute max working time per week			60 hours		
Work at night	Definition of night time: (work between 22.00 and 6.00), employee has a right to undergo health examination, regular daily working time for night employee should be		night time: 01.00 - 5.00, an agreement can extend it from 0.00 to 7.00: 10 hours in any 24 hour period		

	reduced by 1 hr				
Breaks	Minimum 30 min after 4 hrs		Compulsory after 6 hours; at least 30 minutes between 6 and 9 hours, and at least 45 minutes over 9 hours		

Text available in English and Latvian. Legal text before WTD available in English.

LITHUANIA

	Situation before WTD: national legislation	Provisions of the WTD: transposition into the national law	Transposed by
Definition of Working Time (Period of availability? Waiting time?)	includes: the period between start and end, in which employee is at work, at disposal of employer and exercise his tasks or activities on behalf of employer. excludes: period of availability and free time	includes: the period between start and end, in which employee is at work, at disposal of employer and exercise his tasks or activities on behalf of employer. excludes: period of availability and free time	Governmental decree No 543 of 17 May 2005
What Reference period is most commonly used?	4 month	4 or 6 months	
Average max working time per week	48 hours	48 hours	
Absolute max working time per week	60 hours (average of 48 hours in 4 month)	60 hours	
Definition of work at night	Work between 00.00 pm and 07.00 am	Work between 0.00 and 06.00am	
Work at night	any work performed during the night	10 hours in any 24 hours period	
Definition of break	The period in which employee has disposal of his time freely	The period in which employee has disposal of his time freely	
Breaks	at least 30 min between 6 and 9 hours of work at least 45 min after 9 hours may be divided in 15 minute periods	Compulsory after 6 hours; at least 30 minutes between 6 and 9 hours, and at least 45 minutes over 9 hours	
Compensated days – How is this managed?	Holidays	Public holidays, reduction of working hours	
Recording of WT (tachograph or manually)	(digital) tachographs, time sheets, log books	Tachograph	

LUXEMBOURG

	Situation before WTD: national legislation	Situation before WTD: collective agreements	Provisions of the WTD: transposition into the national law	Provisions of the WTD: collective agreements	Transposed by
					not yet transposed, however the work is in progress and the project of legal act exists
Average max working time per week	Regulated by national law: FIND OUT				
Absolute max working time per week	48 hours	40 hours			
Work at night	for the time between 22.00 and 6.00 the employees get paid an extra 15%				
Breaks	EC Reg 3820/85 is applied. There is an additional 20 to 30 min meal break if the working time exceeds 8 consecutive hrs				

MALTA

	Situation before WTD: national legislation	Situation before WTD: collective agreements	Provisions of the WTD: transposition into the national law	Provisions of the WTD: collective agreements	Transposed by
	definition of working time different?				No information available
Average max working time per week					
Absolute max working time per week					
Work at night					
Breaks					

NETHERLANDS

	Situation before WTD: national legislation	Provisions of the WTD: transposition into the national law	Transposed by
			Transposed on 1.09.06
Definition of Working Time (Period of availability? Waiting time?)	The period between start and end, in which employee is at work, at disposal of employer and exercise his tasks or activities on behalf of employer. Including: driving, handling, all other activities, and the period in which employee has no disposal of his time freely.	The period between start and end, in which employee is at work, at disposal of employer and exercise his tasks or activities on behalf of employer. Including: driving, handling, all other activities, and the period in which employee has no disposal of his time freely.	
What Reference period is most commonly used?	1 year	4 or 6 months	
What are the most common collective agreements for example (reference period)	1 year	4 or 6 months	
Average max working time per week	55 hours a week	48 hours a week, unless the collective agreements allows and the employee agrees with an average of 55 hours a week over a period of 6 months.	
Absolute max working time per week	60 hours a week, provided the 55 hours weekly over 1 year is not exceeded	60 hours in a single week provided the 48 hours or 55 hours weekly over 4 or 6 months is not exceeded	
Definition of work at night	Work between 0.00 and 06.00am	Work between 0.00 and 06.00am	
Work at night	20 hours between 0.00 and 06.00 am, in a 2 week period	10 or, in consultation with the driver, 12 hours in any 24 hour period	
Definition of break	The period in which employee has disposal of his time freely.	The period in which employee has disposal of his time freely.	

