

# RÖDL



## Main aspects of Employment Law

September 2025

# Belarus



Legal working time 40 hours a week  
(alternatives possible)

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Minimum remuneration Yes – fixed by law and collective agreement

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Legal paid leave 24 calendar days

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Threshold for employee representatives Not applicable (10 employees for trade unions)



**Yuriy Kazakevitch**

Associate Partner

T +375 29 6218 974  
yuriy.kazakevitch@roedl.com

# Brazil



Legal working time 44 hours a week

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Minimum remuneration Yes – fixed by law and collective agreement with unions

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Legal paid leave 30 calendar days

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Threshold for employee representatives 20 employees



**Julia Spinardi**

Senior Associate

T +55 19 99655 7427  
[julia.spinardi@roedl.com](mailto:julia.spinardi@roedl.com)

# Bulgaria



Legal working time 40 hours a week  
(alternatives possible)

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Minimum remuneration Yes – fixed by law and collective agreement

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Legal paid leave 20 days (counted from Monday to Friday)

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Threshold for employee representatives Fixed by law regardless of number of employees / 50 employees for consultation



**Georgi Jordanov**

Associate Partner

T +359 2 8182 770  
[georgi.jordanov@roedl.com](mailto:georgi.jordanov@roedl.com)

# China



Legal working time 40 hours a week

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Minimum remuneration Yes – local minimum salary depends on location

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Legal paid leave 5-15 days (depending on lifework- time)

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Threshold for employee representatives Yes – grassroot labor union committee to be established in case of 25 or more employees



**Ralph Koppitz**

Partner

T +86 21 6163 5328  
ralph.koppitz@roedl.com

# Croatia



Legal working time	40-42 hours a week (alternatives possible)
Minimum remuneration	Yes – fixed by law and collective bargaining agreement
Legal paid leave	21 days (counted from Monday to Friday)
Threshold for employee representatives	Yes – possible as of 20 employees



**Radu-Dragos Dobrescu**

Partner

T +385 99 3401 921  
radu.dobrescu@roedl.com

# Cyprus



Legal working time 48 hours a week

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Minimum remuneration Yes – fixed by law and collective agreement

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Legal paid leave 20 days (for employees working 5 days per week)

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Threshold for employee representatives No – works council can be created voluntarily by 30 employees



**Natali Georgiou**

Senior Associate

T +357 2575 5301  
[natali.georgiou@roedl.com](mailto:natali.georgiou@roedl.com)

# Czech Republic



Legal working time 40 hours a week

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Minimum remuneration Yes – fixed by law and collective agreement

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Legal paid leave 20 days (counted from Monday to Friday)

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Threshold for employee representatives No – exception for joint-stock companies with 50 employees



**Thomas Britz**

Associate Partner

T +420 236 163 770  
[thomas.britz@roedl.com](mailto:thomas.britz@roedl.com)

# Denmark



Legal working time 37 hours a week (ruled by collective agreement)

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Minimum remuneration Not fixed by law. Collective agreements in some sectors, but not generally binding for all companies

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Legal paid leave 25 days (counted from Monday to Friday)

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Threshold for employee representatives As of 35 employees



**Jana Behlendorf**

Senior Associate

T +45 232 460 22  
jana.behlendorf@lead-roedl.dk

# Estonia



Legal working time 40 hours a week

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Minimum remuneration Yes – fixed by law and collective agreement

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Legal paid leave 28 days (counted from Monday to Sunday)

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Threshold for employee representatives No – trade unions can be created voluntarily by 5 employees



**Alice Salumets**

Partner

T +372 606 8650  
alice.salumets@roedl.com

# Finland



Legal working time 40 hours a week

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Minimum remuneration Yes – fixed by collective agreement

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Legal paid leave 30 days (counted from Monday to Saturday)

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Threshold for employee representatives 150 employees



**Timo Huhtala**

Partner

T +358 40 503 5312  
[timo.huhtala@roedl.com](mailto:timo.huhtala@roedl.com)

# France



Legal working time 35 hours a week  
(alternatives possible)

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Minimum remuneration Yes – fixed by law and collective bargaining agreement

