

ACTRAV ANALYSIS – 6 April 2020

GOVERNMENTS' RESPONSES TO COVID-19

Please check the ILO COVID-19 country policy responses portal for the latest information on Governments' responses (<https://www.ilo.org/global/topics/coronavirus/country-responses/lang--en/index.htm>)

Citizens	Dependent Workers	Self-employed	Enterprises
Malaysia¹			
Decisions adopted regarding COVID-19:			
The 2020 Economic Stimulus Package totals RM 20 billion. It will be rolled out during a period of 6 months starting April 2020. It focuses on three areas: ease the cash flow of affected businesses, support individuals, and stimulate demand for travel.			
<ul style="list-style-type: none"> - Charges refund: A 2% refund in electricity charges has been announced for all residents from April to September. - Cash benefit: Additional support has been announced under the Household Living Aid (BSH) to current recipients. 	<ul style="list-style-type: none"> - Reduction of social security payments: The minimum employee contribution rate to the EPF (Employees' Provident Fund) has been reduced to 7% from 11%. - Monthly cash aid: 600 ringgit for any Malaysian affected by job retrenchment, or forced unpaid holidays until September. - Monthly cash aids for doctors and medical staff (400 ringgit) and immigration officers (200 ringgit) as of March 2020. Public transport drivers and 		<ul style="list-style-type: none"> - Financial support to enterprises: A 15% discount on electricity bills has been announced for hotels, travel agencies, airlines, shopping malls, conventions and exhibition centres. Hotels will be exempted from service taxes until August. - Loans: Bank Negara Malaysia is providing RM3.5 billion in soft loans and loan repayments have been postponed. - Tax breaks: tax breaks up to 1,000 ringgit have been announced in the domestic tourism expenses, and digital vouchers of 100 ringgit will be granted.

¹ Information provided by ACTRAV Field Specialist

	tourist guides will get a one-off payment of 600 ringgit.		- Digital vouchers: For businesses in tourism sector (flights, train tickets, accommodation) will be granted up to 1000 ringgit.
Malta²			
Decisions adopted regarding COVID-19:			
- Benefits for elderly: Services for food and medicines to the elderly are offered from the Active Aging Department. Around 140,000 elderly benefiting from the Pharmacy of your choice (POYC) are entitled for 2 months' supply of medication.			Economic measures for enterprises impacted by COVID19: <ul style="list-style-type: none"> - Deferral of provisional tax, VAT, social security contributions (national insurance) for both self - employed and employers for March and April 2020. - Refunds to companies on investments for teleworking. Malta Enterprise is prepared to offer up to €4,000 for employers and self-employed workers to invest in a teleworking set-up in a bid to combat a further outbreak. This would be limited for up to €500 per teleworking agreement and will be awarded against 45% of the eligible cost. - Accelerated VAT refund payments to businesses.
Moldova³			
Decisions adopted regarding COVID-19:			

² Croatian Presidency of the Council of the European Union Survey – 20/03/2020, Brussels

³ Information provided by Desk Officer

The Government Interventions Fund has been increased by 150 million lei – approximately 31 million Euros to offer guaranties for bank credits. The obligation to perform mandatory audit of individual financial statements for 2019 has been abolished, except for public interest entities.			
		<ul style="list-style-type: none"> - <u>Deferral of income tax payments:</u> Declaration and payment of income tax for 2019 is postponed until April 25 for <ul style="list-style-type: none"> ▪ Individual entrepreneurs or peasants households (farms), non VAT payers, having up to 3 employees, and ▪ SMEs (IVA0 regime). 	<ul style="list-style-type: none"> - <u>Financial support:</u> IFIs credit resources will be used for SMEs. - <u>VAT reduction:</u> The VAT tax will be reduced from 20% to 15% for food service and hotel industries, starting on May 1st 2020. - <u>Deferral of income tax payment:</u> The payment of income tax for the first quarter of 2020 will be postponed until June 25, 2020.
Morocco⁴			
<ul style="list-style-type: none"> - <u>Health care:</u> 2 MMDH is been allocated for: <ul style="list-style-type: none"> ▪ The purchase of medical and hospital equipment (1,000 resuscitation beds, 550 respirators, 100,000 sampling kits, 100,000 test kits, radiology and imaging equipment, etc.); ▪ The purchase of drugs (pharmaceuticals and medical consumables, reagents, medical gases, etc.); 	<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> 		<ul style="list-style-type: none"> - <u>Economic support to MSMEs:</u> <ul style="list-style-type: none"> ▪ Suspension of the payment of social insurance contributions 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

⁴ Sources

<http://www.maroc.ma/fr/actualites/coronavirus-serie-de-mesures-ladresse-des-salaries-et-des-entreprises>

<https://www.medias24.com/coronavirus-voici-les-mesures-proposees-par-la-cgem-au-comite-de-veille-8390.html>

<https://www.medias24.com/coronavirus-cnss-et-credits-2-petites-mesures-prises-par-le-comite-de-veille-8408.html>

<https://www.medias24.com/fonds-covid19-voici-la-liste-des-gros-versements-recus-a-fin-mars-9390.htm>

<ul style="list-style-type: none"> Strengthening the operating resources of the Ministry of Health (allowances for nursing staff, disinfection and cleaning, fuel, etc.). 	<p>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.</p>		<p>by the Central Guarantee Fund (CCG).</p> <ul style="list-style-type: none"> <u>Deferral of tax declarations:</u> Companies whose annual turnover in 2019 was 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.
<p>Myanmar⁵</p>			
<p><u>Decisions adopted regarding COVID-19:</u></p>			
<ul style="list-style-type: none"> <u>Price regulation:</u> The Government together with the Sectoral Associations will monitor/regulate the price of locally produced basic commodities. 	<p><u>Measures adopted to support workers:</u></p> <ul style="list-style-type: none"> Deferral of payment of social insurance contributions (still under discussion). Deferral of social insurance contributions for unemployment periods. 60% of the reference wage will be provided by the Social Security Board to workers under medical treatment and in quarantine. SSB extended the medical benefits for a period up to one year (before was up to six months). Stay Home Leave. 		<p><u>Measures adopted to support employers:</u></p> <ul style="list-style-type: none"> Tax exemption (2 per cent for income tax). Soft Loans from Myanmar Economic Banks and Myanmar Central Bank. Reduction of interest rate from 10 per cent to 8.5 per cent. One year loans from SSB Fund (50 Billion kyats) and State Revolving Fund (50 Billion kyats) at 1 per cent interest rate. Deferral of payment of social insurance contributions (still under discussion). More social dialogue has been promised if workers cooperate with employers in a peaceful manner

⁵ Information provided by ACTRAV Field Specialist

			<p>(peaceful dispute resolution) waiving collective actions and bargaining for the time being.</p> <ul style="list-style-type: none"> - The government has identified three business sectors which will be receiving immediate support: cutting, making, and packaging (CMP), SMEs and Hotel & Tourism.
The Netherlands⁶			
<u>Decisions adopted regarding COVID-19:</u>			
<p>State Secretary for Economic Affairs Mona Keijzer said that the Government will 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.</p>			
		<ul style="list-style-type: none"> - <u>Relaxed social assistance benefits for self-employed:</u> The self-employed and entrepreneurs will be able to receive social assistance if they meet certain standards, which have been relaxed. This social assistance will include additional benefits to meet livelihood standards and/or a loan for working capital. 	<ul style="list-style-type: none"> - <u>A Guarantee for SMEs loans (BMKB):</u> The BMKB amounts to 0.08% of GDP. The Ministry of Economic Affairs and Climate Policy has expanded guarantees to a higher guarantee percentage, up to 90% of the credit risk of banks for SMEs that want to take out a loan of EUR 1.5 mln maximum but that do not have the required collateral. This measure is further expanded to apply to SMEs affected by COVID-19. - <u>Guarantee on loans:</u> The so-called GO-regulation, through which SMEs can secure a 50% guarantee from the government on their bank