Breaks	45 minutes per 4½ driving hours, divided in minimum periods of 15 minutes	45 minutes after 4½ driving hours, or divided periods of at least 15 minutes and a period of at least 30 minutes.	
Compensated days – How is this managed?	Holidays, Public holidays, illness, reduction of working hours	Public holidays, reduction of working hours	
Recording of WT (tachograph or manually)	Tachograph	Tachograph	

POLAND

	Situation before WTD: national legislation	Provisions of the WTD: transposition into the national law	Transposed by
Definition of Working Time (Period of availability? Waiting time?)	Includes: the period between start and end, in which employee is at work, at disposal of employer and exercise his tasks or activities on behalf of employer. excludes: period of availability and free time	includes: the period between start and end, in which employee is at work, at disposal of employer and exercise his tasks or activities on behalf of employer. excludes: period of availability and free time	Transposed by 'Ustawa' from 16.04.2004 , entered into force on 01.05.2004
What Reference period is most commonly used?	3 month	4 or 6 months	
Average max working time per week	48 hours (including overtime hrs)	48 hours	
Absolute max working time per week	60 hours (average of 48 hours in 4 month)	60 hours	
Definition of work at night	work between 21.00 and 7.00	Work between 0.00 and 06.00am	
Work at night	up to 8 hrs within this time At least 4 hours work at night: max. 10 hours including this period	10 hours in any 24 hours period	
Definition of break Breaks	The period in which employee has disposal of his time freely at least 30 min between 6 and 9 hours of work at least 45 min after 9 hours may be divided in 15 minute periods	The period in which employee has disposal of his time freely Compulsory after 6 hours; at least 30 minutes between 6 and 9 hours, and at least 45 minutes over 9 hours	
Compensated days – How is this managed?	Holidays, reduction of at least 35 uninterrupted hours	Public holidays, reduction of working hours	
Recording of WT (tachograph or manually)	Records, not specified	Tachograph	

PORTUGAL

	Situation before WTD: national legislation	Situation before WTD: collective agreements	Provisions of the WTD: transposition into the national law	Provisions of the WTD: collective agreements	Transposed by
					not yet transposed
Average max working time per week					
Absolute max working time per week	56 hours	45 hours			
Work at night	None				
Breaks	National legislation (Decree no 409/71). Meal breaks between 1 and 2 hrs.	Under specific circumstances the break can be extended to 3 hrs.			

SLOVAKIA

	Situation before WTD: national legislation	Situation before WTD: collective agreements	Provisions of the WTD: transposition into the national law	Provisions of the WTD: collective agreements	Transposed by
	Regulated by general labour code, act on employment relationship (§85)				Act 121/2004 of 3 February 2004 on the working time and rest period in transport and on amendment of some acts (Art.14)
Average max working time per week	40 hrs, week 5 days		48 hours reference period 4 months		
Absolute max working time per week			60 hours		
Work at night	Work at night between 22.00 and 6.00, average length should not exceed 8 hrs in 4 consecutive months, entitled to 20% surcharge of minimum wage for each hr worked at night		10 hours in any 24 hour period		
Breaks	30 min after 6 hrs of work		Compulsory after 6 hours; at least 30 minutes between 6 and 9 hours, and at least 45 minutes over 9 hours		

Text of transposed WTD, available in English.

Text of general labour code in Slovakia, available in English

Slovenia

	Situation before WTD: national legislation SLOVENIA	Provisions of the WTD: transposition into the national law	Transposed by
		TRANSITION PERIOD TILL 01.04.2007	All National legislation must be harmonized (adjusted) with the EU working time directive till 01.04.2007.
Definition of Working Time (Period of availability? Waiting time?)	The time from the beginning to the end of the work. Breaks are not included.	The time from the beginning to the end of work. It is a period of time that a mobile worker can not freely dispose of his time including: driving, loading & unloading, training, vehicle cleaning and maintenance, safety related work. Breaks, rest periods and periods of availability are excluded from working time.	
What Reference period is most commonly used?		4 months	
What are the most common collective agreements for example (reference period)			
Average max working time per week	Till 45 hours a week	48 hours a week	
Absolute max working time per week	60 hours a week	60 hours in a single week provided the 48 hours weekly over 4 months is not exceeded	
Definition of work at night	Is any work of more than 2 hours during the night time (23.00 – 06.00)	Is any work of at least 4 hours during the night time (00.00 – 07.00)	
Work at night	Max. 8 hours.	10 hours in any 24 hour period	
Definition of break	Is a period of time that a mobile worker can freely dispose of his time	Is a period of time that a mobile worker can freely dispose of his time	

