

## **WORK SHIFTS ACCORDING TO PANAMANIAN LABOR CODE**

### **I. SHIFTS:**

1. Daytime / day shift: 6:00 a.m. - 6:00 p.m.
2. Night time / night shift: 6:00 p.m. – 6:00 a.m. More than 3 hours at night time
3. Mixed shift: Any shift that mixes both (daytime and nighttime), but has less than 3 hours in the night time.

#### Daytime / day shift:

It allows a maximum of 8 hours daily and 48 hours weekly.

#### Nighttime / night shift:

It allows a maximum of 7 hours daily and 42 hours weekly.

#### Mixed shift:

It allows a maximum of 7.5 hours daily and 45 hours weekly.

- Although it is less hours daily for the night and mixed shifts, it is considered for salary reasons to be paid fully, as a complete 8 hours shift.
- The times exceeded from this table, are considered extraordinary or extra hours and should be paid as follows:
  1. 25% of surcharge above the salary when such extra hour was given in the day shift;
  2. 50% of surcharge above the salary when such extra hour was given in the night shift or when the extra hour was given in a prolonged mixed shift that originated in the day shift.
  3. 75% of surcharge above the salary when such extra hour was given in a prolongation of the night shift or when the extra hour was given in a prolonged mixed shift that originated in the night shift.

### **II. WORK BREAK / RESTING PERIOD**

#### **Daily**

It is obligatory to give a work break/lunch time/resting period to workers in Panama. Every work shift must have a work break.

It cannot be less than 0.5 hours or greater than 2 hours.

#### **Weekly**

The resting day per week is a right and obligation of the worker.

The preferred day for this is Sunday, however, the worker and employer can agree otherwise, under certain circumstances.

When a worker provides services on a resting day, he has the right, as compensation, to be granted another resting day.

### **III. NATIONAL HOLIDAYS AND MOURNING DAYS**

The following are considered obligatory resting days:

#### **Holidays**

1. January 1<sup>st</sup>
2. Tuesday of Carnivals
3. May 1<sup>st</sup>
4. November 3<sup>rd</sup> and 5<sup>th</sup>
5. November 10<sup>th</sup> and 28<sup>th</sup>
6. December 8<sup>th</sup> and 25<sup>th</sup>
7. Presidential Inauguration day

#### **Mourning Days**

8. January 9<sup>th</sup>
9. Holy Friday

- When the work is given on Sunday or any other obligatory resting day, the remuneration has to be given with a surcharge of 50%, without prejudice of the right the worker has to enjoy another resting day.
- Furthermore, if that new day given as compensation resting day, is also worked, it must be remunerated with a surcharge of 50%.
- When the work is given in National Holidays or Mourning Days, the remuneration also has a surcharge of 50%, without prejudice of the right the worker has to enjoy another resting day.