

The landscape of work schedules in Latin America has undergone significant transformations, adapting to new global trends and local needs. These changes reflect a dynamic region that is responsive to the evolving demands of the workforce and the marketplace

What is the status of working schedules in Latin America? *Maximum weekly hours per country*



What changes have been reflected in the region?

Chile and Colombia have recently enacted legislative changes to gradually reduce the working day. In Chile, the workweek will be reduced to 40 hours by 2028, while in Colombia, it will be reduced to 42 hours by 2026. Brazil and Colombia are also discussing the possibility of implementing a four-day workweek.

How easy is it for employees in the region to reduce their contractual work schedule?

In Argentina, Brazil, Chile, Mexico and Venezuela, employers can reduce the work schedule with the employee's consent. In some cases, additional agreements or negotiations are required. In Colombia, employers can unilaterally reduce the work schedule but must duly inform employees and adjust their Working Regulations. Brazil distinguishes itself by requiring union negotiation for pay reductions, while in Argentina, Colombia and Mexico, any reduction in salary or benefits must be agreed upon in writing.

For Venezuela, the law enacted in 2012 explicitly states for the mandatory workweek reduction that it could not result in a reduction of the employees' salary. In Peru, the parties can agree to reduce working hours without any formal procedure, but with a reduction in salary. Across these countries, the common thread is the necessity for either employee consent or union involvement when altering work schedules and compensation.

How easy is it for employees in the region to increase their contractual work schedule?

The countries allow employers to increase work schedules within legal limits. In Brazil, the standard limit is 44 hours per week, with any exceptions requiring union negotiation. In Peru, the parties can agree to increase working hours without any formal procedure and without an increase in salary.

In Mexico, overtime is capped at nine hours per week, with pay increases for extra hours. Recent laws also criminalize excessive overtime as labor exploitation.

What measures should organizations take to deal with these changes?

Legal compliance: Ensure compliance with local employment legislation to prevent legal complications and guarantee equitable treatment of staff.

Cultural sensitivity: Embrace and honor cultural diversity, including local traditions, observances and business protocols, to cultivate a nurturing and diverse workplace.

KEY CONTACTS



Alberto González Torres
Partner



***Letícia Ribeiro**
Partner



Andrés Valdés
Partner



Tatiana Garcés
Partner



Rosario Lombera
Partner



Mónica Pizarro
Partner



Carlos Felce
Partner

*Trench Rossi Watanabe and Baker McKenzie have executed a strategic cooperation agreement for consulting on foreign law.