

Table S1.4 Legislation on night work, by country

Country	Max NightWork hrs	Summary of legislation
<i>Europe</i>		
Austria	8	<p>Arbeitszeitgesetz, BGBl. Nr. 461/1969, as amended up to BGBl. I Nr. 124/2008 (Federal Ministry for Labour Social Affairs and Consumer Protection, 2019; Council of Europe, 2009; Migration Austrian Government, 2019)</p> <p>Federal Act on the Organization of Working Time (Working Time Act – AZG), Federal Law Gazette No. 461/1969, as amended by Federal Law Gazette I No. 124/2008</p> <p>Night work is 10 pm to 5 am.</p> <p>Night work limit may be modified by collective agreements. Collective agreements widespread. Under certain conditions, a shift of up to 12 hours is possible.</p> <p>Pregnant women, nursing mothers and young people below the age of 18 are not permitted to work nights.</p> <p>Night work for drivers is between 12 am and 4 am (Section 14).</p> <p>Heavy night work is governed additionally by the Heavy Night Work Act (Nachtschwerarbeitsgesetz, NSchG) 1981, Federal Law Gazette No. 354/1981 with amendments 104/2008 which sets compensating measures for employees who exclusively perform heavy work for least six hours nightly between 10 pm and 6 am.</p>
Belgium	11	<p>Labour Act Art.35 and Section 22. Royal Order of 16 April 1998 on the execution of the Law of 17 February 1997 regarding night work. (Federal Public Service Employment, Labour and Social Dialogue, 2019; Conseil National du Travail, 2019; ILO, 2011a).</p> <p>Night work is prohibited, with derogations.</p> <p>“Night work” means any work performed between 8 pm and 6 am.</p> <p>Derogations from this prohibition for transport sector, energy distribution companies, hospitals, hotel and catering sector (hotels, restaurants, off-licences), surveillance activities, particular cases of force majeure.</p> <p>Work is organized in successive shifts: max 11 hours/day and 50 hours/week.</p>

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Bulgaria	7	<p>Labour Code SG. 26/1 Apr 1986 as amended. Art. 140. (1) (amend., SG 25/2001; SG, 54/2015. through suppl. SG. 92/6 Nov 2018 (UNPAN, 1986; Ruskov and Colleagues Law Firm, 2014).</p> <p>Night work is at least 4 hours of work performed between 10.00 pm and 6.00 am; for minors between 8.00 p.m. and 6.00 a.m.</p> <p>Night work is prohibited for people under age 18, pregnant female workers, female employees in advanced-stage of in-vitro fertilization procedure, mothers of children up to 6 years of age, mothers raising disabled children regardless of the latter's age.</p>
Denmark	No info	<p>Danish Working Environment Act Consolidated Act No. 268, 18 March 2005 (Danish Working Environment Authority, 2010; ILO, 2011a)</p> <p>Night work is defined mostly in collective agreements.</p>
Finland	No info	<p>Working Hours Act 605/1996 Chapter 5, section 26, as amended by several acts, including No.164/2005 and 1518/2009 (Ministry of Employment and the Economy, 2011)</p> <p>Night shift is work of at least 3 hours between 11:00 pm and 6:00 am. There are exceptions for several industry sectors.</p>
France	8	<p>Labour Code (Code du Travail), No. 73–4 dated 2 January 1973, Journal Officiel, 1973–01–03, consolidated version of 9 November 2009 (French Ministry of Justice, 1973; ILO, 2012; Collins, 2018)</p> <p>Night work is between 9:00 pm and 6:00 am.</p> <p>Night work may be organized only by a work agreement that justifies the use of night work and is authorized by the Labour Inspectorate.</p> <p>Maximum duration of work is 44 hours per calendar week.</p> <p>Night work is prohibited for young workers: under 16 years of age from 8:00pm to 6:00 am, under 18 years of age: from 10:00pm to 6:00 am.</p>