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Legal paid leave 25 days (counted from Monday to Friday)

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Threshold for employee representatives 11 employees / 50 employees



**Céline Kammerer**

Partner

T +33 7 86 68 06 47  
[celine.kammerer@roedl.com](mailto:celine.kammerer@roedl.com)

# Germany



Legal working time	8 hours a day (max. 10 hours as exception)
Minimum remuneration	Yes – fixed by law and collective agreement
Legal paid leave	24 days (counted from Monday to Saturday)
Threshold for employee representatives	No – works council can be created voluntarily by 5 employees or by a trade union



**Aziza Yakhouloufi**

Partner

T +49 6196 76114 729  
[aziza.yakhouloufi@roedl.com](mailto:aziza.yakhouloufi@roedl.com)

# Hungary



Legal working time 8 hours as regular daily working time  
(max 12 hours including overtime)

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Minimum remuneration Yes – fixed by law

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Legal paid leave 20 days vested vacation and  
additional vacation based on age  
and specific circumstances

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Threshold for employee representatives 15/50 employees



**Dr. Sándor Sárközy**

Partner

T +36 1 8149 862  
[sandor.sarkozy@roedl.com](mailto:sandor.sarkozy@roedl.com)

# India



Legal working time 48 hours a week  
(alternatives possible)

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Minimum remuneration Yes – fixed by law and collective bargaining agreement

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Legal paid leave 15 days (counted from Monday to Saturday) and 12 days in specific cases

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Threshold for employee representatives 10 % of employees / 100 employees



**Rahul Oza**

Partner

T +91 2206 2571 00  
rahul.oza@roedl.com

# Indonesia



Legal working time 40 hours a week

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Minimum remuneration Yes – fixed by provincial and/or regency government based on area and/or job sector

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Legal paid leave 12 days (counted from Monday to Friday)

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Threshold for employee representatives No – determined by the authorities



**Vita Surya Nirmala**

Senior Associate

T +62 21 5056 0405  
[vita.surya@roedl-indonesia.com](mailto:vita.surya@roedl-indonesia.com)

# Italy



Legal working time 40 hours a week

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Minimum remuneration Yes – fixed by collective bargaining agreement

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Legal paid leave 20 days (counted from Monday to Friday) – or according to the relevant collective bargaining agreement

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Threshold for employee representatives No – can be created voluntarily by 15 employees



**Giovanni Zoja**

Partner

T +39 02 63 28 841  
[giovanni.zoja@roedl.com](mailto:giovanni.zoja@roedl.com)

# Kazakhstan



Legal working time 40 hours a week

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Minimum remuneration Yes – fixed by law

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Legal paid leave 24 days (counted from Monday to Friday)

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Threshold for employee representatives No



**Korlan Alikhanova**

Associate Partner

T +7 727 355 1341  
[korlan.alikhanova@roedl.com](mailto:korlan.alikhanova@roedl.com)

# Kenya



Legal working time 52 hours a week

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Minimum remuneration Yes – fixed by law and collective agreements

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Legal paid leave 21 days (counted from Monday to Saturday)

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Threshold for employee representatives No



**Winnie Githire**

Senior Associate

T +254 702 463 272

winnie.githire@roedl.com

# Latvia



Legal working time 40 hours a week

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Minimum remuneration Yes – fixed by law

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Legal paid leave 20 days (counted from Monday to Friday)

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Threshold for employee representatives 5 employees



**Sanda Lāce**

Attorney at Law

T +371 673 381 25  
[sanda.lace@roedl.com](mailto:sanda.lace@roedl.com)

# Lithuania



Legal working time 40 hours a week

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Minimum remuneration Yes – fixed by law and collective agreements where applicable

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Legal paid leave 20 days

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Threshold for employee representatives 20 employees



**Liudgardas Maculevicius**

Associate Partner

T +370 606 997 44

[liudgardas.maculevicius@roedl.com](mailto:liudgardas.maculevicius@roedl.com)

# Malaysia



Legal working time 45 hours a week

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Minimum remuneration Yes – fixed by law and collective agreement

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Legal paid leave 8–16 calendar days

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Threshold for employee representatives No



