

APPENDIX 5 TO ACTU SUBMISSION

Glossary

Children	=	People aged under 18
Loading	=	A wage supplement. A 100% loading implies a doubling of the normal rate of pay.
Time off in lieu	=	An additional rest day to be taken at a later time

	Weekly rest day(s)	Work permitted?	Compensation for work performed?
Australia¹			
<i>Adults</i>	2 days	Yes	Standard workers: 25% loading on Saturday; 100% loading on Sunday. Casual employees: 35% loading on Saturday; 100% loading on Sunday.
<i>Children</i>	2 days	Yes	As above
Austria			
<i>Adults</i>	Saturday afternoon and Sunday	Only if 'necessary' or in tourism	Time off in lieu
<i>Children</i>	Saturday and Sunday	Only on Saturday. Not on Sunday.	Time off in lieu
Belgium			
<i>Adults</i>	Sunday	Only 8am-12pm Sunday	Time off in lieu
<i>Children</i>	Sunday plus either Saturday or Monday	Only if necessary	Time off in lieu
Canada			
<i>Adults</i>	Sunday		
<i>Children</i>			
Chile			
<i>Adults</i>	Sunday plus Saturday night	Yes, in shops	Time off in lieu

¹ ACTU summary of *Fair Work Act 2009* (Cth) and *General Retail Industry Award 2010*

APPENDIX 5 TO ACTU SUBMISSION

<i>Children</i>			
Czech Rep.			
<i>Adults</i>	Sunday	Yes	10% loading paid
<i>Children</i>	Sunday plus one day	Yes	10% loading paid
Denmark			
<i>Adults</i>	Sunday	Only in exceptional circumstances (continuous production; unexpected workloads)	
<i>Children</i>	Sunday plus one day		
Estonia			
<i>Adults</i>	2 days	Yes, if employee consents (unless urgent)	
<i>Children</i>			
Finland			
<i>Adults</i>	Sunday	Only if agreed to by employee	100% loading paid
<i>Children</i>	Sunday plus half day	Only if agreed to by employee	100% loading paid
France			
<i>Adults</i>	Sunday	Only if permitted by collective agreement, and based on rotation	100% loading paid plus time off in lieu
<i>Children</i>	Sunday plus one day	Only if permitted by collective agreement, and based on rotation	100% loading paid plus time off in lieu
Germany			
<i>Adults</i>	Sunday	Only if necessary	Time off in lieu

APPENDIX 5 TO ACTU SUBMISSION

<i>Children</i>	Sunday plus Saturday or Monday	Can only work on Saturday or Sunday in certain industries, and number of weekends restricted	Time off in lieu
Greece			
<i>Adults</i>	Sunday		
<i>Children</i>			
Hungary			
<i>Adults</i>	Sunday plus one day	Can only work Sunday if nature of business requires it. Must enjoy one Sunday off each month.	Part-time workers and workers in businesses that regularly operate on Sundays: ordinary wage rate. Other workers: 50% loading paid.
<i>Children</i>			
Iceland²			
<i>Adults</i>	One day (but usually Saturday and Sunday under collective agreements)	Only if necessary	80% loading paid
<i>Children</i>	Sunday plus one day	No	-
Ireland			
<i>Adults</i>	Sunday	Yes	'Reasonable' additional pay, or 'reasonable' additional time off in lieu
<i>Children</i>	Sunday plus 1 day	No	
Israel³			
<i>Adults</i>	One religious day (Saturday for Jews,	Only if 'impossible' for them not to work	50% loading paid for Saturday

² Icelandic Confederation of Labour (ASI), *Icelandic Labour Law* (2007) <www.asi.is/Portaldata/1/Resources/upplýsingarit/Icelandic_labour_law_-_okt_2007.pdf>.

³ ILO, *National Labour Law Profile: The State of Israel* <www.ilo.org/public/english/dialogue/ifpdial/info/national/is.htm#_Toc14149953>.