⁶ Information provided by Desk Officer
AND

			<p>loans and bank guarantees, will be expanded.</p> <ul style="list-style-type: none"> - <u>Temporary Emergency Bridging Measure for Sustained Employment (NOW)</u>: From 6 April 2020 9.00 am through 31 May 2020, a new temporary measure will be introduced to help entrepreneurs paying wages in order to prevent unemployment in lieu of the current working time reduction scheme. Employers using the scheme must commit to not firing their employees on economic grounds. Employers who expect a decline of at least 25% in revenue can request an allowance for a period of 3 months (with the possibility to extend it for a further 3 months)of 22.5% of the reference wage, in case of a decline of 50% the compensation will amount to 45% and in case of a decline of 90% the compensation will amount to 100% of the reference wage. The Employee Insurance Agency (UWV) will pay an advance of 80% of the expected compensation. The actual turnover loss will be determined afterwards. When determining the definitive compensation, a correction can be
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			<p>made, if there has been a decrease in wages.</p> <ul style="list-style-type: none"> - <u>Deferral of tax payments:</u> Businesses can request for a special deferral of payment in income tax, corporate tax, turnover tax, energy tax and wage tax. Temporarily, no penalties for failure to pay taxes (on time) will be imposed. - <u>Relaxed guarantee for working capital for SMEs:</u> Agricultural and horticultural SMEs will be supported by temporarily relaxing the guarantee for working capital. - <u>Expanded Credits-programme for SMEs and start-ups:</u> In order to support businesses with little financial reserves SMEs and start-ups may defer their due payments up to a six-month period and benefit from a discount on their rent payments up to a six-month period
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New Zealand⁷

Decisions adopted regarding COVID-19:
 On 17 March, Finance Minister Grant Robertson outlined a NZ \$12.1 billion package, which includes wage subsidies, bolstering the healthcare sector’s response to the virus, more money for low-income families and those on social welfare, and changes to business tax. It amounts to 4% of GDP. On 23 March, the Minister announced significant further support for the economy, workers and businesses, including removal of the cap on the Government’s wage subsidy scheme which will inject a further NZ \$4 billion into the economy over the next eleven weeks. The [economic response package](#) includes: Initial NZ\$500 million boost for health; \$5.1 billion in wage subsidies for affected businesses in all sectors and regions; \$126 million in COVID-19 leave and self-isolation support; NZ\$2.8 billion income support package for our most vulnerable; NZ\$100 million redeployment package; NZ\$2.8 billion in business tax

⁷ Information provided by ACTRAV Field Specialist

changes to free up cash flow, including a provisional tax threshold lift, the reinstatement of building depreciation and writing off interest on the late payment of tax; NZ\$600 million initial aviation support package.			
<ul style="list-style-type: none"> - Health care: NZ \$500m funds have been allocated to support the Health care system. - Cash Benefits: The most vulnerable will receive an additional NZ\$25 per week and a doubling of the Winter Energy Payment for 2020. 	<ul style="list-style-type: none"> - Wage subsidies: See under enterprises. 	<ul style="list-style-type: none"> - Wage subsidies: See under enterprises. 	<ul style="list-style-type: none"> - Wage subsidies: Businesses experiencing more than a 30% decline in revenue are eligible to receive wage subsidies to keep paying staff. The maximum per business is NZ\$150,000. Until June 30, full-time workers will receive NZ\$585 per week and part-time workers NZ\$350. It includes self-employed workers who can't work from home, and individuals who need to self-isolate or take care of a sick relative.
Norway⁸			
<u>Decisions adopted regarding COVID-19:</u>			
The government has announced immediate measures to avoid unnecessary layoffs and bankruptcies in companies due to the economic shock of COVID-19, and it will in the coming weeks and months monitor the situation closely and act appropriately to respond to the situation as it evolves. The Ministry of Labour and Social Affairs is also working on an amendment to the Immigration Regulations. The amendment will make it possible for seasonal workers who are in Norway during the COVID-19 pandemic to renew their residence permits and stay in Norway for more than six consecutive months. The Ministry's aim is for the amendment to be adopted as of Monday 30 April 2020			
<ul style="list-style-type: none"> - <u>Suspension of taxes, charges:</u> 	<ul style="list-style-type: none"> - <u>Wage replacement for first 20 days:</u> The severance pay which is payable after the dismissal has been extended from 15 to 	<ul style="list-style-type: none"> - <u>Sickness benefit:</u> As self-employed and freelance workers have significantly worse rights than employees, it was decided 	<ul style="list-style-type: none"> - <u>Reduction of employers' obligations:</u> <ul style="list-style-type: none"> ▪ Reduction of the number of days that employers are

⁸ Sources

<https://www.regjeringen.no/en/aktuelt/the-government-acts-to-mitigate-effects-of-the-covid-19-pandemic-on-the-economy/id2693471/>

<https://www.lo.no/hva-vi-mener/lo-advokatene/nyheter-fra-lo-advokatene/krisepakken-korona/>

<https://www.regjeringen.no/en/aktuelt/renewal-of-residence-permits-for-seasonal-workers-staying-in-norway-during-the-covid-19-pandemic/id2694467/>

<https://www.forskerforbundet.no/om-oss/organisasjon/koronavirus-arbeidstakers-rettigheter/permittering/layoff/>

<https://www.nav.no/familie/sykdom-i-familien/nb/omsorgspenger>

<p>period from 1 January 2020 until 31 October 2020</p> <ul style="list-style-type: none"> - Suspension of payments of aviation charges until 31 June 2020. <p><u>Allocation to municipalities:</u></p> <ul style="list-style-type: none"> - Increase allocation to municipalities that will have large excess expenses due to the virus outbreak 	<p>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 allowed to reduce their period from 15 to 2 days.</p> <ul style="list-style-type: none"> - <u>Unemployment benefits:</u> 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, with the effect that a worker is paid after 20 days of severance pay directly the unemployment benefit. ▪ As of March 27, unemployed and laid-off workers whose maximum period of unemployment benefit is about to expire, will continue receiving their unemployment benefit until the end of June. 	<p>to grant them sickness benefits with a waiting period of 3.</p>	<p>obliged to pay salary to workers at temporary lay-offs, from 15 to 2 days. This will be a temporary measure to improve companies' liquidity and help avoid massive lay-offs</p> <ul style="list-style-type: none"> ▪ The period during which the employer 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. <ul style="list-style-type: none"> - <u>Tax regulations:</u> <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 wealth tax. This will reduce the need for firms to provide dividends to owners to cover the wealth tax. - <u>Grants:</u> Strengthening support for skills upgrade and in-house training for companies affected by the virus outbreak, through increased grants.
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	<ul style="list-style-type: none"> ▪ In addition, on an exceptional basis, unemployment benefits will be granted during the Easter holidays. - <u>Unemployment and work in agriculture (link):</u> Since for many beneficiaries of unemployment benefit work in agriculture would not be profitable because unemployment benefit per hour is higher than hourly wage in agriculture, a temporary scheme allows unemployment benefit recipients who work in agriculture, forestry and horticulture to spend only half the hours on the report card to get paid. - <u>Wage replacement for apprentices:</u> Apprentices who lose their apprenticeships earn an income equivalent to the level of the apprentices' wages. - <u>Care allowance:</u> 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, and is doubled to 20 days. Single parents who 		
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	already have 20 days will receive 40 days.		
Occupied Palestinian Territory			
<u>Decisions adopted regarding COVID-19:</u>			
<p>The Council of Ministers established a solidarity funds at the governorates level, to which PGFTU contributed the amount of 350,000 ILS (almost 100,000 USD). The aim of the fund is to offer food assistance and sanitation materials for the unemployed workers in the informal economy and to families who lost their income. The Council of Ministers also called employers and the private sector not to dismiss workers during the crisis and approved the agreed tripartite agreement for two months that was signed on 16/03/2020 between PGFTU, Coordination Council for Private Sector (alliance that bring together all employers in the private sector and the Ministry of Labour) which included:</p> <ul style="list-style-type: none"> ▪ All parties will fully implement the decision of the minister of labour concerning the working hours for women workers with family responsibilities. ▪ Employers in the affected enterprises and sectors by the crisis will pay 50% of the wages for March and April with a minimum of 1000 ILS, and commit to pay the rest of wages after the end of the work suspension. ▪ Form a tripartite committee to follow up, and address all repercussions related to the Covid19 crisis. ▪ Respect any bipartite agreements that does not infringe the law between workers and employers outside the tripartite agreement. ▪ Work jointly to establish an emergency fund to mitigate the results of the crisis, including compensating workers and employers at the financially collapsed enterprises. 			
Oman			
<u>Decisions adopted regarding COVID-19:</u>			
<p>The Government decided a 5% budget cut on all government functionalities. It urged the private sector to activate telework measures. It revised subsidy and expenditure allocations of the government's budget, operational and administrative companies that include financial regulations and human resources. Setting funds were put in place to implement measures against the spread of coronavirus ensure food supply and reserves. Reduction of the number of employees in government agencies to not more than 30% of their capacity to complete necessary functions, while the rest of the employees work remotely. In addition, the government decided to close all non-vital enterprises.</p>			
			<ul style="list-style-type: none"> - <u>Lending portfolio increased:</u> The policy body boosted the lending portfolio of Al Raffd fund to increase the number of loans offered to SMEs in Oman and postpone instalments. - <u>Reduction of workforce/telework:</u> Enterprises to decide if possible to

