

## COVID19 - Country Updates - France

Updated 10th April 2020

The most efficient way to prevent the spread of covid-19 is to limit physical contacts. That is why the French Government has announced that it is imperative that telework be implemented for all employees who can telework until further notice.

Some employees may not be able to work due to a quarantine measure or the closure of day-care centres and schools. Thus, the employees mentioned below are entitled to receive a daily social security allowance from the French Social Security Administration as from the first day of their work stoppage and with no minimum seniority requirement:

- Employees who are in quarantine after having been identified as a “high-risk contact case” (“cas contact à haut risque”) by the Regional Health Agency,
- Employees caring for children under the age of 16 or children with disabilities without age limit during the closure of his/her day-care centres and schools, when telework is not possible. In this case, employers fill in a declaration online (<https://declare.ameli.fr/>). Only one parent may benefit from this work stoppage, however, it may be shared between the parents if it is possible to split it. An application must be completed for each period of the work stoppage.
- Vulnerable employees (especially employees admitted on long-term leave or pregnant women mainly from the third trimester of pregnancy) and for whom telework is not possible.

In addition to the social security benefits, it is also provided that these employees are entitled to an additional allowance paid by the employer without any seniority condition and from the first day of the work stoppage, which guarantees them, taking into account the daily allowances of the Social Security, 90% of their remuneration for 30 days and then 66.66% for the following 30 days. This provision is applicable until August 31, 2020. However, no details have been provided as to how this rule relates to the provisions of any contractual or conventional (i.e. provided for the applicable Collective bargaining agreement) health insurance scheme that may be in force.

## Let our Network Become Your Network

Through our local staff and global network, we can support your business on-the-ground when challenges and borders prevent you from being there yourself.



## Supportive Services to Suit Your Business

Mauve Group’s solutions help you to adapt to a changing global environment and position your business securely. Our service packages can be engaged in the short- or long-term for your global employees or overseas entities.

**1 Employee Mobility** – If you have employees who want to return to a home country for health or safety reasons, we can help by facilitating their employment in that location and advise of any in-country liabilities that might arise for your organisation. When movement is limited globally, we can review immigration requirements and provide much needed travel advice through our Global Visa and Immigration services.

**2 Payroll, Tax and Risk Assessments** – Our teams in Payroll and Compliance can assess fiscal impacts, liabilities or risks that may arise from adapting your in-country business to new conditions, such as risk of permanent establishment. For relocating staff, we can carry out payroll calculations as well as salary and benefit benchmarking. We can provide advice on new governmental economic measures available to your business or workers, and any benefits or incentives due to home-based employees.

**3 In-country Operational Cost Review** – Our local experts can review the operational costs of your international business, make suggestions to reduce in-country expenditure and implement them as needed.

**4 Remote Working Solutions** – We can help to facilitate employees to work remotely on a long or short-term basis. If they are unable to travel or need to work from a different location to the office, our Global Payroll or Employer of Record solutions can make this possible. Our teams can consult on HR compliancy in-country, ensuring your contracts and HR procedures adhere to labour law through our HR Risk Assessments and Employment Factsheets.

**5 Remote Entity Management** – Need help with the logistics of managing your overseas entity from afar? We can offer in-country representation on your behalf, granting you access to our on-the-ground staff and expert partners. Should you need to open or close an entity due to changing business needs or accessibility issues, we have the network to facilitate this.

**6 Employee Wellbeing** – To preserve peace-of-mind for international and remote workforces, we can offer local insurance covers, access to in-country points-of-contact, local education and training, and worker protection and evacuation services through our partnership with an international security firm.

## Why Use Mauve?



Experience helping organisations expand into new territories



Established network in over 150 countries worldwide



Clients stay with us - average contract length of 5 years