APPENDIX 5 TO ACTU SUBMISSION

	Sunday for Christians and Friday for Muslims) plus one half day (generally Friday afternoon)		
<i>Children</i>			
Italy			
<i>Adults</i>	Sunday	Only if permitted by a collective agreement	
<i>Children</i>	Sunday plus one day	Only if permitted by a collective agreement	
Japan			
<i>Adults</i>	1 day	Only if 'unavoidable' and if employee agrees	Government order sets loading of 25-50%
<i>Children</i>			
Korea, South			
<i>Adults</i>	1 day	Yes	50% loading paid, or else time off in lieu negotiated with union
<i>Children</i>			
Luxembourg			
<i>Adults</i>	44 hours per week, including Sunday	Only in family businesses. Single parents of children under 16 may refuse.	100% loading paid
<i>Children</i>	Sunday plus 1 day	Not in retail	-
Mexico			
<i>Adults</i>	Sunday	Yes	25% loading paid
<i>Children</i>	Sunday	Yes	200% loading paid

APPENDIX 5 TO ACTU SUBMISSION

Netherlands			
<i>Adults</i>	Sunday (or a substitute day determined by a collective agreement)	Only if 'necessary' and employee or works council agrees	Time off in lieu
<i>Children</i>	1.5 days	Only if 'necessary' and employee or works council agrees	Time off in lieu
New Zealand			
<i>Adults</i>	As agreed	Yes. However, shop workers employed since 1990 have a right to refuse Sunday work.	
<i>Children</i>			
Norway			
<i>Adults</i>	Sunday	Only if 'necessary'	Time off in lieu
<i>Children</i>	Sunday plus 1 day	Only if 'necessary'	Time off in lieu
Poland			
<i>Adults</i>			
<i>Children</i>			
Portugal			
<i>Adults</i>	Sunday	Only if necessary	Time off in lieu according to contract or collective agreement
<i>Children</i>	Sunday plus 1 day		
Slovakia			
<i>Adults</i>	Sunday plus Saturday or Monday	Only in exceptional cases	To be negotiated with the union

APPENDIX 5 TO ACTU SUBMISSION

<i>Children</i>			
Slovenia			
<i>Adults</i>	0.5 days (except managers)	Only for objective, technical and organisational reasons	Time off in lieu
<i>Children</i>	2 days		
Spain			
<i>Adults</i>	Sunday plus 0.5 day on Saturday or Monday		
<i>Children</i>	Sunday plus 1 day		
Sweden			
<i>Adults</i>	Saturday or Sunday	Only in special unforeseen circumstances	Time off in lieu
<i>Children</i>			
Switzerland			
<i>Adults</i>	Sunday	Airports and train stations: yes, if employee agrees. Elsewhere: no, unless emergency.	50% loading paid
<i>Children</i>	Sunday	Not permitted	
Turkey			
<i>Adults</i>	1 day		Ordinary wage paid
<i>Children</i>			
UK (England)⁴			
<i>Adults</i>	1 day. Small shops can trade on Sundays; most large	Yes. However, no Sunday work for shop workers (a) who were employed before 1994; (b) whose contracts prohibit	Ordinary wage paid

⁴ UK government, *BusinessLink* <www.businesslink.gov.uk>. See pages on 'Seasonal and Sunday trading' and 'Working time'.

APPENDIX 5 TO ACTU SUBMISSION

	shops can only trade for 6 hours on Sunday	Sunday work; or (c) who elect not to work Sundays, by giving 3 months' notice (but excluding workers who are employed only to work on Sundays).	
<i>Children</i>	2 days.	As above	As above
United States			
<i>Adults</i>	As per State law (usually 1 day, but 2 days in some States like New York and California)	Yes	50% loading paid on Sunday in Kentucky, Massachusetts and Rhode Island ⁵
<i>Children</i>			

⁵ Barbara Kate Repa, *Your Rights in the Workplace* (9th ed, 2010).