

## NATIONAL RESPONSES TO ADDRESS THE COVID-19 EMERGENCY

Countries are taking steps to address the COVID-19 emergency and its negative effects on workers, the economy and society. Information about **national responses** can be found in the table below. For more details and the most recent updates, please check the information for each individual country under: <https://news.industrial-europe.eu/p/covid-19>

Country	Measures	Details
Austria	Tripartite Agreement	<ul style="list-style-type: none"> <li>- 4 billion-EUR package to prevent insolvencies and unemployment.</li> <li>- Cancellation of the zero-deficit policy.</li> <li>- For parents taking up to three weeks off for childcare, the state will cover one third of the costs of the special childcare allowance.</li> </ul>
	Short-time work model	<ul style="list-style-type: none"> <li>- 400 million euros for short-time work as part of the new 'Corona crisis fund'</li> <li>- Working time can be reduced to zero, meaning that companies can send their employees home and keep them employed.</li> </ul>
Belgium	Lockdown	<ul style="list-style-type: none"> <li>- Companies - regardless of their size - are obliged to organise telework for any function where this is possible without exception.</li> <li>- Companies that cannot do so will have to introduce social distancing measures in the workplace. If it is impossible to implement these obligations, companies will have to close down.</li> <li>- some workers are temporarily unemployed due to "force majeure" or for "economic reasons". In this case, they cannot go to work but their loss of income is partially compensated by an unemployment benefit (chomage partiel) of 70% of their salary. Both blue-collar and white-collar workers are entitled to this benefit.</li> <li>- Trade unions in industrial sectors are extremely concerned. The call for health to take precedence and allow for temporary unemployment for all workers.</li> </ul>
	Temporary unemployment compensation	<ul style="list-style-type: none"> <li>- Belgian government announced on 19 March that temporary unemployment compensation – both for economic reasons and force majeure – will be increased for a period of three months. This will rise from 65% to 70% of workers' gross daily wages, with a daily supplement of €5.63 added for cases of "force majeure" and €2.00 for cases of "economic grounds".</li> <li>- In addition, in order to avoid excess waiting time for the creation of a new file with the ONEM (the national employment office) and therefore a</li> </ul>

		<p>potentially large loss of income, the government has also proposed the immediate payment of a lump sum of €1,450 (corresponding to the minimum daily amount, converted into a monthly figure), which will then be deducted from the actual amount of compensation that is ultimately paid, once the application has been duly processed.</p> <ul style="list-style-type: none"> <li>- Self-employed people may apply to the social insurance fund for replacement income, known as a 'bridging right', which amounts to €1,266 per month (€1,582.46 per month in the case of workers with dependents).</li> <li>- Among other support measures, the federal government has already decided, on 6 March, to allow companies and self-employed people to defer the payment of social security and tax contributions.</li> </ul>
<b>Czech Republic</b>	Regulation amendment	<ul style="list-style-type: none"> <li>- the nursing care to parents who have to take care of children due to the closure of schools and pre-school facilities is provided. Parents of children up to 13 years old (up till now to 10 years old) are thus entitled to benefits for the whole time the school's facilities are closed. Unfortunately, it has not been possible to increase this benefit, so for example single parents with children will have difficulty paying the necessary living costs.</li> <li>- employees of companies that were closed down by the Government order, which is the majority of service establishments (theatres, sports facilities, shops outside food and pharmacies, etc) receive full wage compensation, the Government pays 80% to employers.</li> <li>- employers who cannot produce because at least 30% of their employees cannot come to work because they are quarantined or caring for children will be fully compensated.</li> <li>- employers who have to stop or reduce production because they do not have components or because of similar operational reasons: employees receive compensation of 80% of their earnings, half of which will be paid by the State. Trade unions hoped for a higher share of the State, moreover, the amount is limited and the limiting factor is based on the average earnings in the country, but in the metal industry the earnings are higher, so even this additional part of the costs will not be compensated to employers.</li> </ul>

