

Information on Covid-19

Monday, May 11th, 2020

GETTING BACK TO BUSINESS IN FRANCE

The framework of measures to support the resumption of activity:

Following the President's announcement on 13 April of the gradual reopening of schools, the government has drawn up a plan for the gradual easing of lockdown restrictions and has called for **the full resumption of economic activity in France as of 11 May**.

For companies, resuming their activities while the virus is still circulating is part of a collective effort that will be supported by public authorities, business leaders and employees, schools and transport operators.

To support companies as they prepare to welcome their employees back to the workplace, on 4 May the French employment ministry issued a **"national lockdown exit plan setting out what companies must do to ensure the health and safety of employees"**. This document lays down the collective protection measures that private-sector employers must put in place.

11 May

Employees who do not need to be present in the workplace should continue to work from home; where necessary, the occasional or periodic physical presence of remote workers must be organised such that the number of employees actually in the workplace at the same time is reduced to a minimum.

If the presence of employees is essential, The company must implement collective protection measures as a priority, particularly organisational measures, as detailed in the national lockdown exit plan.

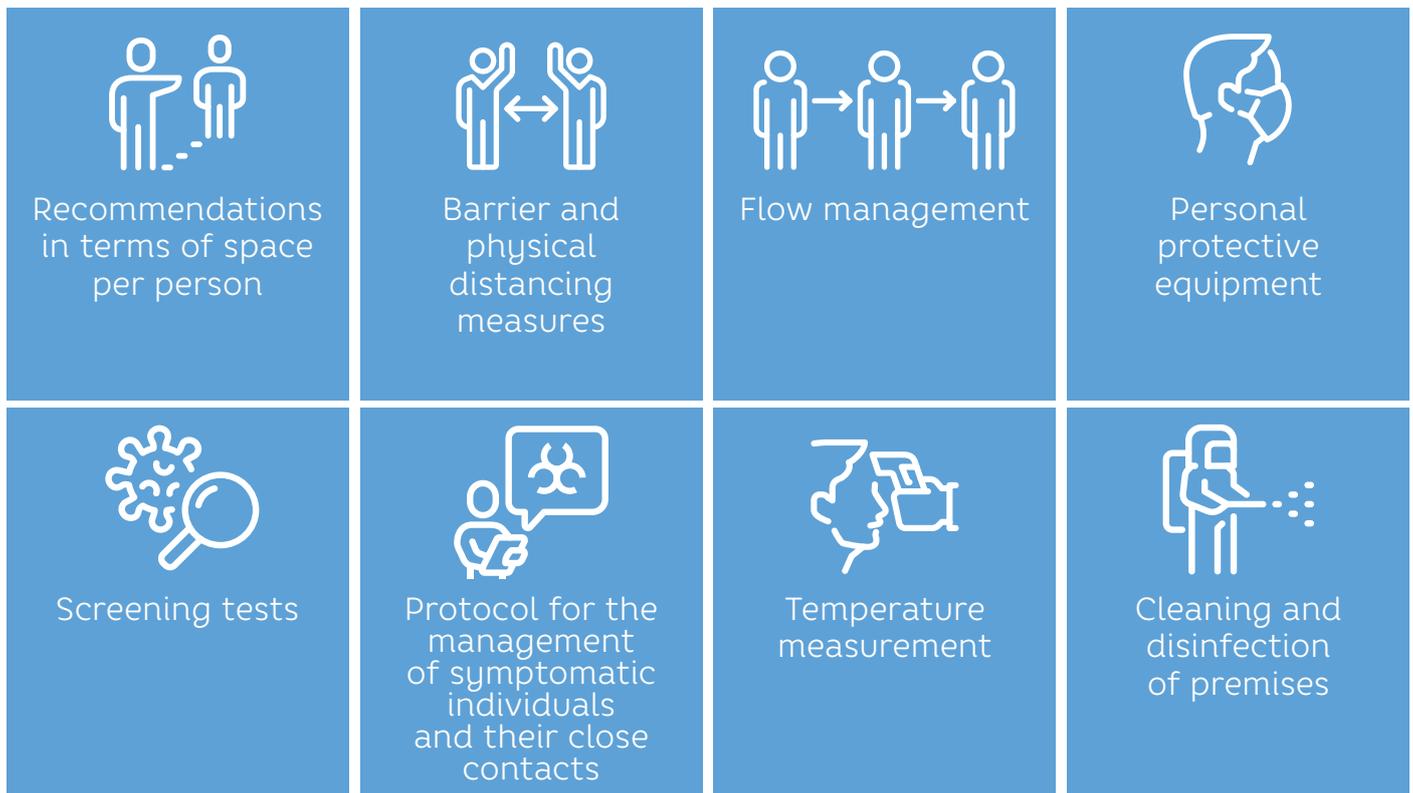
Early June

The government will present the second phase of the lockdown exit plan according to developments in the national health situation

