

Compulsory Closure of All Public Locations

All cafes, restaurants, hotels and stores that are not essential are closed until 15 April 2020, at least, and it is likely that this measure will be renewed until further notice.

Dealing With Employees Who Cannot Work Due to Business Closures or Whose Activity Is Reduced or Even Null Due to the Impact of COVID-19 on the Business

The employees' remuneration cannot be suspended. French government has also advised against termination and invited affected companies to resort to "partial activity".

Under this scheme, the employer pays unworked time (rate depending on the employees' salary) and the state refunds the employer. Measures are implemented to simplify/accelerate the applications to this scheme.

Confinement Measures

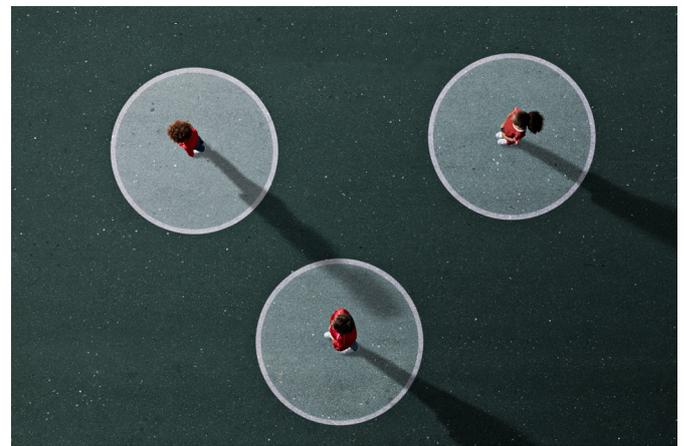
All French citizens are required to stay home until further notice and for at least 15 days. Any infringement of this rule is punished by an individual fine.

This has the following consequences:

- **Telecommuting is mandatory any time it is possible.**
- **If teleworking is not possible:** a specific **sworn statement must be established by the employer** and delivered to the employee, who will have to be able to present it to authorities in case of control. A model of sworn statement is available online at the government's [website](#).

Adaptation of the Single Risk Evaluation Document

The risk evaluation single document is mandatory in all companies in France. Covid-19 is a new risk that must be inserted in this document, in particular for employees who cannot telecommute.



Social Distancing Measures

Employers must:

- Cancel all travel that is not essential
- Avoid all meetings (unless they are held at a distance with video conference, for example)
- For those who cannot telecommute, impose "barrier gestures" and minimal distance between workers

Business Continuity Plan

In 2009, when the H1-N1 epidemic threatened to expand in France, the French government recommended that companies implement a Business Continuity Plan (BCP). This tool, though non-mandatory, remains very useful. It includes the following information:

- Identification of the vital areas of activity
- Anticipated leaves of absence and consequences to these vital areas
- Identification of key contacts
- Measures taken to face the numerous leaves of absence, including changes in work hours, implementation of telecommuting, etc.

Sick Leave

The salary of the employee on sick leave can be maintained in all or in part, depending on the applicable collective bargaining agreements. This includes the payment of social security sick pay and additional health insurance sick pay.

Employees forced to stay home to take care of their children under 16 can benefit from this sick pay or 14 days (renewable). This measure only concerns one of the two parents and is not supposed to apply to workers who telecommute.