

**4th study Commission**  
**September 2000, Recife (Brazil)**

**Questionnaire**

- 1) In your country do laws or statutes or (based on these) collective contracts provide a limited or maximized duration of employment?
- 2) Are there fixed norms for working hours per day or per individual contract? If so, what are these terms?
- 3) Is it possible to change these contracted norms during the duration of a labour contract? If this is the case, who can initiate these changes: the employer or the employee or both? How can these changes be brought about?
- 4) If any of the parties involved does not agree with these changes, is it possible to present this dispute to a tribunal or to an arbitration commission? What tribunal or what commission? What procedural rules have to be observed?
- 5) In many countries the development of economical life has presented the necessity to flexibilization of working hours in the sense that it became necessary to have workers work during other than the normal working hours, that is during the night or in the weekends. Are there in your country legal provisions or based on these provisions contractual means to enlarge the possibilities to have employees work other than paying them excess salaries?