		<ul style="list-style-type: none"> <li>- The biggest disappointment for trade unions is the provision implemented in case an employer reduces production because of a decline in demand for its products or services. In this case, trade unions can agree with the employer on the amount of compensation with a minimum of 60% and the employer receives half of the costs. Trade unions are pushing employers to provide higher compensation than 60% in order not to reduce the purchasing power of employees. In many cases, this has been achieved. Here too, however, there is a ceiling on this contribution from the State, so if the wages in the company are average or above average, this increase will not be compensated at all.</li> <li>- Parliament has also taken further measures in the field of half-year relief of health and social insurance payments for self-employed.</li> <li>- Interest-free loans for entrepreneurs are provided, and the allocated funds have been increased.</li> </ul>
<b>Denmark</b>	Tripartite Agreement	<ul style="list-style-type: none"> <li>- The government offers to cover 75 percent of an employee's monthly salary, up to a limit of 23,000 DKK (3,400 U.S. dollars) per month, with the remaining 25 percent paid by the company.</li> <li>- For hourly workers, the wage compensation will be 90 percent of their salary, with a limit of 26,000 DDK (3,900 U.S. dollars) per month.</li> <li>- Companies are obliged to continue paying a full salary during the period and not fire any employee while retaining others to qualify for government help.</li> </ul>
<b>Finland</b>	Joint Social Partners' proposal	<ul style="list-style-type: none"> <li>- Temporary reduction of employers' pension contributions by EUR 910 million. The buffer will be replenished by temporarily increasing the employer contribution between 2022 and 2025 so that the effect of the temporary reduction will be fully offset.</li> <li>- Postponement of payment of earnings-related insurance contributions</li> <li>- Temporarily increase labour law flexibility for the private sector until 31 December 2020</li> <li>- Clarify the option to lay off employees before the conclusion of co-determination negotiations</li> <li>- State to assume obligation to pay remuneration in exceptional circumstances (suspension of work by authorities; school or kindergarten closure of a child under 12 years old)</li> <li>- Allow the cancellation of an employment contract during a trial period for financial and production-related reasons. At the same time,</li> </ul>

		<p>stipulate that there will be no unemployment benefit waiting period or deductible days when a trial period is cancelled.</p> <ul style="list-style-type: none"> <li>- Extend the obligation to re-employ to 9 months if the employee has been dismissed during the fixed-term changes to labour law contained in this agreement.</li> <li>- Improve the income security of those who are laid off or unemployed until 31 December 2020</li> <li>- In the case of lay-offs of 10 or more persons, the employer must send a lay-off notice to TE Services and to the benefit payer.</li> <li>- The state will contribute to the funding of lay-off allowances for a limited period up to the end of 2020, by funding a portion of the basic earnings-related allowance.</li> <li>- The operational capacity of unemployment funds and the prompt payment of benefits are guaranteed in all situations. The state prepares to support the operation of unemployment funds with EUR 20 million in 2020 according to separately agreed principles.</li> </ul>
<b>France</b>	Emergency bill to deal with the Covid-19 epidemic	<ul style="list-style-type: none"> <li>- Within three months of emergency bill's publication, the government will be able to use ordinances to take interim measures in both labour and social security legislation.</li> <li>- Limiting the termination of employment contracts and mitigating the effects of the decline in activity by raising recourse to partial activity. To this end, the bill will enable the government to put in place: an extension to new categories of beneficiaries; a reduction in income losses for employees (with the remainder borne by employers), and the self-employed, via different arrangements for implementing the legislation; improved connectivity with vocational training; improved assessment of part-time employees.</li> <li>- Giving employers greater unilateral powers over leave as well as a derogation from Labor Code and collective agreement related rights to rest periods.</li> </ul>
	Immediate business support measures	<ul style="list-style-type: none"> <li>- Deadlines for the payment of social and/or fiscal instalments (URSSAF, direct taxes);</li> <li>- In the most difficult situations, direct tax rebates that can be decided in the individualized review of applications;</li> <li>- The deferral of payment of rent, water, gas and electricity bills for the smallest companies in difficulty;</li> </ul>

		<ul style="list-style-type: none"> <li>- Aid of EUR 1 500 for the smallest enterprises, the self-employed and microenterprises of the most affected sectors due to the solidarity fund financed by the State and the Regions;</li> <li>- The mobilisation of the State to the tune of 300 billion euros to guarantee lines of credit banking services that businesses may need as a result of the epidemic;</li> <li>- Support from the State and the Banque de France (credit mediation) to negotiate with its bank a rescheduling of bank loans;</li> <li>- The maintenance of employment in companies through the simplified short-time working scheme and reinforced;</li> <li>- Support for the handling of a conflict with customers or suppliers by the companies;</li> <li>- The recognition by the State and local authorities of the Coronavirus as a case of strength major for their public contracts. Consequently, for all state and local government procurement and of local authorities, penalties for delays will not be applied.</li> </ul>
	Law project on the state of health emergency	<ul style="list-style-type: none"> <li>- the dates of the days of reduction in working time and the days of rest can be imposed or modified "unilaterally" by the employer, without a collective agreement being required.</li> <li>- derogations with regard to working time, weekly rest and Sunday rest, in "companies which are particularly necessary for the security of the nation or for the continuity of economic and social life".</li> <li>- the employer will be able to impose or modify "the dates of part of the paid holidays, within the limit of six working days", by avoiding the "notice" periods to inform people concerned. But it can only do so if a company or branch agreement authorizes it, which was not originally planned.</li> </ul>
	Three ordinances modifying the Labor Code	<ul style="list-style-type: none"> <li>- Sector or company agreements that can define the conditions under which employers, by way of a derogation from the legal and conventional provisions over work time duration and the taking of paid leave periods, within the limit of six days's leave and with one day notice : Decide on the taking of paid leave that employees have acquired, 'including prior to the start of the period during which they normally should be taken;' unilaterally modify the dates on which paid leave is taken; split holiday periods.</li> </ul>

