

ACTRAV ANALYSIS – 19/3/2020			
GOVERNMENTS' RESPONSES TO COVID-19			
Citizens	Dependent Workers	Self-employed	Enterprises
Argentina			
<p>For a period of one to three months, depending on the evolution of the pandemic, the government will take the following measures:</p> <ul style="list-style-type: none"> - Very strict measures against abusive attitudes (supply prices, credits and the productive scheme in general) are introduced - Control of 30 days of the maximum prices for the products of the basic basket - Requirement for authorization for the export of health inputs 	<p>For a period of one to three months, depending on the evolution of the pandemic the government will take the following measures:</p> <ul style="list-style-type: none"> - Wage replacement: The State will pay a portion of the wages of workers, especially of those working in SMEs - Unemployment benefit: Unemployment insurance is strengthened - Child benefit: An extraordinary payment of 3000 pesos is approved for Universal Child Allocation (AUH) - Retirement benefit: An extraordinary payment for minimum retirement benefits is granted 		<p>For a period of one to three months, depending on the evolution of the pandemic the government will take the following measures:</p> <ul style="list-style-type: none"> - Suspension of social insurance contributions: The payment of the employer's social security contributions is suspended - Financial assistance: Financial assistance package and digital assistance programme is provided to SME
Armenia¹			
<u>Decisions adopted regarding COVID-19:</u>			

¹ In course of update – when additional information will be available

<p>Government has created a special body that coordinates response to COVID19. The State of Emergency has been announced. the Government is considering two types of financial support measures: 25 bln Dram (\$ 50 mln) stimulus for small and medium businesses and another 25 bln Dram for social protection measures. Details are to be announced soon.</p>			
<p>Azerbaijan</p>			
<p>Decisions adopted regarding COVID-19:</p>			
<p>For the moment there are no concrete economic measures taken by the Government however certain ideas are under consideration:</p>			
<p>- Payment deferral of domestic charges: Government is considering to defer payment for utilities services for a two-month period</p>	<p>- Telework measures: Workers of 60 years of age and above are recommended to work from work until further notice and will receive full salary</p> <p>- Salary increase for medical personnel: Frontline medical staff will received a salary increase by 3 times the reference wage during the period of the pandemic</p>		<p>- Financial measures: Tax breaks and low interest rate loans are being considered for the companies, especially those in tourism and hospitality sector to prevent large scale unemployment</p>
<p>Bolivia</p>			
<p>Decisions adopted regarding COVID-19:</p>			
<p>The Government of Bolivia adopted a Resolución Bi-Ministerial de acciones para prevenir Coronavirus en ámbito laboral.</p>			
	<p>Paid medical and exceptional leave:</p> <ul style="list-style-type: none"> - Exceptional temporary leave is granted to public employees, workers and all personnel who perform functions in the public and private sectors that are exposed to the virus - People infected with the Coronavirus (COVID-19), will be granted medical leave from their work for a duration established by the corresponding health authority. 		<p>Working conditions:</p> <ul style="list-style-type: none"> - Employers in the public and private sectors must implement special working conditions (continuous hours, videoconferences, video calls, modification of work shifts, among others) in support of high risk groups so as to reduce the spread of the disease (these measures are not exhaustive, employers may implement other

	<p>- Workers who are suspected of having contracted the Coronavirus (COVID-19) will be granted exceptional leave for the duration of the observation and isolation measure established by the corresponding health authority. For the granting of medical leave and exceptional leave with benefits, employers in the public and private sectors will only require the medical certificate issued by health establishments authorized by the corresponding health authority. At the request of the treating doctor and the corresponding health authority, according to technical criteria, exceptional leave or medical leave may be extended for as long as deemed appropriate.</p>		<p>measures that they consider pertinent, as long as they protect the well-being of public employees, workers and all personnel that perform functions in the public and private sector)</p>
<p>Czech Republic</p>			
<p><u>Decisions adopted regarding COVID-19:</u> The Czech Republic focussed on closing borders rather than economic stimulus. The country has called on the European Union to abandon its Green Deal and focus on fighting the spread of the coronavirus instead.</p>			
<p><u>Extension of tax deadlines:</u> - Income tax deadline extended and submission moved for 3 months for natural persons (the new date is 1 July)</p>			<p><u>Postponement of loan payments:</u> - Banks will provide an option of delaying loan payments for people and small businesses affected by coronavirus</p>
<p>China</p>			
<p><u>Decisions adopted regarding COVID-19:</u></p>			

	<ul style="list-style-type: none"> - <u>Continuation of wages:</u> The government has instructed that salary payments should be made to workers who are unable to work due to quarantine or illness - <u>No termination of migrant workers' contracts:</u> The government has also issued a notice to ensure that the contracts of migrant workers are not terminated in the case of illness or containment measures - <u>Unemployment insurance:</u> For unemployed people diagnosed with COVID 19, unemployment insurance has been adapted to strengthen protection by relaxing requirements and facilitating the implementation channels. During the epidemic, unemployed can apply without the need to provide proof of termination nor the unemployment registration certificate. The application conditions are broadened, and the protection scope is more comprehensive. According to the "Notice on Further Promoting the Unblocking and Safeguarding of Unemployment Insurance Benefits", the unemployment period for unemployed persons less than one year from the legal retirement age can be extended to the legal retirement age; those above the legal retirement age who 	<ul style="list-style-type: none"> - <u>Reduction/exemption from VAT tax:</u> From March 1 2020 to May 31 2020, small-scale taxpayers in Hubei province are exempt from VAT. Outside the Hubei province the VAT tax is reduced from 3% to 1% - <u>Exemption from social insurance contributions:</u> During the period of February to June 2020 self-employed traders will be exempt from paying social insurance contributions for: <ul style="list-style-type: none"> ▪ Pension, ▪ Unemployment, and ▪ Work injury insurances - <u>Tax relief:</u> Local governments are encouraged to support self-employed property owners' by reducing or exempting rent through local tax relief measures. 	<ul style="list-style-type: none"> - <u>Suspension of payment of contributions:</u> During the period of February to June 2020, small and medium enterprise (SMEs) in provinces, except Hubei, will be exempt from paying contributions for: <ul style="list-style-type: none"> ▪ Pension, ▪ Unemployment, and ▪ Work injury insurances. - <u>Reduction of social insurance contributions:</u> For large companies, the payment of the above three social insurances will be halved during the period of February to April 2020 - <u>Exemption from social insurance contributions:</u> In Hubei, all enterprises – irrespective of size – will be exempt from paying contributions on pension, unemployment, and work injury insurance during the period of February to June 2020. - <u>Postponement of social insurance contributions:</u> Companies experiencing severe difficulties in production and operation due to the epidemic may apply for deferred payment of social insurance premiums of up to 6 months.
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	<p>enjoy basic pension insurance benefits can also apply for unemployment insurance benefits after they have registered for unemployment</p>		<ul style="list-style-type: none"> - Credits: The government has set up a subsidized 300-billion-yuan credit facility for producers of masks and other health-related items. - Postponement of contributions to Provident Fund (housing loans): Enterprises can apply for deferred payment of contributions to housing provident funds² before the end of June. During this period, employees who have not been able to make contributions into their housing provident fund due to the epidemic situation will not be overdue for payments and can apply for housing provident fund loans.
<p>Colombia</p>			
<p>Decisions adopted regarding COVID-19: El 17 de marzo el Ministerio del Trabajo emitió la circular 000021 para empleadores y trabajadores del sector privado, en la cual define las medidas básicas para la protección del empleo y la contención del COVID19</p>			
	<p>Permisos remunerado - Salario sin prestación del servicio: En virtud de la snalado en el artículo 57 del Código Sustantivo del Trabajo, le corresponde al empleador, conceder permisos en casos de grave calamidad doméstica, debidamente comprobada.</p>		

² NB: In Japan, the premiums for pension, medical, unemployment insurance, and mandatory housing fund are jointly contributed to by the employer and employee, while the premiums for work-related injury and maternity insurance are solely contributed to by the employer.

