

ACTRAV ANALYSIS – 17/3/2020

| GOVERNMENTS' RESPONSES TO COVID-19 | | | |
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| Citizens | Dependent Workers | Self-employed | Enterprises |
| China | | | |
| | <ul style="list-style-type: none"> - The government has instructed that salary payments should be made to workers who are unable to work due to quarantine or illness - 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 | | <ul style="list-style-type: none"> - During the period of February to June 2020, small and medium enterprise (SMEs) in provinces, except Hubei, will be exempt from paying premiums on: <ul style="list-style-type: none"> - Pension, - Unemployment, and - Work injury insurances. -For large companies, the payment of the above three social insurances will be halved during the period of February to April 2020. -In Hubei, all enterprises – irrespective of size – will be exempt from paying premiums on pension, unemployment, and work injury insurance during the period of February to June 2020. -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. -the government has set up a subsidized 300-billion-yuan credit facility for producers of masks and other health-related items. |

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| | | | -Enterprises can apply for deferred payment of housing provident funds ¹ 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. |
| Denmark | | | |
| Economy: 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. | | | |
| | - Parents could take up to 52 weeks’ leave to care for a seriously ill child under age 18 - 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 | | |
| France | | | |
| Economy: The government has pledged to protect companies by letting them delay tax and social payments. Finance Minister Bruno Le Maire said Monday that eurozone finance ministers Health care: Social insurance system | | | |
| - Des délais de paiement d’échéances sociales et/ou fiscales - Dans les situations les plus difficiles, des remises d’impôts | - Le maintien de l'emploi dans les entreprises par le dispositif de chômage partiel simplifié et renforcé. Le recours à l’activité partielle peut prendre plusieurs formes : soit la diminution de la durée | | -Pour les entreprises, le Gouvernement a annoncé l'application de mesures de soutien au cas par cas aux entreprises qui rencontreraient des difficultés sérieuses, notamment le recours à l’activité |

¹ 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.

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| <p>directs pouvant être décidées dans le cadre d'un examen individualisé des demandes</p> <ul style="list-style-type: none"> - Un soutien de l'État et de la banque de France (médiation du crédit) pour négocier avec sa banque un rééchelonnement des crédits bancaires - L'appui au traitement d'un conflit avec des clients ou fournisseurs par le médiateur des entreprises - La reconnaissance par l'État du Coronavirus comme un cas de force majeure pour ses marchés publics. En conséquence, pour tous les marchés publics d'État, les pénalités de retards ne seront pas appliquées | <p>hebdomadaire du travail, soit la fermeture temporaire de tout ou partie de l'établissement. Dans les entreprises de plus de 50 salariés, l'employeur doit au préalable consulter pour avis les représentants du personnel. Avant cette mise en activité partielle, il doit surtout adresser à une demande d'autorisation à la direction régionale des entreprises, de la concurrence, de la consommation, du travail et de l'emploi (Direccte) de son Département. La décision doit lui être notifiée dans un délai de 15 jours. Quand l'activité partielle est mise en place dans l'entreprise, le contrat de travail des salariés est suspendu, mais pas rompu. Les salariés voient leur temps de travail réduit et subissent donc une perte de salaire. Mais ils sont indemnisés par ce que l'on appelle une "indemnité d'activité partielle", versée par l'employeur, qui correspond à 70% de leur salaire brut par heure chômée, soit environ 84% du salaire net horaire. L'employeur reçoit, de son côté, une allocation d'activité partielle cofinancée par l'État et l'Unedic. Le montant de cette allocation varie suivant la taille de l'entreprise. Il est de 7,74 euros par heure chômée dans les entreprises employant jusqu'à 250 salariés et de 7,23 euros dans les entreprises à partir de 251 salariés.</p> <p>-Depuis Mars 16, celui dispositif a été renforcé afin de préserver l'emploi (délai de</p> | | <p>partielle ou l'étalement des charges sociales et fiscales.</p> <p>En lien avec le gouverneur de la Banque de France, la médiation du crédit pour accompagner sur les territoires dans les départements toutes les PME qui auraient besoin de renégocier leurs contrats et de renégocier leurs crédits.</p> <p>La simplification du dispositif d'aide pour les entreprises impactées par le COVID-19 :</p> <p>Possibilité de reporter le paiement des cotisations et impôts dus en mars pour toutes les entreprises qui le souhaitent sans justification, ni pénalité.</p> <p>Dégrèvement pour les impôts directs, au cas par cas, pour les entreprises menacées de disparition en raison de l'impact économique du COVID-19.</p> |
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| | <p>réponse de 48h, augmentation de l'allocation à hauteur du SMIC dans les TPE-PME).</p> <p>-Mise en œuvre d'un mécanisme exceptionnel et massif de chômage partiel, avec une prise en charge par l'Etat de l'indemnisation des salariés contraints à rester chez eux.</p> <p>-Pour les parents sans solution de garde pour leurs enfants de moins 16 ans, l'arrêt de travail sera automatique et sans délai de carence.</p> | | |
| Germany | | | |
| <p>Economy: 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> | | | |
| <p>- 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</p> | <p>- Easier access requirements for short-time work benefits² will be introduced:</p> <ul style="list-style-type: none"> -The required quorum of employees affected by work loss has been reduced to 10% (before was 1/3) -partial or complete waiver of negative working time balances -Short-time work allowance also for temporary/contracted workers | | <ul style="list-style-type: none"> - 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. - Enforcement measures (e.g. attachment of accounts) or late payments are waived until December 31, 2020, as long as the debtor of a tax |

