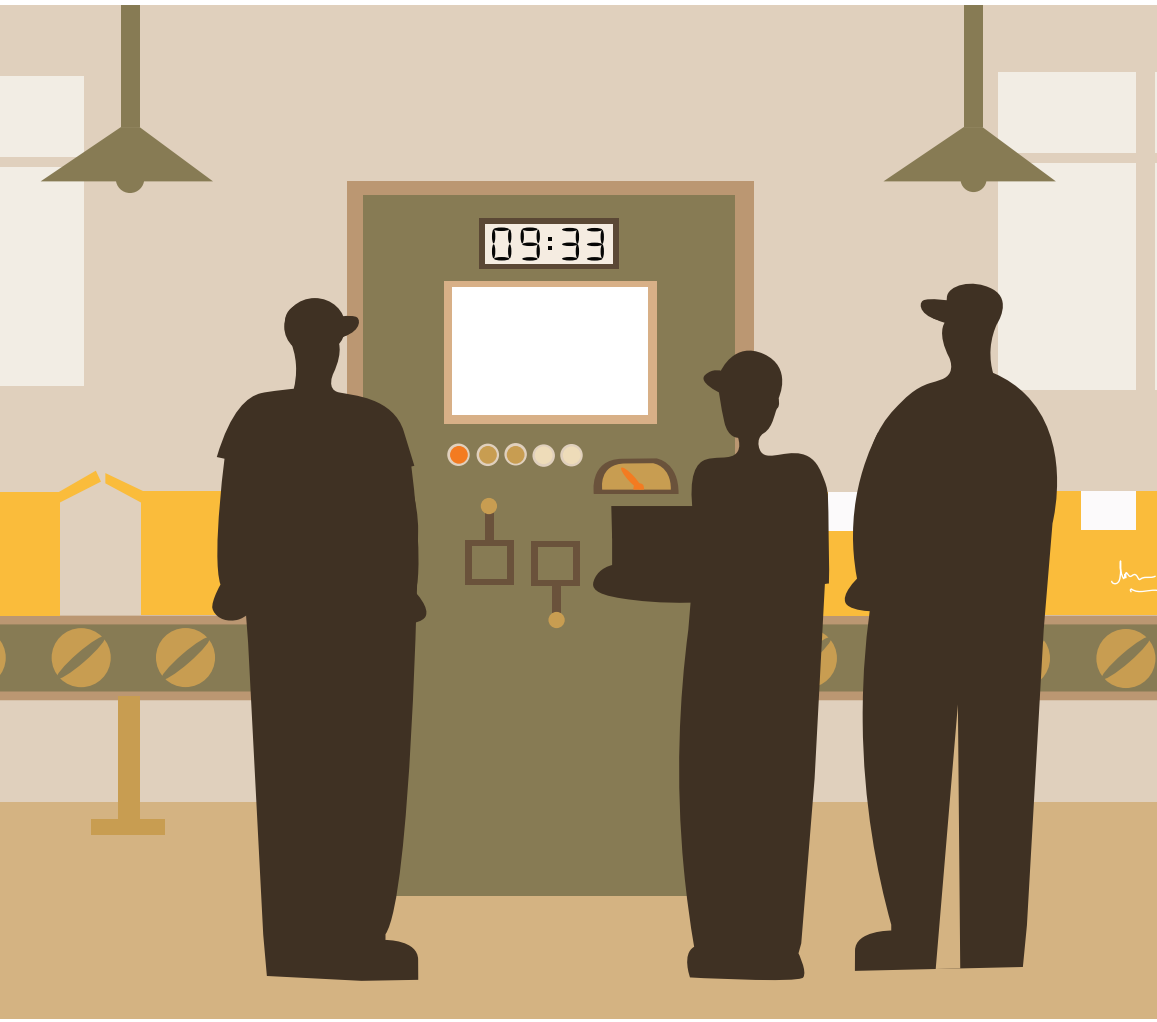
Decent Work – Depends on You

Working Time and Rest Periods



Iceland Liechtenstein Norway grants
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Workers

Working time is determined in the individual employment contract.

There are legal restrictions on working time:

- maximum number of working hours allowed,
- specific conditions for increase or reduction of working hours,
- requirements for mandatory rest periods (during the workday, inter-day, weekly, etc.)

Employees are obliged to work only during the working hours specified in the employment contract.

The employee may refuse to work overtime when the legal rules are not observed.

Employers are responsible for the control and distribution of working time.

Employers must record the specific working time rules in the "Rules of Internal Order", with which the employee has the right to be acquainted.

Working time must be observed by both the employee and the employer.

Employers

Employers may hire people only by written employment contracts with regulated working time.

Employers may require their employees to work only during their working time.

Employers may not arbitrarily and repeatedly change the working time of their employees.

Employers must define the distribution of the working hours in the "Rules of Internal Order".

Employers have the right to introduce unilaterally with an order summary reporting of working time for a period of up to 4 months. For this purpose, they must approve in advance schedules with the names of the workers. The distribution of working hours in these schedules must guarantee that the legal requirements for the obligatory inter-day and weekly breaks are observed. In these cases, the maximum duration of a work shift may be up to 12 hours. Employers are obliged to acquaint the workers with the approved schedules before applying them.

Employers have the right to introduce access control and registration systems to monitor compliance with working time.

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Regulations on the working time and rest periods are defined in the Labour Code, in the Ordinance on Working Hours, Breaks, and Leaves, in the Collective Employment Agreements or the individual employment contracts.

Check out the other information materials for the workers and employers at the website of GLI EA www.gli.government.bg.

Use the online form in the "Contacts" section of GLI EA website to send a report if your employment rights have been violated.

GLI EA Helpline: 0700 17 670