			reduce the number of employees and apply teleworking modality.
Panama⁹			
<u>Decisions adopted regarding COVID-19:</u>			
The Parliament enacted Law No. 126 to regulate telework. In addition, the Ministry of Labour and Commerce establish measures to prioritize granting vacations to workers, mainly people over 65. Given the closure of companies, Decree No. 81 has also been enacted to regulate the suspension of employment contracts.			
<ul style="list-style-type: none"> - <u>Access to health care:</u> The National Government allocates US \$ 40,000,000 to acquire inputs and mass tests of covid-19. - <u>Tax breaks:</u> The Cabinet Council approves the measure to extend the tax amnesty until June. In addition, the income taxes will be deferred until December 31, 2020. - <u>Reduction in electricity charges:</u> An agreement with the electricity distribution companies has been signed for a 5% rates reduction. - <u>Measures on interest rates:</u> Interest rates and terms to agree and grant grace periods have been reviewed so as to responds to individuals' need on a case by case basis - <u>Special reduction on specific goods:</u> "Zero tariff" is 	-	-	<ul style="list-style-type: none"> - <u>Economic support to national producers:</u> An amount of US\$ 20,000,000 was approved for the purchase of meat and grains and to support the national producer. - <u>Loans:</u> The Superintendency of Banks of Panama agreed with the banks of the system measures in order to preserve the stability of the financial system and mitigate the potential deterioration of the banking system. Accordingly, "modified loans" have been announced to lift the due payments and mitigate the possible deterioration of credit without penalties. - <u>Economic support to small firms:</u> It is announced that the National Government will support financial companies to serve up to 70,000 small entrepreneurs

⁹ Information provided by Desk Officer

<p>established for products related to health and hygiene measures.</p> <ul style="list-style-type: none"> - Food supply: The Cabinet Council approved a resolution that adopts exceptional measures to import 2.3 million quintals of rice to guarantee this item from June to August. - "Panama Solidarity" plan: The Cabinet Council approved the first phase of the "Panama Solidarity" plan for an amount of US \$ 50,000,000, through which the most deprived of financial resources or affected by the closing of businesses will be given a voucher or wallet worth between US \$ 75.00 or US \$ 100.00 to buy food and medicine. 			
<p>Paraguay¹⁰</p>			
<p><u>Decisions adopted regarding COVID-19:</u> 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, 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. 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>			

¹⁰ Information provided by Desk Officer

	<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. - <u>Sickness benefit:</u> If a worker shows a COVID-19 symptom, the employer will notify this and give him a 5-day leave period. 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. - <u>Complaints:</u> There are complaints about the increase in unfair dismissals. 		
Poland¹¹			
<u>Decisions adopted regarding COVID-19:</u>			

¹¹ Information provided by Desk Officer

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. The government also plans to temporarily suspend the Sunday trade ban, and to support entrepreneurs and protect the labour market through deferral of debt payments and social security contributions, and the provision of loan guarantees as well as payments of salaries to those unable to work.

	<ul style="list-style-type: none"> - <u>Wage replacement by employer:</u> If a company 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 hourly rate, the employee will be eligible to receive the base remuneration, not lower than the minimum statutory salary (currently PLN 2,600 gross). - <u>Additional childcare allowance:</u> Between 12-25 March parents may claim for a 14 days of extra childcare allowance if they have to look after a dependent aged 8 if kindergartens or schools are closed due to the coronavirus. The amount of the 	<ul style="list-style-type: none"> - <u>Additional co-financing option for companies without employees:</u> The local authority may also grant additional co-financing to self-employed from 50% to 90% of the minimum remuneration, depending on the percentage drop in the turnover. 	<ul style="list-style-type: none"> - <u>Co-financing remuneration option:</u> This option is granted for three months in the event of: <ul style="list-style-type: none"> ▪ economic standstill: 50 per cent of minimum wage; ▪ reduction of working hours: up to 40 per cent of the average monthly wage in the preceding quarter. Requirements to be fulfilled: certain size of the company, certain amount of remuneration paid so far and drops in turnover by at least 15 per cent in the period of 2 consecutive months or at least 25 per cent in comparison at the same period in 2019. - <u>Co-financing social security contributions option:</u> co-financing social insurance contributions is granted to employers who qualified for the co-financing option above. Only micro enterprises are entitled to a full three-month exemption from the payment of social insurance contributions.
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	<p>childcare allowance amounts to 80 per cent. The allowance and additional care allowance are granted from the Social Insurance Fund. This means that benefits are not charged to the employers' fund.</p>		<ul style="list-style-type: none"> - <u>Lump-sum payment:</u> Contractors and other businesses (other than business in agricultural sector) are entitled to a lump-sum amounting to 80 per cent of the minimum wage. - <u>Additional co-financing option for SMEs:</u> The local authority may also grant additional co-financing to SMEs from 50% to 90% of the minimum remuneration, depending on the percentage drop in the employer's turnover. <u>Working time arrangements and working conditions:</u> An employer experiencing a drop in turnover can modify the working time by limiting the hours of uninterrupted rest or extending the maximum daily working time to 12 hours; in addition, less favourable working conditions than those included in the employment contract may be adopted through agreements.
<p>Portugal¹²</p>			
<p><u>Decisions adopted regarding COVID-19:</u></p>			

¹² Information provided by Mafalda Troncho, Director ILO-Lisbon, MEDIDAS EXTRAORDINÁRIAS DE CONTENÇÃO E MITIGAÇÃO DO CORONAVIRUS_V18Mar AND
<http://www.seg-social.pt/covid-19-perguntas-e-respostas>
<http://www.seg-social.pt/documents/10152/16722120/FAQ+IPSS+Documento10+%28002%29.pdf/1e4b17bf-bb6e-4f98-8f8e-11de22c74327>
<https://dre.pt/home/-/dre/130243053/details/maximized>

The government announced plans to support companies affected including by temporarily suspending employment contracts, postponing tax deadlines or offering incentives.