² 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.

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| | <p>-full reimbursement of social security contributions by the Federal Employment Agency (BA)</p> <p>- 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> | | <p>payment due is directly affected by the effects of the Corona virus.</p> <p>-Established instruments for flanking the loan offering of private banks will be expanded and made available to more companies:</p> <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 after the individual case has been examined. |
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| Greece³ | | | |
| Economy: 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 government is expected to announce more measures after a Eurogroup meeting on March 16. | | | |
| Hong Kong | | | |
| - Adult residents received a one-time cash transfer of \$1,280, which is expected to boost the economy by 1%. | | | |
| Ireland | | | |
| Economy: 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. | | | |
| | <ul style="list-style-type: none"> - The current 6-day waiting period for Illness Benefit will not apply to anyone who has COVID-19 or is in medically-required self-isolation - The personal rate of Illness 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 - The normal social insurance requirements for Illness Benefit⁴ will be changed or the means test for Supplementary Welfare Allowance⁵ will be removed | <p>-COVID-19 Pandemic Unemployment Payment: 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</p> | <ul style="list-style-type: none"> - 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 |

³ Last update on Friday 13th in process of updating. Information available only in Greek at <https://www.ypakp.gr/>

⁴ <https://www.gov.ie/en/service/ddf6e3-illness-benefit/>

⁵ <https://www.gov.ie/en/service/36e514-supplementary-welfare-allowance/>

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| | <ul style="list-style-type: none"> - 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 payment⁶ -COVID-19 Pandemic Unemployment Payment: this new payment will be available to all employees who have lost employment 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. | | <ul style="list-style-type: none"> -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 |
| <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>Economy: The Italian government passed a decree earmarking immediately €25 billion to tackle the economic consequences of the virus, €325billion in total</p> | | | |
| <p>Health care: Universal</p> | | | |
| <ul style="list-style-type: none"> - E3.5 billion for health system -temporary suspension of domestic charges (water, heat, electricity) - Rental subsidy - E50 million for Universities | <ul style="list-style-type: none"> - Temporary suspension of social security and social assistance contributions - 15-day parental leave for workers with dependent children younger than 12 equal to 50% of reference wage - Babysitting lump-sum up to E600 in total - Relaxed requirements for unemployment benefits (Naspi, Dis-coll, and for agricultural workers) - Mandatory telework for public sector employees | <ul style="list-style-type: none"> - Suspension of payments of taxes and contributions - E600 lump-sum for SE, agricultural workers and workers in the entertainment sector | <ul style="list-style-type: none"> - Suspension of payments of taxes and social security contributions -Tax credit equal to 60% of the rent - Tax credit equal to 50% of sanitation costs |

⁶ <https://www.gov.ie/en/service/c20e1b-short-time-work-support/>

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| | <ul style="list-style-type: none"> - Extended parental leave for workers with disabled dependents up to 15 days/month (March and April) Workers with disabled dependant qualify for telework - E100 non-taxable bonus for each day worked by a dependent worker in his/her normal workplace in March - Private sector workers who have been diagnosed with COVID-19 or are in self-quarantine are considered on sick leave | | <ul style="list-style-type: none"> - Ordinary wage supplement⁷ (with reduced formalities) for enterprises with more than 5 employees -enterprises entitled to and already receiving the Special wage supplement⁸ may ask for the Ordinary wage supplement (which is more generous) - A so-called Derogatory wage supplement is paid to workers who do not fall in the previous categories for the length of work suspension up to a 3-month-period - SMEs: the Government guarantees loans for SMEs up to E5 million for a 9-month period |
| Japan | | | |
| <ul style="list-style-type: none"> - 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. | <ul style="list-style-type: none"> - JTUC-RENGO is facilitating access to after-school childcare centres to support working parents due to school closures, while support has been announced support for enterprises whose employees need to hire child carers - For workers in tourism: The government will strongly support the tourism industry | <ul style="list-style-type: none"> - 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. | <ul style="list-style-type: none"> - 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. - The government will significantly expand special measures on the |

⁷ Ordinary wage supplement (CIGO, cassa integrazione guadagni ordinaria): Paid to industry and construction workers for a temporary reduction in the work week as a result of a reduction in the firm’s activity, with the agreement of the National Social Security Institute. The employer makes the claim for the employee. It amounts to 80% of lost earnings caused by a reduction in contractual working hours is paid for up to 12 months if the employer is insolvent (may be renewed for an additional six months); up to 48 months if the employer restructures or changes activity.