	<p>-Salario sin prestación del servicio: En virtud de l’artículo 140 del Codigo Sustantivo del Trabajo “Durante la vigencia del contrato el trabajador tiene derecho a percibir el salario aun cuando no haya prestación del servicio por disposicion o culpa del empleador”. Conforme a la norma anterior, es posible que, por disposicion del empleador, de manera voluntaria y generosa determine la posibilidad de pagar el salario y de liberar al trabajador de la prestación del servicio</p> <p>-El “tarbajo en casa”, los permisos, las jornadas flexibles, el teletrabajo y en general, todas las medidas enunciadas en la presente circular, no exoneran al emplador de cumplir con sus obligaciones, en particular, el pago del salario, los aported al Sistema de Seguridad Social y todos aquellos derivado de la relacion laboral</p> <p>- Con la misma fecha el Ministerio del trabajo adoptó la Resolución 0784 de 2020, en la que establece otro conjunto de disposiciones laborales ante la emergencia generada por la pandemia del COVID19, entre las que están las siguientes:</p> <ul style="list-style-type: none"> -La suspensión de los términos de prescripción y preclusión -La limitación de los servicios prestados por la administración laboral, tal es el caso de la inspección del trabajo 		
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	<p>-Establece la pauta para la atención virtual al público, estableciendo las cuentas de correo y teléfonos disponibles</p> <p>-Todas esas medidas tienen una temporalidad hasta el 31 de marzo.</p>		
<p>Denmark</p>			
<p><u>Decisions adopted regarding COVID-19:</u> Denmark’s finance minister announced a range of measures, including compensation for the organizers of major events that are cancelled due to the virus — which has already been cleared by Brussels — and extending companies' payment deadline to settle value-added taxes. Tax minister Morten Bødskov announced initiatives worth 100 billion DKK (€13 billion) to keep Danish companies afloat.</p>			
	<ul style="list-style-type: none"> - <u>Leave:</u> Parents could take up to 52 weeks’ leave to care for a seriously ill child under age 18 - <u>Sickness benefit:</u> Full pay sick leaves, in some cases for at least six weeks, are paid to workers who have been diagnosed with COVID-19, are quarantined or are told to stay home by their employers 		
<p>Estonia</p>			
<p><u>Decisions adopted regarding COVID-19:</u></p>			
	<ul style="list-style-type: none"> - <u>Unemployment benefit:</u> The supervisory board of the Unemployment Insurance Fund on Tuesday 17/3 agreed on a temporary special measure that is to ensure 70 percent of the incomes of people who lost their jobs due to the indirect impact of the outbreak of coronavirus 		

	<p>in Estonia. The share of the guaranteed income is equivalent to the sickness benefit currently in effect.</p>		
<p>France</p>			
<p><u>Decisions adopted the COVID-19:</u></p>			
<p>The government has pledged to protect companies by letting them delay taxes and social payments.</p>			
<ul style="list-style-type: none"> - <u>Support for mediation and conflict management:</u> between customers and suppliers - <u>Coronavirus as a case of force majeure:</u> The recognition by the State of the Coronavirus as a case of force majeure implies that penalties for delays will not be applied to all State public procurement contracts 	<ul style="list-style-type: none"> - <u>Sick leave for child care:</u> A parent who needs to stay home to look after his/her children because of the school shutdown automatically qualify for a 14-day full paid sick leave. Only one parent at time is entitled to this benefit - <u>Reinforced short-time work benefit (activite partielle or chomage partielle):</u> A reinforced short-time working benefit³³ has been set up for workers who cannot perform their duties remotely and consequently have their working hours reduced. The workers affected by this measure may claim for a so-called "partial activity allowance" which corresponds to 70% of their gross salary per hour off work. The partial activity allowance is co-financed by the State and Unedic - <u>Unemployment allowance (allocation chomage):</u> For workers entitled to the unemployment allowance until the end of March, the payment of the 		<ul style="list-style-type: none"> - <u>Suspension of tax and social insurance contributions:</u> The Government has announced the application of financial and economic support measures on a case-by-case basis to companies that encounter serious difficulties, including recourse to partial activity or the spreading of social security and tax charges. This includes the possibility of the deferral of contributions payment and taxes due in March without justification or penalty - <u>Financial support:</u> A credit mediation has been set up by the State and the Banque de France to support SMEs that need to renegotiate their contracts and loans - <u>Reinforced short-time working scheme for SMEs:</u> The partial

³³ See also <https://www.pole-emploi.fr/actualites/covid-19-activite-partielle-et-a.html>

	allowance has been extended until the end of the quarantine period		activity allowance has been extended to SMEs
Georgia			
<u>Decisions adopted regarding COVID-19:</u>			
Government has created the inter-ministerial coordination council to effectively respond to the challenges posed by the spread of COVID19 and recommended public and private sector institutions to shift to tele-working arrangements. The Government has also negotiated with the retailers to keep prices on 8 essential goods steady. For that a special mechanism has been agreed that envisages compensation of a difference in prices of imported goods including as a result of national currency devaluation.			
	- <u>Full paid sick leave:</u> The Government will pay full sick leave benefits to those workers who are in quarantine or in mandatory self-isolation		- <u>Suspension of rent for small enterprises:</u> The municipal government of Tbilisi has announced a suspension of rent for 600 small enterprises in March, April and May - <u>Tax break:</u> The Government announced tax breaks for business in tourism and hospitality sector. - Local governments of large municipalities have also announced tax breaks for the companies up to a six-month period - <u>Financial stimulus package:</u> The Government is considering a large financial stimulus package for banks and other financial institutions (pressure is also mounting on the Government to decrease VAT and Income taxes)
Germany			
<u>Decisions adopted regarding COVID-19:</u>			

<p>The government signed off on a fresh financial package providing financial support to German companies. The government has also relaxed the rules on short-term contracts to make it easier for employers.</p> <p>Health care: Social insurance system</p>		
	<ul style="list-style-type: none"> - <u>Short-time work benefits:</u> Easier access requirements for short-time work benefits⁴ will be introduced: <ul style="list-style-type: none"> o The required quorum of employees affected by work loss has been reduced to 10% (before was 1/3) o Partial or complete waiver of negative working time balances o Short-time work allowance also for temporary/contracted workers o Full reimbursement of social security contributions by the Federal Employment Agency (BA) - <u>Sickness benefit:</u> Full pay sick leaves, in some cases for at least six weeks, are paid to workers who have been diagnosed with COVID-19, are quarantined or are told to stay home by their employers 	<ul style="list-style-type: none"> - <u>Adjustment of tax prepayments:</u> Prepayments can be adjusted more easily. As soon as it becomes clear that taxpayers' income is likely to be lower in the current year, tax prepayments are reduced quickly and easily. This improves the liquidity situation. - <u>Delay of tax payment:</u> Enforcement measures (e.g. attachment of accounts) or late payments are waived until December 31, 2020, as long as the debtor of a tax payment due is directly affected by the effects of the Corona virus.
		<ul style="list-style-type: none"> - <u>Government loans:</u> Germany authorized its state bank (a bank run by the government, but not a central bank), KfW, to lend out as much as \$610 billion to companies to cushion the effects of the coronavirus - <u>Adjustment of tax prepayments:</u> Prepayments can be adjusted more easily. As soon as it becomes clear that taxpayers' income is likely to be lower in the current year, tax prepayments are reduced quickly and easily. This improves the liquidity situation. - <u>Delay of tax payment:</u> Enforcement measures (e.g. attachment of accounts) or late payments are waived until December 31, 2020, as long as the debtor of a tax payment due is directly affected by the effects of the Corona virus.

⁴ The requirements for short term work are met, statutory payments to partially make up for the reduced remuneration could be granted for a period up to a maximum of 12 months. Key requirements for the benefit are (a) reasons for the reduced work/remuneration beyond the company's control (for example, lack of work due to Coronavirus outbreak or related closure of customer sites), (b) short term work for at least 1/3rd of the employer's workforce in Germany, (c) significant remuneration reduction (more than 10%) and (d) taking other reasonable measures first (such as requiring employees to make use of their annual vacation entitlements, see Question 7). 8.3 This benefit would especially generally require (a) individual agreements with the employees and (b) a formal application at the competent employment agency.

