

France

There is indeed a government help for companies who need to reduce activities of their workers, or even to suspend it, due to the crisis.

This is called « partial activity » and allows the employer to unilaterally reduce the volume of hours of employees when, due to exceptional circumstances, there is a drop in activity which require to do so to avoid redundancies.

There is a formal process to respect: information of employees (or consultation of the staff representatives if any), request for authorization from the government (online on a dedicated website). Then, the employer pays 70% of the gross salary (which equals to roughly 84% of the net salary, with at least the legal minimum salary to be paid) and this amount is then reimbursed by the state (but for the moment, with a maximum of 8,04 € for companies under 250 employees).

I have unfortunately not found any complete and up to date website in English (there is the official French website providing information, but published only in French : <https://www.service-public.fr/professionnels-entreprises/vosdroits/F23503>)

Please note 2 important things about this scheme:

- It is about to be updated and improved in the coming days (100% of the costs should be reimbursed by the State, the company would have more time to fill in the request for authorization,...)
- It is not open to companies who do not have a permanent establishment on the French territory -> therefore, if your client has hired people without establishing an office and having an address in France, this might be an issue to benefit from this system

Another thing that exists is the possibility for people who have children under 16 to benefit from a sickness certificate and be covered at 50% by the healthcare system (due to the shutdown of schools).



Caroline BARBE
Associée- Partner

cbe@solucial.com

LILLE

153 bis bvd de la
Liberté
BP 91010 59011 Lille
Cedex
Tél. +33(0)3 20 42 19
66

www.solucial.com

PARIS

34 rue Godot de
Mauroy
75009 Paris
Tél. +33(0)1 47 04 27
55

[1]