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Germany	8/10	<p>Bundesgesetzblatt, 2004–09–2, vol. 51. DEU-2004-R-77100. Arbeitszeitgesetz (Night Working Time Act). (ILO, 2016; EuroFound, 2017)</p> <p>Night work is at least 2 hours between 11:00 p.m. to 6:00 a.m. with exceptions for specific sectors, e.g. transport and offshore workers.</p> <p>The working time of a night worker shall not exceed 8 hours, or 10 hours if within a month or a 4-weeks period where the average working hours are 8 hours per day.</p> <p>“Night workers” are those workers who usually work nights in rotating shifts system or works at night on not less than 48 days during a year.</p> <p>However, typically sectoral collective framework agreements define hours of shift work/night work.</p>
Greece	No info	<p>Presidential Decree No. 76, of 18 May 2005, amending Presidential Decree No. 88/1999, which adapts EU Directive 2003/88/EC. (ILO, 2017)</p> <p>No information about definition of night work or maximum night hours.</p>
Ireland	8	<p>Ireland Statutory Instrument No. 11/2000. Safety, Health and Welfare at Work (Night Work and Shift Work) Regulations, 2000. (ISB, 2000; EuroFound, 2016; Health and Safety Authority, 2007)</p> <p>Night time is considered the period between midnight and 7:00 am. If at least 3 hours of the scheduled shift occurs during night time and 50% of their scheduled time each year, then the worker is a night worker.</p> <p>Night workers cannot work more than 48 hours per week, averaged over a 2-month period – instead of the standard 4-month period. If the job involves special hazards, such as mental or physical strain, they cannot work more than 8 hours in a 24-hour period.</p> <p>This may not apply to certain sectors and industries, young people, or certain pregnant women.</p>

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Italy	No info	<p>Decreto Legislativo 8 aprile 2003 § 1(2. Legislative Decree No 66/03, as amended by Legislative Decree No 213/04. (Italian General Confederation of Transport and Logistics, 2003; ILO, 2012; ILO 2019; Ahmad & Ceccon, 2019)</p> <p>Night work means work performed for not less than 7 consecutive hours between midnight to 5:00 am</p> <p>A night worker is a worker whose work requires performance of a substantial number of hours of night work which exceeds a specified limit (at least 3 hours).</p> <p>Working time is set by the employer within a collective agreement.</p> <p>People under 18 years of age may not perform night work.</p>
Luxembourg	8 (average)	<p>Act of 31 July 2006 to Establish a Labour Code, Official Journal of 29 August 2006, No. 149, pp.2456–2651, as amended up to 18 August 2012. Art. L. 211–14. (ILO, 2011a; Grand Duchy of Luxembourg, 2018; Chambre des Salariés Luxembourg, 2019)</p> <p>Working between 10pm and 6am is night work.</p> <p>The normal working hours of night workers cannot exceed an average of 8 hours per 24-hour period over a period of 7 days.</p> <p>Night workers occupying positions whose work involves special hazards or significant physical or mental stress cannot work more than 8 hours in any 24-hour period.</p> <p>Night worker shall mean: any worker who, during the night period, performs at least three hours of his normal daily working time; and second, any worker who is likely to perform, during the night period, a certain length of his annual working time as defined by the collective agreement or by agreement concluded between the social partners at national or sectoral level, provided that this part is greater than a quarter of his annual working hours worked.</p>

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Netherlands	10	<p>Working Time Act (Arbeidstijdenwet, Atw), 23 November 1995, amended April 2007. (Stichting Adviesgroep Bestuursrecht, 2014; Ministry of Social Affairs and Employment, 2010)</p> <p>Night work is more than 1 hour between 12 am and 6 am.</p> <p>A night shift ends after 2 am; this must be followed by a minimum of 14 hours of non-work time. This may be shortened to 8 hours a maximum of once per week only if the type of work or the business circumstances necessitate this.</p> <p>If a night shift ends before 2 am, just as for day shifts this must be followed by 11 consecutive hours of non-work time.</p> <p>A maximum of 5 times per two weeks and 22 times per year an employee may work a 12-hour night shift. After a 12-hour night shift, he must have at least 12 hours of non-work time.</p> <p>After a series of 3 or more night shifts, an employee must have at least 46 hours of non-work time.</p> <p>An employee may work a maximum of 36 night shifts in a 16-week period.</p> <ul style="list-style-type: none"> • An employee may not work more than 7 consecutive shifts if one of these shifts is a night shift. This may be extended to 8 if the type of work or business circumstances necessitate this and if agreed as such in a collective arrangement. • If the employee only works a night shift occasionally (less than 16 times in 16 weeks), the same applies as for day shifts: on average 48 hours of work per week. • If an employee regularly works night shifts (16 times or more during a 16-week period), he may not work more than an average of 40 hours per week within those 16 weeks. <p>The number of night shifts may be increased by collective arrangement from 117 to 140 night shifts per year if the type of work or business circumstances necessitate this.</p> <ul style="list-style-type: none"> • If the employee only works on the ‘edges of the night,’ for example if the working day starts at 4 am, then by collective arrangement use may be made of the regulation that the employee may work a maximum of 38 hours every 2 weeks between the hours of midnight and 6 am. <p>Different regulations apply to specific sectors including transport, mining and health care.</p>