	<ul style="list-style-type: none"> - <u>Adjustment of tax prepayments:</u> Prepayments can be adjusted more easily. As soon as it becomes clear that taxpayers' income is likely to be lower in the current year, tax prepayments are reduced quickly and easily. This improves the liquidity situation. - <u>Delay of tax payment:</u> Enforcement measures (e.g. attachment of accounts) or late payments are waived until December 31, 2020, as long as the debtor of a tax payment due is directly affected by the effects of the Corona virus. 		<ul style="list-style-type: none"> - <u>Loans:</u> Loans will be expanded and made available to more companies: <ul style="list-style-type: none"> ▪ The conditions for the KfW entrepreneur loan (for existing companies) and ERP start-up loan - universal (for young companies under 5 years) are relaxed by increasing risk assumptions (exemptions from liability) for working capital loans and the instruments also for large companies with a turnover of up to two billion Euros . ▪ For the program for larger companies, the previous sales limit has been increased from two billion euros to 5 billion euros. This "KfW loan for growth" will be converted and made available in the future for projects by means of syndicated financing without restriction to a certain area (previously only innovation and digitization). ▪ For companies with a turnover of more than five billion euros, support will continue to be provided
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			after the individual case has been examined.
Greece⁵			
<u>Decisions adopted regarding COVID-19:</u>			
Companies affected by the shutdown will see payments of value-added tax, as well as other tax obligations and social security contributions suspended as of March 12. The Prime Minister promised a stimulus package of nearly \$2.2 billion to support struggling enterprises.			
Guyana			
<u>Decisions adopted regarding COVID-19:</u>			
In Guyana, the American Chamber of Commerce in Guyana (AmCham Guyana) as well as the Georgetown Chamber of Commerce and Industry (GCCCI) is calling on members of the business community to put in place arrangements that would allow employees to work from home, mandate sanitary practices in office spaces, and desist from price gouging on essential items.			
Hungary			
<u>Decisions adopted regarding COVID-19:</u>			
Hungary's main response has been to control borders and close bars, restaurants and stores at 15:00 with the exception of grocery stores, pharmacies and drug stores. Realizing that there is a real threat to employment, consultations with sectors already in trouble have started, and the government's budget will now have to be completely re-planned. Trade unions report that no consultations have taken place (as of 18/3)			
- <u>One time compensation:</u> Adult residents received a one-time cash transfer of \$1,280, which is expected to boost the economy by 1%.			
Ireland			
<u>Decisions adopted regarding COVID-19:</u>			
Ireland has set aside a massive €3 billion in a bid to protect the country's economy. The majority of this (€2.4 billion) is for income support for those in self-isolation or who are diagnosed. The health service has been allocated €435 million including to free up space in hospitals, scale up home testing and remote management of patients, and centralize procurement of protective gear.			

⁵ Last update on Friday 13th in process of updating. Information available only in Greek at <https://www.ypakp.gr/>

	<ul style="list-style-type: none"> - <u>Sickness benefits/waiting period:</u> The current 6-day waiting period for sickness benefit will not apply to anyone who has COVID-19 or is in medically-required self-isolation - <u>Sickness benefit increase:</u> The personal rate of <u>Illness Benefit</u> (sickness benefit) will increase from €203 per week to €305 per week for a maximum of 2 weeks medically-required self-isolation or for the full duration of absence from work following a confirmed diagnosis of COVID-19 - <u>Sickness and welfare benefit/change of qualifying conditions:</u> The normal social insurance requirements for sickness benefit⁶ will be changed or the means test for Supplementary Welfare Allowance⁷ will be removed - <u>Short time work/wage replacement:</u> Employees who are put onto short-time working by their employer due to a reduction in business activity related to Covid-19 may apply for a Short Time Work Support payment⁸ - <u>Unemployment benefits:</u> This new payment will be available to all employees who have lost employment 	<ul style="list-style-type: none"> - <u>Unemployment benefits:</u> this new payment will be available to all SE who have lost employment due to a downturn in economic activity caused by the COVID-19 pandemic 	<ul style="list-style-type: none"> - <u>Replacement of full wages:</u> Government has now urged all employers to support national public health objectives by continuing, as a minimum, to pay employees who cannot attend work due to Covid-19 illness or self-isolation the difference between the enhanced Illness Benefit rate and their normal wages. This may be achieved through the employer considering a range of flexible working arrangements with their employees such as: <ul style="list-style-type: none"> ▪ compassionate leave ▪ allowing the employee to work remotely ▪ allowing the staff member to ‘work-up’ any time taken at a future date ▪ allowing the employee to avail of -annual leave entitlements ▪ rearranging parental leave
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⁶ <https://www.gov.ie/en/service/ddf6e3-illness-benefit/>

⁷ <https://www.gov.ie/en/service/36e514-supplementary-welfare-allowance/>

⁸ <https://www.gov.ie/en/service/c20e1b-short-time-work-support/>

	<p>due to a downturn in economic activity caused by the COVID-19 pandemic. Students will also be able to avail of the payment if they lose their income due to their workplace closing as a result of the COVID-19 pandemic.</p>		
<p>Italy – measures previously adopted for the so-called red zone have been revised and a new Decree has been adopted on March 16th</p>			
<p><u>Decisions adopted regarding COVID-19:</u></p>			
<p>The Italian government passed a decree earmarking immediately €25 billion to tackle the economic consequences of the virus, €325 billion in total</p>			
<p><u>Health care:</u> Universal</p>			
<p><u>Subsidies:</u></p> <ul style="list-style-type: none"> - 3.5 billion Euros for health system - Temporary suspension of domestic charges (water, heat, electricity) - Rental subsidy - 50 million Euros for Universities 	<ul style="list-style-type: none"> - <u>Social security contributions:</u> Postponing social security contributions - <u>Parental leave benefit:</u> 15-day parental leave for workers with dependent children younger than 12 equal to 50% of reference wage - <u>Extended parental leave benefit:</u> Extended parental leave for workers with disabled dependents up to 15 days/month (March and April) - <u>Baby-sitting bonus:</u> up to 600 euros baby-sitting bonus - <u>Qualifying conditions unemployment benefit:</u> Requirements for unemployment benefits (Naspi, Dis-coll, and for agricultural workers) were made more advantageous - <u>One time compensation:</u> 100 euros one-off extraordinary compensation for those who work at their workplace - <u>Sick leave:</u> Private sector workers who have been diagnosed with COVID-19 or 	<ul style="list-style-type: none"> - <u>Delayed payment of social security contributions, etc.:</u> Postponing most of the fiscal deadlines and of social security contributions - <u>One time compensation:</u> Extraordinary one-off 600 euros compensations for self-employed, independent, performing arts and agriculture workers 	<ul style="list-style-type: none"> - <u>Delayed payment of social security contributions, etc.:</u> Postponing most of the fiscal deadlines and of social security contributions - <u>Subsidies:</u> 5 bln Euros to extend redundancy payment fund (cassa integrazione) to all companies (including those with 1 employee) - <u>Access to credit:</u> Increase of the guarantee fund for SMEs to ensure access to credit - <u>Suspension of dismissals:</u> 60 days suspension of collective and individual dismissals on economic grounds

	<p>are in self-quarantine are considered on sick leave</p> <ul style="list-style-type: none"> - Teleworking: Public sector employees: telework is mandatory 		
<p>Jamaica</p>			
<p>Decisions adopted regarding COVID-19: In Jamaica, the Government has approved a US\$2.2 million contract to procure protective equipment including masks. All non-essential employees in the private and public sector should work from home for seven days from March 18.</p>			
<p>Japan</p>			
<p>Decisions adopted regarding COVID-19:</p>			
<ul style="list-style-type: none"> - Local government support: The government encourages the local governments to provide comprehensive supports tailored to people in need, including those who had to leave their jobs or have decreased incomes due to the impacts of COVID-19 - Child-care: The government will also shoulder all additional costs at after-school child care centers that accept children from the morning during the school closures. 	<ul style="list-style-type: none"> - Sickness and injury allowance: The already existing <u>sickness and injury allowance</u> will be paid to an insured who claims for a sick leave due to Covid-19 in case the employer cannot paid out the salary. It will also apply to an insured diagnosed with Covid-19 but with no symptoms or with symptoms and in quarantine (in this case, a doctor's note acquired later on or at least employer's certificate is required) - Pension contributions deferral: If certain conditions are met, payment of employee pension insurance premiums can be made in <u>instalments</u>. Employers can apply for a "graceful replacement" within six months from the due date of the Employees' Pension Insurance premiums to be paid. If the 	<ul style="list-style-type: none"> - Loans for households: Up to 200,000 yen in loans will be extended to households, including self-employed people, affected by the school closures as a special measure under the livelihood welfare fund loan system - Loans for self-employed: Interest-free loans to self-employed people and freelance workers, as well as small companies facing steep drops in sales - Employment adjustment subsidy: In general, all business owners will become eligible for employment adjustment subsidies 	<ul style="list-style-type: none"> - Wage replacement: Firms with paid leave schemes will be given up to 8,330 yen per day for each worker who misses work, while self-employed people, as well as freelance workers who clear certain conditions, will receive a uniform 4,100 yen per day - Employment adjustment subsidy: Support to employers who are suffering from a business downturn but maintain employment by paying leave allowance and letting employees take partly paid leave, rather than firing them. The subsidy reimburses two third for a SME employer or a half for large

