

COMMISSION  
OF THE  
EUROPEAN COMMUNITIES

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Directorate-General  
for  
Social Affairs

COMPARATIVE TABLES

relating to

HOURS OF WORK

IN COMMUNITY INDUSTRIES

Adult workers subject to the general systems

Situation: April 1973

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TABLE 1 - Normal working hours

A. Working hours laid down by law

Situation: April 1973

Country	Daily working hours	Weekly working hours
Belgium	8 hours	45 hours
Germany (Federal Republic)	8 hours	45 hours
France		40 hours (a)
Italy	8 hours	48 hours (b)
Luxembourg	8 hours	44 hours (c)
Netherlands	8 $\frac{1}{2}$ hours	48 hours
United Kingdom	No legal limit on length of working day. The most relevant legislation is the Factories Act limiting the number of hours which can be worked by women and young persons	
Denmark	No legislation, but provisions stipulating at least 11 hours rest within any 24-hour period starting at the beginning of a normal working day.	
Ireland (30.4.73)	8 hours	48 hours (d)

- (a) Working hours may be longer but should not exceed 57 hours nor lead, save as otherwise provided, to more than 50 hours on average over any period of 12 consecutive weeks.
- (b) 40 hours at most in mines (underground workers).
- (c) Working hours may be longer by 2 hours or 1 hour respectively per week during the years 1973-74 without special authorization.
- (d) Except in industries with a 40-hour week (e.g. clothing industry).

TABLE 1 - Normal working hours

## B. Weekly contractual hours of work

Situation: April 1973

Contractual hours of work													
Country	Motor vehicle industry	Electrical industry	Textile industry	Artificial and synthetic fibres industry	Rubber industry	Chemical industry	Clothing industry	Glass industry	Shipbuilding	Construction and civil engineering	Steel	C o a l	
												under-ground	surface
Belgium	40	40	41-40 38½ (a)	provided for in firms' agreements	40-41	40-41	41	42	40	43	40	N.36.29 S.36.41	39.41 39.54
Germany (Federal Republic)	40	40	40	40	40	40	40	40	40	40	40	40	40
France	(b) at 15 May 1973 in accordance with the provisions of the law (c)					42	in accordance with the provisions of the law	40 (d)	(b) at 15.5 73	prov. laid down by law	44 (e)	39.32	40.47 (f)
Italy	40	40	40	40	40	40	40	40 (g)	40	40	40	40	40
Luxembourg	-	-	42-44	41	44	42	44	-	-	44	40	-	-
Netherlands (h)	v 42 1/2	v 42 1/2	v 42 1/2	v 40	v 41 1/4	v 41 1/4-40	v 42 1/2	v 41 1/2	v 42 1/2	v 42 1/2	v 42 1/2	40	42 1/2
United Kingdom	40	40	40	40	40	40	40	40	40	40	40	40	40
Denmark	Daywork: 41½ hours everywhere. As from 2. December 1974, 40 hours. Nightwork: 40 hours everywhere. As from April 1973, the employee receives two hours paid rest for each week comprising one night shift.												
Ireland	40	40	40	40	40	40	40	40	40	40	40-41 (40 as from 1.7.73)	40	40

- (a) Belgium: According to whether the work is carried out by a single shift - 41, double shifts - 40 or night shifts - 38 1/2
- (b) France: Collective bargaining agreements signed at national level in the metallurgical industries as a whole provided in 1971, 1972 and then in 1973, for reductions varying, for the three agreements as a whole, from  $\frac{1}{2}$  to  $4\frac{1}{2}$  hours, according to the level of the working hours of the undertaking during the 1st quarter of 1971, this level lying between 43 hours and more than 48 hours. Maximum working hours reduced to 49 hours by 1 September 1972, 48 hours by 1 March 1973, on an average over a period of 12 consecutive weeks, reduced to 10 consecutive weeks as from 1 January 1974.
- (c) Employment contracts on working hours made in major undertakings have confined themselves to restricting working hours to a maximum of 48 hours, on average, over a period of 12 consecutive weeks (10 as from 1.1.1974).
- (d) For hand-made glass the average working period is 43 hours.
- (e) As from 1 April 1973, in the iron and steel industries of Eastern and Northern France. As regards the iron and steel undertakings of other areas, see first two columns of page 2 and the reference (b).
- (f) Average weekly working hours per year.
- (g) Italy: In some specific sectors: 36 hours (as from 1 May 1973).
- (h) Netherlands: 40 hours by the end of 1974.
- v - Provisional information; collective agreements are not yet registered with the office of wages (July 1973).
- \* - In the Netherlands, there are no collective bargaining agreements covering the entire sector for these industries. However, there are, above all, collective bargaining agreements covering separate sub-sectors of industry or individual undertakings. The data relate to the most representative collective bargaining agreements.

