

PERSONAL ARRANGEMENT OF WORKING HOURS AND WORKING TIME ON RELIGIOUS GROUNDS

Company name practices : DSM AVOCATS A LA COUR

Activity sector practices : Activités de services administratifs et de soutien

Company category practices : PME

Description of the action practices

Lawyers and staff belong to different religions, which brings religious diversity, a source of collective enrichment. Individual religious practices require requests for leave for religious holidays as well as working time arrangements (e.g. Ramadan).

Such requests are favourably considered, insofar as the collective organization of work and the needs of the profession allow.

Thus, religious practice remains individual and varied, and is not a source of conflict.

Context practices

The exercise and practice of religion in the workplace is becoming more and more diverse through membership of different faiths. This multi-faith reality needs to be taken into account.

Approach practices

In order to comply with the spirit of religious diversity and the text governing the matter, in particular the Act of 28 November 2006 transposing Directives 2000/43/EC and 2000/78/EC introducing into Book II of the Labour Code a Title V on equal treatment in employment and occupation; Thus defining the principle of equal treatment as "the absence of any direct or indirect discrimination on grounds of religion or belief, disability, age, sexual orientation, race or ethnicity", staff and lawyers are entitled to ask partners to leave earlier on certain days, to come in later in the morning or to agree to other working hours to enable them to practice their religion.

Objectives practices

Respect the principle of neutrality, while avoiding any proselytism.

Respect the equality of persons in religious matters and personal religious practices.

Impact practices

Prohibiting discrimination and ensuring individual religious practice is the expected and already observed impact. The firm's brand image has also been strengthened as a result.

« To do practices »

- Organising working hours or working hours to take account of religious holidays and allowing absences motivated by religious practices.
- Respect for the principle of good contractual faith and teamwork, as well as the requirements of the legal profession.

« Not to do practices »

Frameworks should be established to ensure that the practice of religion is not detrimental to the interests of the firm, but also to ensure that the member or members benefiting from this arrangement are not exposed to pressure from their colleagues or fellow members in the context of their religious practice.