	<p>exchange is deferred, the employee's pension insurance premiums to be paid will be divided and paid within a certain period (grace period).</p>		<p>enterprises of the leave allowance. The subsidy is however capped at an upper limit of JPY 8,335 a day per employee</p> <ul style="list-style-type: none"> - Subsidies: In general, the government will implement financial measures totalling 1.6 trillion yen from the Japan Finance Corporation and other institutions, primarily focusing on micro, small and medium-sized business operators. - Special loan programme: Establish a COVID-19 special loan program (on the scale of 500 billion yen) and reduce the interest rate, as well as provide real interest-free, unsecured financing support to micro, small and medium-sized business operators and others - Applying safety net guarantee system No. 4 (100%) and No. 5 (80%) of credit guarantee corporations, as well as crisis-related guarantees (100%) - Financial support: Support financing and reorganization of domestic supply chains through operations to facilitate crisis response by the Development Bank of Japan (DBJ), and the
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			Shoko Chukin Bank (on the scale of 204 billion yen) - Improved loan system: Call for private financial institutions to actively provide new loans and change terms for existing debt
Kazakhstan ⁹			
Decisions adopted regarding COVID-19: Government has created a special body that coordinates response to COVID19. National Emergency has been announced on 15 March. The Government is tracking and preventing price fixing on essential goods in the supermarkets.			
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Lithuania			
Decisions adopted regarding COVID-19: The government has endorsed a 2.5-billion-euro economic stimulus plan to mitigate the effects of the coronavirus epidemic. The needs of the healthcare system to cope with the anti-epidemic effort will be funded from the state and government reserve, he said, and also by borrowing and using the funds of the mandatory health insurance reserve.			
- Exemption from fines, etc.: Tax payers will also be exempt from fines and interest payment, and the recovery of tax arrears will be suspended	- Working arrangements and a guaranteed minimum monthly wage: A guaranteed minimum monthly wage (40% by an employer + 60% by the state) is granted to workers who cannot perform their job remotely and are prevented to go to their usual workplace due to health and safety reasons. - Guaranteed minimum monthly wage for enterprises in special sectors: For enterprises operating in special sectors (as indicated by the Government), the state compensates 90% and an the	- Special guarantee: Self-employed or freelancers who have contributed at least for three months in the last year and currently not performing any gainful activity are entitled to a guarantee of 257 euros/month	- Subsidies: The government has pledged to subsidise businesses and open up the possibility to use the long-term unemployment fund. - Tax payments: Tax payments will be postponed. Only businesses that will not force their employees to take unpaid leave or dismiss them will be eligible to concessions - Postponing tax payments: Enterprises will be allowed to postpone tax payments (also

⁹ In course of update – when addition information will be available

	<p>employer 10% of the minimum wage. This provision applies also to workers in SMEs</p>		<p>land and real estate taxes are exempted).</p> <ul style="list-style-type: none"> - <u>Capital loans and partial interest compensation:</u> The Government also announced measures concerning working capital loans and partial interest compensation - <u>Unemployment benefit:</u> A long-term unemployment benefit fund has being discussed in order to support employers who do not opt for layoffs
Morocco			
	<ul style="list-style-type: none"> - <u>Monthly flat-rate compensation:</u> Employees who are affiliated to the National Social Security Fund (CNSS) will benefit from a <u>monthly flat-rate compensation</u> of 2,000 net dirhams, family allowances and compulsory health insurance (AMO) benefits. This support will be provided by the Special Fund for the Management of the Coronavirus Pandemic - <u>Deferral of the repayment of bank credit maturities:</u> Employees who qualify for the above monthly flat-rate compensation may also benefit from the deferral of the bank credit maturities until next June 30 		<ul style="list-style-type: none"> - <u>Economic support to MSMEs:</u> <ul style="list-style-type: none"> ▪ Suspension of the payment of social charges until June 30, 2020 ▪ Establishment of a moratorium for the reimbursement of the due dates of bank loans and leases until June 30 without payment of fees or penalties ▪ Activation of an additional operating credit line granted by the banks and guaranteed by the Central Guarantee Fund (CCG) - <u>Deferral of tax declarations:</u> On the fiscal front, companies

			whose annual turnover in 2019 is less than 20 million dirhams (MDH) can benefit from a deferral of tax returns until the end of June with a suspension of tax audits and ATDs until June 30, 2020
The Netherlands			
<u>Decisions adopted regarding COVID-19:</u>			
State Secretary for Economic Affairs Mona Keijzer said Wednesday that the Cabinet wants to help entrepreneurs who get into financial difficulties. The government will act as a guarantor for small businesses no longer able to pay off their debts. It also opened a phone line for entrepreneurs to ask questions related to the virus.			
	- <u>Sickness benefit:</u> Full pay sick leaves, in some cases for at least six weeks, are paid to workers who have been diagnosed with COVID-19, are quarantined or are told to stay home by their employers		
Norway			
<u>Decisions adopted regarding COVID-19:</u>			
The Government has announced immediate measures to avoid unnecessary layoffs and bankruptcies in viable companies from the economic shock of COVID-19, and will in the coming weeks and months monitor the situation closely and act appropriately to respond to the situation as it evolves.			
<u>Suspension of taxes, charges:</u>	- <u>Wage replacement for first 20 days:</u>	- <u>Sickness benefit:</u>	- <u>Reduction of employers' obligations:</u>
- Suspension of the tax on air passengers for flights in the period from 1 January 2020 until 31 October 2020	The severance pay is payable after the dismissal has been initiated. Employees are extended the period of severance pay from 15 to 20 days. The severance pay is equal to the sickness benefit basis and ensures full pay for anyone earning less than 600,000 (6G). Employers are at the same time	Self-employed people and freelancers have significantly worse rights than workers. The Storting has decided to grant self-employed persons and freelancers sick pay from day 4	<ul style="list-style-type: none"> ▪ Reduction of the number of days that employers are obliged to pay salary to workers at temporary lay-offs, from 15 to 2 days. This will be a temporary measure to improve companies'
- -Suspension of payments of aviation charges until 31 June 2020			
<u>Allocation to municipalities:</u>			

