

Working Time and Minimum Wage

Country	Average Contractual Weekly Working Time	Minimum Gross Wage in the Metal Industry					
		Legal Minimum Wage			Contractual Minimum Wage		
		Local Currency	US\$	Euro	Local Currency	US\$	Euro
Angola	45	12,470.0 monthly	\$166.2	€112.9	n/a	n/a	n/a
Argentina	45	930.0 monthly	\$297.1	€219.2	930.0 monthly	\$297.1	€219.2
Australia	42.2	13.7 hourly	\$12.2	€8.4	n/a	n/a	n/a
Austria	38.5	n/a	n/a	n/a	1,353.6 monthly	\$1,538.2	€1,353.6
Belgium	38	1,258.9 monthly	\$1,430.6	€1,258.9	1,447.5 monthly	\$1,644.8	€1,447.5
Belarus	40	208,000.0 monthly	\$96.7	€70.6	n/a	n/a	n/a
Bosnia & Herzegovina	40	560.0 monthly	\$421.1	€286.3	n/a	n/a	n/a
Brazil	43.19 ¹	415.0 monthly ²	\$193.9	€155.8	n/a ³	n/a	n/a
Bulgaria	n/a	220.0 monthly	\$165.4	€112.5	300.0 monthly	\$225.6	€153.4
Canada	40	8.0 hourly ⁴	\$6.8	€5.5	n/a	n/a	n/a
Chile	45.5	144,000.0 monthly	\$290.4	€201.5	393,132.0 monthly	\$792.9	€550.2
China, Rep. of (Taiwan)	42	17,280.0 monthly	\$2,367.1	€383.0	17,280.0 monthly	\$2,367.1	€383.0
Colombia	48	n/a	n/a	n/a	n/a	n/a	n/a
Croatia	40	n/a	n/a	n/a	n/a	n/a	n/a
Cyprus	38.75	n/a	n/a	n/a	243.5 weekly	\$608.8	€418.0
Czech Republic	37.9	8,000.0 monthly	\$442.5	€288.1	n/a	n/a	n/a
Denmark	37	n/a	n/a	n/a	100.7 hourly	\$17.8	€13.5
Dominican Republic	44	478.0 weekly	\$13.9	€10.5	n/a	n/a	n/a
Estonia	40.5	4,350.0 monthly	\$408.8	€278.0	29.7 hourly	\$2.8	€1.9
Finland	36.2	n/a	n/a	n/a	1,423.0	\$1,617.0	€1,423.0
France	35.31	8.4 hourly	\$9.6	€8.4	n/a ⁵	n/a	n/a
Great Britain	37	5.5 hourly	\$11.0	€8.1	n/a	n/a	n/a

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Germany	35 ⁶	n/a ⁷	n/a	n/a	n/a ⁷	n/a	n/a
Greece	40	1,028.0 monthly	\$1,168.2	€1,028.0	1,028.0 monthly	\$1,168.2	€1,028.0
Honduras	41.9	14.3 hourly	\$0.8	€0.5	21.0 hourly	\$1.1	€0.8
Hong Kong	50	n/a	n/a	n/a	n/a	n/a	n/a
Hungary	40	69,900.0 monthly	\$405.0	€278.1	n/a	n/a	n/a
Iceland	45.4	186,555.0 monthly	\$3,016.2	€2,128.9	308,657.0 monthly	\$4,990.4	€3,522.3
India	48	n/a	n/a	n/a	n/a	n/a	n/a
Indonesia	45	972,604.0 monthly	\$103.3	€77.6	747,244.0 monthly	\$79.3	€59.6
Ireland	39	8.7 hourly	\$9.8	€8.7	8.7 hourly	\$9.8	€8.7
Italy	40 (37.5 in shift) 1,809 hours per year	n/a	n/a	n/a	1,408.0 monthly ⁸	\$1,600.0	€1,408.0
Japan		780.0 hourly ⁹	\$6.8	€4.8	151,709.0 monthly ¹⁰	\$1,330.8	€940.8
Kenya	46	5,195.0 monthly	\$82.9	€54.7	n/a	n/a	n/a
Kosovo	40	120.0 monthly	\$136.4	€120.0	220.0 monthly	\$250.0	€220.0
Lithuania	40	800.0 monthly	\$339.0	€231.7	n/a	n/a	n/a
Macedonia, FYROM	40 ¹¹	n/a ¹²	n/a	n/a	97.5 hourly ¹³	\$12.6	€1.6
Malta	45	59.6 weekly	\$205.6	€138.9	59.6 weekly	\$205.6	€138.9
Mexico	47.7	n/a	n/a	n/a	24.5 hourly	\$2.3	€1.6
Nepal	48	3,300.0 monthly	\$51.9	€36.3	3,800.0 monthly	\$59.8	€41.8
New Zealand	40	12.0 hourly	\$9.3	€6.4	n/a	n/a	n/a
Norway	37.5	n/a	n/a	n/a	n/a	n/a	n/a
Peru	54	2.9 hourly	\$1.0	€0.7	n/a	n/a	n/a
Philippines	40	382.0 daily ¹⁴	\$9.2	€6.1	800.0 daily ¹⁵	\$19.3	€12.7
Poland	40	1,126.0 monthly	\$461.5	€297.6	n/a	n/a	n/a
Portugal	40	403.0 monthly	\$458.0	€403.0	n/a	n/a	n/a