**Geetha Salva**

Senior Associate

T +60 3 2276 2755  
geetha.salva@roedl.com

# Mexico



Legal working time 48 hours a week  
(alternatives possible)

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Minimum remuneration Yes – fixed by law

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Legal paid leave 12 days (counted from Monday to Friday) and increase by seniority

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Threshold for employee representatives No



**Liliana Becerra**

Associate Partner

T +52 222 6894 519  
liliana.becerra@roedl.com

# Myanmar



Legal working time 48 hours a week  
(alternatives possible)

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Minimum remuneration Yes – fixed by law

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Legal paid leave 10 days (counted from Monday to Friday) and increase by seniority

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Threshold for employee representatives 30 employees



**Seint Seint Myo**

Senior Associate

T +95 9 25 28 91 012  
[seintseint.myo@roedIASIA.com](mailto:seintseint.myo@roedIASIA.com)

# Norway



Legal working time 40 hours a week (36 and 38 hours in specific cases)

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Minimum remuneration Yes – fixed by collective bargaining agreement

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Legal paid leave 25 days (counted from Monday to Saturday)

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Threshold for employee representatives 30 / 50 / 200 employees



**Asle Skola**

Partner

T +47 474 645 42  
as@seland-roedl.no

# Poland



Legal working time 40 hours a week

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Minimum remuneration Yes – fixed by law

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Legal paid leave 20 days (counted from Monday to Friday) – 26 after 10 years

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Threshold for employee representatives No – mandatory in situations described by law



**Michal Prokop**

Partner

T +48 602 303 180  
michal.prokop@roedl.com

# Portugal



Legal working time 40 hours a week

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Minimum remuneration Yes – fixed by law and collective agreement

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Legal paid leave 22 days (counted from Monday to Friday)

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Threshold for employee representatives No – can be created voluntarily by employees



**Guilherme Oliveira**

Senior Associate

T +351 212 472 688  
[guilherme.oliveira@roedl.com](mailto:guilherme.oliveira@roedl.com)

# Romania



Legal working time 40 hours a week

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Minimum remuneration Yes – fixed by law and collective agreement

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Legal paid leave 21 days (counted from Monday to Friday)

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Threshold for employee representatives No



**Iulia Baron-Rezeanu**

Manager

T +40 21 98 05

[iulia.baron-rezeanu@roedl.com](mailto:iulia.baron-rezeanu@roedl.com)

# Saudi Arabia



Legal working time 48 hours a week

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Minimum remuneration Yes – fixed by law

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Legal paid leave 21 days, extended to 30 days after five consecutive years in the employer's service

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Threshold for employee representatives No



**Amina Ouannass**

Senior Associate

T +971 (54) 725 6466  
amina.ouannass@roedl.com

# Serbia



Legal working time 36–40 hours a week

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Minimum remuneration Yes – fixed by law

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Legal paid leave 20 days minimum (counted from Monday to Friday)

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Threshold for employee representatives No – can be created voluntarily by 50 employees



**Marija Joksimovic**

Manager

T +381 600441383  
marija.joksimovic@roedl.com

# Singapore



Legal working time 44 hours a week with exceptions for higher-paid staff regulated by law

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Minimum remuneration Generally no, only for certain sectors

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Legal paid leave 7-14 days depending on length of service

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Threshold for employee representatives No



**Dr. Paul Weingarten**

Partner

T +65 6238 6770  
[paul.weingarten@roedl.com](mailto:paul.weingarten@roedl.com)

# Slovakia



Legal working time 40 hours a week with exceptions regulated by law

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Minimum remuneration Yes – fixed by law and collective agreement

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Legal paid leave 20 days or 25 for employees older than 33 years or the employee taking a permanent care for a child

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Threshold for employee representatives No – exception provided by law and for joint-stock companies with more than 50 employees



**Lenka Valková**

Associate Partner

T +421 2 57 200 400  
[lenka.valkova@roedl.com](mailto:lenka.valkova@roedl.com)

# Slovenia



Legal working time 40 hours a week

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Minimum remuneration Yes – fixed by law

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Legal paid leave 21 days (counted from Monday to Saturday)

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Threshold for employee representatives Yes – possible as of 20 employees



