

Romania:

The working group constituted at the governmental level from the representatives of all the institutions responsible for the Romanian economy, agreed a first plan of economic measures (only measures concerning industry and social measures are indicated hereunder):

- The government will finance a state aid scheme of 300 million lei (approx. 62 million euro) to support the national strategic companies CFR (railway) and TAROM (airlines).
- Exemption from the payment of social and healthcare contributions for a period of 3 months for employees of companies active in the fields of tourism, transport and entertainment. (As a side note, you might remember that in Romania the employees are paying these contributions and not the employer. This change was introduced about 2 years ago.)
- For the persons in isolation / quarantine, the payment of the utility bills and the suspension for 3 months of their monthly loan payments to banks will be ensured. Also, the budgets of the city halls will be supplemented by transfers from the state budget to ensure a minimum basket of food for those in isolation at home.
- In case the coronavirus epidemic reaches the third stage (over 2000 confirmed cases), the payment of the monthly payment of bank loans for the entire population will be suspended for 3 months.
- Employees of SMEs in sectors heavily affected by the negative impact of the coronavirus crisis will be exempted from paying contributions and income tax.

Recommendations by the Ministry of Health, Labor and Social Protection

In the context of the epidemiological situation in the country and the occurrence of the risk of illness with COVID-19, the Ministry of Health, Labor and Social Protection comes with the following recommendations for employers and employees:

1. Assessing the possibility of working from home;
2. Establishing, with the written agreement of the employee, the individualized work programs, with a flexible working time regime;
3. Establishing part-time work, with the agreement of both parties. The employees will be remunerated in proportion to the time worked or according to the volume of work done;
4. In case the work/production needs to be stopped, with the exception of the case of technical unemployment, remuneration is made at least 2/3 of the basic salary per established time unit, but not less than the minimum salary;
5. In case of temporary impossibility of continuing the production activity by the unit or by its internal subdivision for objective economic reasons, the employer may announce technical unemployment, with the payment of an allowance that cannot be less than 50% of the base salary;
6. Granting the employees (based on a written request) the annual rest leave, including the unused annual rest holidays, with the payment the leave allowance;
7. Granting the employees (based on a written request of the employee and with the consent of the employer) an unpaid leave.

Sources:

- Ministry of Health, Labour and Social Protection: <https://msmps.gov.md/ro/content/recomandarile-ministerului-sanatatii-muncii-si-protectiei-sociale-vederea-asigurarii>
- Adevarul Financiar (newspaper): <https://adevarulfinanciar.ro/macroeconomie/indicatori-macro/planul-de-noua-masuri-economice-aprobat-de-guvern-pentru-sprijinul-comaniilor-si-angajatilor/>