

Comparaison de la mesure du temps de travail en France et en Allemagne

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Components to be considered for the measurement of hours actually worked (adapted from ILO 2008)

Hours actually worked ...	
... include time spent	... exclude time spent
<ul style="list-style-type: none"> - carrying out the tasks and duties of the job (in any location and during periods not dedicated to work) - cleaning or maintaining tools, instruments, processes, changing time, decontamination or washing up time - purchasing or transporting basic materials - waiting for business, customers or patients (as part of working-time arrangements) - on temporary interruptions of a technical, material or economic nature - on on-call duty (depending on the extent to which other activities and movements are restricted) - on training and skills enhancement (required by the job) - travelling between work locations (e.g. business trips) - on short breaks 	<ul style="list-style-type: none"> - on annual leave - on sick leave - on public holidays - on other leave for personal or family reasons or public duties (e.g. parental leave) - commuting between work and home (if no productive activities are performed) - on long breaks (meal breaks and resting time during long trips) - on educational activities not required by the job

Number of annual hours actually worked per person in France and Germany (2012)

		Germany	France	relative difference
Employed persons	LFS (main job only)	1,636	1,632	0.2%
	National Accounts	1,393	1,489	-6.9%
Employees	LFS (main job only)	1,586	1,554	2.0%
	National Accounts	1,297	1,402	-8.1%
Full-time employees	LFS (main job only)	1,863	1,684	9.6%
	National Accounts	1,646		
Part-time employees	LFS (main job only)	838	985	-17.5%
	National Accounts	634		

Number of hours actually worked by full-time employees in hour bands by reference week

Hours actually worked in the reference week	Germany		France	
	in 1000	%	in 1000	%
0 hours	2,973	11.5%	2,711	14.6%
1-19 hours	390	1.5%	398	2.2%
20-29 hours	531	2.1%	1,306	7.0%
30-34 hours	1,267	4.9%	1,033	5.6%
35 hours	1,131	4.4%	4,333	23.3%
36-39 hours	4,210	16.3%	3,532	19.0%
40 hours	8,916	34.5%	1,722	9.3%
41-49 hours	3,864	14.9%	1,952	10.5%
50 hours or more	2,575	10.0%	1,582	8.5%

Absences due to sickness

	Full-time employees	with no work in reference week due to sick leave	with less working hours than usual in the reference week due to sick leave
Germany			
Persons (in 1,000s)	25,854	733	203
Persons (in %)	100%	2.8%	0.8%
Average hours actually worked	35.8	0.0	21.0
Estimated sum of sick weeks (in 1000)	43,225	38,116	5,109
Estimated weeks of absence due to sick leave per full-time employee	1.7	1.5	0.2
France			
Persons (in 1000)	18,570	491	130
Persons (in %)	100%	2.6%	0.7%
Average hours actually worked	32.4	0.0	20.7
Estimated sum of sick weeks (in 1,000s)	28,761	25,543	3,218
Estimated weeks of absence due to sick leave	1.5	1.4	0.2

Absences due to holidays

	Full-time employees	with no work in reference week due to holiday	with less working hours than usual in the reference week due to holiday
Germany			
Persons (in 1,000s)	25,854	1,580	516
Persons (in %)	100%	6.1%	2.0%
Average hours actually worked	35.8	0.0	22.2
Estimated sum of holiday weeks (in 1000)	94,356	82,160	12,196
Estimated weeks of absence due to holidays per full-time employee	3.6	3.2	0.5
France			
Persons (in 1000)	18,570	1,913	1,009
Persons (in %)	100%	10.3%	5.4%
Average hours actually worked	32.4	0.0	26.2
Estimated sum of holiday weeks (in 1,000s)	117,092	99,486	17,606
Estimated weeks of absence due to holidays	6.3	5.4	0.9

**Average hours actually worked by reference week with/without public holiday,
full-time employees (2012)**

	Germany	France
Average	35.8	32.4
Weeks with national public holiday [1]	33.1	23.8
<i>Diff (with average)</i>	-7.6%	-26.5%
Weeks without any public holiday (neither national nor regional)	36.5	33.7
<i>Diff</i>	1.7%	4.1%

[1] Not coinciding with a weekend in 2012;