<p>- Increase allocation to municipalities that will have large excess expenses due to the virus outbreak</p>	<p>allowed to reduce their period from 15 to 2 days</p> <ul style="list-style-type: none"> - Unemployment benefits: If the layoff lasts for more than 20 days, the employee must apply for unemployment benefits. Benefits today account for approximately 60% of income. For income between 300,000 - 600,000, the unemployment benefit must at least equal 62.4% of the unemployment benefit basis <ul style="list-style-type: none"> ▪ The current rule of three waiting days is repealed. This means that after 20 days of severance pay, you are paid directly to unemployment benefit - Wage replacement for apprentices: Apprentices who lose their apprenticeships earn an income equivalent to the level of apprentices' wages - Care allowance: Today's scheme of 10 days of care allowance for each of the parents when the child is under 12 will not be sufficient for many. Today's scheme is doubled to 20 days. Single providers who already have 20 days will receive 40 days 		<p>liquidity and help avoid massive lay-offs</p> <ul style="list-style-type: none"> ▪ Removal of the three waiting days between the period when employers have to provide salary to workers in temporary layoffs and the period when the workers are entitled to daily unemployment benefits. This will reduce the loss of income for workers ▪ The period during which the employer's has to pay sickness benefit is reduced. It is currently 16 days. This means large payouts for the employer. Today's decision to reduce the employer's period for sick pay linked to the corona pandemic is a major relief for employers. <p>- Tax regulations:</p> <ul style="list-style-type: none"> ▪ Change of corporate tax regulations so that companies that are lossmaking can re-allocate their loss towards previous - years' taxed surplus ▪ Change of the tax regulations so that owners of lossmaking companies can postpone payments of
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			<p>wealth tax. This will reduce the need for firms to provide dividends to owners to cover the wealth tax</p> <ul style="list-style-type: none"> - Grants: Strengthening support for skills upgrade and in-house training for companies affected by the virus outbreak, through increased grants to the counties
<p>Paraguay</p>			
<p><u>Decisions adopted regarding COVID-19:</u></p> <p>By decree 2922 of March 9, 2020, preventive measures were established in Paraguay. All massive public activities, all kinds of indoor activities, and educational activities (basic, secondary and university education) were suspended for 15 days from March 10, with the possibility of extension. On March 13, reference prices were established for basic supplies necessary for COVID-19, and control and monitoring measures were established to control prices in pharmacies for products such as: Masks, gel alcohol, gloves, etc.. On March 16 the state of sanitary emergency was declared throughout the national territory. General preventive isolation was ordered from 20:00 to 04:00, with the exception of public officials who provide emergency medical services and essential public services.</p> <p>The government presented a bill for the approval of exceptional measures by the social security system administered by the IPS, to face the emergency. In the Chamber of Deputies, a teleworking bill was presented.</p> <p>The Trade Unions CUT, CUT-A, CNT, CGT, CESITP have jointly proposed to the government the following: the reduction of fuel prices and prices of public transport, regulation and control of medicines and food products, decrease in prices of basic services, reduction of the VAT tax on the prices of products in the basic basket, suspension of the IRP tax of young workers income, protection of employment in all its forms and avoiding the payment of wages below the minimum wage, avoiding cuts to the supply of basic services, guarantee a full replacement of wages to the sick and to those with minors whose teaching and care services have been suspended, increase of the number of inspectors (inspectors) of the Ministry of Labour, suspension of foreclosures, postponement of payment of the external debt</p>			
	<ul style="list-style-type: none"> - <u>Short-time work:</u> An exceptional working time schedule is established for the officials of Government agencies, namely from Monday to Friday from 09:00 to 14:00, from the 13th to the 26th of March 		

	<ul style="list-style-type: none"> - Sickness benefit: If a worker shows a COVID-19 symptom, the employer will notify this and give him a 5-day leave. If the diagnosis is positive, the worker may request a sickness benefit for the remaining period from the Social Security Institution. In the event that the worker does not have social security coverage, the employer must assume the medical care costs and pay the sickness benefit for the remaining period. During sick leave, the employer may not dismiss the worker. - Complaints: There are complaints about the increase in unfair dismissals 		
<p>Poland¹⁰</p>			
<p>Decisions adopted regarding COVID-19: Poland announced a rescue package designed to shield the economy from the impact of the coronavirus that will cost around 212 billion zloty (\$52 billion), or roughly 9% of gross domestic product. Emergency interest-rate cut has been approved, and linked a 70 billion zloty liquidity injection from the central bank. An emergency bill passed Sunday foresees the possibility of payouts to parents who have to stay at home with children. Poland’s president asked financial institutions to suspend loan payments.</p>			
	<ul style="list-style-type: none"> - Wage replacement by employer: If the employment establishment is closed (whether as a result of the employer’s decision or a decision of governmental authorities), or if an employee cannot be given work to perform remotely, the employee will receive wage replacement. If the employee’s remuneration is determined as a fixed monthly rate (monthly base salary) or 		<ul style="list-style-type: none"> - Government plans: Plans for temporary suspension of Sunday trade ban, to support entrepreneurs and protect the labour market through postponement of debt payments and social security contributions, and the provision of loan guarantees as well as payments

¹⁰ Last update on Friday 13th in process of updating

	<p>hourly rate, the employee will be eligible to receive the base remuneration, not lower than the minimum statutory salary (currently PLN 2,600 gross).</p>		<p>of salaries to those unable to work</p>
<p>Portugal</p>			
<p><u>Decisions adopted regarding COVID-19:</u> The government announced plans to support companies affected including by temporarily suspending employment contracts, postponing tax deadlines or offering incentives.</p>			
	<ul style="list-style-type: none"> - <u>Income replacement:</u> Justified absences for workers (employees and self-employed) who have to stay at home to accompany their children under 12 years of age, due to the suspension of classroom activities (and cannot use telework). Exceptional financial support for employees mentioned above, in the amount of 66% of the base wage (33% paid by the employer, 33% paid by Social Security). - <u>Training compensation:</u> Creation of an outstanding support for professional training, in the amount of 50% of the worker's wage up to the limit of the National Minimum Wage, plus the cost of training, for the situations of workers without occupation in productive activities for a considerable period - <u>Social protection coverage for trainers/trainees:</u> Guarantee of social protection for trainees and trainers in the course of training actions, as well as 	<ul style="list-style-type: none"> - <u>Financial support:</u> Justified absences for self-employed who have to stay at home to accompany their children under 12 years of age, due to the suspension of classroom activities (and cannot use telework); they will receive exceptional financial support in the amount of 1/3 of the average wage 	<p><u>Support to companies:</u></p> <ul style="list-style-type: none"> - The Government has allocated € 200 million credit line to support companies' treasury and € 60 million credit line for micro-enterprises in the tourism sector - Simplified lay off: outstanding support for the maintenance of employment contracts in a company in a business crisis situation, in the amount of 2/3 of the wage, ensuring Social Security the payment of 70% of that amount, the remainder being borne by the employer - IIEFP (Public Employment Service) training scholarship - Promotion, within the contributory regime, of an exceptional and temporary regime of exemption of the payment of social security contributions during the lay off period by employers

	<p>for beneficiaries engaged in active employment policies who are prevented from attending training actions</p> <ul style="list-style-type: none"> - Wage replacement: Situation of prophylactic isolation of 14 days equated to illness for the purposes of social protection measures. The subsidy amount corresponds to 100% of the remuneration and without being subject to a waiting period - Sickness benefit: The allocation of sickness benefits is not subject to a waiting period (3 and 10 days) - Child benefit: Extension of subsidy for assistance of child or grandchild in case of sickness to cover situations of prophylactic 14-day isolation without a waiting period 		<ul style="list-style-type: none"> - Measures to speed up payments to companies by the Public Administration - Outstanding financial incentive to ensure the normalization phase of the activity (up to a Minimum Wage per worker) - Extension of deadlines for payment of taxes and other declaratory obligations - The government decides to reduce to one-third the contributions to Social Security for the months of March, April and May. The remaining contributions of April, May, June will be paid in the third quarter of 2020 in instalments, in a similar form as the tax payment measure. This measure applies automatically to those companies with 50 or less employees. Those between 50-250 employees can access this mechanism if turnover is down by 20% or more
<p>Russian Federation</p>			
<p>Decisions adopted regarding COVID-19: Russian Government announced the following plans to respond the global pandemic of COVID-19: 300 billion rubles (\$4.06 billion) have been allocated to support Russian citizens and the economy. Russia’s Tripartite Commission regularly reviews the situation with COVID19. Some of the measures below were discussed and agreed in the Tripartite Commission.</p>			
<ul style="list-style-type: none"> - Special Guarantee: A personal guarantee 	<ul style="list-style-type: none"> - Compensation benefit: A quarantined worker is entitled to a compensation 		<ul style="list-style-type: none"> - Suspension of tax payment: Business working in tourism

<p>protection funds has been created for individuals (no more info available)</p> <ul style="list-style-type: none"> - Special measures for medial supplies: Relaxed duties on imported medications and medical supplies (no more info available) 	<p>benefit providing employer records or a medical certificate;</p> <ul style="list-style-type: none"> - Unemployment benefits: Part of the federal budget will be used to pay out unemployment benefits; - Pension benefits: Pensions benefits and other benefits will be paid in advance; - Medical personnel: A special bonus and prize fund has been created for frontline doctors 		<p>sector and airlines company may benefit from a suspension of tax payment</p>
<p>Serbia</p>			
<p>Decisions adopted regarding COVID-19:</p>			
<p>The National Bank of Serbia has declared a 90-day moratorium on payment of any loans or any kind of interest (be it for leasing or loans) + all monthly bills (for communal services, electricity, heating, etc.) will be postponed for 90 days.</p>			
<p>All doctors will receive a permanent 15% wage increase and all nurses a 10% increase as of April 1</p>			
	<ul style="list-style-type: none"> - Wage replacement: Serbian Economic Council decision on 17/3: all people who work in the companies which have reported a slowdown caused by corona will be receiving 60% of their monthly wage. - Full wage payment: Companies in which the working process is not affected due to their ability to do most of their work through teleworking will be obliged to pay the full 100% of wage to their workers working from home 		<p>-</p>
<p>South Korea</p>			
<p>Decisions adopted regarding COVID-19:</p>			