**Radu-Dragos Dobrescu**

Partner

T +385 99 3401 921  
radu.dobrescu@roedl.com

# South Africa



Legal working time 45 hours a week

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Minimum remuneration Yes – fixed by law

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Legal paid leave 15 days minimum stipulated by law

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Threshold for employee representatives No – except if there are trade unions memberships



**Grant Edgar**

Senior Associate

T +27 11 479 3000  
[grant.edgar@roedl.com](mailto:grant.edgar@roedl.com)

# Spain



Legal working time 40 hours a week on annual average

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Minimum remuneration Yes – fixed by law and collective agreement

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Legal paid leave 22 days (counted from Monday to Friday)

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Threshold for employee representatives No – can be created voluntarily by 6 employees



**Sandra Burmann**

Associate Partner

T +34 91 535 99 77  
[sandra.burmann@roedl.com](mailto:sandra.burmann@roedl.com)

# Sweden



Legal working time 40 hours a week

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Minimum remuneration Not fixed by law. Collective agreements in some sectors but not generally binding for all companies

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Legal paid leave 25 days (counted from Monday to Friday)

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Threshold for employee representatives 25 employees if collective agreement and decision by union



**Björn Kurz**

Manager

T +46 73 22 16 584  
bjoern.kurz@roedl.com

# Thailand



Legal working time 48 hours a week

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Minimum remuneration Yes – fixed by law and employment agreement

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Legal paid leave 6 days (counted from Monday to Sunday, depending on working days of company)

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Threshold for employee representatives 50 employees / 2.500 employees



**Chureeporn Khampojjanapol**

Manager

T +66 2 0794 714 5  
[chureeporn.khampojjanapol@roedl.com](mailto:chureeporn.khampojjanapol@roedl.com)

# Turkey



Legal working time 45 hours a week

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Minimum remuneration Yes – fixed by law

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Legal paid leave 14 to 26 days (the calculation of holiday days is based on the weekly working hours of the respective company, in principle there is a 6-day week, depending on seniority)

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Threshold for employee representatives No – exception in health and safety



**Asuman Kılıç**

Partner

T +90 212 310 1453  
[asuman.kilic@roedl.com](mailto:asuman.kilic@roedl.com)

# Ukraine



Legal working time 40 hours a week (alternatives possible)

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Minimum remuneration Yes – fixed by law

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Legal paid leave 24 calendar days

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Threshold for employee representatives No



**Andrii Maznov**

Associate Partner

T +380 95 711 1230  
andrii.maznov@roedl.com

# United Arab Emirates



Legal working time 48 hours a week

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Minimum remuneration Yes – but not implemented

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Legal paid leave 30 calendar days (two days for each month, if service period is between six months and one year)

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Threshold for employee representatives No



**Amina Ouannass**

Senior Associate

T +971 (54) 725 6466  
amina.ouannass@roedl.com

# United Kingdom



Legal working time 48 hours a week

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Minimum remuneration Yes – fixed by law and collective agreement

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Legal paid leave 28 days

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Threshold for employee representatives Yes, specific situations (collective redundancy: 20, TUPE: 10, information/consultation agreement: 50)



**Charlotte Bateman**

Associate Partner

T +44 121 827 4900  
charlotte.bateman@roedl.com

# Uzbekistan



Legal working time 40 hours a week

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Minimum remuneration Yes – fixed by law

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Legal paid leave 21 days (counted from Monday to Sunday)

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Threshold for employee representatives No



**Zamira Ismatova**

T +998 78 148 06 55  
zamira.ismatova@roedl.com

# Vietnam



Legal working time 48 hours a week

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Minimum remuneration Yes – fixed by law and collective agreement

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Legal paid leave 12 days

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Threshold for employee representatives No – can be created voluntarily by 5 employees



**Hanh Pham**

Partner

T +84 28 7307 2788

[hanh.pham@roedl.com](mailto:hanh.pham@roedl.com)

Further information can be found at



[www.roedl.com/en/legal-advisory/employment-law/  
#International+Employment+Law-mcdf](http://www.roedl.com/en/legal-advisory/employment-law/#International+Employment+Law-mcdf)