		<ul style="list-style-type: none"> <li>- Imposed or modified leave periods as applied by this article cannot extend beyond 31 December 2020</li> <li>- Employers, 'when it is in the interest of the business due to economic difficulties' can unilaterally impose or modify, after one full day's notice, the taking of rest days that employees have acquired in the form of reduced working days, as well as days or half-days for employees with reference to an annual number of working days (forfait jours). This measure is to be capped at a maximum of 10 days and similarly imposed or modified rest days as applied by this article cannot extend beyond 31 December 2020</li> <li>- Enable, on a temporary and exceptional basis, 'businesses, in sectors that are deemed as essential to the continuity of economic life and the security of the nation,' to derogate from public order rules on maximum daily working time, maximum daily night working hours, daily rest periods, maximum absolute and average weekly working times, and weekly night working times.</li> <li>- Decrees will clarify, per sector, compliance with both the goal of protecting workers' health, and the maximum working times and minimum rest periods that employers are allowed to set.</li> <li>- Employers taking up at least one of the permitted derogations must promptly inform the relevant WC and the labour administration.</li> <li>- A final article provides for the adoption of future decrees, which will allow derogations from Sunday rest for 'businesses in sectors that are especially necessary for the security of the Nation or the continuity of economic life.'</li> </ul>
<b>Germany</b>	Law to facilitate short-time work	<ul style="list-style-type: none"> <li>- Validity period: 1 March 2020 – 31 December 2021</li> <li>- The request for short time working cannot be made solely by company management and must be negotiated and approved by the works council as part of a specific company agreement.</li> <li>- Companies will be able to benefit from this system as soon as 10% of their staff is affected by a marked drop in activity (30% at present).</li> <li>- Companies will be entirely exempt from paying social charges on hours not worked during periods of short time working. In 2019, these contributions were entirely the responsibility of employers. However, since 1 January 2020, and following the crisis in the automobile industry</li> </ul>

		<p>and the machine tool sector, the state has agreed to cover 50% of such charges.</p> <ul style="list-style-type: none"> <li>- Temporary workers are also eligible for short time working.</li> <li>- In companies with working time corridor arrangements backed up by time savings accounts with negative counting of hours, it will not be compulsory to wait for the hours accumulated to reach negative for short time working to be applied.</li> </ul>
	IG Metall short-term crisis package for the metal and electrical industry	<ul style="list-style-type: none"> <li>- Collective bargaining parties interrupt the current collective bargaining round due to the pandemic</li> <li>- A different collective agreement which can be terminated as of 31.12 is concluded. The collective bargaining result achieved includes the following points: <ul style="list-style-type: none"> <li>•Arrangements for short-time work, which can secure the net wages of employees for the first months at the level of about 80 percent. This will be achieved by a reduction in special payments and an employer subsidy of €350 per full-time employee.</li> <li>•In the event of the closure of daycare centres and schools, parents with children up to the age of twelve can take eight days off for childcare instead of the additional allowance under the collective agreement. In addition, in 2020 employees will receive at least five days off for childcare - if absolutely necessary - without deduction from their vacation, and the remuneration will continue to be paid.</li> </ul> </li> <li>- IGM criticised the behaviour of the Federal Government in the design of the short-time working crisis regulation. "Unfortunately, we have to admit that we will not be able to secure employees across the country in the way we have now been able to agree to in collective bargaining. In all companies without collective bargaining agreements and in sectors without strong collective bargaining partnerships, people are standing in the rain. A sudden reduction in income by more than 40 percent cannot support a family household. While politicians are providing billion-euro packages for companies and freelancers, millions of dependent employees remain without protection. This has nothing to do with social partnership in action."</li> </ul>
	IGBCE: Collective Agreement	<ul style="list-style-type: none"> <li>- a 1% increase in the remuneration tables from the 1st of April 2020 to the 31st of March 2021.</li> </ul>

