

FRENCH AT WORK

EVOLUTION OF WORKING HOURS

1900 10 hour day

1919 8 hour day , 6 days a week : **48 hours weekly**

1936 40 hour week (le front populaire) – Paid vacation

1982 39 hour week (François Mitterrand)

2000 35 hour week (Aubry Act) VERY CRITICIZED

2016 El Khomri Act : the 35-hour workweek is no more mandatory: it's up to the companies to decide

EVOLUTION OF WORKING HOURS

MAXIMUM WORKING TIME : 48 HOURS A WEEK

PAID VACATION

1936 2 WEEKS

1956 3 WEEKS

1963 4 WEEKS

1982 5 WEEKS minimum

If you work overtime: it must be agreed and then there are two options

-Take some time off to make up for the overtime
(RTT: Récupération du Temps de Travail)

-Being paid more (between 10 et 50 %: EX 50 % on
Sundays)

CONGES PAYES PAID VACATIONS

When a day off is a Thursday and you do not work on Saturday, you can ask for the FRIDAY OFF so, you have a long week-End:

It's called « FAIRE LE PONT »

SICK DAYS (Congés maladie)

Sick days are mandatory: day one is not paid but the other days are paid like: (you must see a doctor)

You can have between 60 days and 90 days (when you have worked for the company for over 10 years) paid 90%

then it drops to 60 % for 50 days and end with around 15 euros a day

MATERNITY LEAVE

Maternity leave is :

- 16 weeks for your first and second children
- 3rd Child It is 26 weeks
- For twins it is 34 weeks (12/22)
- 4 children and over it is 46 weeks (24/22).

The highest you get is 72 euros a day (mother)

Fathers get 21 days off after the birth paid 100%

PUPILS STUDENTS AND TEACHERS

Kids and students get 8 weeks off a year plus two months off in summer : total 16 weeks off

2 weeks in November (vacances de Toussaint)

2 weeks at Xmas (vacances de Noël)

2 weeks in February (vacances d'hiver)

2 weeks in April (vacances de Pâques ou vacances de Printemps).

School usually stops around JULY 10th until SEPTEMBER 1st (but in some high schools it stops mid June because of the Bac)

OFF DAYS AND BANK HOLIDAY

Un « jour férié » means it's a day you do not work

Civil days off

May 1st

May 8th

November 11th

January 1st

Religious days off (catholic) :

Easter Monday

Ascension Thursday (May 25th this year)

Pentecost Monday (June 6th this year)

IT'S PARADOXICAL TO CLAIM RELIGIOUS DAYS OFF KNOWING
FRANCE IS A SECULAR STATE