

What will 2025 bring for individual employment rights?

Expert insights from Brazil, Czech Republic, Mexico, and The Netherlands

Reduction in working hours

Brazil

- Maximum of 44 hours by law
- Some sector CBA provide for maximum of 40
- Discussions to reduce legal cap to 40
- Or maybe 36?
- Challenges: Low productivity and obsolete industrial facilities

Reduction in working hours

Mexico

- Two days of rest for every five days worked, reducing the legal weekly work limit from **48** to **40** hours.
- Effective date for enforcement is set for 365 days after publication, with an additional six months for adjustments to secondary legislation.
- Implementation timeline will vary based on company size:
 - a) three and a half years for micro-businesses,
 - b) two years for small businesses,
 - c) one and a half years for medium-sized enterprises, and
 - d) six months for large corporations.
- One-year pilot program to gather data and assess productivity levels.



Paid leave – Dutch legislative proposal bereavement leave

As is: short leave to prepare for the funeral only, not ‘labelled’ as such.

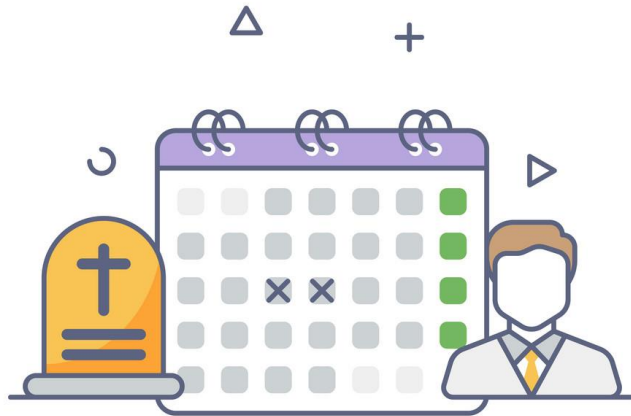
Proposed: legal bereavement leave

- only for employees having minor children, of whom a partner or child dies;
- at least 5 working days (full time);
- 100% salary;
- all days at once or flexibly from the day after the funeral until one year after the death;
- cannot be deducted from any holiday balance;
- notification by employee, must be granted, only unless the employer has a compelling business interest to deny the leave.



Paid leave – bereavement and paternity (Mexico)

- The implementation of a **bereavement leave** of at least five working days with full pay for employees in the event of the death of their parents, children, siblings, spouse, or common-law partner.
- Extend paid **paternity leave** from 5 to 20 days, extendable up to 30 days in case of childbirth complications.



Employment security and worker protections

Brazil

New Regulatory Standard No. 1 (NR-1) will enter into force on May 25, 2025.

Changes include the identification of psychosocial risks, such as moral and sexual harassment, in the occupational risk documentation.

Czech Republic

- Length of probationary period
- Priority of cashless payment of salary
- Payment of salary in foreign currency
- Return to work from parental leave
- The limits of fixed-term employment
- Performance of work on parental leave
- Work of children from 14 years of age
- Prohibition of confidentiality of salary amounts

Changes in Dutch landscape re. employment status

- Employment agreement vs. contractor agreement
- Distinctive element = 'employer's authority'
- Rise of self-employment: ~ 1.8 million in 2024
- False self-employment big issue
- Measures:
 1. Tax Authority enforcement is back since 1 January 2025
 2. Legislative proposal, expected to come in force in 2026



"Number of self-employed workers decreased further in January

Trend in the number of self-employed workers 2023-2025"

Dismissal procedure

Czech Republic

- Length of the notice period
- Duration of the notice period
- Time limits for giving notice for breach of duty
- Severance pay for work injuries and occupational diseases
- Notice of termination without giving a reason





Our Panelists

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