<ul style="list-style-type: none"> - <u>School opening for children of workers in essential services:</u> Certain schools remain open to receive children of workers belonging to essential services (health professionals, fireman, armed forces, management and maintenance of essential infrastructure and other essential services. - <u>Extraordinary measures for rental contracts:</u> Cessation of expiring house rental contracts are suspended for three months. - <u>Unemployment subsidy and other non-contributory benefits for needy people:</u> Unemployment subsidy and non-contributory benefits targeted at poverty relief (CSI and RSI) will be automatically extended. 	<ul style="list-style-type: none"> - <u>Income replacement due to school closures:</u> for justified absences for workers (employees and self-employed) who have to stay at home to care for 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, amounting to 66% of the base wage (33% paid by the employer, 33% paid by Social Security). - <u>Training compensation:</u> Establishment of 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 coverage for trainees and trainers in the course of trainings, as well as 	<ul style="list-style-type: none"> - <u>Income replacement due to school closures:</u> for justified absences for self-employed who have to stay at home to care of their children under 12 years of age, due to the suspension of classroom activities (and cannot use telework) of 1/3 of the average wage, paid by Social Security. - <u>Deferral of payment of social insurance contributions:</u> Self-employed may defer the payment of social insurance contributions up to a maximum of 438, 81 Euros. 	<p><u>Support to companies:</u></p> <ul style="list-style-type: none"> - <u>Credits:</u> The Government has allocated a € 200 million credit line to support companies' treasury, and a € 60 million credit line for micro-enterprises in the tourism sector. - <u>Preservation of employments:</u> 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. - <u>Training:</u> IEFP (Public Employment Service) provides training scholarships. - <u>Exemption of the payment of social security contributions:</u> Exemption of the payment of social security contributions during the suspension of employment period by employers. - Measures to speed up payments to companies by the Public Administration. - <u>Financial incentive:</u> Outstanding financial incentive to ensure the normalization phase of the activity
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	<p>for beneficiaries engaged in active employment policies who are prevented from attending training.</p> <ul style="list-style-type: none"> - <u>Sickness benefit in case of isolation:</u> Prophylactic isolation of 14 days is regarded as illness for the purposes of social protection measures. The sickness benefits corresponds to 100% of the remuneration, without being subject to a waiting period. Furthermore, sickness benefits due to infection of COVID-19 is also not subject to a waiting period. - <u>Sickness benefit in case of caring for child:</u> Extension of sickness benefit for caring for a child or grandchild in situations of prophylactic 14-day isolation, without a waiting period. 		<p>(up to a Minimum Wage per worker).</p> <ul style="list-style-type: none"> - <u>Extension of tax deadlines:</u> Extension of deadlines for payment of taxes and other declaratory obligations - <u>Reduction of social security contributions:</u> 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 and June 2020 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 - <u>Additional economic support for enterprises:</u> Over 9200 million Euros of stimulus package consisting in: <ul style="list-style-type: none"> - <u>i) Business credit line:</u> (3000 million Euros) towards more affected economic sectors may be claimed under the condition that beneficiaries do not dismiss workers (Restaurants and food catering, Travel agencies,
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			<p>organization of events, Tourism related activities, Textiles, clothing and footwear industries, wood related products, extractive industries and others). The reimbursement period can be up to four years (with period of grace up to 12 months). These credit lines will be available in the upcoming days and add to the other ones initially announced totalling 260 million Euros. A “Capitalizar” credit line of 200 million Euros will be made available preferably for SMEs.</p> <ul style="list-style-type: none"> - <u>ii) Tax-related measures:</u> - Postponement of the enterprise’s advance tax special payment (“pagamento especial por conta”) from 31st March to June 30; - Postponement of the deadline for submitting Corporate Income Tax Declarations (IRC) to July 31; - VAT, personal income tax (IRS), IRC and withholding taxes can be paid in instalments (for companies with a turnover of up to 10 million Euros), including self-employed workers. Those that do not fulfil the turnover criteria can benefit from this flexibilization if they have a reduction of 20% of turnover in the
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			<p>3 months prior, compared to same period in 2019.</p> <ul style="list-style-type: none"> - Temporary suspension of tax and social contributions proceedings (enforcement proceedings and others). - Enterprises can, in the second quarter, pay taxes and withhold taxes in three monthly instalments, without interest or guarantees; or in six months, with payment of default interest on late payments in the last three instalments. - <u>iii) Social security contributions:</u> - Social security contributions have been reduced by 1/3 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. - The postponement to the second semester of the payment of 2/3 of employer's social contributions is now possible so as to support
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			economic activity and preserve jobs (as of 22.03.2020).
Romania¹³			
Decisions adopted regarding COVID-19:			
	<ul style="list-style-type: none"> - <u>Paid leave:</u> Parents of children up to 12 years old may claim for paid days off for the temporary closure of educational establishments. - Workers caring for people with severe disabilities may also claim for paid days off. - <u>Quarantine allowance:</u> Workers in quarantine will be paid quarantine allowance, which amounts to 75% of the basic salary established according to the law and is fully supported by the budget of the single national health insurance fund. - <u>Unemployment benefit:</u> During the period of suspension of the employment contract at the initiative of the employer, the employee may claim for a unemployment benefit equal to 75% of the basic salary. 	-	

¹³ Croatian Presidency of the Council of the European Union Survey – 20/03/2020, Brussels

Russian Federation¹⁴

Decisions adopted regarding COVID-19:

The 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.

<ul style="list-style-type: none"> - <u>Loan rescheduling:</u> Individuals experiencing a reduction over 30% of their income may reschedule their debts repayments without any penalty. - <u>Special measures for medical supplies:</u> Relaxed duties on imported medications and medical supplies (no more info available). - <u>Automatic extension of social protection benefits:</u> During the next six months, (with no need for additional certificates or visits to the authorities). - <u>Extended family benefit:</u> As of April 2020, eligible families will receive an additional 5,000 rubles a month for each child up to three years of age. President Putin specified that this support is especially important for families with children who 	<ul style="list-style-type: none"> - <u>Income replacement benefit:</u> A quarantined worker is entitled to a compensation benefit providing employer records or a medical certificate (President Putin said paid days off will last from Saturday March 28 to Sunday April 5). - <u>Unemployment benefits¹⁵:</u> Part of the federal budget will be used to pay out unemployment benefits, which will be increased from 8,000 rubles to 12,130 rubles. - <u>Pension benefits:</u> Pensions benefits and other benefits will be paid in advance. - <u>Medical personnel:</u> A special bonus and fund has been created for frontline doctors. 	<ul style="list-style-type: none"> - <u>Loan rescheduling for self-employed:</u> Self-employed experiencing a reduction over 30% of their income will be able to reschedule their debt repayments without any penalty. 	<ul style="list-style-type: none"> - <u>Suspension of tax payment:</u> Businesses working in tourism sector and airlines companies may benefit from the suspension of tax payments. - <u>Deferral of social insurance contributions for micro enterprises:</u> The payment of social insurance contribution will be deferred. - <u>Deferral of bank loan payments for MSMEs:</u> Loan re-payments of MSMEs will be deferred for the next six months. - <u>Reduction of social insurance contributions for SMEs:</u> Social security contributions of SMEs will be reduced from 30% to 15%. This provision applies to any salary above minimum wage.
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¹⁴ Information provided by Desk Officer

¹⁵ According to the current law, sick leaves are calculated based on employees' period of work and salary. President Putin has announced that sick leave will be calculated based on the amount of a least one minimum wage a month

<p>are not attending day-care nurseries or kindergartens, and for parents who are on sick leave or on maternity leave.</p> <ul style="list-style-type: none"> - <u>Tax increase on dividends transferred abroad:</u> Tax increase from 2% to 15% on all interest and dividend income transferred from Russia abroad into offshore jurisdictions. 			
<p>San Marino¹⁶</p>			
<p><u>Decisions adopted regarding COVID-19:</u></p>			
<ul style="list-style-type: none"> - <u>Preferential loans and suspensions of leasing settlements:</u> Families and single persons residing in the territory of San Marino and facing economic difficulties such as layoff for just cause and objective reasons, or receiving wage supplement, or salary reduction, or death or care responsibilities of family member are entitled to preferential loans and suspensions of leasing 	<ul style="list-style-type: none"> - <u>Suspension of debt and loans payment for agricultural workers:</u> facing a reduction of income of at least 15 per cent. - <u>Temporary sickness allowance:</u> Is paid until April 6 in the amount of 30% for the first 5 days, 45% from the sixth to the tenth day, 60% from the eleventh to fifteenth day and 86% for the following days. - <u>Temporary work injury allowance, pregnancy and puerperium:</u> is paid until April 6 in the amount of 100%. 	<ul style="list-style-type: none"> - <u>Suspension of debt and loans payments for SE and freelancers:</u> facing a reduction of income of at least 15 per cent. 	<ul style="list-style-type: none"> - <u>Suspension of debt and loans payments for enterprises: facing a reduction of income:</u> of at least 15 per cent, reduction of workforce by 50 per cent or interruption of business. - <u>State guarantees:</u> The State guarantees the repayment of term loans, for temporary injection of liquidity, granted to the banks by the Central Bank of the Republic of San Marino by March 31, 2021.

¹⁶ Sources

<http://www.iss.sm/on-line/home.html>

<http://www.iss.sm/on-line/home/documento49116141.html>

<http://www.iss.sm/on-line/home/documento49116048.html>

<https://www.consigliograndeegenerale.sm/on-line/home/in-evidenza-in-home-page/scheda17017301.html>

<p>settlements until 31 March 2021.</p>	<ul style="list-style-type: none"> - <u>Measures for schools personnel:</u> 70 per cent of wage reference will be paid to personnel of elementary and high schools providing services remotely from March 23 until the end of schools closure. - <u>Wage supplement:</u> Qualifying conditions for the standard wage supplement have been relaxed to include the “reduction of operations determined by the risk of contagion from COVID-19 or by the repercussions due to its spread”. The benefit amounts to 30 per cent of reference wage for the first week, 45 per cent for the second week and 60 per cent for the following weeks. 		
<p>St. Lucia¹⁷</p>			
<p><u>Decisions adopted regarding COVID-19:</u> State of emergency has been declared. Those operations and businesses that can continue delivery services in telework modalities are encouraged to do so. Businesses that cannot adopt teleworking will shut down for the stipulated time period (March 23-April 5 to be reviewed). Further economic measures will be announced on Friday March 27, including stimulus package. Businesses in tourism sector and in particular on cruise ships will be exempted from taxes.</p>			
<ul style="list-style-type: none"> - <u>Moratorium on interest rates and loan payments:</u> Through the Central Bank and banks interest rates and loan 			