⁸ Special wage supplement (CIGS, cassa integrazione guadagni straordinaria): Awarded by ministerial decree to insured persons with at least 90 days of employment with the company and working in industrial firms with more than 15 employees (50 employees in the commercial sector) if there is a reduction in the work week due to restructuring or a change in activity. The claim is made by the employer for the employee. It amounts to 80% of lost earnings caused by a reduction in contractual working hours is paid for up to 24 months. The maximum monthly special wage supplement is €1,180.76 (€982.40 if the insured’s gross earnings before unemployment were less than €2,125.36).

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| <p>- The government will also shoulder all additional costs at after-school child care centers that accept children from the morning during the school closures.</p> | <p>through the Employment Adjustment Subsidy and liquidity supports for the time being.</p> | <p>- Interest-free loans to self-employed people and freelance workers, as well as small companies facing steep drops in sales. In general, all business owners will become eligible for employment adjustment subsidies.</p> | <p>Employment Adjustment Subsidies so as to protect employment and secure the stability of the people’s lives even in such a situation. Expand the scope of the special measures to all business owners, clarify eligibility criteria (such as simultaneous closure), and apply retroactively back to January, 2020.</p> <ul style="list-style-type: none"> - Increase the subsidy rate for certain areas (SMEs: increase from 2/3 to 4/5; large enterprises: from 1/2 to 2/3) - In general, the government will implement financial measures totaling 1.6 trillion yen from the Japan Finance Corporation and other institutions, primarily focusing on micro, small and medium-sized business operators. - 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%) - Support financing and reorganization of domestic supply chains through operations to facilitate crisis response by the Development Bank of Japan (DBJ), |
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| | | | and the Shoko Chukin Bank (on the scale of 204 billion yen) - Call for private financial institutions to actively provide new loans and change terms for existing debt |
| The Netherlands | | | |
| Economy: 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. | | | |
| | -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 | | |
| Spain⁹ | | | |
| Economy: 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 | | | |
| | - For temporary losses: both people in preventive isolation and those who have been infected with the virus are considered temporary incapacity assimilated to sick leave due to an accident at work. 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 charged to the Administration. | -The Government allows for tax payment deferrals more flexible for a period of six months, upon request, with a discount on interest rates - SE workers in tourism sector: a specific financing line is available through the Official Credit Institute for an amount of 400 million euros to meet the liquidity needs of | - 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 - For temporary losses. Both people in preventive isolation and those who have been infected with the virus are considered temporary incapacity assimilated to sick leave due to an |

⁹ 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>

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| | <p>- Public sector employees: 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 Disability assimilated to sick leave due to Work accident. In this way, the measure adopted last Tuesday for the General Social Security Scheme is extended to public employees.</p> | <p>SE workers in tourism sector and related activities affected by the current situation.</p> | <p>accident at work. 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 charged to the Administration.</p> <p>-SMEs: The Government allows for tax payment deferrals more flexible for a period of six months, upon request, with a discount on interest rates.</p> <p>-tourism sector: a specific financing line is available through the Official Credit Institute for an amount of 400 million euros to meet the liquidity needs of companies in tourism sector and related activities affected by the current situation.</p> |
| <p>Sweden¹⁰</p> | | | |
| <p>Economy: 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> | | | |
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| <p>UK</p> | | | |
| <p>Economy: The U.K. Chancellor Rishi Sunak set out a £12 billion package of public spending and tax cuts to mitigate the impact of coronavirus.</p> | | | |
| <p>Health care: tax financed universal national health service for all residents</p> | | | |
| <p>- The government has announced a new £500 million Hardship Fund so Health care: The government will provide any extra resources needed by the</p> | <p>- 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</p> | <p>-Self-employed and people with an income below the Lower Earnings Limit of £118 per week who have COVID-19 or are self-isolating</p> | <p>- 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</p> |

