



## Gradual implementation of the workday reduction

On 3 December 2025, the head of the Ministry of Labor and Social Welfare (STPS) announced during the morning press conference the Reform Proposal for the Reduction of the Workweek (Proposal), which seeks to decrease the weekly working hours from 48 to 40.

The Proposal includes the following amendments:

- To establish a 40-hour workweek at the constitutional level.

- To ensure that the reduction in working hours shall not result in any decrease in salaries, or employee benefits.
- To prohibit overtime work for minors.
- To implement the reduction gradually: two hours per year until reaching 40 hours by 2030.

Regarding overtime, the Proposal provides:

- That the combined ordinary and

overtime work shall not exceed 12 hours per day.

- That employees may voluntarily work between 9 and 12 overtime hours per week.
- That a maximum cap of 4 triple overtime hours shall apply.

To ensure compliance, employers shall be required to maintain an electronic record of working hours, in accordance with the regulations issued by the STPS.

The Proposal will be submitted to the Congress for discussion and approval, with its entry into force scheduled for 1 May 2026. The first two-hour reduction will take effect on 1 January 2027.

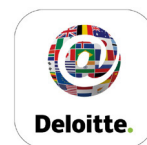
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