¹⁷ Information provided by Desk Officer

<p>payments will remain on hold for 6 months initially with a possibility to extend to another 3 months.</p> <p>- <u>Health care and Unemployment benefit:</u> The Ministry of Finance, Central Bank, CDB, IMF and WB agreed to the reuse of existing loans on healthcare support and income loss support to those who became unemployed (across all sectors, not only tourism) in order to create liquidity.</p>			
<p>Serbia¹⁸</p>			
<p><u>Decisions adopted regarding COVID-19:</u> 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), and all monthly bills (for communal services, electricity, heating, etc.) will be postponed for 90 days. All doctors will receive a permanent 15% wage increase and all nurses a 10% increase as of April 1 2020.</p>			
	<p>- <u>Wage replacement:</u> All people who work in companies which have reported a slowdown caused by COVID-19 will receive 60% of their monthly wage.</p> <p>- <u>Full wage payment during telework:</u> Workers of companies in which the working process is not affected due to their ability to do most of their work through</p>		-

¹⁸ Information provided by Desk Officer

	teleworking will receive 100% of wage while working from home.		
Singapore¹⁹			
Decisions adopted regarding COVID-19:			
A total of SG\$6.4 billion will be spent by Singapore: SG\$5.6 billion in fiscal and economic measures (known as the “Stabilization and Support Package”), and SG\$ 800 million to address the health threat. The plan was announced on February 18 and is part of the 2020 budget. In order to help Singaporean people and businesses through this difficult period, the Government announced that it will mobilize additional SG\$ 5.1 billion. This additional support will enhance protection for jobs and livelihoods, strengthen support for firms and workers and will provide more help to Singaporeans.			
<ul style="list-style-type: none"> - <u>Flexible rental payments:</u> To support tenants and lessees of Government managed properties, options for more flexible rental payments will be introduced. - <u>Care and Support Cash Benefit:</u> All Singaporeans aged 21 years and above in 2020 will receive a one-off Care and Support cash benefit of \$300, \$200 or \$100, depending on their income. - <u>Passion Cards:</u> All Singaporeans aged 50 years and above in 	<ul style="list-style-type: none"> - <u>Stay-Home Notice:</u> Residents and Long-term pass holders returning from Mainland China (outside of Hubei) are issued a Stay-Home Notice (SHN) of 14 days. - <u>The Leave of Absence Support Programme (LOASP):</u> The LOASP applies to businesses affected by Stay-Home Notice (SHN) requirements due to COVID-19. Under the LOASP, eligible employers will be able to apply for \$100 daily per affected worker for the 	<ul style="list-style-type: none"> - <u>The Leave of Absence Support Programme (LOASP):</u> The LOASP has been extended to businesses and self-employed workers affected by Stay-Home Notice (SHN) requirements due to COVID-19. Self-employed who had travelled to mainland China on or before 31 January 2020 and were placed on SHN upon their return to Singapore can also apply for the daily support of \$100 (self-employed workers should not apply for support if telecommuting arrangements 	<ul style="list-style-type: none"> - <u>Support Scheme:</u> A Jobs Support Scheme will help enterprises retain local workers. - <u>Enhanced Wage Credit Scheme:</u> The enhanced Wage Credit Scheme encourages employers to share productivity gains with workers in the form of wage increases. It has been estimated that more than 700,000 Singaporeans employed by 90,000 enterprises will benefit from a wage increase. - Employers will receive an 8% <u>cash grant</u> on the gross monthly wages of each local employee up to S\$

¹⁹ Information provided by ACTRAV Field Specialist

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- <https://www.mom.gov.sg/newsroom/press-releases/2020/0217-loasp-extended-to-those-serving-stay-home-notice>
- <https://www.gov.sg/article/coping-with-covid-19-economic-measures>
- https://www.singaporebudget.gov.sg/budget_2020/budget-speech/a-responding-to-challenges-in-a-new-decade#s3
- https://www.singaporebudget.gov.sg/docs/default-source/budget_2020/download/pdf/annexc1.pdf
- <https://www.mom.gov.sg/covid-19/loasp>
- https://www.singaporebudget.gov.sg/budget_2020/budget-measures/care-and-support-package

<p>2020 will receive a \$100 top-up to their Passion Cards in 2020.</p> <ul style="list-style-type: none"> - <u>Grocery Voucher</u>: Singaporeans aged 21 years and above, who live in 1-room and 2-room HDB flats and do not own more than one property, will receive \$100 in Grocery Vouchers each year, in 2020 and 2021. - <u>Self-Help Groups Grant</u>: The Government will provide a grant of \$10 million over two years to Self-Help Groups, and another grant of \$20 million to Community Development Councils. This will help to fund community programmes to support needy households. - <u>Charges refund</u>: Eligible Singaporean households living in HDB flats will receive refunds to offset between 1.5 and 3.5 months of Service and Conservancy Charges. 	<p>required duration of SHN (Employers should not apply for support if telecommuting arrangements are available for work to be performed remotely by affected persons on SHN)</p> <ul style="list-style-type: none"> - <u>Workfare Special Payment (WSP)</u>: Singaporeans who received Workfare Income Supplement (WIS) payments in Work Year 2019 will be eligible for a Workfare Special Payment (WSP) in 2020. The payment will be given in cash, and will provide additional support for low-wage workers and self-employed persons aged 35 and above in 2019. The WSP will be enhanced to provide a cash payout of \$3,000 for all eligible Singaporeans, up from the quantum announced previously. 	<p>are available for work to be performed remotely by affected persons on SHN)</p> <ul style="list-style-type: none"> - <u>Workfare Special Payment (WSP)</u>: Workfare Special Payment: See WSP under Dependent Workers 	<p>3,600 per worker. Payment to the employers will be made by end-July.</p> <ul style="list-style-type: none"> - <u>Corporate Income Tax rebate</u>: To help firms with cash flow, a Corporate Income Tax rebate was announced for 2020, and several tax treatments under the corporate tax system will be enhanced for a year. - <u>Loans</u>: There will also be help for enterprises to access capital more easily with the enhanced Enterprise Financing Scheme's Working Capital Loan component. - <u>Measures for tourism sector</u>: <ul style="list-style-type: none"> ▪ <u>Licence wave</u>: The Singapore Tourism Board earlier announced that the licence fees for hotels, travel agents and tour guides will be waived as part of measures to help the tourism sector ▪ <u>Property tax rebates</u>: DPM Heng announced property tax refunds for the year 2020, for accommodation and function room components of licensed hotels and serviced apartments, and prescribed MICE venues.
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			<p>Refunds will also apply to ferry terminals and Integrated Resorts.</p> <ul style="list-style-type: none"> ▪ <u>Temporary Bridging Loan:</u> A Temporary Bridging Loan Programme will be introduced to provide more cash flow for enterprises in the tourism sector. Eligible enterprises can borrow up to SG\$ 1 million, with interest rate capped at 5% per year. - <u>Measures for the aviation sector:</u> <ul style="list-style-type: none"> ○ <u>Refunds</u> on aircraft landing and parking charges, assistance to ground handling agents, and rental refunds for shops and cargo agents. ○ A 15 per cent <u>Property Tax Refund</u> for Changi Airport - <u>Measures for taxis and Private Hire Car drivers:</u> <ul style="list-style-type: none"> ○ A \$77-million package will help taxi and Private Hire Car drivers through this uncertain period (the benefit amounts to SG\$ 20 per car per day for three months).
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Slovak Republic²⁰			
Decisions adopted regarding COVID-19:			
	<ul style="list-style-type: none"> - <u>Absence to work due to child care:</u> Workers who need to stay home to look after their children are entitled to compensation of 100 % of reference wage. - <u>Child benefit:</u> A child benefit is provided to parents of a child up to 11 years of age, who cannot attend the school/ kindergarten closed due to the corona virus outbreak. The duration of the benefit has been extended in order to correspond with the duration of the school closure (now 14 days). 		<p>The new government taking office from 21 March 2020 will also discuss the following measures to be adopted:</p> <ul style="list-style-type: none"> - <u>Suspension of social insurance contributions and income tax payments:</u> For employers who cannot carry on their business due to the order to suspend or close of business in connection with the Corona virus outbreak, including the significant decrease in demand for their products/ services.
Slovenia²¹			
Decisions adopted regarding COVID-19:			
The Parliament should soon adopt the Act on the interim measures on wages and contributions allocating 50 million EUR from the state budget to support companies and workers. The Act is meant to mitigate the effects of reduced business activities due to corona virus in economy; support employers in avoiding lay-offs as its consequence and retain employment; foresees partial reimbursement of wages of temporary laid off workers and those in quarantine and assist self-employed who most affected			
	<ul style="list-style-type: none"> - <u>Partial reimbursement of Wage Compensations:</u> For employers who are unable to secure work for at least 30% of 	<ul style="list-style-type: none"> - <u>Deferral of Payment of Social Security Contributions:</u> Deferral of social security contribution payments will be possible for 	