¹⁰ Last update on Friday 13th in process of updating

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| <p>NHS and other public services to tackle the virus.</p> <p>-A COVID-19 Response fund, initially set at £5 billion, has been created for:</p> <ul style="list-style-type: none"> -the NHS to treat Coronavirus patients, including maintaining staffing levels -local authority actions to support social care services and vulnerable people -ensuring that funding is available so other public services are prepared and protected <p>- £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> | <p>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 GP or other doctor.</p> <p>-Employees may also claim for time off to deal with an emergency involving a dependant¹¹ (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 emergency situation, which can be paid or unpaid.</p> | <p>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). 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>because of COVID-19. In addition, a £3,000 cash grant to 700,000 delivered by Local Authorities will be made available to smallest businesses. Eventually, a new temporary Coronavirus Business Interruption Loan Scheme delivered by the British Business Bank, will be launched in the upcoming weeks..</p> <ul style="list-style-type: none"> - 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. - A new temporary Coronavirus Business Interruption Loan Scheme, delivered by the British Business Bank, will launch in a matter of weeks to support businesses to access bank lending and overdrafts. - 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. |
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¹¹ <https://www.gov.uk/time-off-for-dependants>

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| <p>- A commitment of up to £150 million to the International Monetary Fund’s Catastrophe Containment and Relief Trust, to help the effort to stop further transmission, including into the UK, and supporting vulnerable countries as they respond to the outbreak. Local Authorities can support economically vulnerable people and households. The government expects most of this funding to be used to provide more council tax relief, either through existing Local Council Tax Support schemes, or through similar measures. MHCLG will set out more detail on this funding, including allocations, shortly.</p> | | | |
| <p>Poland¹²</p> | | | |
| <p>Economy: 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> | | | |
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| <p>Portugal</p> | | | |
| <p>The government announced plans to support companies affected including by temporarily suspending employment contracts, postponing tax deadlines or offering incentives.</p> | | | |
| | <p>- A worker in a prophylactic isolation statement issued by the Health Authority (Health Delegate) is entitled to the payment of an allowance equivalent to the</p> | <p>- The protection provided to dependent workers also apply to self-employed if in prophylactic isolation</p> | <p>-(info only available in PT) Mecanismos de apoio à manutenção dos postos de trabalho: Foram aprovadas medidas de apoio à manutenção dos postos de</p> |

¹² Last update on Friday 13th in process of updating

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| | <p>sickness allowance with an amount corresponding to 100% of reference wage, until the end of the isolation-period</p> <p>- During the days when he does not work to provide assistance to his son or grandchild, the worker is entitled to receive the respective allowance, which should be applied for preferentially in Social Security Direct (SSD). Until the entry into force of the State Budget (OE) for 2020, the daily amount of childcare allowance corresponds to 65% of the reference remuneration. After the entry into force of the OE 2020, the daily amount of the childcare allowance will correspond to 100% of the reference remuneration, remaining at 65% of the childcare allowance</p> <p>- (info only available in PT) O progenitor que tenha de ficar em casa com os filhos, até 12 anos, ou sem limite de idade quando se trate de filho com deficiência ou doença crónica, por força da suspensão das respostas sociais referidas e que não possa recorrer a teletrabalho, terá a falta considerada como justificada e poderá receber um apoio excepcional financeiro, nos termos do DL n.º 10-A/2020, de 13 de março. O trabalhador deve comunicar à entidade empregadora a necessidade de assistência inadiável ao filho, sendo depois todo o processo de pagamento do apoio</p> | | <p>trabalho em caso de quebra significativa ou suspensão da atividade aplicáveis às instituições do setor social e solidário, de acordo com o definido na regulamentação extraordinária aprovada para o efeito.</p> |
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| | articulado entre empresa e Segurança Social | | |
| Switzerland | | | |
| Economy: 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>-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 employés en contrat de travail à durée déterminée (non résiliable) et aux travailleurs temporaires. Pour ce faire, il faudra adapter la législation.</p> <p>-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</p> |

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

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| | | | <p>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.</p> <p>-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 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> <p>-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.</p> |
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| | | | foires) de l'association officielle Switzerland Global Enterprise (S-GE). |
| USA - California | | | |
| | <p>- In California, employees who lose work because of the coronavirus may be eligible for a range of benefits including:</p> <ul style="list-style-type: none"> - 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; - 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; - Unemployment benefit for workers who have lost their job or have had their working hours reduced for reasons related to COVID-19 ranging from \$40-\$450 per week for up to 26 weeks; - 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; and | <p>- Independent contractors may be eligible for the same benefits granted to employees if they pay into disability insurance elective coverage</p> | <p>- Work sharing: Employers whose business has slowed down because of the coronavirus can apply for the unemployment insurance work sharing program¹⁴. It lets employers reduce employees' hours and wages, which can be partially offset with unemployment insurance.</p> |

¹⁴ https://www.edd.ca.gov/Unemployment/Work_Sharing_Program.htm

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| | - Workers' compensation for workers unable to do their usual job because exposed to and contracted COVID-19 during the regular course of work. | | |
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