

COMMISSION
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Directorate-General
for
Social Affairs

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COMPARATIVE TABLES

relating to

HOURS OF WORK

IN COMMUNITY INDUSTRIES

Adult workers subject to the general systems

Situation : april 1972

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PAID DAYS OF REST

- Provisions laid down by law or contract

TABLE 1 - Normal working hours

A. Working hours laid down by law

Situation : april 1972

Country	Daily working hours	Weekly working hours
Belgium	8 hours	45 hours
Germany (Federal Republic)	8 hours	48 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

(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 respectively 3, 2, 1 hours per week during the years 1972-1973-1974 without special authorisation

TABLE 1 - Normal working hours

B. Weekly contractual hours of work

Situation : april 1972

Country	Motor vehicle industry	Electrical industry	Textile industry	Artificial and synthetic fibres	Rubber industry	Chemical industry	Clothing industry	Glass industry	Ship-building	Construction and civil engineering	Steel	C o a l	
												under-ground	surface
Belgium	41 (a)	41	38½-42 (b)	provided for in firms' agreements	41-42(c)	41-42(c)	42	42	41	43 3/4	41½	N. 36,30-39,42 S. 36,42-39,34	
Germany (Federal Republic)	40	40	40	40	40	40	40	40	40	40	40	40	40
France	(e)		in accordance with the provisions of the law (d)			43	in accordance with the provisions of the law	40 (g)	(e)	prov. laid down by law	45 (f)	40,47	40,47 (h)
Italy	40	41½	42	40	41	40	41½	43(j)	42	40	40	40	40
Luxembourg	-	-	42-44	41	44	42	44	-	-	44	40	-	-
Netherlands	42½	42½	42½	42½ (k)	41 1/4 (k)	41 1/4 42½ (k)	42½	42½	42½ (k)	42½	42½	40	42½

- (a) However, collective bargaining agreements provide for systems of 40 working hours and sometimes less, depending on whether the work is carried out by one team or several.
- (b) According to whether the work is carried out by single, double or night shifts.
- (c) Nevertheless, some collective bargaining agreements provide for systems of 40 working hours.
- (d) Employment contracts on working hours made so far in certain undertakings have confined themselves to restricting maximum working hours.
- (e) Collective bargaining agreements signed at national level in the metallurgical industries as a whole provided in 1971, and then in 1972, for reductions varying, for the two agreements as a whole, from 1/2 to 3 hours, according to the level of the working hours of the undertaking during the 1st. quarter of 1971, between 43.30 hours and more than 48 hours. Maximum working hours reduced to 49 hours by 1 September 1972, 48 hours by 1 March, on an average over a period of 12 consecutive weeks.
- (f) As from 1 April 1972 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 (e)
- (g) Where glass is produced by hand the average working hours amount to 43.
- (h) Average weekly working hours per years.
- (i) As from 1 July 1972 : 40 hours.
- (j) As from 1 May 1972 : 42 hours. In some specific sectors : 41 1/2 hours or 36 hours.
- (k) In the Netherlands, there are no collective bargaining agreements covering the entire branch for these industries. However, there are, above all, collective bargaining agreements covering separate sub-branches of industry or individual undertakings; the data relate to the most representative collective bargaining agreements.

TABLE 2 - Annual Leave

A. Annual leave

Situation : April 1972

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	three times the number of agreed working days per week (15 to 18 days)

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

a) for each period of six days' holidays a maximum of one customary non-working day is required

b) 16½ - 19½ - 22 working days where undertakings are working only a 5-day week

c) for the purpose of calculating annual leave Saturdays are counted as a 1/2 day.

