

06/01/2026

## Sunday work and opening hours in retail and craft sectors

### 1. Extension of Sunday working hours

The Law of 19 December 2025 amending Article L. 231-4 of the Labour Code was published in Mémorial A No. 602 of 19 December 2025.

**The Law came into force on 1 January 2026.**

The exemption from the Sunday working prohibition provided for in Article L. 231-4 of the Labour Code is extended to all companies operating a “commercial or craft” activity referred to in Article 1 of the new Law of 19 December 2025 governing opening hours in the commercial and craft sectors (see point 2 below).

These companies are now allowed to employ their employees **for up to 8 hours on Sundays** (compared to a maximum of 4 hours before the Law) under the following conditions, depending on the size of the company:

? If the company has less than 30 employees: employees may work **up to a maximum of 8 hours without any special conditions.**

? If the company has 30 or more employees: employees may work up to a maximum of 4 hours. **A collective bargaining agreement (“CBA”) or social dialogue agreement will be required to employ those employees for up to a maximum of 8 hours.**

However, in the absence of an agreement, companies retain the option of having their employees work **up to a maximum of 8 hours with the authorisation of the Minister** for a maximum of 6 Sundays per year (i.e. the Sunday before Christmas, sales periods, etc.).

Key points for employers:

- > Be aware that you may now need to have a collective bargaining agreement or social dialogue agreement in force to employ your employees for more than four hours on Sundays.
- > The wage increase for hours worked on Sundays remains applicable.

### 2. Opening hours in the retail and craft sectors

The Law of 19 December 2025 governing opening hours in the retail and craft sectors was published in the Mémorial A No. 601 of 19 December 2025.

**The Law will come into force on 19 June 2026.**

This legal provision replaces the Law of 19 June 1995 governing the closure of retail shops in the commercial and craft sectors.

The main changes are as follows:

? The Law applies to commercial and craft activities that require a business licence and involve direct sales or the provision of

services to end consumers in a physical point of sale accessible to the public

Some activities are excluded from the scope of the Law (e.g. points of sale in cinemas, stations or airports; restaurants and bars, sports centres, etc.).

? **The opening hours will now be as follows:**

- > 5:00 a.m. to 9:00 p.m. Monday to Friday;
- > 5:00 a.m. to 7:00 p.m. Saturdays, Sundays, public holidays and the day before public holidays;
- > 5:00 a.m. to 6:00 p.m. on 22 June, 24 and 31 December.

Opening hours may be extended until 1:00 a.m. **by CBA or interprofessional agreement.**

? All establishments covered by the Law are required to close on 1 May, 25 December and 1 January, except for butchers, bakeries, pastry shops, caterers and consumption rooms, which may remain open from 5 a.m. to 7 p.m.

However, establishments may open on 1 May, 25 December and 1 January from 5 a.m. to 7 p.m. if provided for in a **CBA or inter-professional agreement.**

? Companies will have the option of opening continuously for 24 hours twice a year (notification of the opening must be sent to the Minister through a secure electronic portal no later than one week before the planned opening date).

? For essential shops (i.e. sale of food, medicines and health products, books, newspapers and stationery, etc.), 24-hour continuous opening from Monday to Sunday inclusive will be possible under a **CBA or inter-professional agreement.**

? **Penalty for non-compliance with these provisions:** a fine of between EUR 1,000 and EUR 25,000. In the event of a repeat offence within 5 years, the establishment may be ordered to close for a period of between 6 months and 2 years.

Key points for employers:

- > Ensure that you comply with the provisions on working hours (compliance with normal and maximum daily and weekly working hours, compliance with daily and weekly rest periods, etc.).
- > Please note that opening all day on Sundays does not necessarily mean that your employees can work for 8 hours!

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## EXPERTISE

### EMPLOYMENT & SOCIAL

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