²⁰ Croatian Presidency of the Council of the European Union Survey – 20/03/2020, Brussels

²¹ Croatian Presidency of the Council of the European Union Survey – 20/03/2020, Brussels

	<p>workers. Workers are entitled to 80% of the previous wage and the costs are shared: 40% by the National Budget and 60% by the employer. The compensation is co-financed from the Budget and will be granted for a period up to 3 consecutive months but not longer than until 30 September 2020. In order to be eligible, employers need to prove that no lay-offs will be made for temporary unemployed workers at least 6 months after beginning of temporary unemployment.</p> <p>- <u>Reimbursement of Wage Compensation:</u> Workers ordered in quarantine by the Ministry of Health who cannot telework are entitled to 80% reimbursement of wage compensation (and not below 70% of minimal wage) for the total duration of quarantine (but not longer than 30 September 2020). Reimbursements are co-financed by National Budget in its entirety.</p>	<p>self-employed, who are not entitled to other measures provided for in this Act, for a period of three months. The contributions will have to be paid in the next two years.</p>	
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South Korea²²

Decisions adopted regarding COVID-19:

The parliament agreed to release the government's supplementary budget of 11.7 trillion KRW (US\$9.4 billion) to boost the economy and support low-income households and small businesses directly affected by the COVID-19 outbreak. 1 trillion KRW of the budget will be allocated to support Daegu and North Gyeongsang, epicentre of the outbreak. The Ministry of Employment and Labour announced that as part of its "Employment Security Support Measures in response to CO-VID 19", 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 COVID-19) may apply for up to 5 days (up to 10 days for single parent families) of paid Family Care Leave. In addition, the Central Government plans to provide gift vouchers to 5 million low-income workers and elderly over the next four months. The Seoul Metropolitan Government plans to spend 327.1 billion KRW (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 will range from 300,000 KRW for a household with two family members to 500,000 KRW 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>- <u>Vouchers and other benefits:</u></p> <ul style="list-style-type: none"> ▪ Payments up to 4 months of: local vouchers for recipients of livelihood, medical, residential, and educational benefits (13.77 million households) and legally high ranks (300,000 households) (+1,242 billion KRW) ▪ Total amount of 4 months per single household: (living and medical care) 520,000 KRW / (residential, 	<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>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
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²² Information provided by ACTRAV Field Specialist

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http://www.mohw.go.kr/react/al/sal0301vw.jsp?PAR_MENU_ID=04&MENU_ID=0403&page=1&CONT_SEQ=353600

http://meng.fsc.go.kr/common/pdfjs/web/viewer.html?file=/upload/press1/20200228160737_f321e327.pdf

<https://leglobal.org/2020/03/16/south-korea-hr-management-of-employers-with-regards-to-the-covid-19/>

<p>educational, secondary) 400,000 KRW</p> <ul style="list-style-type: none"> ▪ Child care vouchers (100,000 KRW per person per month) for 4 months (+1.53 trillion KRW) <p>- <u>Emergency livelihood:</u> Emergency livelihood (11.9 million households) is provided to low-income households in crisis, such as unemployment and closed business (+200 billion won)</p> <p>- <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)</p> <p>- <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)</p>	-		<p>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</p> <ul style="list-style-type: none"> ▪ 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 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
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			<p>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>Loans and guarantees:</u> Between February 7 and 26, a total of 379.6 billion KRW in <u>new loans and guarantees</u> were provided by policy banks and 607.4 billion KRW in loan and guarantee extensions to SMEs, small merchants and self-employed business owners whose businesses have been hit by the spread of COVID-19. - <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 programs aimed at supporting SMEs' facility investments. - <u>Extension of loans:</u> 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,
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			<p>insurance and credit card companies are also offering support through maturity extensions.</p> <ul style="list-style-type: none"> - Tax reductions: Tax cuts to small businesses whose annual revenue is less than 88 million KRW. The tax cuts are expected to help 1.16 million business owners. Business owners in Daegu and North Gyeongsang regions will be getting 30 to 60 percent cuts in their income and corporate taxes.
Spain²³			
Decisions adopted regarding COVID-19:			
<p>The government has adopted a Decree which stipulates that all people doing self-isolation will receive sick-leave benefits. Following the declaration on 14 March of a 'state of emergency' in Spain by the Royal Decree 463/2020 for the management of the health crisis caused by COVID-19, the Spanish Government has approved a package of employment-related measures through the publication of the Royal Decree-Law 8/2020, 17 March, on urgent measures to cope with the economic and social impact of COVID-19.</p>			
<ul style="list-style-type: none"> - Funding social services programmes: 600 million euros have been allocated for home care services and distance caregiving for dependents, both 	<ul style="list-style-type: none"> - Temporary disability benefits: Employees who have temporary loss of income, due to preventive isolation or infection with the virus, are 	<ul style="list-style-type: none"> - New extraordinary economic benefit: A new benefit financed by the Social Security System to compensate self-employed workers whose activity is 	<ul style="list-style-type: none"> - Temporary suspension of contracts and reduction of working time due to force majeure: Employers may suspend contracts or reduce (by between 10% and

²³ Croatian Presidency of the Council of the European Union Survey – 20/03/2020, Brussels

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<https://www.lamoncloa.gob.es/lang/en/gobierno/councilministers/Paginas/2020/20200331council.aspx>

<https://elpais.com/economia/2020-03-14/el-gobierno-aprobara-el-martes-suspensiones-de-empleo-mas-agiles-y-medidas-de-apoyo-a-afectados.html>

<https://elpais.com/economia/2020-03-11/escriva-anuncia-una-prestacion-extraordinaria-para-los-padres-que-tengan-que-cuidar-a-sus-hijos.html>

<https://elpais.com/economia/2020-03-10/sanchez-promete-ayudas-a-familias-y-empresas-por-el-coronavirus.html>

<https://www.laboral-social.com/publicado-rdl-7-2020-medidas-impacto-COVID-19-bonificaciones-empresas-turismo-comercio-hosteleria.html>