Breaks	30 min. break between 6 and 9 hours. 45 min. break over 9 hours. The drivers' hours rules require a break of 45 min. after 4,5 hours of driving. Reg 3820/85 (old)	Compulsory after 6 hours; at least 30 minutes between 6 and 9 hours, and at least 45 minutes over 9 hours	
Compensated days – How is this managed?		Only in the week when employee is working 60 hours	
Recording of WT (tachograph or manually)		Records shall be kept for at least 2 years after the end of the period covered. Employers shall be responsible for recording the working time of mobile workers and shall request provide mobile workers with copies of the records of hours worked.	

SUOMI (FINLAND)

	Situation before WTD: national legislation	Situation before WTD: collective agreements	Provisions of the WTD: transposition into the national law	Provisions of the WTD: collective agreements	Transposed by
					on 10 March 2005 by collective agreements and current national legislation concerning the working time (no new amendments or acts were made). The Working Hours Act (605/1996) is by nature imperative law that applies to both private and public employment relationships
Average max working time per week	52 hours	52 hours	48 hrs (including overtime), reference period 12 months	Reference period 12 months by collective agreement	
Absolute max working time per week	68 hours		Max weekly working time is not restricted. 48 hours per week according to the directive are, however, realised in practice . Reference period 12 months by collective agreement. Max overtime is restricted in reference to the directive (during 1 year 250 hrs)		

Work at night		agreement: compensation of 15% from 18.00 to 22.00, 20% from 22.00 to 6.00			
Breaks	EC Reg. 3820/85. Anybody working more than 5.5 hrs is entitled to a meal break of minimum 30 min.		Practice and regulation: towards 5 hours 30 minutes' working time has to be at least 30 minutes break in one or two sequences (each sequence at least 10 minutes). Breaks under 30 minutes are calculated as working time regardless of the place where those short breaks are given (5,5 hours - 30 min break regulation since 1976).	According to national collective agreements, regular working time hours (and weekly rest) is arranged and calculated as two-week period (80 hours)	

Legislation Act (605/1996) available in English and Finish.
Collective agreement 2003-2004 available in English.

SWEDEN

	Situation before WTD: national legislation	Situation before WTD: collective agreements	Provisions of the WTD: transposition into the national law	Provisions of the WTD: collective agreements	Transposed by
					Transposed by Swedish law by (SFS 2005:395) from 2005-07-01 .
Average max working time per week		52 hours	48 hours, reference period 4 months	Allows to extend reference period to 6 months;	
Absolute max working time per week	68 hours	68 hours	60 hours		
Work at night	National legislation: the daily rest covers the period from midnight to 5.00. However work can be carried out during this period on public demand.		Night work between 1.00 and 5.00, 10 hours in any 24 hour period	Different period of night allowed, but not before 00.00 and after 7.00	
Breaks	National legislation: break of maximum 1.5 hrs after 5 hrs work	agreement - break after 6 hrs. Meal breaks: maximum 1.5 hr (and minimum 30 min as recommended by the union)	Compulsory after 6 hours; at least 30 minutes between 6 and 9 hours, and at least 45 minutes over 9 hours		

Text available in English and Swedish

UNITED KINGDOM

	Situation before WTD: national legislation	Situation before WTD: collective agreements	Provisions of the WTD: transposition into the national law	Provisions of the WTD: collective agreements	Transposed by
Average max working time per week	National Practice: 55 hours		48 reference period 17 weeks, can be extended to 26 weeks with relevant agreement in place		Transposed by Road Transport (Working Time) Regulations, entered into force on the 4.04.2005
Absolute max working time per week	68 hours		60 hours		
Work at night	None		10 hours in any 24 hour period		
Breaks	EC Reg 3820/85		Compulsory after 6 hours; at least 30 minutes between 6 and 9 hours, and at least 45 minutes over 9 hours		

Text available in English