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Factsheet for case **FR-2020-13/217**

Partial activity emergency measures

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Country	France, applies nationwide
Time period	Open ended, started on 27 March 2020
Type	Legislation or other statutory regulation
Category	Employment protection and retention – Income support for people in employment (e.g. short-time work)
Case created	31 March 2020 (updated 03 April 2020)

Background information

An ordinance to enact “emergency measures” related to short-time working, which was published in France’s official journal on 28 March, temporarily modifies the rules on how certain employees (part-time workers, apprentices and individuals on professional training contracts) are compensated and opens up the system to groups that are normally excluded (public companies, individuals who work from home). It also modifies the rules for employees that do training during the short-time working period as well as short-time working in the case of protected employees (e.g. staff representatives).

Content of measure

The new ordinance guarantees partial time workers the same rights to minimum monthly remuneration as full-time employees. Apprentices and employees on a professional training contract will be compensated with 100% of their usual remuneration.

Employees who during the period of short-time follow a training course are normally compensated by their employer with 100% of their remuneration. For training programmes agreed between employees and employers after the entry into force of this ordinance, employees will only receive 70% of their remuneration. When short-time working is applied for all employees at a company, establishment, department or workshop to which a protected employee is assigned or posted, the employer’s decision is binding on protected

employees. As a result, until the end of the health crisis, the employer does not have to obtain the agreement of protected employees to put them on short-time working.

Use of measure

Not available yet.

Actors, target groups and funding

Actors	Target groups	Funding
National government Company / Companies	Employees Other workers & citizens All companies	National funds

Social partners

Role of social partners	Consulted
Form of involvement	Direct consultation

the opinion of the CSE (Conseil social et économique) was required because employers will have to consult them within 2 months of the request for partial activity

Sectors and occupations

This case is not sector-specific.

This case is not occupation-specific.

Sources

- 28 March 2020: Ordonnance n° 2020-346 du 27 mars 2020 portant mesures d'urgence en matière d'activité partielle (www.legifrance.gouv.fr)
- 30 April 2020: Activite partielle - covid 19 - CPME