<https://www.osborneclarke.com/insights/coronavirus-guide-business-2/>

<p>elderly, and people with disability; support and care services for homeless people; funds for minimum income schemes; caregiver assistance for families (especially, for single-parent families); social workers hiring; means for health prevention; and other relevant social services. This measures will be financed by both the Central Government (€ 300M budgetary transfer to Autonomous Communities), and Local Governments (€ 300M thanks to the use of their budget surpluses), which are the government level in direct charge of the social services provision.</p> <ul style="list-style-type: none"> - School and canteens: 25 million euros will be allocated to alleviate child poverty as a result of the suspension of the activity of school canteens. The Government provides 25 million Euros of specific resources to the Autonomous Communities to guarantee the basic right to food for children in vulnerable situations affected by the closure of schools. 	<p>considered on sick leave due to temporary disablement due to an employment injury, and will receive the corresponding benefit provided for by the social security administration. The same applies for the personnel at the service of the Public Administration, who are in a situation of preventive isolation, or who have been infected with the virus. In this way, the measure adopted for the General Social Security Scheme is extended to public employees.</p> <ul style="list-style-type: none"> - Reduction of working time: Employees would have the right to reduce their working time, with the proportional decrease of salary, if they can prove having duties of care of dependent relatives and if the request is justified, reasonable and proportionate in relation to the situation of the company, particularly in the event that various employees from the same company exercise this right. Such reduction could cover the 100% of the employee's working time. 	<p>suspended by the declaration of the state of emergency or whose income in the month prior to which the benefit is requested is reduced by at least 75% in relation to the average income for the previous semester. This benefit will last initially one month, or until the end of the period of the state of emergency, and will be compatible with exemption from payment of Social Security contributions.</p> <ul style="list-style-type: none"> - Suspension of first-home mortgage payments for self-employed: suffering intense drops in earnings. 	<p>70%) the working time of their employees, with the proportional reduction of salary. Employees would be entitled to unemployment benefits to compensate – partially – the decrease of salary suffered.</p> <ul style="list-style-type: none"> - Suspension of payment of social insurance contributions: If the employer commits to maintain the employment for six months as from the restart of the activity and if the company has less than 50 employees (on 29 February 2020), the employer would be entitled to an exemption of payment of the employer's contributions during the period of suspension of contracts or reduction of working time. If the company has, at that date, 50 or more employees, the exemption from the obligation to pay contributions will be as of the 75% of the company's contribution. - Temporary suspension of contracts and reduction of working time due to objective reasons: This measure is similar to the previous one except that If the suspension or reduction is based on objective grounds, the employer would have to continue paying the employers' contribution during the suspension
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<ul style="list-style-type: none"> - Utilities supply (water, electricity, and gas) has been guaranteed for vulnerable households. - Electricity bills and telecommunications: A social voucher for energy provision has been extended until September. Telecommunications services will also be guaranteed. - Extension rental contract: All rental contracts in force that are about to terminate may be automatically extended for six months. 	<ul style="list-style-type: none"> - Contributory unemployment benefit: Workers are entitled to a contributory unemployment benefit even if they do not comply with the minimum period necessary for it, and the period during which the contributory unemployment benefit is received would not be computed for future unemployment benefits. - Suspension in first-home mortgages payments: for those workers losing their jobs, or affected by temporary reductions in employment - Unemployment benefit for domestic workers: The Government has approved a specific unemployment benefit for all domestic workers that have been forced to totally or partially stop rendering their services due to the crisis, or whose contract has terminated after the declaration of the state of emergency. 		<p>or reduction, because no social security exemptions has been foreseen in this case.</p> <ul style="list-style-type: none"> - Working time arrangements: As stated in the Royal Decree-Law 8/2020, prior to proceeding with the measures that could be imposed unilaterally by the employer, employers must encourage other working alternatives, such as teleworking, by adopting the appropriate measures (if this is technically and reasonably possible and if the effort required is proportionate). In this case, the obligation to carry out a risk assessment is understood to be complied with through a self-assessment carried out voluntarily by the employee.
South Africa²⁴			

²⁴ Sources

<http://www.labour.gov.za/DocumentCenter/Publications/Compensation%20for%20Occupational%20Injuries%20and%20Diseases/Notice%20on%20compensation%20for%20Occupationally%20acquired%20corona%20virus%20under%20COIDA%20Amended%20Act.pdf>

Decisions adopted regarding COVID-19:

	<ul style="list-style-type: none"> - <u>Full paid remuneration for suspected and unconfirmed cases:</u> If a worker is self-quarantined, as recommended by Medical Practitioner in accordance with the DOH/WHO/ILO guidelines, the employer will be liable for remuneration for days of absence. - <u>Full paid remuneration for confirmed cases:</u> Confirmed cases and where the Compensation Fund has accepted liability, temporary total disablement benefit shall be paid from the date of diagnosis up to 30 days. - <u>Death benefit:</u> Reasonable burial expenses, widow's and dependents' person shall be payable, where applicable, if an employee dies as a result of the complications of COVID-19. - <u>Sickness benefit:</u> An employee in quarantine for 14 days due to 		<ul style="list-style-type: none"> - <u>Temporary Employee / Employers Relief Scheme:</u> During the period of lockdown, employers are encouraged to continue to pay employees' salaries. However, if an employer as a direct result of COVID-19 pandemic closes its operations for a 3 months or lesser period and suffers financial distress, the company shall qualify for a COVID-19 Temporary Relief Benefit, which only pay for the cost of salary for the employees during the temporary closure of the business operations. The salary benefits will be capped to a maximum amount of R17 712, 00 per month, per employee and an employee will be paid in terms of the income replacement rate sliding scale (38 % -60 %)- provided that an employee shall receive a benefit of no less than the sector specific minimum wage. The benefit shall be de- linked from the Unemployment Insurance Fund's
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http://www.labour.gov.za/DocumentCenter/Publications/Unemployment%20Insurance%20Fund/COVID19%20TERS%20Easy%20Aid_.pdf

<http://www.labour.gov.za/DocumentCenter/Regulations%20and%20Notices/Regulations/Unemployment%20Insurance%20Fund/COVID19%20Temporary%20Employee%20or%20Employer%20Relief%20Scheme%20%28C19%20TERS%29%202020.pdf>

https://www.gov.za/sites/default/files/gcis_documents/corona-uif.pdf

	COVID-19 is entitled to a sickness benefit. In this case, a medical certificate from a medical practitioner must be submitted together with continuation form for payment.		normal benefits and therefore the normal rule that for every 4 days worked, the employee accumulates a one day credit and the maximum credit days payable is 365 for every 4 years will not apply.
Sweden²⁵			
<u>Decisions adopted regarding COVID-19:</u>			
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.			
	- <u>Relaxed Sickness benefit:</u> Due to the COVID-19 virus, the Government has announced that the qualifying day normally required for sickness benefit will temporarily be abolished and the central government will pay sickness benefit from the first day of sickness. This measure means that an employee may claim the reimbursement for the first day of sickness. The application applies retroactively to the Swedish Social Insurance Agency.	- <u>Relaxed Sickness benefit:</u> Self-employed persons may claim for the sickness benefit from the first day of sickness and later ask for the compensation for a qualifying day. The full details of this proposal will be made clear in the additional amending budget that the Government will adopt in the near future	- <u>Deferral of tax payments:</u> 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.
Switzerland²⁶			

²⁵ Information provided by Desk Officer

²⁶ Sources

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

https://www.seco.admin.ch/seco/it/home/Arbeit/neues_coronavirus.html

https://www.seco.admin.ch/seco/fr/home/Arbeit/neues_coronavirus.html#-1496654870

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 obligation 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. On April 3, 2020, the Federal Council has decided to increase the Surety Programme for COVID-19 transitional credits. The current commitment credit was increased from 20 billion francs to 40 billion francs in total.

			<p>- <u>Unemployment insurance/short time work:</u> Up to 8 billion francs can be drawn from the unemployment insurance fund for partial unemployment benefits. The waiting period for short-time working workers is reduced to one day, from now until September 30, 2020. Businesses will therefore only have to assume one day of technical unemployment before receiving unemployment insurance support. The Federal Council also requests the State Secretariat for Economic Affairs (SECO) to assess, by 20 March, the advisability of extending the right to partial unemployment to employees on fixed-term employment contracts and to temporary workers. To do this, it will be necessary to adapt the legislation. At the beginning of April, the Federal Council decided that the short-time work allowance can be granted to an enlarged number of workers on call. Income</p>
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			<p>from temporary employment will not affect the short-time work allowance: it is a financial incentive to fill vacant positions for example in agriculture or in the logistics sector. Several calculation procedures will be simplified to ease the execution bodies and companies.</p> <ul style="list-style-type: none"> - Loans: SMEs in financial difficulty can benefit from bank loans for a total amount of 580 million francs. 10 million francs must also be granted to Guarantee Organizations to cover their exceptional administrative costs. Under the Federal Law on Financial Aid to Guarantee Organizations for SMEs, four recognized Organizations can provide guarantees for companies of all sizes up to one million francs. Bank loans granted through these guarantees must be repaid. The Federal Council is easing the conditions for such a bond. A maximum amount of 4.5 million francs can also be requested to compensate for losses related to export promotion activities (e.g. fairs) of the official association Switzerland Global Enterprise (S-GE).
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			<ul style="list-style-type: none"> - Transitional credits: Since 26 March 2020, banks and PostFinance have made the necessary liquidity available to the affected companies in the form of transitional credits so that they can cover their current fixed costs, despite the loss of turnover due to the COVID-19. The Confederation guarantees credit claims of up to 500,000 francs by 100 percent and claims of between 500,000 and 20 million francs by 85 percent.
Taiwan (China)²⁷			
Decisions adopted regarding COVID-19:			
Taiwan (China) has approved a US\$2 billion (NT\$60 billion) stimulus package. NT\$40.4 billion are earmarked to help businesses, while NT\$16.7 billion will go to the transportation and tourism sector.			
<ul style="list-style-type: none"> - Coupon scheme: A coupon will be granted to more than 140,000 restaurants and diners, 280,000 businesses in shopping centres, 10,000 night market vendors, and 1,700 arts and culture venues after the outbreak has slowed down. - Health care: An investment in medical supplies of NT\$16.9 billion has been announced. 	<ul style="list-style-type: none"> - Workers Compensation: A compensation will be granted to quarantined workers. 		<ul style="list-style-type: none"> - Financial support: Loans, subsidized loans, and loan guarantees have been announced for enterprises operating in the most heavily affected sectors.
Thailand²⁸			