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Portugal	11	<p>Labour Code (Lei n°7/2009, 12 Fevereiro- Diário da República, IS, n°30, of 12/2/2009, Aprova revisão do Código do Trabalho (Rectificada pela Declaração de rectificação n°21/2009, de 18 de Março)</p> <p>(Council of Europe, European Social Charter, 2014; Portugal Global AICEP, 2012)</p> <p>Night shift work is work between 10pm and 7am.</p> <p>A night shift worker works at least 3 hours during the night shift period.</p> <p>Collective Bargaining Agreements may alter this.</p> <p>Minors may not work at night.</p>
Romania	8	<p>Labour Code (Law 53/2003 as republished in the Official gazette No. 345/18.05.2011. Section 3 Night work. (ILO, 2011b)</p> <p>Night work is at least three hours between 10:00 p.m. and 6:00 a.m. or perform at least three hours of his/her daily working time in this frame.</p> <p>A night employee is, as the case may be: a) an employee performing night work b) an employee performing night work amounting to at least 30% of his/her monthlyworking time.</p> <p>The normal length of the working time, for the night employee, shall not exceed an average of 8 hours a day, calculated over a reference period of maximum three calendar months, in compliance with the legal provisions on the weekly rest period.</p> <p>The normal length of the working time, for the night employees whose activity takes place in special or outstanding working conditions, as established according to the legal provisions, shall not exceed eight hours within any 24 hour period during which they perform night work.</p> <p>An employer frequently using night work shall notify the territorial labour inspectorate.</p> <p>Pregnant, nursing, and young people under 18 may not perform work at night.</p>

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Spain	8	<p>Ministry Of Labour And Social Security, BOE [Official Gazette] 29 March 1995, No. 75, [p. 9654]; Workers Statute Art. 36(1). (Ministry of Labour and Social Security, 1995; Vicente-Herrero et al., 2016)</p> <p>Directive 2003/88/EC as adapted by the Workers' Statute, the Act on Prevention of Occupational Risks and the Royal Decree for Prevention Services.</p> <p>Night work is between 10 pm and 6 am This period may be extended by agreement.</p> <p>In specific groups, such as the merchant navy, night work is considered work that is done between ten at night and seven in the morning (RD 1561/1995, Additional Provision 4).</p> <p>NW protected groups: under 18, pregnant women and especially sensitive workers. (Art. 6(2)). Workers' Statute Article 35 sets the minimums. Regulated by the Collective Agreements.</p>
Sweden	8	<p>Working Hours Act (Arbetsstidslagen) Reference No.: SFS 1982:673, with amendments up to and including SFS 2013:611. (Government Offices of Sweden, 2013)</p> <p>Night work refers to the period between 22.00 and 06.00.</p> <p>Night worker refers to those who normally perform at least three hours of their working shift during the night or will probably perform at least one third of their annual working time during the night.</p> <p>Working time for night workers, in any twenty-four hour period, may not exceed an average of eight hours during a reference period of at most four months.</p> <p>However, night workers whose work involves special risks or great physical or mental effort may not work more than eight hours in any 24 hour period in which they perform work during the night.</p> <p>Derogations may be made on a temporary basis if this is caused by a special circumstance that the employer could not have foreseen, provided that the employee is given a corresponding compensatory rest period.</p>

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Ukraine	No info	<p>Labour Code of Ukraine, Title II read as Law No. 3693–12 of 15 December 1993, Articles 53–54. Article 53 as amended under Laws No. 871–12 of 20 March 1991, No. 3610–12 of 17 November 1993. Article 54 as amended under Law No. 871–12 of 20 March 1991.</p> <p>(WIPO, 1993; ILO, 2011a)</p> <p>Night work is between 10 pm and 6 am.</p> <p>Nighttime work is generally permissible. The standard night shift should be one hour shorter than standard daily work. Collective bargaining may alter this.</p> <p>An employer cannot engage pregnant women and minors in nighttime work.</p> <p>Pregnant women, women with children under age 3, and young people under 18 may not perform work at night.</p>
United Kingdom	8	<p>The Working Time Regulations 1998, No. 1833, Part II, Section 6, as amended by Working Time (Amendment) Regulations 2009 (S.I. 2009/1567).</p> <p>(Legislation.gov.uk, 1998; Health and Safety Executive, 2006; Legislation.gov.uk, 2019)</p> <p>A night worker is someone who normally works at least 3 hours between 11 pm to 6am, unless the worker and employer agree a different night period.</p> <p>Night workers should not work more than an average of 8 hours in 24-hour period. This average is usually calculated over a 17 week reference period, but it can be over a longer period if the workers and employer agree.</p> <p>Night workers whose work involves special hazards or heavy physical or mental strain works cannot exceed 8 hours.</p> <p>Transportation and other sector workers have different guidelines.</p>

