

Alliant Global Services

Global Knowledge Center

France - 2024 Statutory Holidays

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Statutory Holidays

Legislation governing statutory holidays

Statutory Holidays are governed by Articles L3133-1 to L3133-12 the Labor Code.

Company agreements, or failing that, a collective bargaining agreement or a branch agreement may provide for better holiday-related terms than the Labor Code. (Labor Code Article L3133-3-1)

Schedule of 2024 statutory holidays

Statutory Holidays are set by Article L3133-1 of the Labor Code. In 2024 there are 11 statutory holidays observed over a total of 11 days. These are detailed in the table below.

Holiday	2024 Dates
New Year	Monday, 1 January
Easter Monday	Monday, 1 April
Labor Day ⁽¹⁾	Wednesday, 1 May
Victory Day	Wednesday, 8 May
Ascension	Thursday, 9 May
Pentecost	Monday, 20 May
National Holiday	Sunday, 14 July
Assumption	Thursday, 15 August
All Saint's Day	Friday, 1 November
Armistice Day	Monday, 11 November
Christmas	Wednesday, 25 December

(1) Employers must grant a day of rest with normal pay to employees on Labor Day. Exceptions may apply for providers of essential services.

Payment during statutory holidays

When a statutory holiday falls on a scheduled workday, employees are entitled to their usual pay, provided that they have been employed by the employer for at least 3 months. (Labor Code Article L3133-3)

An exception applies for Labor Day, when all employees, irrespective of their time in service are entitled to their usual pay.

Pay in lieu

The Labor Code is silent with respect to payments in lieu of the observance of statutory holidays.

Working on a statutory holiday

Employers can require employees to work on any statutory holiday except Labor Day, which is mandatorily a non-working day. (Articles L3133-3-2 and L3133-4 of the Labor Code)

Statutory holidays that fall on a non-working day

The Labor Code is silent on statutory holidays which fall on a non-working day.

Bridging of statutory holidays

The Labor Code is silent on the bridging of holidays that fall one or two days before or after a rest day - typically, Saturday and Sunday.

Employers may, however, grant one or two bridge days between a statutory holiday and a weekly rest day. When bridge days are granted, they must be paid.

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