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Romania	40	500.0 monthly ¹⁶	\$203.3	€149.9	500.0 monthly ¹⁷	\$203.3	€149.9
Russian Federation	40	2,300.0 monthly	\$93.7	€65.7	n/a	n/a	n/a
Serbia	40	80.1 hourly	\$1.5	€1.0	n/a	n/a	n/a
Singapore	44	n/a	n/a	n/a	n/a	n/a	n/a
Slovenia	40	538.5 monthly	\$612.0	€538.5	538.5 monthly	\$612.0	€538.5
Slovak Republic	40	7,400.0 monthly ¹⁸	\$323.6	€219.1	8,100.0 monthly ¹⁹	\$354.2	€239.8
Spain	38 ²⁰	n/a	n/a	n/a	n/a ²¹	n/a	n/a
Sweden	40	n/a	n/a	n/a	15,410.0 monthly	\$2,404.1	€1,665.9
Switzerland	40	n/a ²²	n/a	n/a	4,600.0 monthly	\$4,070.8	€2,800.3
Tanzania	40	250,000.0 monthly ²³	\$116.4	€146.5	n/a	n/a	n/a
Tunisia	n/a	207,891.0 monthly	\$170,402.5	€118,992.0	207,891.0 monthly	\$170,402.5	€118,992.0
Turkey	45	608.5 monthly	\$524.5	€340.6	608.4 monthly	\$524.5	€340.6
Ukraine	40	460.0 monthly ²⁴	\$91.1	€66.3	575.0 monthly ²⁴	\$113.9	€82.9
Uruguay	48	4,200.0 monthly	\$195.3	€131.0	0.4 hourly	\$0.0	€0.0
United States of America	40 ²⁵	5.9 hourly	\$5.9	€4.3	n/a	n/a	n/a

¹ Legal working time is 44 hours per week but in a few plants trade unions have been able to negotiate a reduction in working hours, therefore, the average working time for metalworkers is somewhat below that figure.

² The national minimum wage in 2007 was R\$380.00 per month. The national minimum wage as of March 2008 is R\$415.00 per month.

³ There is no national collective agreement for metalworkers. Each local union has its own agreement and as a result, each union has a different wage threshold. For 2007, the figures varied between R\$402.00 and R\$1,110.00.

⁴ Variable by province. Figure is an average of the range \$7.25-8.75 per hour.

⁵ Varies depending on the "department" (territorial division).

⁶ Excluding breaks.

⁷ Does not exist in Germany.

⁸ Figure is for December 2007 at level 5 for 13 salaries. The minimum wage in the national collective agreement depends on the classification level. The average level of a metalworker would correspond to level 5.

- ⁹ Weighted average of following sectors: iron & steel, non-ferrous metals, metal products, general machinery, electrical machinery, transport equipment and precision machinery.
- ¹⁰ Monthly average for 1,162 unions.
- ¹¹ Including a 30 minute daily break.
- ¹² There is no legal gross minimum wage in Macedonia, only legal requirements for the payment of contributions on the basis of no lower than 65% of the average wage in the country. In 2007 the gross average wage was 132 denars per hour. However, the employer is not obliged to pay that amount, only the contributions.
- ¹³ Estimate based on a range of 75-120 denars in the metal industries.
- ¹⁴ Since May 2008.
- ¹⁵ Between 600 and 1000 pesos daily, depending on job position, skills, and years of service among other things.
- ¹⁶ 390 Lei in 2007.
- ¹⁷ 440 Lei in 2007. The monthly wage is 575 Lei in machine building. Negotiations are going on for a minimum gross wage in the steel sector.
- ¹⁸ From 30 September 2007.
- ¹⁹ From 1 October 2007.
- ²⁰ In some sectors and enterprises contractual working time is 35 hours per week. Based on data from the Labour Ministry, 4th quarter of 2007, average paid working time in the metal sector was 166.47 hours per month and actual working time 124.6 hours per month. Actual working time was the lowest in steel and the highest in the machinery and equipment sector. The vast majority of agreements provide for annualised working time. Legal working time is 40 hours.
- ²¹ There is no general agreement for the metal industry as a whole in Spain but a separate agreement for each of the 50 provinces.
- ²² There is no legal minimum wage in Switzerland. The Swiss trade union confederation considers CHF3,550 per month (gross wage) as a minimum wage.
- ²³ Average of TZS150,000 in the industrial sector and TZS350,000 in the telecommunications and mining sectors.
- ²⁴ Figure for 1 October 2007.
- ²⁵ Forty hours is the standard work week in most collective agreements. According to US Bureau of Labor Statistics data, weekly working hours in 2007 averaged 41.2 hours.