		<ul style="list-style-type: none"> <li>- members receive two free shifts which are paid in 2020 and 2021</li> <li>- in case short-time work will be necessary, a corresponding collective agreement will be concluded which will regulate a top-up payment from LEAG to the short-time allowance. The short-time work allowance will amount to 85% of the net remuneration.</li> <li>- employees who are unable to meet their work obligations due to the closure of schools, kindergartens or after-school care centers can benefit of up to 10 days of paid leave. Details for this leave are still being formulated.</li> </ul>
<b>Greece</b>	Measures by the government	<ul style="list-style-type: none"> <li>- The government has decided to pay an allowance of €800, at the start of April (in compensation for March, and this will probably continued to May) for all workers whose employment contracts have not been renewed, and for those being placed on partial unemployment (those on partial unemployment receive very low unemployment benefits). 500,000 are expected to benefit and the cost is estimated at €400 million. The State will cover social security benefits, pensions, and health care costs for these employees as well as their social contributions.</li> <li>- For all those in quarantine and self-isolation, tax payments will be suspended for four months. All these measures will also apply to freelance professions and self-employed auto entrepreneurs.</li> <li>- The European Bank or Reconstruction and Development will allocate the country €1.8 billion to keep businesses afloat, and loans of initially three-months will be available for companies in difficulties, which will be further extended if necessary.</li> <li>- Outstanding business debts will be able to be deferred and repaid from September.</li> </ul>
<b>Hungary</b>	Governmental regulations / degrees	<ul style="list-style-type: none"> <li>- suspends the protective measures previously provided for in the Labour Code for 30 days.</li> <li>- employers and employees may deviate from the Labour Code by means of verbal agreements. This provision affects especially working hours and rest periods. The employer may unilaterally change working hours at short notice - from one day to another.</li> <li>- Termination of employment contracts without notice or changes in wages are also possible. This includes pay wages below the minimum wage and cancellation of the right to holidays.</li> </ul>

		<ul style="list-style-type: none"> <li>- The obligation to work from home can be imposed unilaterally by the employer without checking whether the conditions at home are met.</li> <li>- Existing collective agreements - including those related to the pandemic - are with the general suspension of the labour code legally void.</li> <li>- The Hungarian government has introduced the following measures for citizens and (small) entrepreneurs to cushion the social consequences of CoViD 19 (without consulting the social partners): <ul style="list-style-type: none"> <li>• A moratorium on all loan repayments until the end of the year, the extension of short-term business loans and a limited interest rate for new consumer loans</li> <li>• The employers's exemption from paying payroll taxes until 30 June, a reduction in the compulsory wage contributions by employees,</li> <li>• a moratorium on pension contributions and limited health insurance premiums</li> <li>• a ban on the termination of rental contracts and a moratorium on rent increases</li> <li>• Subsidies for the tourism sector</li> </ul> </li> <li>- In the electricity sector, work from home was ordered wherever possible. Given the strategic importance of the energy sector, some companies have been placed under military control. Pandemic plans are in place and companies consult company unions. Customer service and the employment of customer centre staff is problematic. Although the social partnership in the energy sector is fundamentally stable, trade unions fear that the implementation of the government decree on with the suspension of the Labour Code could lead to the suspension of the rules on guaranteed working hours, the violation of trade union rights and the violation of autonomous collective bargaining in this industry as well.</li> <li>- Production in the light industry has continued so far. However, there are increasing problems with the supply of materials, particularly in the</li> </ul>
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		<p>garment and leather industries. Production stops are to be expected here. The trade union of the industry has agreed on part-time work in various companies. The clothing company A.R.J., formerly Berwin, is not willing to maintain production, citing sales difficulties. Many companies make use of working time regulations that take paid absences into account.</p>
<b>Italy</b>	Memorandum of Understanding by social partners	<ul style="list-style-type: none"> <li>- Industrial companies may resort to the so-called 'cassa integrazione' (technical unemployment) to reduce or suspend all or part of their business.</li> <li>- All employees who have a temperature above 37.5°C are prohibited from going to work.</li> <li>- Employers can measure the temperature of employees before they access company premises, while highlighting that this constitutes personal data which must therefore be processed in accordance with GDPR.</li> <li>- Companies must ensure daily cleaning and regular disinfection of production premises and sites and make hydroalcoholic gels available to workers.</li> <li>- If the organisation cannot guarantee the safe distance of one meter between workers, the company must provide masks, gloves, shirts, etc.</li> <li>- All services which are not directly linked to production (such as administration) will be closed or with employees working remotely.</li> <li>- Companies will have to set up a committee to guarantee the application and compliance with the protocol, with the participation of staff representatives.</li> </ul>
	Decree Law ("Healing Italy")	<ul style="list-style-type: none"> <li>- extraordinary technical unemployment provisions that will apply nationwide (all workers, all sector, all regions). Affected companies will be able to access this provision for a maximum period of nine weeks. In addition, employment terminations will be suspended from the moment the decree-law comes into effect, for a period of 60 days, and the legislation will include those whose employment contracts were terminated after 23 February.</li> <li>- Employees who continue to turn up to work, despite the pandemic situation and whose annual gross income is under €40,000 will receive a State-paid €100 tax free bonus payment for March (the amount will be paid on a pro rata basis depending on the number of days worked in March). The decree-law also specifies that those in Covid-19 related quarantine (in</li> </ul>

