

Information on Covid-19

Tuesday, June 2nd, 2020

FREQUENTLY ASKED QUESTIONS

— What measures have been taken to encourage recruitment during the health crisis?

Companies providing essential services are in dire need of manpower, to ensure their activities and the economic continuity of the country.

The Government has thus created a platform designed to facilitate exceptional mobilization for employment and enable volunteering workers to apply in these priority sectors.

The temporary secondment of employees can also be implemented to enable companies involved in priority activities to the Nation, to be maintained without interruption, to enable French men and women to supply themselves and protect their health.

The launch of the #MobilisationEmploi platform

For whom?

The French Ministry of Labor has launched on April 2, 2020, the [#MobilisationEmploi](#) platform with the support of Pôle Emploi, to meet the need for manpower reinforcement in the priority sectors for the economic continuity of the country.

This platform is primarily intended for priority sectors that need to recruit at this time of the year and willing to give visibility to their needs to available candidates, either job seekers or on short-time working. Job offers can be posted online without having to create an account.

The following sectors of activity are particularly brought to the fore: medico-social, agriculture, food processing, transport, logistics, commerce, home help, energy, telecoms.

Employees benefitting from short-time working thus have, provided they have received prior approval from their employer, the possibility of entering an employment contract with a company in the agricultural and food-processing sector, where additional manpower is required.

Employees benefitting from short-time working will be able to combine their short-time working allowance with the salary of their employment contract, provided they have received prior approval from their employer and that a 7-day notice period was observed before resuming work.

Furthermore, employers in the agricultural industry which hire these employees must release them from their obligations within the same 7-day notice period.

How?

The [#MobilisationEmploi](#) platform allows any recruiter to make their needs known in a simple and quick way. They are contacted within 24 hours by a Pôle Emploi business liaison.

To facilitate hiring, a recruitment process is put in place with the support of Pôle Emploi, which contacts employers to help them define the position requirements. A pre-selection of candidates can also be carried out by Pôle Emploi, at the discretion of employers, on their behalf.

Easy contact points have been specifically set up by Pôle Emploi to assist companies in their recruitment process, by telephone on 3995 (toll-free number) or by e-mail via the recruiters' section on [Pôle Emploi](#).

In light of the current context, Pôle Emploi counsellors are to remind recruiters that the mandatory sanitary instructions provided by the Government must be implemented for any published job offer.

To assist employers in implementing these health and safety instructions, the Ministry of Labour has put «job advice sheets» online for their use, explaining how to prevent the risk of Covid-19 contamination.

These sheets can be found at the following address:<https://travail-emploi.gouv.fr/actualites/l-actualite-du-ministere/article/coronavirus-covid-19-fiches-conseils-metiers-pour-les-salaries-et-les>

Which sponsors?

Through the creation of the [#MobilisationEmploi](#) platform by the Government, various economic and institutional actors of employment have joined forces to support companies and professionals providing essential services.

The list of these actors is available at the following address:
<https://www.pole-emploi.fr/actualites/a-laffiche/les-partenaires.html>

Temporary secondment of employees

Given the nature of this crisis, the ministry of Labor makes it possible for unoccupied employees who wishes for it, to be transferred temporarily to a company facing a lack of staff.

This temporary secondment implies the prior consent of the employee and both companies.

As part of this mechanism, the employees' work contract and 100% of their usual salary are maintained, paid by the initial employer. The company temporarily hosting the employee shall then repay the salary.

Secondment of employees between two companies requires an amendment to the employee's work contract as well as the signing of a secondment agreement.

To download a work contract amendment template for secondment:
<https://travail-emploi.gouv.fr/IMG/docx/modele-avenant-contrat-travail-pmo.docx>

To download a secondment agreement:
<https://travail-emploi.gouv.fr/IMG/docx/modele-convention-pmo.docx>

For more information, please visit:

<https://mobilisationemploi.gouv.fr/#/accueil>

<https://travail-emploi.gouv.fr/actualites/l-actualite-du-ministere/article/mobilisation-exceptionnelle-pour-l-emploi-lancement-d-une-plateforme-de>

<https://travail-emploi.gouv.fr/le-ministere-en-action/coronavirus-covid-19/questions-reponses-par-theme/>

<https://www.gouvernement.fr/info-coronavirus#partie7n5>

<https://code.travail.gouv.fr/dossiers/ministere-du-travail-notre-dossier-sur-le-coronavirushttps://mobilisationemploi.gouv.fr/#/accueil>