TABLE 2 - Annual leave

A. Annual leave

Situation: April 1973

Country	Provisions laid down by law or regulation
Belgium	18 working days (a)
Germany (Federal Republic)	15 - 18 working days according to age
France	2 working days per month - 24 days per year maximum
Italy	12 working days
Luxembourg	18 - 24 working days according to age (b) (c)
Netherlands	at least three times the number of agreed days of work per week (15 to 18 days)*
United Kingdom	no legislation
Denmark	24 working days (including Saturdays)
Ireland (at 30.4.1973)	2 weeks, i.e., 10 days of work in weeks of 5 days and 12 " " " " " $\frac{1}{2}$ days.

N B - working days: every day of the week except Sunday and public holidays falling during the week.

- (a) For each period of six days' holiday, a maximum of one customary non-working day is required.
- (b)  $16\frac{1}{2}$  -  $19\frac{1}{2}$  - 22 working days where undertakings work only a 5-day week.
- (c) For the purpose of calculating annual leave, Saturdays are counted as a half-day.

\* The number of agreed days of work per week depends - in view of the individual collective bargaining agreements - on the collective provisions. According to whether these lay down, for example, 5,  $5\frac{1}{2}$  or 6 days of work per week, a legal minimum of 15,  $16\frac{1}{2}$  or 18 non-working days is required.

N.B: - Werkdagen (working days): every day of the week except Sunday and public holidays falling during the week.

- Arbeidsdagen (days of work): all normal working days, with the exception, therefore, of Sunday and, possibly - of one or other of the days which are not normal working days, such as Saturday in a 5-day week (or Monday or another day), and public holidays falling during the week.

TABLE 2 - Annual leave

V/44/74-E

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## A. Annual leave

Situation: April 1973

## Provisions of collective bargaining contracts

Country	Motor industry	Electronics industry	Textile industry	Artificial and synthetic fibres industry	Rubber industry	Chemical industry	Clothing industry	Glass industry	Ship building	Construction and civil engineering	Steel	Coal	
												under-ground	surface
Belgium (a)	Provisions laid down by law + 3 days				+	3 days	+ 2 days	+ 3 days	+ 3 days	+ 2 days	+ 4 days	3 weeks (statutory) + 3 days	
	X	X							X		X		
Germany (Federal Republic) (b)	18-24 (X)	18-24 (X)	23 (X)	19-24 (X)	18-22 (X)	19-24	24 (X)	18-24	18-24 (X)	18-21	18-24 (X)	20-24 (X)	20-22 (X)
France	Provisions laid down by law and incorporated into collective bargaining contracts										20 (X) (c)	20 (X) (c)	
Italy **	3 weeks (d)	3 weeks (d)	3 weeks	4 weeks	18 days	4 weeks	3 weeks	16 (X) paid	3 weeks (d)	15 days	3 weeks (d)	14 days	14 days
Luxembourg	Provisions laid down by law												
Netherlands (z)	v 20	v 20	v 18 19 on 1.7.73	v 20	19	v 20	v 19	18	v 20	20	20	19	17
United Kingdom		17	15 -	17	18	18 (e)	15	15-17	17 (f)	16 (g)	16 (h)	22 public holidays included	
Denmark	24 working days (including Saturdays)												
Ireland	3 weeks i.e., 15 days of work where a five-day week is worked, and 18 days of work for 5 $\frac{1}{2}$ -day week												



N.B. Days worked are underlined by an (X). In all other cases, the figures refer to working days.

(a) Belgium: 4 weeks everywhere in 1975.

