



## France

### ***Impact of the COVID-19 outbreak in the EFFAT Sectors and measures taken to deal with the consequences of the pandemic***

*EFFAT affiliates: CFDT, FGTA-FO, CFTC-CSFV, CFTC Agri, CGT, CFE-CGC Agro, CFE-CGC Inova*

#### Governmental measures

The law allows unemployed and partially unemployed employees to work in the agricultural sector. This partly compensates for the lack of manpower (but there is the question of skills, they are not trained)

The adoption of the emergency bill of 22 March for 2 months: (government measures) implements the following orders.

Organisation of working time :

- Facilitation of recourse to partial activity in order to avoid economic redundancy
- Modification of the dates for taking paid holidays within the limit of 6 working days per branch or company agreement
- Possibility to increase the working week up to 60 hours.
- Bonus of 1000 euros for on-site employees
- Easing of childcare conditions

More information on the governmental measures in France can be found on the ETUC webpage [here](#).

#### Impacts in the EFFAT sectors and specific measures adopted to deal with them

##### **Agriculture sector:**

According to the FNSEA, the border closure will result in the loss of 10,000 seasonal jobs for workers from Poland, Romania and the Maghreb countries. The most affected sector is market gardening for the cultivation of radishes, cucumbers and asparagus.

The lack of seasonal workers will affect farms in the coming weeks. Employers hope to compensate for this lack with a larger French workforce.

SNCEA/CFE-CGC informed its members about the impact of COVID-19 on the agricultural sector and on their employment. Agricultural companies and employees are encouraged by the authorities to maintain their activities to meet the food needs of the French population.

A communication was also carried out to transmit travel certificates and proof of professional trips so that agricultural employees can maintain their activity in the French countryside.

Moreover, a platform set up by the Start up Wiziform in collaboration with ANEFA (a joint association co-managed by employers' and employees' trade unions in agriculture) and the FNSEA has set up a platform "arms in my plate" to encourage contact between agricultural employers and local employees (to overcome the lack of manpower and to encourage the hiring of local employees to avoid population movements during periods of confinement). Many employees have registered but it is necessary to sort out (skills problem). Cf: link below

<http://www.anefa.org>



<http://www.anefa.org/sites/default/files/CP-Une-solution-de-recrutement-pour-lagriculture-COURTINE-Sylvie-FNSEA-1-1-1.pdf>

More information can be found on the ETUC Webpage [here](#)

### **Food, Drink and Tobacco sector:**

Some companies in the agri-business sector are doing very well, but we fear a slowdown in productivity and a break in the food chain in companies that are doing well because of:

- The absenteeism rate which is 20% (it increases every day) due to the lack of mask, gel and gloves. Employees are afraid of being contaminated.
- The breakdown of supply chains (repair parts for production lines, packaging, imported raw materials: e.g. chocolate, coffee) This raises the question of the definition of basic foodstuffs.
- Logistics and transport barriers that can lead to cost increases
- Some sectors of activity are at a standstill: industrial pastry making for example.

### **HRCT sector:**

#### Measures adopted in specific companies:

The FGA-CFDT considers that government measures must be adapted on a case-by-case basis through social dialogue, company by company, according to the reality on site in each company.

To this day, we can see that in companies where social dialogue is good, everything is going well. For others, it is much more complicated, and the crisis highlights the need for social dialogue, which is essential for employees but also for companies.

The FGA-CFDT is opposed to the use of 60 hours in the food industry. If there were to be an increase in working hours in some places, this could only be done within the framework of social dialogue, taking into account the realities of each company, and without going as far as 60 hours.

#### [Tereos; accord de protection des salariés et continuité d'activité signé](#)

*For more information on the measures adopted in transnational companies please check the main page*

#### Additional Information

- [Press release - Les salariés de l'agroalimentaire au rendez-vous](#)
- [Press release - Accord ONF du 3 avril](#)
- [Press release - Travail en agriculture: l'action et la responsabilité d'abord](#)
- [Press release – La FGA-CFDT s'inquiète pour la santé des salariés](#)