

## 📌 Covid-19's news

### ➤ Labour inspection control is strengthened to enforce measures to fight Covid-19

*Instruction to the General Directorates of Labour of 3 February 2021*

In order to ensure compliance with measures to fight Covid-19, the general Labour Directorates are called upon to strengthen their vigilance and control against companies.

- Where working in remote is possible, labour inspection control officers should in particular, :
  - **Ensure that the return to work once a week does not lead to gatherings in companies** for service meetings or meals taken collectively ;
  - Control the implementation of preventive measures through **automatic checks** in the event of checks carried out by labour inspection officers or targeted in sectors where remote work is less widespread.
- Where remote work is not possible, labour inspection control officers should continue to check in :
  - **Targeting more specifically certain sectors and in particular the retail sector** ;
  - Being very vigilant in the following situations : collective work spaces, collective catering places etc. ;
  - **Verifying the effects of curfews** and the postponement of working hours on employees' weekly rest periods, **particularly in the retail sector**.

### ➤ Measures extending the missions of occupational health services

*Ordinance 2021-135 of 10 February 2021*

- **Until 1 August 2021**, occupational health services will be able to prescribe work stoppages and medical certificates authorising the placement of vulnerable persons in partial employment, prescribe and carry out screening tests. They will also participate in the vaccination campaign.
- **Until 2 August 2021**, the medical visits and examinations referred to in the decree of 22 January 2021 may be postponed for one year.

## 📌 The duration of redeployment leave is extended

*Social security financing law for 2021, article 8*

In the case of economic redundancies in companies or groups with at least 1,000 employees, the employer is required to offer to the concerned employees a redeployment leave.

This consists in **offering the employee threatened with redundancy one or more training courses and the assistance of a support company in the job search process after, if necessary, a skills assessment.**

**Since 1 January 2021**, the duration of redeployment leave can be extended to **a maximum of 24 months when the employee benefits from a training or professional reconversion action** (instead of 12 months).

The monthly compensation paid by the employer to the employee after the execution of the notice period (the duration of which is included in the redeployment leave) is 65% of the average gross remuneration.

**This compensation is exempted from social security contributions but is subject to CSG and CRDS.**

**The increase of the duration to 24 months could be a leverage for other impacted employees, who do not benefit from a training or professional reconversion action, to negotiate the same duration.**