X : but deduct 1 day in December 1973

(b) Germany: See reference (b) page 6 a.

(c) France: 20 days = 4 weeks + 4 paid Saturdays.

\*\* Italy : A "week" of leave means 7 calendar days (Monday to Sunday inclusive).

A "day" of leave means a working day, except Sunday and public holidays; however, in the glass industry, days of annual leave are taken to mean days actually worked, while in the rubber industry - in the case of a short week - leave is extended by half a day for each complete week included in the period of leave.

(d) Provision has been made for the payment of 2 rest days to be added to the holidays (and/or extended week-ends) by way of compensation for public holidays falling on a Sunday or on some other day set aside as a weekly rest day.

\* In the Netherlands, there are no collective bargaining agreements covering the entire sector for these industries. However, there are, above all, collective bargaining agreements covering separate sub-sectors of industry or individual undertakings. The data relate to the most representative collective bargaining agreements.

(z) The figures given here for the Netherlands always refer exclusively to days of work (see N B page 3). In all the sectors of industry mentioned here with a five-day week, there are 15 days (of work) which therefore correspond to 3 full weeks, and 20 days to 4 full weeks, whereas, for example, 19 days correspond to 3 full weeks + 4 days of work. In a number of collective bargaining agreements in the Netherlands, there are provisions which lay down that a limited fraction of leave days granted - often 3 to 5 days which may be detached from the continuous leave period - can be taken separately ("rest days").

(v) Provisional information; collective agreements are not yet registered with the office of wages (July 1973).

United Kingdom: (e) 20 in 1974/75

(f) 18 in 1974

(g) 17 in 1973/74

(h) 17 in 1974

TABLE 2 - Annual leave

## B. Additional leave

Situation: April 1973

Country	Provisions laid down by law or regulation
Belgium	Coalmines: 12 days at most according to attendance (underground workers)
Germany (Federal Republic)	For the handicapped: 3 to 6 working days
France	for the coalmining industry: 1 to 6 days according to seniority 1 week for persons under 18 years of age 3 days for ex-Resistance internees 5 days for former Deportees - For mothers (a) : 2 additional working days per dependent child (b) Leave taken in several portions: 1-2 working days
Italy	No special provisions
Luxembourg	6 days for the handicapped 3 days in the mines
Netherlands	No special provisions for adults (except for young people)
United Kingdom	No legislation
Denmark	No arrangements or special agreements
Ireland (at 30.4.1973)	_____

(a) For those under 21 years of age on 30 April of the preceding year.

(b) For those under 15 years of age on 30 April of the current year - one working day where the amount of leave taken is not more than 6 days.

Situation: April 1973

TABLE 2 - Annual leave  
B. Additional leave (d)

## Provisions of collective bargaining agreements

Country	Motor industry	Electrical industry	Textile industry	Artificial and synthetic fibres industry	Rubber industry	Chemical industry	Clothing industry	Glass industry	Ship building	Construction and civil engineering	Steel	Coal	
												under ground	surface
Belgium													
Germany (Federal Republic) (b)				1 day according to seniority (c)		1 day according to seniority (c)							
France	1-3 days according to age and seniority (d)	1-3 days according to age and seniority (d)	1-3 days according to seniority	1-3 days according to seniority	Nil	Nil	Allowances corresponding to 1 day for 20 years 2 days for 25 years 3 days for 30 years seniority	1-3 days according to seniority	1-6 days according to seniority (d)	Nil	1-6 according to seniority and age	1 to 6 days according to seniority	
Italy (e)	1 week according to seniority of over 20 years	1 week according to seniority of over 20 years	1-3 days according to seniority	2 days according to seniority of over 18 years	1-3 days according to seniority	2 days according to seniority of over 18 years	1-3 days according to seniority (f)	2-4 days according to seniority	1 week accord. to seniority of over 20 years		1 week according to seniority of over 20 years	2-5 days according to seniority	
Luxembourg											5-8 days according to seniority		
Netherlands (z)	2 days accord. to seniority and 5 accord. to age	3 days accord. to seniority and 5 accord. to age	1-3 days accord. to age	1-2 days accord. to age	1-4 days accord. to seniority and/or age	1-4 days accord. to age	1-2 days accord. to age	1-2 days accord. to age	3 days accord. to seniority and 5 accord. to age Total: 5 days max.		3 days accord. to functions and 1-3 accord. to age	1-6 days accord. to functions	1-4 days accord. to seniority and 3-4 days accord. to age

United Kingdom	No provisions
Denmark	—
Ireland	In some cases, 1-2 days or 3 days according to seniority.