		<p>contact with the virus or a confirmed victim) should transition to sick leave provisions.</p> <ul style="list-style-type: none"> <li>- extraordinary parental leave of two weeks paid at 50% of salary has been put in place for one of a parental couple and only for children under 12 years of age. If children are aged between 12 and 16, then this leave can still be taken but will be unpaid. This measure will not apply if one of the parents is unemployed or not working. As an alternative to this extraordinary leave, families will be able to receive €600 for child care (rising to €1,000 for those in front line medical and law enforcement and public order services). These measures also apply to independent workers registered with their specific INPS scheme.</li> <li>- Compensation of €600 tax-free for March will be available for several independent and self-employed workers, of whom there are maybe up to 5 million according to a government statement and include independent workers not registered with professional associations. A specific €300 million fund is also being set up for those not eligible for the €600, such as those in liberal professions (freelance workers).</li> <li>- The decree law intends for significant emergency measures to bolster the health system, and support SMEs and small businesses, and shoring up other companies. In particular, taxation levies and social contributions have been suspended for both March and April for the most affected sectors (tourism, transport, catering, culture, sport, entertainment, etc.).</li> <li>- Tax breaks in the form of tax credits will be available for all businesses in all sectors undertaking 'deep-cleaning' measures and those endeavoring to keep workers safe.</li> </ul>
	Social Partners' Joint Protocol	<ul style="list-style-type: none"> <li>- Available in Italian under: <a href="https://news.industrial-europe.eu/p/covid-19">https://news.industrial-europe.eu/p/covid-19</a></li> </ul>
<b>Netherlands</b>	Measures by the Dutch government	<ul style="list-style-type: none"> <li>- A guarantee facility for SME loans (BMKB) is already in place and working – EUR 665 million of an available budget of EUR 765 million, 0.08% of GDP. The Ministry of Economic Affairs and Climate Policy has expanded guarantees to a higher guarantee percentage, up to 90% of the credit risk of banks for SMEs that want to take out a loan of EUR 1.5 mln maximum but that do not have the required collateral. This measure was recently expanded for SMEs coping with risks associated with the nitrogen ruling (adopted) and is further expanded to apply to SMEs affected by COVID-19. 2.</li> </ul>

		<ul style="list-style-type: none"> <li>- The social assistance decree, aimed at self-employed persons will be expanded, meaning that the self-employed and entrepreneurs will be able to receive social assistance if they meet certain standards, which will be relaxed. This social assistance will include additional benefits to meet livelihood standards and/or a loan for working capital.</li> <li>- A new temporary measure will be introduced to help entrepreneurs paying wages, in order to prevent unemployment. This measure replaces the current working time reduction scheme, which was not designed for handling a pandemic. In the new scheme, employers will be supported more quickly than before.</li> <li>- Employers using the scheme must commit to not firing their employees on economic grounds. Employers who expect a decline of at least 20% in revenue can request an allowance for a period of 3 months of maximally 90% of the total wage sum. The Employee Insurance Agency (UWV) will pay a deposit beforehand, and it will be determined afterwards whether a firm has received too much or too little support</li> <li>- Businesses can request for a special deferral of payment in income tax, corporate tax, turnover tax, energy tax and wage tax. Temporarily, no penalties for failure to pay taxes (on time) will be imposed.</li> <li>- The so-called GO-regulation, through which SMEs can secure a 50% guarantee from the government on their bank loans and bank guarantees, will be expanded. The maximum ceiling guaranteed will be increased from EUR 400 million tot EUR 1.5 billion and the maximum GO-facility per firm will be increased from EUR 50 million to EUR 150 million. This will enable both small and large firms to benefit.</li> <li>- In order to support small firms and start-ups with little financial reserves, the Qredits-programme will be expanded. Through this program, approximately 3000 to 6000 firms will be supported by a deferment of payment for a period of a maximum of six months and by giving those firms a discount on their rent payments for the same period.</li> </ul>
<b>Norway</b>	New Crisis Measures: improved regulation for temporary lay-offs	<ul style="list-style-type: none"> <li>- workers who are under the relevant, public support scheme ("permittering) receive unemployment benefits, but maintain their connection to their companies. This scheme only</li> </ul>

