

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. More information will be included as it emerges.

Country	Measures	Details
Austria	Tripartite Agreement	<ul style="list-style-type: none"> - 4 billion-EUR package to prevent insolvencies and unemployment. - Cancellation of the zero-deficit policy. - For parents taking up to three weeks off for childcare, the state will cover one third of the costs of the special childcare allowance.
	Short-time work model	<ul style="list-style-type: none"> - 400 million euros for short-time work as part of the new 'Corona crisis fund' - Working time can be reduced to zero, meaning that companies can send their employees home and keep them employed.
Denmark	Tripartite Agreement	<ul style="list-style-type: none"> - 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. - 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. - 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.
Germany	Law to facilitate short-time work	<ul style="list-style-type: none"> - Validity period: 1 March 2020 – 31 December 2021 - 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. - 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). - 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 and the machine tool sector, the state has agreed to cover 50% of such charges. - Temporary workers are also eligible for short time working.

		<ul style="list-style-type: none"> - 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.
Italy	Memorandum of Understanding by social partners	<ul style="list-style-type: none"> - Industrial companies may resort to the so-called 'cassa integrazione' (technical unemployment) to reduce or suspend all or part of their business. - All employees who have a temperature above 37.5°C are prohibited from going to work. - 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. - Companies must ensure daily cleaning and regular disinfection of production premises and sites and make hydroalcoholic gels available to workers. - If the organisation cannot guarantee the safe distance of one meter between workers, the company must provide masks, gloves, shirts, etc. - All services which are not directly linked to production (such as administration) will be closed or with employees working remotely. - Companies will have to set up a committee to guarantee the application and compliance with the protocol, with the participation of staff representatives.
Portugal	Simplified short time working scheme	<ul style="list-style-type: none"> - 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. - Companies that commenced business less than a year ago will be eligible for exceptional financial support for a maximum of six months. - Workers can be taken off work for one month, which can be renewed six times, for a maximum of six months. - 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.
	Specific measures for companies	<ul style="list-style-type: none"> - 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.

		<ul style="list-style-type: none"> - Companies whose activity is suspended following a decision by the health authorities will be eligible for training aid. - 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. - The last measure to support the production sector is the suspension of employers' social security contributions during the period of crisis.
	Green receipts	<ul style="list-style-type: none"> - Green receipts cover work on a task or assignment and correspond to a link of subordination that is not formalised through a contract. - The state has decided to grant aid of up to €438.81 per month to such workers who apply for it.
	Special measures for childcare	<ul style="list-style-type: none"> - Due to the closure of schools, parents of children under 12 years old will be allowed to stay at home. - They will then receive 66% of their gross salary, as if they were on short-time work. - 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.