- (a) Additional leave for justified absence as, for example, compassionate leave, has not been taken into account.
- (b) Germany (F.R.) The information relating to additional leave includes seniority only. Leave according to age has been included in Table 2A.
- (c) Must be 45 years old and have spent 25 years in the firm.
- (d) France As the system of collective bargaining agreements operates on a regional basis in the metal industries, the solutions referred to as regards the motor industry and the electronic industry are those in force in the Paris area, and also apply to a certain number of other regions, while shipbuilding is subject to the solutions in force in St. Nazaire and the Bouches du Rhône. As regards steel, it is governed by those applied in Lorraine.
- (e) Italy See footnote\*\* on page 4 a.
- (f) 3 to 12 days for State-operated industries.
- (z) Netherlands see reference (z) Table 2A, pages 4 and 4 a.

TABLE 3 - Paid holidays

Provisions laid down by law or contract

Situation : April 1974

Country	Motor industry	Electrical industry	Textile industry	Artificial and synthetic fibres	Rubber industry	Chemical industry	Clothing industry	Glass industry	Ship-building	Construction and engineering	Steel	Coal	
												Under-ground	Surface
Belgium (a)	10	10	10	10	10	10	10	10	10	10	10	10	10
Germany (Fed. Rep.) (b)	10-13	10-13	10-13	10-13	10-13	10-13	10-13	10-13	10-13	10-13	10-13	10-13	10-13
France (c)	9 (d)	9 (d)	10	10	Any days leading to loss of earnings (d)	Any days leading to loss of earnings (d)	(e)	Any days leading to loss of earnings (d)	9 (d)	10	10	7 (f)	7 (f)
Italy (g)	17	17	17	17	17	17	17	17	17	17	17	18	18
Luxembourg (h)	-	-	10	10	10	10	10	-	-	10	10	-	-
Netherlands (i)	7	7	7	7	7	7	7	7	7	7	7	7	7
United Kingdom	6	6	6	6	6	6	6-7	6	6	4	-	-	-
Denmark	9 $\frac{1}{2}$ everywhere												
Ireland (at 30.4. 73)	Legal provisions : 6 everywhere Certain agreements provide for one extra day.												

- (a) Public holidays which fall on a Sunday are replaced by a working day which is fixed on a "cascade" basis. If no other arrangements have been decided, the holiday is replaced by the following Monday. Public holidays falling on a customary non-working day (as a rule: on a Saturday) are paid in most sectors so as to ensure the payment of 10 days' leave (provision laid down by collective bargaining agreements). However, in the coalmining industry, public holidays which coincide with a Sunday or a Saturday are replaced, if possible, while in the iron and steel industry (steel), which is another continuous operating industry, no special arrangements have been provided for, as the working rotas are established in such a way that non-working days never coincide with a public holiday replacing a holiday which falls on a Sunday.
- (b) The number of public holidays varies according to the "Länder".
- (c) In France, with the exception of 1 May, public holidays are governed by collective bargaining agreements. Their number varies from 7 to 9 in accordance with the year.
- (d) Any days leading to loss of earnings, that is, 6 to 9 days according to the years concerned.
- (e) In addition to 1 May any days which fall on a paid working day.
- (f) And 4 unpaid days.
- (g) Under the legal provisions: 16 days. Under the collective bargaining contracts: 1 day off for the festival of the Patron Saint of the town where the industry is located; in the coalmining industry: 1 extra day to mark St. Barbara's Day. Public holidays are also paid when they coincide with a Sunday (or another day set aside for weekly rest) or with the day which has become a non-working day through the concentration of the working week into five days.
- (h) Up to 2 days' leave which fall on a Sunday.
- (i) Netherlands. Public holidays falling on a Sunday (in a five-day week) or on another day normally free (usually Saturday) are not, for the most part compensated for.