		<p>applies to companies in crisis because of reduced sales and activity.</p> <ul style="list-style-type: none"> <li>- workers keep full pay for the first 20 days. Their employers will only have to pay the first two days of their salaries, while the state will pick up the rest of the bill for the next 18 days. All employees will receive full pay for the first four weeks of a layoff with an upper limit of NOK 600,000 a year (60,000 EUR with a normal exchange rate).</li> <li>- Later, if Covid-19 is not contained and closures continue, laid-off workers will be receiving 80% of their pay up to around NOK 300,000 a year and 62.4% of the remaining amount up to NOK 600,000.</li> <li>- Earnings above NOK 600,000 a year won't be compensated, but the state will cover a larger percentage of sick pay. Employers will only have to cover the first three days, with the state taking over the rest.</li> <li>- The minimum income required to be entitled to employment benefits is halved to NOK 75,000 the last twelve months. Apprentices who lose their jobs due to Covid-19, will have their remuneration upheld.</li> <li>- Sole proprietors and freelance workers, many of whom have seen their income vanish overnight, will now also qualify for state-financed sick pay after the fourth day, instead of after the sixteenth day, and they can apply for the equivalent of unemployment benefits amounting to 80 percent of their average earnings over the past three years, up to NOK 600,000.</li> <li>- The Norwegian government will set aside at least NOK 100 bn. in loan guarantees, credit line and other types of aid for impacted industries.</li> </ul>
<b>Poland</b>	Fast-track legislation	<ul style="list-style-type: none"> <li>- recourse to telework can be made widespread during quarantine and suspected case monitoring situations. In addition, in order to anticipate and counter the spread of Covid-19 within a company or business, employers can require staff to work remotely, from home.</li> <li>- If schools are closed then parents can access specific childcare allowances if they are unable to work, albeit the allowance is restricted to a period of 14 days.</li> </ul>
	Package of measures by the government	<ul style="list-style-type: none"> <li>- The possibility for companies to defer the payment of or request averaging arrangements for social security contributions.</li> <li>- Access for companies with fewer than 10 employees can to low-interest microcredit loans</li> </ul>

		<p>of up to PLN 5,000 (€1,099), repayable in a year and on the proviso that the company does not lay off any workers for the first six months.</p> <ul style="list-style-type: none"> <li>- There will be a 6-month suspension for company bank loan repayments.</li> <li>- Should business revenues fall, then the State will cover 40% of employees' gross salary amounts (up to the average salary level of PLN 2,113 (€464))</li> <li>- The State will cover up to 80% (PLN 2,080, €455) of independent workers' incomes (with service provision contracts). 2.2 million workers are expected to be impacted by this measure.</li> <li>- An additional 14 days of childcare allowance for parents looking after children if schools remain closed for more than two weeks.</li> <li>- An automatic extension of visas and work permits for workers from Ukraine.</li> </ul>
<b>Portugal</b>	Simplified short time working scheme	<ul style="list-style-type: none"> <li>- Reduction of working time to 0% and no longer as a termination of the employment contract. This concerns companies that cease their activity due to a break in the supply chain as well as those whose business records a 40% drop in turnover compared to the same period in 2019.</li> <li>- Companies that commenced business less than a year ago will be eligible for exceptional financial support for a maximum of six months.</li> <li>- Workers can be taken off work for one month, which can be renewed six times, for a maximum of six months.</li> <li>- The procedure provides for a reduction in salary. Workers will receive 66% of their salary up to a limit of €1,905. 70% of this reduced salary will be covered by social security, and the remaining 30% by the employer.</li> </ul>
	Specific measures for companies	<ul style="list-style-type: none"> <li>- Companies may opt to organise training during the quarantine and the period of short time working. A supplement of €131.64 per month will then be allocated to the worker.</li> <li>- Companies whose activity is suspended following a decision by the health authorities will be eligible for training aid.</li> <li>- If necessary, the state will support the payment of wages during the phase when activities are being resumed after closure by the health authority or at the end of the period of short time working by paying €635 for one month to each worker.</li> <li>- The last measure to support the production sector is the suspension of employers' social security contributions during the period of crisis.</li> </ul>