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<i>North and South America</i>		
Argentina	7	<p>Law on Working Time Law No. 11.544, effective since 12 September 1929. Section 2. (Ley 11.544 sobre la Jornada de Trabajo), (Boletín Oficial No. 10614, 17 September 1929, p.1), as amended up to Law No. 26.597 of 11 June 2010.</p> <p>(ILO, 2011a; Poblete, 2018)</p> <p>Nightwork is from 9:00 p.m. to 6:00 a.m.</p> <p>Where hours of night work are combined with hours performed during day time, the limit of working hours shall be proportionally reduced by 8 minutes for every hour of night work.</p> <p>In cases in which the work is carried out in unhealthy conditions and where the health of the worker is at risk, the hours of work shall not exceed 6 per day or 36 per week..</p> <p>It is not permitted to employ young workers (16-18 years old) in night work.</p>
Brazil	6	<p>Consolidação das Leis do Trabalho, – CLT” (Consolidation of Labor Laws) Decree-Law No. 5452/1943, as amended up to 14 February 2011.</p> <p>Nightwork is from 10.00pm to 5.00 am.</p> <p>Night work is prohibited for young workers under 18 years.</p> <p>Mandated a 6 hour maximum workday duration, with exception for certain collective agreements.</p> <p>(Fischer and Moreno, 1999; ILO 2011a; Fernandes 2017)</p> <p>Long distance drivers are limited to 5.5 consecutive hours of driving, with maximum of 14 hours work per day and minimum of 11 hours between two shifts (Brasil. Presidência da República Lei No. 13.103, 2 March 2015).</p>

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Canada	No info	<p>Canada Labour Code, R.S. 1985, c. L-2, consolidated to 10 June 2012 (ILO, 2012)</p> <p>No federal legislation on night work. Ontario and British Columbia Employment Standards Act have no prohibition on night work.</p> <p>An employer may not cause or permit an employee under the age of 17 years to work between 11pm and 6 am.</p>
Chile	No info	<p>Codigo del Trabajo (Labor Code) 2002 (ILO, 2011a; Ministry of Labor and Social Protection, 2003; Poblete, 2018).</p> <p>Night work is between 10 pm and 7 am.</p> <p>There are no statutory restrictions on night work, except in the case of employees who are pregnant or under the age of 18.</p> <p>For people under 18, night work is defined as 11 consecutive hours including the period from 10pm to 7am.</p> <p>Under age 18 may not work at night with the exception of those working in establishments in which only members of the same family are employed.</p>
Colombia	6	<p>Código Sustantivo Del Trabajo 2011. Substantive Labor Code. Articles 160 and 161. (ILO, 2011a; Ernst and Young, 2017)</p> <p>Night work is between 10:00 p.m. and 6:00 a.m</p> <p>Employers and employees can adopt special shifts, such as the ones stated below. No special rules for night work.</p> <ol style="list-style-type: none"> 1) Six hours per day over six days (36 hours per week). The six-hour shifts are worked without a break and no night time or overtime salary applies. 2) 48 hours over six days per week, with one mandatory rest day. The 48 weekly hours can be distributed with a minimum of four continuous hours and a maximum of ten working hours per day. 3) Where the business activity may be periodical, the law permits working more than eight hours a day, or even more than 48 hours a week, provided the average time calculated for three consecutive weeks is not above 48 hours of work per week. 4) In activities that must be continuous because of their nature, the law allows employees to work in successive shifts, provided every employee does not work more than 56 hours per week.

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Mexico	7	<p>Ley Federal Del Trabajo (Federal Labor Law)- Federal Labour Act, 2 December 1969 (Diario Oficial No. 26, 1 April 1970, in amended form until January 17, 2006 (Diario Oficial, January 17, 2006), lastly amended the 2nd July 2019</p> <p>(ILO, 2011a; Mexican United States, 2019).</p> <p>Night work is between 8.00pm to 6.00am.</p> <p>Pregnant women may not perform industrial tasks during the night.</p> <p>People under 16 may not work at night.</p>
Peru	No info	<p>Ley de Jornada de Trabajo, Horario y Trabajo en Sobretiempo, N.27671 Article 8 (Law on Days of Work, Hours, and Overtime of 2002)- Decreto Legislativo (Legislative Decree) N.854- Decreto Supremo N. 008-2002-TR.</p> <p>(ILO, 2011a)</p> <p>Night work is between 10 pm and 6 am.</p>
USA	No info	<p>Title 29 CFR Labour. Subtitle B, Chapter V, Subchapter B, Part 785</p> <p>(US Department of Labor, 1961; US Department of Labor Wage and Hour Division, 2011).</p> <p>Night work hours not specified in federal regulations.</p> <p>No legislation on night work for adults.</p> <p>Regulations differ for aviation, rail, highway and maritime transportation and nuclear power plant workers.</p> <p>Under federal law, night work prohibited for people under 16 where night is defined as 7 p.m. (9 p.m. in summer) to 7 a.m.</p> <p>State laws vary.</p>