The “national lockdown exit plan”, which sets out what companies must do to ensure the health and safety of employees, lists the government’s guidelines for preparing for the resumption of activity in the workplace.

While employers are not responsible for making sure that their employees are not exposed to risks, particularly health risks, they must prevent them as far as possible. If the risks cannot be prevented, employers must assess them regularly in accordance with government guidelines, and then take all useful measures to protect exposed workers.

The plan details the collective protection measures (technical and organisational solutions) and the individual protection measures (protective equipment) that constitute the government’s guidelines for the current recovery phase, considering the health situation following the Covid-19 epidemic.



In addition to **48 occupation-specific guides** developed by the employment ministry in partnership with trade associations and the social partners. The definition and implementation of these measures require prior reflection within a framework of consultation with the social partners, in order to make sure that they are feasible, effective and adopted by as many as possible of those involved in the fight to prevent the virus from spreading.

This is in the interests of both employees and companies. Employers are responsible for the safety of their employees. They must be able to respond to their employees’ concerns and protect them from the risk of contamination.

PRIOR TO THE RECOVERY PHASE



Consultation with the social partners

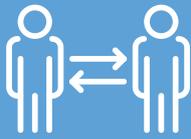


Define appropriate measures to protect workers

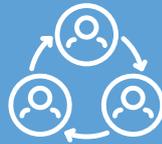


Draw up the workplace decontamination plan

IN THE COMPANY



Barrier measures and physical distancing rules



Implementation of a circulation plan to reduce face-to-face contact



Allow at least 4m² of space per person



Reorganise public and work spaces



Installation of physical separation barriers



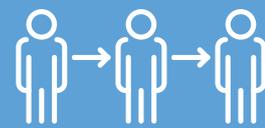
Floor markings



Reorganisation of work: adjustment of working hours and tasks



Remote working and/or occasional or periodic physical presence of remote workers



People flow management
Limit the number of employees, customers, suppliers and service providers



Personal Protective Equipment (PPE)
Optional



Cleaning and disinfection of premises



Protocol for the management of symptomatic individuals and their close contacts

If a collective protective solution cannot be used

Masks



FFP1 masks or alternative, non-medical grade masks suitable for the general public, in addition to barrier and physical distancing measures.

Possibility of requiring everyone in the company to wear a non-medical grade mask.

Screening tests (cannot be organised by the company)



Pass on health advice from the health authorities.

If an employee is showing symptoms: ask them to leave the workplace and encourage them to consult a doctor remotely to get a prescription for a screening test.

Temperature screening



Recommended on an individual basis (if feverish).

Not recommended when entering the workplace but may be provided for in internal regulations.

Basic lockdown exit rules



Wash your hands regularly with soap and water or hand sanitizer. Do not dry your hands with non-disposable paper towels or tissues;



Avoid touching your face, especially your nose and mouth;



Blow your nose, cough, sneeze or spit into a disposable tissue, and bin it immediately;



Cough and sneeze into your elbow or a disposable tissue;



Introduce physical distancing measures:

- do not shake hands, kiss or embrace;
- stay at least 1 metre away from others (i.e. 4 m² of space per person);



Air closed rooms regularly (every 3 hours) for fifteen minutes;

Regularly disinfect objects and surfaces, including toilets;



Do not wear gloves: they give a false sense of security. Gloves are a source of cross-contamination. The risk of touching your face is the same as if you weren't wearing gloves, so the risk of contamination is the same or even greater;



Stay at home if you have symptoms suggestive of COVID-19 (cough, shortness of breath, etc.) and contact your GP (if the symptoms are severe, call 15);



Systematic temperature screening at the entrance to companies/buildings is not recommended, but anyone who feels feverish is encouraged to take their temperature themselves and, more generally, to monitor any symptoms suggestive of COVID-19.