<p>The parliament agreed to release the government’s supplementary budget of 11.7 trillion won (US\$9.4 billion) to boost the economy and support low-income households and small businesses directly affected by the coronavirus outbreak. 1 trillion won of the budget will be allocated to support Daegu and North Gyeongsang, epicentre of the outbreak.</p>			
<p>- <u>Vouchers and other benefits:</u></p> <ul style="list-style-type: none"> ▪ <u>Payments</u> up to 4 months of: local voucher for recipients of livelihood, medical, residential, and educational benefits (13.77 million households) and legally high ranks (300,000 households) (+1,242 billion won) ▪ Total amount of 4 months per single household: (living and medical care) 520,000 won / (residential, educational, secondary) 400,000 won ▪ Child care vouchers (100,000 won per person per month) for 4 months (+1.53 trillion won) <p>- <u>Emergency livelihood:</u> Emergency livelihood (11.9 million households)</p>	<p>- <u>Annual paid leave:</u> If an employee is self-quarantined in line with the health authorities advice due to reasons such as close contact with an infected person, etc., the employee may claim an annual paid leave, as an employer must guarantee paid leave if such employer is receiving financial subsidies for paid leave from the State pursuant to Article 41-2 of the Infectious Disease Control and Prevention Act (“IDCPA”).</p> <p>- <u>Family Care Leave:</u> The Ministry of Employment and Labour as part of its “Employment Security Support Measures in response to CO-VID 19” through a press release, announced that it would financially subsidize paid Family Care Leave for a limited period of time (up to 50,000 KRW per day, for up to 5 days). Therefore, for applicants who meet the support requirements (if the day care center, school which is attended by the child of an applicant who is under 8 years old or below 2nd grade elementary school, has delayed the start of the school term, etc., due to CO-VID 19) may apply for up to 5 days (up to 10 days for single parent</p>	<p>- <u>Loans and guarantees:</u> Between February 7 and 26, a total of KRW379.6 billion in <u>new loans and guarantees</u> were provided by policy banks and KRW607.4 billion in loan and guarantee extensions to the SMEs, small merchants and self-employed business owners whose businesses have been hit by the spread of COVID-19.</p>	<p>- <u>Subsidies:</u></p> <ul style="list-style-type: none"> ▪ According to the “Notice of special support period for employment retention measures” and the “MOEL’s “FAQ on enforcement of the special support period for employment retention measures,” up to three quarters of the total labour costs (upper limit of 66,000 KRW per day, decreases depending on the size of the company) paid to employees shall be subsidized to employers who have implemented employment retention measures such as temporary suspension of business or leave of absence and paid suspension and leave allowances to employees from February 1, 2020 to July 31, 2020 ▪ In order to facilitate the use of flexible workplace for SME’s, the Ministry of Employment and Labour announced that it would simplify the labour cost

<p>is provided to low-income households in crisis, such as unemployment and closed business (+200 billion won)</p> <ul style="list-style-type: none"> - <u>Health insurance contributions:</u> 50% reduction in health insurance premiums for 3 months for the lower 20% of health insurance premiums, 50% reduction in health insurance premiums down to 50% for special disaster areas (+2,656 billion won) - <u>Family support:</u> In preparation for the temporary increase in the number of children in day-care centres and kindergartens, increase the budget for family support (+271 billion won) 	<ul style="list-style-type: none"> - <u>Gift vouchers/household subsidies:</u> The Central Government plans to provide gift vouchers to 5 million low-income workers and elders over the next four months. The Seoul Metropolitan Government plans to spend 327.1 billion won (US\$264.7 million) to provide financial support to its residents. The Seoul city will pay cash to households whose income are below a designated level. The cash benefit from 300,000 won for a household with two family members to 500,000 won for a household with five members. Seoul has a total population of 10 million. The city government estimates around 1.2 million households will benefit from the scheme 		<p>subsidy application process for employers for a limited time. The flex time, selective working hours, telecommuting, and remote working systems, etc., all fall under flexible workplace systems. In order to receive support grants, employers must submit their amended employment rules, which implement the flexible workplace system, employment agreements that specify changes in work locations, etc., business plans, and documents that can confirm the actual working hours of flexible workplace employees. Employers can apply for the flexible workplace system support grant on the Employment Insurance website or the nearest employment centre</p> <ul style="list-style-type: none"> - <u>Financial support:</u> SMEs experiencing temporary liquidity problems are eligible to receive financial support through primary collateralized bond obligations (P-CBO) and other government-backed financing
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			<p>programs aimed at supporting SMEs’ facility investments</p> <ul style="list-style-type: none"> - Extension of loans: SMEs and small merchants having problems with financing their businesses due to the spread of COVID-19 will be eligible to receive maturity extensions of existing loans for at least six months and up until the situation subsides. Savings banks, insurance and credit card companies are also offering support through maturity extensions - Tax reductions: Tax cuts to small businesses whose annual revenue is less than 88 million won. The tax cuts are expected to help 1.16 million business owners. In Daegu and North Gyeongsang regions will be getting 30 to 60 percent cuts in their income and corporate taxes
<p>Spain¹¹</p>			
<p>Decisions adopted regarding COVID-19: The government has decreed that all people doing self-isolation will receive sick-leave benefits. On Thursday, the Spanish government announced a series of tax breaks representing a €14 billion injection into the economy. In addition, Prime Minister Sánchez pledged €3.8 billion to boost health care. Health care: Tax-financed public health service</p>			

¹¹ Note: El Gobierno aplaza al martes 17 las medidas para agilizar los despidos temporales y ayudas a familias afectadas: <https://elpais.com/economia/2020-03-14/el-gobierno-aprobara-el-martes-suspensiones-de-empleo-mas-agiles-y-medidas-de-apoyo-a-afectados.html>. Updated: no news available as of 18/03/2020

	<ul style="list-style-type: none"> - Temporary disability benefits: For temporary losses, people in preventive isolation and those who have been infected with the virus are considered temporary disabled assimilated to sick leave due to an employment injury. This supposes an improvement of the benefit for the isolated people as well as those infected by the coronavirus, since they start to receive, from the day after the sick leave, 75% of the regulatory base paid by the social security administration. - Temporary disability benefits: The personnel at the service of the Public Administration framed in the special regime of administrative mutualism, who are in a situation of preventive isolation, as well as those who have been infected with the virus, will be considered as temporary disabled assimilated to sick leave due to employment injury. In this way, the measure adopted last Tuesday for the General Social Security Scheme is extended to public employees. 	<ul style="list-style-type: none"> - Tax payments: For SMEs, the Government allows for tax payment deferrals more flexible for a period of six months, upon request, with a discount on interest rates - Loans: For self-employed workers in tourism sector and related activities, a specific financing line is available through the Official Credit Institute for an amount of 400 million Euros to meet the liquidity needs of these workers affected by the current situation. 	<ul style="list-style-type: none"> - Social Security bonuses. To preserve employment, the Social Security bonuses are extended to discontinuous fixed term contracts stipulated between February and June 2020 in the tourism, commerce and hospitality - Loans: For companies in the tourism sector and related activities, a specific financing line is available for the tourism sector through the Official Credit Institute for an amount of 400 million Euros to meet the liquidity needs of these companies affected by the current situation.
<p>Sweden¹²</p>			
<p>Decisions adopted regarding COVID-19: The government on Wednesday proposed to update the national budget to include extra money for health care costs. Companies may also see their employment contribution deferred.</p>			

