

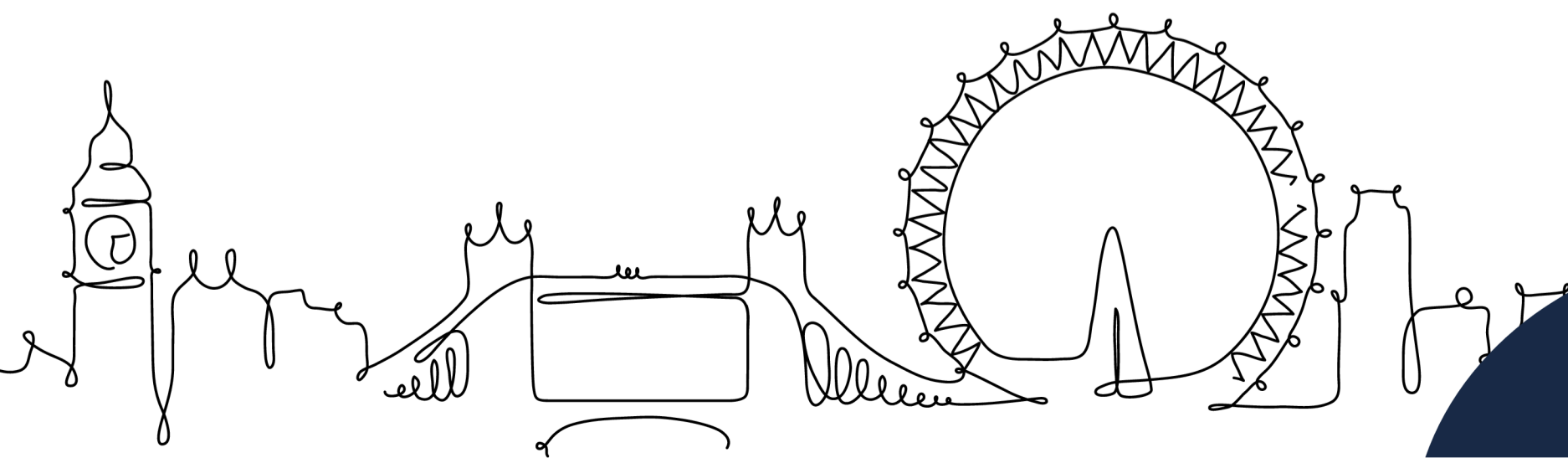


BORDERLESS CAREERS



Our guide to work-life balance in *the UK*

Fast facts for professionals



Thinking about working in the UK?

The UK has a flexible but competitive work culture.

The UK marketplace offers plentiful opportunities and values punctuality, professionalism and clear communication, with growing focus on work-life balance.




Here, we cover some of the key aspects of the UK's work culture...

Let's dive in!



Working Hours & the 'Right to Disconnect'

UK laws on working hours are built with flexibility in mind:

-  Max. 48 hours per week (opt-out option allows more)
-  Average workweek: 36-40 hours
-  No official "Right to Disconnect" – although many companies have formalised this in internal policies

The UK doesn't ban overtime, but most workplaces do not expect employees to regularly work overtime without compensation.

Paid Leave & Public Holidays

UK employees have minimum leave rights, but many employers offer more:



20 days of paid leave, in addition to public holidays



8 public holidays (England & Wales; Scotland & N.Ireland vary)



Up to 52 weeks maternity leave, with statutory pay for up to 39 weeks. 1-2 weeks paternity leave, statutory pay for up to 2 weeks.

The UK offers annual leave comparable to most European countries, but has not yet moved to a unified parental leave policy.

Employee Protections & Contracts

The UK has strong protections but limited union influence:

- ✓ Notice periods & redundancy pay for long-term employees
- ✓ Zero-hour contracts exist but face increasing regulation
- ✓ Unions play a role, but fewer workers are unionised than in much of Europe.

Contract types vary widely - many employees negotiate their own terms.

UK Work-Life Balance in Action

The UK's work culture is shaped by:



A highly competitive talent market



Generally good work-life balance, influenced heavily by individual company culture



Hybrid & remote work is possible, but some office presence is required in most companies

The UK doesn't have an 'always on' work culture, but employees who are part of global teams may be more inclined to stretch their availability to allow for handovers.

Are you exploring work in the UK?

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