	Green receipts	<ul style="list-style-type: none"> <li>- Green receipts cover work on a task or assignment and correspond to a link of subordination that is not formalised through a contract.</li> <li>- The state has decided to grant aid of up to €438.81 per month to such workers who apply for it.</li> </ul>
	Special measures for childcare	<ul style="list-style-type: none"> <li>- Due to the closure of schools, parents of children under 12 years old will be allowed to stay at home.</li> <li>- They will then receive 66% of their gross salary, as if they were on short-time work.</li> <li>- The 'green receipts' will in this case be able to receive 1/3 of their average income calculated on the total received during the 12 months prior to the suspension of their work.</li> </ul>
<b>Romania</b>	Plan of economic measures	<ul style="list-style-type: none"> <li>- 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)</li> <li>- 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.</li> <li>- 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.</li> <li>- 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.</li> <li>- Employees of SMEs in sectors heavily affected by the negative impact of the coronavirus crisis will be exempted from paying contributions and income tax.</li> </ul>
<b>Spain</b>	Decree law	<ul style="list-style-type: none"> <li>- Support for flexible work: employees can adapt their working time, reducing it to 0%. Teleworking is the primary method ahead of partial unemployment. If physical presence is required then legally compliant risk evaluations must be undertaken by the worker himself/herself.</li> <li>- More flexible mechanisms for partial unemployment: temporary employment regulation plans – the equivalent of partial unemployment – can be implemented through a</li> </ul>

		<p>shorter (5-7 days for companies / representation bodies to enable; 7 days for authorities to confirm) and more simplified procedure.</p> <ul style="list-style-type: none"> <li>- Partially unemployed workers to be fully covered: employees will receive full unemployment benefits, including those who do not fulfill the regulary required conditions. This extraordinary unemployment benefit will not impact any future rights to regular unemployment benefits.</li> <li>- For reduced working situations, companies will pay the salary element corresponding to the time worked, and the public employment services will pay the rest (the actual compensation amount is calculated on the basis of 70% of a specific contribution basis for the first 180 days, and 50% thereafter).</li> <li>- Public schemes will fully cover social contributions for small businesses (independent workers with a small number of employees) and SMEs, and they will cover 75% of the contributions for companies with 50 or more staff.</li> <li>- Social contributions exemptions. Entrepreneurs will be exempt from some or all of the social contributions related to partial unemployment. The exemption is 100% for independent workers and SMEs (&lt; 50 employees) and 75% for all others that apply the partial unemployment procedures and commit to not terminating employment contracts.</li> <li>- Business access to loans. The decree law also provides credit guarantees and approvals of up to €100 billion that will enable between €150 billion and €200 billion to be made available to maintain operations for businesses in difficulties due to the health crisis. An addition €2 billion is being directed towards exporting businesses especially smaller, weaker companies such as SMES.</li> </ul>
<b>Sweden</b>	Crisis package by the government	<ul style="list-style-type: none"> <li>- Short-term layoffs: This proposal means that employers' wage costs can be halved, in that central government will cover a larger share of the costs. This model is similar to short-time work, but the subsidy level is significantly increased. The employee receives more than 90% of their wage. The proposal can be applied from the 16th of March and it runs throughout 2020.</li> <li>- The central government will assume the entire cost of all sick pay during April and May. Self-</li> </ul>