¹² Last update on Friday 13th in process of updating

			<ul style="list-style-type: none"> - Postponement of tax payments: Businesses are allowed to defer tax payments for up to a year at a cost of more than SKr300bn (€27.5bn) to the treasury, or 6 per cent of gross domestic product.
Switzerland			
<p>Decisions adopted regarding COVID-19: The government is making available a CHF10 billion (\$10.6 billion) aid package aimed at helping companies survive the economic downturn caused by coronavirus. Most of the money (CHF8 billion) is earmarked to fund the imposition of short-time work at firms while other tranches have been set aside for hardship loans and to support specific sectors such as event management.</p>			
			<ul style="list-style-type: none"> - Unemployment insurance/short time work: Pour l'indemnisation du chômage partiel, il est possible de puiser jusqu'à 8 milliards de francs dans le fonds de l'assurance-chômage¹³. Le délai de carence pour le chômage partiel est abaissé à un jour, dès maintenant et jusqu'au 30 septembre 2020. Les entreprises ne devront donc assumer qu'une journée de chômage technique avant de recevoir le soutien de l'assurance-chômage. Le Conseil fédéral demande par ailleurs au SECO d'évaluer, d'ici au 20 mars, l'opportunité d'étendre le droit au chômage partiel aux

¹³ <https://www.seco.admin.ch/seco/fr/home/Arbeit/Arbeitslosenversicherung/leistungen/kurzarbeitsentschaedigung.html>

			<p>employés en contrat de travail à durée déterminée (non résiliable) et aux travailleurs temporaires. Pour ce faire, il faudra adapter la législation.</p> <p>- <u>Business support :</u></p> <ul style="list-style-type: none"> ▪ Le Conseil fédéral examine la possibilité d'accorder un soutien financier pouvant aller jusqu'à un milliard de francs aux entreprises particulièrement touchées, afin qu'elles bénéficient d'une aide financière ou d'une aide transitoire leur permettant de disposer des liquidités nécessaires (réglementation sur les cas de rigueur). L'évaluation sera effectuée sous la houlette du DFF et les fonds nécessaires demandés d'ici au 1er avril. ▪ -Les PME en difficulté financière peuvent bénéficier dès maintenant de crédits bancaires garantis par cautionnement d'un montant total de 580 millions de francs. 10 millions de francs doivent en outre être accordés aux organisations de
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			<p>cautionnement pour couvrir leurs frais administratifs exceptionnels. En vertu de la loi fédérale sur les aides financières aux organisations de cautionnement en faveur des PME, quatre organisations reconnues peuvent fournir aux entreprises de toutes tailles des cautionnements allant jusqu'à un million de francs. Les crédits bancaires accordés par le biais de ces cautionnements doivent être remboursés. Le Conseil fédéral allège les conditions d'un tel cautionnement. Jusqu'à fin 2020, il entend prendre en charge les coûts uniques d'évaluation des demandes ainsi que les primes de risque des entreprises pour la première année du cautionnement.</p> <ul style="list-style-type: none"> ▪ Un montant maximal de 4,5 millions de francs peut également être sollicité pour compenser les pertes liées aux activités de promotion de l'exportation (p. ex. foires) de l'association
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			officielle Switzerland Global Enterprise (S-GE).
Trinidad and Tobago			
<u>Decisions adopted regarding COVID-19:</u>			
	<p><u>Workplace and leave arrangements:</u></p> <ul style="list-style-type: none"> - Where it is not possible for employees with children to work from home, recognized majority unions/employees and employers are required to explore options of shift work, staggered hours of work and/or rostering - Where there are both parents in a family, one parent is encouraged to stay at home with the children whilst the other reports for duty - Employees are advised that if you are not sick do not stay at home - Officers who will be eligible for Pandemic Leave within the Public Service are as follows: 1. Public Officers – Permanent, temporary, monthly paid and daily rated; 2. Fixed Term Contract Employees; 3. Short Term Contract Employees; 4. On the Job Trainees (OJTS); 5. Office Holders within the purview of the Salaries Review Commission (SRC) - (whose Office falls in the Public Service such as Top Managers, Judiciary and Legal Services). 	-	<p><u>Workplace and leave arrangements:</u></p> <ul style="list-style-type: none"> - Employers are encouraged to implement remote work policies, where possible, to minimize the need for employees with children to physically attend work - For the duration of the COVID-19 Pandemic employers are required to implement Pandemic Leave provisions within their organizations in a compassionate manner which ensures business continuity whilst securing the national interest - In general, employers are encouraged to develop appropriate arrangements to ensure business continuity during this pandemic
United Kingdom			

<p>Decisions adopted regarding COVID-19: The U.K. Chancellor Rishi Sunak set out a £12 billion package of public spending and tax cuts to mitigate the impact of coronavirus. Health care: Tax financed universal national health service for all residents</p>			
<p>- Health care:</p> <ul style="list-style-type: none"> ▪ The government has announced a new £500 million Hardship Fund for health care, with which the government will provide any extra resources needed by the National Health System and other public services to tackle the virus. ▪ A COVID-19 Response fund, initially set at £5 billion, has been created for: <ul style="list-style-type: none"> - the National Health System to treat Coronavirus patients, including maintaining staffing levels - local authority actions to support social care services and vulnerable people 	<p>- Sickness benefit: In UK the Statutory Sick Pay (SSP) will now be available from day 1 instead of day 4 for eligible individuals diagnosed with COVID-19 or those who are unable to work because they are self-isolating in line with Government advice. According to the public health advice, employers are encouraged to use their discretion around the need for medical evidence for a period of absence where an employee is advised to stay at home due to suspected COVID-19- which normally would require a fit note (Med 3 form) issued by a General Practitioner or other doctor.</p> <p>- Leave: Employees may also claim for time off to deal with an emergency involving a dependant¹⁴ (i.e. spouse, partner, child, grandchild, parent, or someone who depends on you for care). The amount of time off to deal with the emergency has to be reasonable depending on a case-by-case basis. The employer may pay the time off but there is not obligation to do so. As an alternative, an employee may ask for a compassionate leave for</p>	<p>- Income support: Self-employed and people with an income below the Lower Earnings Limit of £118 per week who have COVID-19 or are self-isolating according to government advice can make a claim for Universal Credit Minimum Income Floor for the duration of the outbreak whose requirements will be temporarily relaxed (e.g. the current requirement to attend a job centre does not apply).</p> <p>- Incomesupport: For eligible people over 25 affected by COVID-19 or self-isolating in line with the government advice a contributory Employment and Support Allowance will be payable, at a rate of £73.10 a week from Day 1 of sickness, rather than Day 8.</p>	<p>- Refund of employees' sickness benefits: For small- and medium-sized enterprises and employers reclaiming Statutory Sick Pay (SSP) due to COVID-19, a refund will cover up to 2 weeks' SSP per eligible employee who has been off work because of COVID-19. In addition, a £3,000 cash grant to 700,000 smallest businesses, delivered by Local Authorities, will be made available.</p> <p>- Loans: Eventually, a new temporary Coronavirus Business Interruption Loan Scheme delivered by the British Business Bank, will be launched in the upcoming weeks in a matter of weeks to support businesses to access bank lending and overdrafts..</p> <p>- Grants: There will be a £3,000 cash grant to 700,000 of our smallest businesses, delivered by Local Authorities, and worth a total of £2 billion.</p>

¹⁴ <https://www.gov.uk/time-off-for-dependants>

<p>- ensuring that funding is available so other public services are prepared and protected</p> <ul style="list-style-type: none"> ▪ £40 million of new funding for the National Institute for Health Research and the Department of Health and Social Care to enable further rapid research into COVID-19 and increase the capacity and capability of diagnostic testing and surveillance facilitated by Public Health England. This follows the £91 million that the government has already pledged to the international response. <p>- <u>Contribution to IMF:</u> A commitment of up to £150 million to the International Monetary Fund's Catastrophe Containment and Relief</p>	<p>emergency situation, which can be paid or unpaid.</p>		<p>- <u>Business retail rates:</u> The Government has also temporarily increased the business rates retail discount in England to 100% for 2020-21 for properties below £51,000 rateable value so as that nearly half of all business properties won't be asked to pay their business rates.</p>
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<p>Trust, to help the effort to stop further transmission, including into the UK, and supporting vulnerable countries as they respond to the outbreak.</p>			
<p>Uruguay</p>			
<p><u>Decisions adopted regarding COVID-19:</u> Government authorities, representatives of the chambers of commerce and the Inter-union Plenary of Workers - National Convention of Workers (PIT-CNT), agreed on March 16 at the Ministry of Labor and Social Security four priority áreas of work to prevent the spread of COVID-19, as well as advancing protection mechanisms for workers and the general population: from sickness coverage, changes in work organization, more teleworking, to improved conditions of access to basic health care and pharmaceuticals. In addition, support for health workers, will be made available, which will consist, among other measures, of coverage for occupational diseases, in coordination with the Social Security Institution (BPS).</p> <p>The measures are being discussed through social dialogue. PIT-CNT has proposed the following: maintaining male and female employments; measures to support SMEs with the aim of maintaining jobs; create a basic income for all those affected by this crisis and who are not part of the social protection network, implement the control of prices of the food basket so that it is accessible to the whole population; compensation for loss of wages for domestic and casual workers.</p> <p>PIT-CNT also demanded that no unilateral action be taken outside of collective bargaining, and demanded to carry out a joint study on measures needed for the sectors most affected by this crisis.</p>			
	<p>- <u>Unemployment subsidy:</u> A special unemployment subsidy system is established for a period of 30 days (from March 18), which can be extended for the same period. It covers dependent workers with fixed or variable remuneration, belonging to the followin sectors: Commerce, hotels, restaurants and bars, cultural services, leisure and travel agencies. It includes workers on partial suspension of work due to a reduction in the number of monthly work days with a minimum of six days a month or the total reduction in hours from their normal hours of 50% or more.</p>		