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<i>Asia and South Pacific</i>		
India	No info	<p>The Factories Act, 1948 (Act No. 63 of 1948), amended by the Factories (Amendment) Act, 1987 (Act 20 of 1987), and Factories (Amendment) Bill, 2014 (ILO, 2018)</p> <p>(Also, the relevant shops and establishments (S&E) acts, which vary by state.)</p> <p>Section 57 and 66(1)(b) of the Factories Act, Night shift is a shift that extends beyond midnight.</p> <p>Factories can employ women in shifts between 6:00 a.m. and 7:00 p.m. Employers can obtain exemptions, but women are not allowed to work between 10:00 p.m. and 5:00 a.m.</p> <p>However, several states have amended the Factories Act to allow women to work night shifts.</p>
Japan	No info	<p>Labor Standards Law of 1947 Article 61 [Law No. 49 of 1947] amended No. 112, 1998–09–30. JPN-1998-L-51494 (ILO, 2016)</p> <p>Night work is between 22:00 and 05:00, or 23:00 and 0600 depending on time of year.</p> <p>Protection for pregnant or nursing women.</p> <p>For people under 18, night shift is 10 p.m. and 5 a.m. Girls under 18 and boys under 16 cannot work at night.</p>
Republic of Korea	No info	<p>Labour Standards Act Law No. 5309, 13—March 1997 (ILO, 2011a; ILO, 2018)</p> <p>Night work is work performed between 22:00 and 06:00.</p>

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China	No info	<p>Labour Law of Peoples Republic of China, 5 July 1994, revised 27 August 2009 and Employment Contracts Law, 29 June 2007, revised on 28 December 2012.</p> <p>(ILO 2011a; Collins, 2018; Labour Department the Department of the Hong Kong Special Administrative Region, 2017; Laws and Regulations Database of the Republic of China, 2018; Chen, 2018).</p> <p>China, Peoples Republic of: No statutory provisions on night or shift work, except prohibition on engaging female workers seven or more months pregnant, or who are breastfeeding their babies of less than 1 year old, on night shifts</p> <p>Hong Kong Special Administrative Region prohibits night work between 7 pm and 7 am for people under age 18 but at least 15 years age.</p> <p>Hong Kong Special Administrative Region Employment Ordinance, Chapter 57</p> <p>Taiwan, China, Labor Standards Act, Amended Date 2018–11–21.</p> <p>Taiwan, China: Female workers cannot be made to work between 10 pm and 6 am without approval by union or labour-management contract (Article 49 Labor Standards Act).</p> <p>Taiwan, China: People with cardiovascular diseases cannot work night shifts.</p> <p>Taiwan, China: Workers on day/night shifts must be rotated on a weekly basis, except when expressly consented to by the employee.</p> <p>Taiwan, China: Night work is at least three hours between 10pm and 6am for at least 15 days every month for six consecutive months; or working 700 hours between 10pm and 6am within one year.</p>
Singapore	No info	<p>Singapore Employment Act applies to a limited category of employees called “protected employees.”</p> <p>Pregnant women can be employed at night with consent. A female workman who is pregnant must give written notice of that fact to her employer.</p> <p>Employment Act Chapter 91 Original Enactment: Act 17 Of 1968, Revised Edition 2009 (Singapore Government, 2019).</p> <p>Employment Act Chapter 91, Section 139 “Employment (Female Workmen) Regulations,” Rg 7 G.N. No. S 101/1988, revised 30th April 2000. (ILO, 2000)</p>

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Australia	No info	Fair Work Act 2009 (No. 28, 2009); Fair Work Regulations 2009 (S.L.I 2009 No. 112). (ILO, 2017; Australian Government, 2019) Definition of night work varies by sector and subsector Separate regulations for heavy truck and commercial bus/coach drivers, and airline pilots.
New Zealand	No info	No statutory provisions specific to night work or shift work identified.

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