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The Regulations of the State Council on the Hours of Work of Employees

(Promulgated by the People’s Republic of China State Council Decree 146 on February 3, 1994 and amended by the Decision of the State Council to Amend “The Regulations of the State Council on the Hours of Work of Employees” on March 25, 1995.)

Article 1 These Regulations are formulated according to relevant provisions of the Constitution aimed at rationalizing the employees’ hours of work and rest, protecting the employees’ right to rest, mobilizing their good initiatives, and promoting the socialist modernization of the country.

Article 2 These Regulations are applicable to all employees of the State organs, civil society groupings, enterprises and institutions and other organizations within the territory of the People’s Republic of China.

Article 3 The employees shall work 8 hours per day and 40 hours per week.

Article 4 When working under special conditions or in special circumstances where the hours of work need to be shortened, relevant State regulations shall apply.

Article 5 Enterprises which, because of the special nature of their work or production, are prevented from applying the normal system of 8 hours per day and 40 hours per week, may adopt other systems of work and rest according to the relevant regulations of the State.

Article 6 No entity or individual shall be permitted to extend the hours of work of the employees at will. When special situations or emergencies require an extension of the hours of work, it should be done according to relevant State regulations.

Article 7 State organs and State institutions shall apply uniform hours of work. Saturday and Sunday shall be the days of weekly rest.

Enterprises and institutions that are unable to apply the uniform hours of work as provided above, may arrange for more flexible days of weekly rest as the actual situation permits.

Article 8 The Ministry of Labor and the Ministry of Personnel shall be responsible for the interpretation of these Regulations; the concrete measures of implementing these Regulations shall be developed by the Ministry of Labor and the Ministry of Personnel.

Article 9 These Regulations shall come into effect on May 1, 1995. The enterprises and institutions finding it difficult to implement them on the date specified may postpone their implementation; however in any case the institutions must begin implementation no later than January 1, 1996, and the enterprises no later than May 1, 1997.