	<p>The amount of the benefit will be equivalent to 25% of the monthly average of their remuneration. It will also cover workers who have exhausted their unemployment benefits. The worker does not need to have a license to be eligible for the subsidy.</p>		
<p>USA</p>			
<p>Decisions adopted regarding COVID-19: The House passed on 14/03/2020 a package that included paid leave, unemployment insurance, free coronavirus testing and additional food and health care aid (the Bill is now discussed at Senate level). In addition, there is a "high level of interest" among Republicans for a Trump administration proposal to send as many as two \$1,000 checks directly to individual Americans to help respond to the economic slowdown, a move that could cost an estimated \$500 billion, according to GOP sources.</p>			
<p>Food security:</p> <ul style="list-style-type: none"> - The bill includes about \$1 billion for food security programs aimed at helping those who may struggle to get access to meals during the pandemic, including those who rely on the Supplemental Nutrition Assistance Program, food banks, and the 22 million children who receive free or reduced-price lunch at school - The legislation allows for emergency food assistance to households with children who would receive free or reduced-price meals in school if 	<ul style="list-style-type: none"> - Sickness and family benefits: The measure gives some workers two weeks of paid sick leave and up to three months of paid family and medical leave, equal to no less than two-thirds of their pay. But those benefits only apply to employees of businesses with fewer than 500 employees, or the government, who are infected by the virus, quarantined, have a sick family member or are affected by school closings. Large employers are excluded, and the Labor Department will have the option of exempting workers at any company with fewer than 50 employees - Unemployment assistance: The legislation provides \$1 billion in 2020 for emergency grants to states to assist with processing and paying unemployment insurance. Half of 		

<p>they close for five days or longer</p>	<p>those funds would be used to provide immediate additional funding to all states for staffing, technology and other administrative costs. The other half would be used for emergency grants to states that experienced at least a 10-percent increase in unemployment</p>		
<p>USA – California <u>Decisions adopted regarding COVID-19:</u></p>			
	<ul style="list-style-type: none"> - <u>Disability benefit:</u> Disability benefit for workers unable to work due to medical quarantine or illness related to COVID-19 (certified by a medical professional) of approximately 60-70 percent of wages (depending on income); ranges from \$50-\$1,300 a week for up to 52 weeks; - <u>Family leave benefit:</u> Paid family leave for workers unable to work because you are caring for an ill or quarantined family member with COVID-19 (certified by a medical professional) of approximately 60-70 percent of wages (depending on income); ranges from \$50-\$1,300 a week for up to 6 weeks; - <u>Unemployment benefit:</u> Unemployment benefit for workers who have lost their job or have had 	<ul style="list-style-type: none"> - <u>Disability benefit:</u> Independent contractors may be eligible for the same benefits granted to employees if they pay into disability insurance elective coverage 	<ul style="list-style-type: none"> - <u>Compensation for reduced working hours:</u> Work sharing: Employers whose business has slowed down because of the coronavirus can apply for the unemployment insurance work sharing program¹⁵. It lets employers reduce employees' hours and wages, which can be partially offset with unemployment insurance.

¹⁵ https://www.edd.ca.gov/Unemployment/Work_Sharing_Program.htm

	<p>their working hours reduced for reasons related to COVID-19 ranging from \$40-\$450 per week for up to 26 weeks</p> <ul style="list-style-type: none"> - <u>Sickness benefit:</u> Paid sick leave for the worker or a family member who is sick or for preventative care when civil authorities recommend quarantine paid at regular rate of pay or an average based on the past 90 days under the Paid Sick Leave Law - <u>Workers’ compensation benefit:</u> Workers’ compensation for workers unable to do their usual job because exposed to and contracted COVID-19 during the regular course of work. 		
Uzbekistan			
<p><u>Decisions adopted regarding COVID-19:</u> The Vice-President, of the Federation of Trade Unions of Uzbekistan is a member of the Special Operational Board established by the Government of Uzbekistan to respond to the challenges posed by the spread of COVID19. At the initiative of the FTUU the Board made the following decisions:</p>			
	<ul style="list-style-type: none"> - <u>Sick leave for child-care:</u> Due to the temporary closedown of the kindergartens, parent who have to take care of their children at home will be considered on sick leave and will be paid compensation according to the law - <u>Unemployment benefit for school personnel:</u> Teachers and other personnel, who are asked to stay home because of the shutdown of kindergartens and schools are entitled to a fully paid unemployment benefit 		

	paid through the unemployment insurance fund		
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Regional Responses

European Union

- To bring immediate relief to hard-hit SMEs, the EU budget will deploy its existing instruments to support these companies with liquidity, complementing measures taken at national level. In the coming weeks, EUR1 billion will be redirected from the EU budget as a guarantee to the European Investment Fund to incentivise banks to provide liquidity to SMEs and midcaps. This will help at least 100,000 European SMEs and small mid-caps with about EUR 8 billion of financing. We will also provide credit holidays to the existing debtors that are negatively affected
- The Commission will furthermore accelerate the preparation of the legislative proposal for a European Unemployment Reinsurance Scheme aiming at supporting Member State policies that preserve jobs and skills. Moreover, the Coronavirus Response Investment Initiative will facilitate the deployment of the European Social Fund – a fund geared towards supporting workers and healthcare. The European Globalisation Adjustment Fund could also be mobilised to support dismissed workers and those self-employed under the conditions of the current and future Regulation. Up to EUR 179 million is available in 2020.
- Under the newly established Coronavirus Response Investment Initiative, the Commission proposes to direct EUR 37 billion under Cohesion policy to the fight against the Coronavirus crisis. To this effect, the Commission proposes to relinquish this year its obligation to request Member States to refund unspent pre-financing for the structural funds. This amounts to about EUR 8 billion from the EU budget, which Member States will be able to use to supplement EUR 29 billion of structural funding across the EU. This will effectively increase the amount of investment in 2020 and help to front-load the use of the as yet unallocated EUR 28 billion of cohesion policy funding within the 2014-2020 cohesion policy programmes. The Commission calls upon the European Parliament and the Council to swiftly approve this proposal, so that it can be adopted within the next two weeks.
- In addition, the Commission is proposing to extend the scope of the EU Solidarity Fund by also including a public health crisis within its scope, in view of mobilising it if needed for the hardest hit Member States. Up to EUR 800 million is available in 2020.

South Asian Association for Regional Cooperation (SAARC)

- In midst of novel Corona Virus outbreak (Covid-19) worldwide, the leaders of the South Asian Association for Regional Cooperation (SAARC) made a video-conference on 15 March 2020. During the conference, Prime Minister Modi, on behalf of India pledged USD 10 million toward a Covid-19 emergency fund along with a rapid response team of doctors and specialists for SAARC. The conference led by PM Modi suggested that experts of all SAARC states meet in a week via video-conference to take forward the ideas exchanged at this discussion. Similarly, he shared with all other SAARC leaders about India's Integrated Disease Surveillance Portal to better trace possible viruses and carriers and the people they contacted. Likewise, he also suggested utilizing the already existing facilities such as the SAARC Disaster Management Centre, which could be used to pool best practices and

suggested a common platform to coordinate research on controlling epidemics within South Asia. This initiation in response to the spread of pandemic diseases can be considered as one of the significant steps of SAARC to be functional again. SAARC remained mostly inactive since the last SAARC summit in 2016.