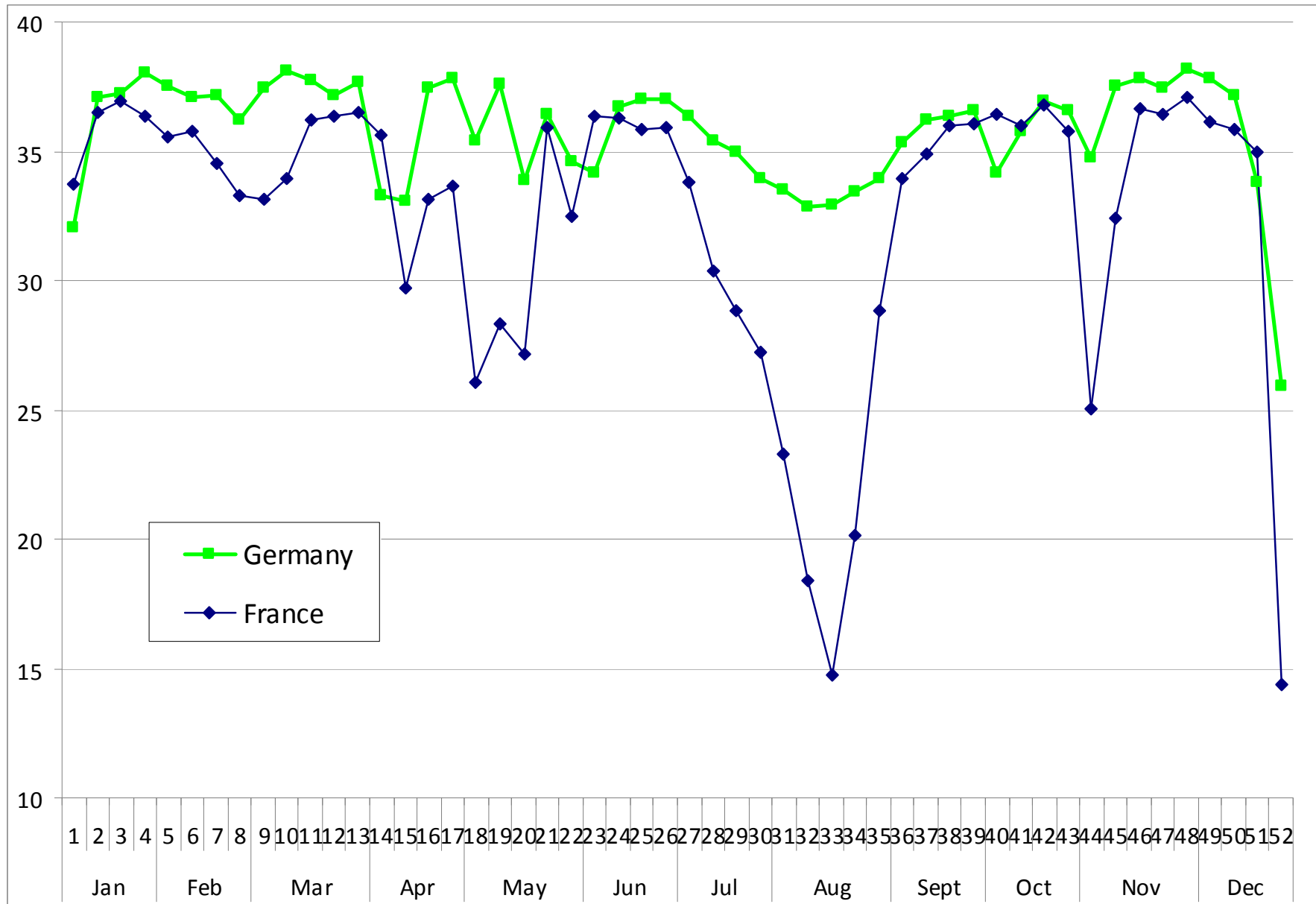
Germany: Good Friday, Easter Monday, Labour Day, Ascension Day, Whit Monday, National Holiday, Christmas Day;

France: Easter Monday, Labour Day, Armistice Day, Ascension Day, Assumption Day, All Saint's Day, Christmas Day.

**Full-time employees actually working less than usual
in weeks with national public holidays (2012)**

			Germany	France
Weeks with nation-wide public holiday				
total		in 1000s	3,588	2,489
reduced working hours due to any reason		in 1000s	1,440	1,944
		in %	40.1%	78.1%
of which	zero hours worked in the reference week	in 1000s	496	617
		in %	13.8%	24.8%
	working time shorter than hours usually worked	in 1000s	944	1,327
		in %	26.3%	53.3%

Number of hours actually worked by reference week (full-time employees; 2012)



Percentage of employed persons having worked less than usual in the reference week

	Hours actually worked		Average hours actually worked
	0 hours	more than 0 hours	
Austria	12.2%	20.4%	35.3
Belgium	10.5%	10.7%	34.2
Bulgaria	2.9%	5.3%	39.1
Croatia	5.9%	7.5%	37.9
Cyprus	6.4%	11.4%	37.7
Czech Republic	7.6%	12.7%	37.2
Denmark	13.2%	12.1%	33.5
Estonia	6.3%	14.0%	37.5
EU-28	9.8%	12.5%	35.8
Finland	15.0%	21.9%	31.9
France	14.6%	18.9%	32.2
Germany	11.5%	10.7%	35.8
Greece	3.5%	5.9%	38.6
Hungary	4.0%	10.8%	37.9

	Hours actually worked		Average hours actually worked
	0 hours	more than 0 hours	
Ireland	8.9%	10.0%	34.9
Italy	9.4%	7.6%	34.5
Latvia	6.0%	3.8%	37.5
Lithuania	7.3%	2.5%	36.7
Luxembourg	12.0%	7.1%	36.2
Malta	5.4%	17.6%	37.5
Netherlands	11.6%	13.9%	35.1
Poland	6.2%	9.8%	37.6
Portugal	9.4%	13.1%	36.4
Romania	1.9%	0.8%	40.4
Slovakia	6.4%	13.3%	37.1
Slovenia	12.3%	13.1%	34.7
Spain	9.5%	10.8%	35.7
Sweden	15.6%	21.7%	32.6
United Kingdom	9.0%	18.5%	37.4