TABLE 2 - Annual leave

A. Annual leave

Situation : april 1972

Provisions of collective bargaining contracts													
Country	Motor Industry	Electrical industry	Textile industry	Artificial and synthetic fibres	Rubber industry	Chemical industry	Clothing industry	Glass industry	Ship building	Construction and civil engineering	Steel	Coal	
												under-ground	surface
Belgium	Provisions laid down by law plus 2 days											3 weeks	
Germany (Federal Republic) (a)	17-22 (X)	17-22 (X)	22 (X)	18-22 (b)	18-21 (X)	18-22 (b)	24 (X)	18-24 (b)	17-22 (X)	18-21	17-22 (X)	20 (X)	20 (X)
France	Provisions laid down by law adopted by collective bargaining contracts											20 (X) (c)	20 (X) (c)
Italy	13 (d)	13 (d)	3 weeks	3 weeks	18	3 weeks (c)	3 weeks	16	13 (d)	15	13 (d)	14	14
Luxembourg	Provisions laid down by law												
Netherlands	18(X)	18(X)	16(X)	18(X)	18(X)	18(X)	17(X)	18(X)	18(X)	19(X)	18 (X)	19 (X)	17 (X)

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

(a) See Note (b) on Page 6 A.

(b) Since 1971, following the introduction of the 5-day week, 3 free Saturdays are no longer taken into account to calculate the number of days off.

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- (c) 20 days = 4 weeks + 4 paid Saturdays.
- (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 legal holidays falling on a Sunday or on some other day set aside as a weekly rest day.
- (e) It is planned to extend leave by the number of holidays coinciding with the rest days ont the short working week, or, alternatively, to an allowance corresponding to the daily average remuneration.

TABLE 2 - Annual leave

B. Additional leave

Situation : april 1972

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	<p>For the coalmining industry : 1 to 6 days according to seniority 1 week for young people under 18 years of age 3 days for ex-Resistance internees 5 days for former Deportees</p> <p>- For mothers (a) : 2 additional working days per dependant child (b) Leave taken in several portions : 1-2 working days</p>
Italy	No special provisions
Luxembourg	6 days for the handicapped 6 days in the coalmines
Netherlands	No special provisions for adults

(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.

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

Situation : April 1972

Country	Motor industry	Electrical industry	Textile industry	Artificial and synthetic fibres	Rubber industry	Chemical industry	Clothing industry	Glass industry	Ship-building	Construction and civil engineering	Steel	Coal	
												under-ground	surface
Belgium				where appropriate governed by forms' agreements									
Germany (Federal Republic (b))				1-2 days according to seniority		1-2 days according to seniority						2 days according to seniority	
France	1-3 days according to seniority (c)	1-3 days according to age (c)	1-3 days according to seniority	1-3 days according to seniority	Nil	Nil	Allowances correspond 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 accord. to seniority (c)	Nil	1-6 days accord. to seniority and age	1 to 6 days according to seniority	
Italy	2-6 days accord. to seniority	2-6 days accord. to seniority	1-3 days accord. to seniority	1-3 days accord. to seniority	1-3 days accord. to seniority	1-3 days accord. to seniority	1-3 days accord. to seniority (d)	2-4 days accord. to seniority	2-6 days accord. to seniority		2-6 days accord. to seniority	5-15 days according to seniority	
Luxembourg											6-8 days accord. to seniority		
Netherlands	3-5 days accord. to seniority and/or age	3-5 days accord. to seniority and/or age		1-4 days accord. to seniority and/or age	1-5 days accord. to seniority and/or age	1-4 days accord. to seniority and/or age		1-4 days accord. to seniority and/or age	3-5 days accord. to seniority and/or age		1-5 days accord. to seniority and/or age	3-4 days according to seniority and functions	

- (a) Additional leave for justified absence as, for example, compassionate leave, has not been taken into account.
- (b) The information relating to additional leave includes seniority only. Leave according to age has been included in Table 2 A.
- (c) 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 electronics 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.
- (d) 3 to 12 days for State-operated industries.

- (a) Holidays which fall on a Sunday are replaced by a working day which is fixed according to a series procedure; if nothing has been decided the holiday is replaced by the following Monday.
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, holidays which coincide with a Sunday or a Saturday are replaced, if possible, while in the iron-and-steel industry (steel), which is another industry in continuous activity, no special arrangements have been provided for.
- (b) The number of holidays varies according to the "Länder".
- (c) In France, with the exception of 1 May, 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) and any days which fall on a paid working day as from 1 June 1971.
- (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. 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 a 5 days.
- (h) Up to 2 days' leave which fall on a Sunday.
- (i) Holidays falling on a Saturday (in a 5-day week) or on a Sunday are not compensated for.