

DIFFERENCE BETWEEN FRANCE AND UK

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HOLIDAY ENTITLEMENT

FRANCE

- 2.5 days per month of actual work (30 working days - 5 weeks for one years)
- reference period : June 1 _ May 31
- The period of taking paid leave : May 1 - October 31 and ends on May 31
- paid leave not taken lost

UK

- 5.6 weeks of leave in each calendar year (28 days)
- number of part-time paid leave is pro-rated.
- there is no reference period imposed :
Calendar year (from January to December)
or British fiscal year (from April to March)
- paid leave can be postponed

THE SICK LEAVE

FRANCE

- “Arrêt maladie”
- Sent to the employer and CPAM within 48 hours
- CPAM’s compensation

UK

- Fit Note : mandatory if the sick > 7 days
- Sent to employer
- Employer’s compensation

PARENTAL LEAVE MATERNITY LEAVE

France

- 16 weeks for 1 child – 28 from 3 children
- 6 weeks before date of birth
- Compensation during all the leave
- Conditions of subscription of social security

UK

- 52 weeks – 26 minimum
- 11 weeks before date of birth
- Compensation during 39 weeks
- Conditions of years of experience

PARENTAL LEAVE PATERNITY LEAVE

France

- Birth leave – without conditions – 3 days
- 11 days for 1 child – 18 days from 2 children
- Compensation during all the leave
- Conditions of subscription of social security
- Following the 4 months of the birth

UK

- 2 weeks
- From date of birth
- Compensation of 90% of wage
- Conditions of years experience and wage

PARENTAL LEAVE

France

- 1 year max for 1 child – 3 years from 2 children
- Parents need divide this leave
- Compensation during 1 year – 396€
- Lot of conditions

UK

- To 5th birth of child
- 13 weeks
- Without compensation
- Without conditions