		<p>employed persons will also be compensated, as they can receive standardised sick pay for days 1–14. To reduce the risk of the virus spreading in society, the qualifying day for sick pay will be discontinued between 11 March and 31 May, in that central government will pay sickness benefit for the first day of sickness.</p> <ul style="list-style-type: none"> <li>- Companies can defer payment of employers' social security contributions, preliminary tax on salaries and value added tax that are reported monthly or quarterly.</li> <li>- Company payment respite covers tax payments for three months and is granted for up to 12 months. It is proposed that the new regulations take effect on 7 April 2020, but can be retroactively applied from 1 January 2020. This means that companies that have paid into their tax account for January to March can receive repayment of the tax from the Swedish Tax Agency. Payment respite will not be granted to companies that mismanage their finances or are in some other way unethical. Nor will respite be granted to companies that have large tax debts.</li> </ul>
	Riksbank extends loans	<ul style="list-style-type: none"> <li>- Riksbank has announced that it is loaning up to SEK 500 billion to companies via the banks to safeguard credit supply.</li> </ul>
	Finansinspektionen	<ul style="list-style-type: none"> <li>- The Swedish financial supervisory authority has announced that it is lowering the countercyclical capital buffer to zero to safeguard a well-functioning credit supply.</li> </ul>
	Unionen, the Swedish white-collar trade union and Swedish Confederation of Enterprise have agreed on a national wide collective agreement on short-term work	<ul style="list-style-type: none"> <li>- The agreement concerns approximately 500,000 private sector officials and is based on the forthcoming legislation on short-term work presented by the government on March 16. In practice, this means that the employer's wage costs can be reduced by half, while the employee receives more than 90 percent of the salary.</li> <li>- The national agreement is valid during the period 16 March - 31 December 2020</li> <li>- Based on this national agreement, social partners for different sectors (around 100) will conclude specific agreements at local and company agreements have to implement the agreement through negotiations.</li> </ul>
<b>Turkey</b>	Türk Metal collective agreement	<ul style="list-style-type: none"> <li>- employers will not dismiss workers under any circumstances, except for those who wish to leave voluntarily</li> <li>- In companies that will not apply for shorter working time (According to Turkish labor law) ; in case of necessity to stop production due to fluctuation in production plans, 1 day paid leave</li> </ul>

		<p>is going to be given for every 1 day annual paid leave, this one-to-one implementation will continue if needed. Thus in this one-month period beginning on 23.03.2020, employees will be guaranteed no deductions from their wages. For example, when this situation lasts for a month, our members will receive their full monthly wages, but will be deemed to have used 12 working days of this month from their annual leave.</p> <ul style="list-style-type: none"> <li>- In companies applying for shorter working time, in addition to shorter working time allowance, bonuses and aids for heating will be paid to our members by the employers. These companies will be granted 1 day paid leave for every 1 day annual paid leave, in case of need, in the period until the shorter working time application is accepted. Thus, our members who will not actively work in the workplace will receive 89 percent of their net wages.</li> <li>- For the days of paid leave during non-working times after 24.04.2020, subsequently compensatory work and equalization is possible; moreover, non-working Saturday may be subject to compensatory work.</li> <li>- The employer shall take all measures against the risk of coronavirus in the workplaces where production continues. During production, the "social distance" between our members will be at least one meter. Our members' fevers will be checked while they get on their services vehicle and those who carry risks will be taken to health institutions by the employer. There will be a distance of at least one meter between each of our members in the service vehicles and dining halls. Employers will give personal protection tools (mask, gloves, disinfectant, etc.) to all our members completely, disinfection will be done in necessary areas and this equipment will be renewed within reasonable periods.</li> </ul>
<b>United Kingdom</b>	Measures as part of the new budget	<ul style="list-style-type: none"> <li>- £7 billion (£7.9 billion) would be directed to helping businesses and private individuals</li> <li>- £2 billion (£2.3 billion) was being put aside to compensate companies with under 250 staff paying out Covid-19 related sick leave compensation, and that up to 2 million SMEs could well need access to this.</li> <li>- in line with the emergency legislative change, employees having to isolate (even is not</li> </ul>

		presenting any symptoms) will receive Statutory Sick Pay (SSP) as of the first day of absence
	Coronavirus Job Retention Scheme	<ul style="list-style-type: none"> <li>- will allow companies that are forced to shut down temporarily as a result of the ongoing coronavirus outbreak to contact HMRC, the UK government department that handles tax collection, to request that it covers a large chunk of the wages of workers who are unable to work during the pandemic.</li> <li>- All companies will be eligible to access the scheme and the government has committed to pay up to 80% of wages, up to a limit of £2,500 (€2,700) per worker per month. Though it was announced on 20 March, the measure will apply retroactively from 1 March; it will last a minimum of three months and will be extended should it prove necessary.</li> <li>- In order to lighten the burden on companies, the government also announced that the payment of VAT will be deferred for three months.</li> <li>- Meanwhile income tax payments for self-employed workers that are due in July 2020 have been deferred to January 2021.</li> <li>- This unprecedented plan will also see benefit payments, known as Universal Credit, increased by £20 (€21.65) per week for one year. These benefit payments can also be claimed by gig economy workers in the event of illness or the need to self-isolate, meaning they can receive up to £1,040 (€1,125) per month.</li> <li>- Unite the union welcomed the measures as “historic, bold and very much necessary.”</li> </ul>