²⁷ Information provided by ACTRAV Field Specialist

²⁸ Information provided by ACTRAV Field Specialist

Decisions adopted regarding COVID-19:

<ul style="list-style-type: none"> - Travel vouchers: A 1,000 baht travel voucher has been made available for 5 million local travellers via the Pao Tang mobile app from Krungthai Bank to be used on tour packages to areas outside their home registration province with the condition of at least one night stay. Each province will receive a different quota amount based on population. - Excise-tax refund: An excise-tax refund on jet fuel has been announced until September 30 (from 4.726 baht per litre to 0.2 baht per litre). 	<ul style="list-style-type: none"> - Wage subsidies: From March 1, workers registered under the social security fund who have lost their jobs because their employers have folded will be given 50% of their salaries for a maximum of 180 days. This also applies to workers who have been suspended as a result of governmental virus-containment measures, but for a period of 60 days maximum. Workers who have been forced to resign will get 45% of their salaries for up to 90 days. Workers who have been laid off will receive 70% of their wages for 200 days. The maximum amount per month per worker is 15,000 baht. - Reduction of Social security contributions: Social security contributions have been reduced from 5% to 4%. Payments for March, April and May are postponed for three months. 	<ul style="list-style-type: none"> - Re-training Programme: The Department of Skill Development is preparing to launch job-skill training for another 20,000 self-employed workers, having already provided the service to 100,000 self-employed people. 	<ul style="list-style-type: none"> - Financial support to enterprises: <ul style="list-style-type: none"> - SME Development Bank is offering a six-month debt moratorium to borrowers with good track records. - Government Savings Bank is offering debt suspensions of up to 5 years. - Thai Credit Guarantee Corp. is suspending credit guarantee fees for 12 months. - The Government Savings Bank will sponsor up to 100 billion baht in soft loans that will be offered through commercial banks with an interest rate of 3-4% to tourism-related operators. - Deposit return: The Tourism Ministry will return B1.4bn in deposits to enterprises working in the tourism sector that registered with the Tourism Department. Each company will receive 50-70% of the deposit back. - Debt suspensions and interest rate reductions can be requested by enterprises which currently do not need loans.
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Trinidad and Tobago²⁹

²⁹ Information provided by Desk Officer, Media Conference (15.03.2020), Opening Remarks by Senator the Honourable Jennifer Baptiste Primus, Minister of Labour and Small Enterprise Development, WORKPLACE GUIDELINES ON THE CLOSURE OF SCHOOLS AND

Decisions adopted regarding COVID-19:		
	<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, etc. - Where there are both parents in a family, one parent is encouraged to stay at home with the children whilst the other attends work. - 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 companies in a 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.

<http://molsed.gov.tt/covid-19-social-assistance>

<https://www.molsed.gov.tt/mediaroom/latest-news-events/441-statement-by-minister-of-labour-on-workplace-guidelines-on-the-closure-of-schools>

	<ul style="list-style-type: none"> - Salary Relief Grant: a new grant of up to TTD 1,500 (USD220) will be paid to workers diagnosed with COVID-19 for a period of up to 3 months. It will be paid through the National Insurance Board with funds transferred from the national budget (social security reserves are not involved). - Public Assistance Grant: Workers diagnosed with COVID-19 will be entitled to receive the Public Assistance Grant for 3 months that administers the Ministry of Social Development and Family Services. The grant ranges from TTD 1,300 to TTD2,250 per household with affected workers with 1 to 4 or more people per household, respectively. 		
Turkey³⁰			
<p><u>Decisions adopted regarding COVID-19:</u> Turkey doubled the credit guarantee fund's limit to 50 billion Turkish liras (\$7.70 billion), up from 25 billion liras (\$3.35 billion). President Erdogan has announced payments deferrals and tax cuts for enterprises across various sectors.</p>			
	<ul style="list-style-type: none"> - <u>Paid leave for public sector employees:</u> public sector employees over 60 or with 	<ul style="list-style-type: none"> - <u>Suspension of credit payments for craftspeople and artisans:</u> Credit payments to state lender Halkbank will also be suspended 	<ul style="list-style-type: none"> - <u>Suspension of Accommodation tax:</u> The accommodation tax, to be paid by hotels, motels, holiday camps, hostels, apart hotels,

³⁰ Information provided by Desk Officer

	<p>chronic illness may claim for a paid leave for 15 days.</p> <ul style="list-style-type: none"> - <u>Pension benefit:</u> The lowest pension amount has been increased to 1,500 Turkish liras (\$231). 	<p>for a period up to three months without interest.</p>	<p>guesthouses, camping sites and mountain houses, will be suspended until November 2020.</p> <ul style="list-style-type: none"> - <u>Suspension of social security contributions and VAT deductions:</u> Social security contributions and VAT tax have been suspended for six months across various sectors, including retail, malls, iron-steel, automotive, logistic and textile. - <u>Suspension of credit payments:</u> Firms who are facing cash flow disruptions due to coronavirus may postpone their due payments for a period up to three months.
Ukraine³¹			
<u>Decisions adopted regarding COVID-19:</u>			
There will be a 200% wage increase for medical personnel			
<ul style="list-style-type: none"> - <u>Land and real estate taxes:</u> Land and real estate taxes shall be lifted until April 30. - <u>Tax declaration extended:</u> The deadline for submitting the tax declaration has been extended. - <u>Exemption from import duties for medical supplies:</u> Medicines, medical devices and medical equipment intended to treat and prevent the spread of 	<ul style="list-style-type: none"> - <u>Lump-sum for low-pensions:</u> A lump sum of UAH 1000 will be paid in April to those pensioners whose pension is lower UAH 5000. - <u>Special allowance for medical personnel and other selected categories:</u> Health care workers dealing with coronavirus outbreak will receive up to 200% allowances 	<ul style="list-style-type: none"> - <u>Suspension of social security contributions:</u> Entrepreneurs, farmers and self-employed (scientists, artists, teachers, attorneys, notary, etc.) are exempted from social security contribution until April 30. 	<ul style="list-style-type: none"> - <u>Fines for untimely or incomplete payment of social security contributions</u> shall be lifted until April 30. - <u>Labour inspection moratorium:</u> Labour inspections will be lifted until May 31.

³¹ Information provided by Desk Officer
AND

<https://ukranews.com/en/news/693794-lazebna-forecasts-payment-of-uah-1-000-one-time-assistance-to-pensioners-from-april-14-when-making>

<p>COVID-19 will be exempt from import duties and VAT.</p>	<p>to their wages. Additional payments will also be made to certain categories of workers providing essential services.</p>		
<p>United Arab Emirates</p>			
<p><u>Decisions adopted regarding COVID-19:</u> The UAE cabinet approved a 16 billion DH (4.35 billion USD) economic stimulus package as part of the measures to tackle the effects of the corona virus by supporting the national economy and ensure business continuity. Among these measures:</p> <ul style="list-style-type: none"> ▪ A renewable six-month suspension of work permit fees and the reduction of labour and other charges to cut the cost of doing business ▪ Other stimulus packages and financial support measures launched by individual emirates, local banks, and private companies. 			
<p>- <u>Suspending rental evictions:</u> For residents of the country's capital, on Monday, to help alleviate the financial difficulties facing the public caused by the coronavirus outbreak.</p> <p>- <u>Suspension of judicial eviction procedures:</u> The Judicial Department is suspending rental eviction procedures, along with executive procedures including imprisonment, blocking of bank accounts, seizure of vehicles, stocks and assets for two months. (The decision exempts cases related to alimony and labour disputes.)</p>			
<p>United Kingdom³²</p>			

³² Sources

<https://www.england.nhs.uk/coronavirus/>

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. 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.

Health care:

- 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:
 - the National Health System 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

- **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.
- **Leave:** Employees may also claim for time off to deal with an emergency involving a

- **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).
- **Income support:** 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.

- **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.
- **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.
- **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.
- **Business retail rates:** The Government has also temporarily

<https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19>

<https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19#certifying-absence-from-work>

<https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19/covid-19-support-for-businesses>

<https://www.gov.uk/government/publications/support-for-those-affected-by-covid-19/support-for-those-affected-by-covid-19#to-support-people-affected-by-covid-19>

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

<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>dependant³³ (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 no 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>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>
<p>Uruguay³⁴</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 areas 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 State Insurance Bank.</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,</p>		

³³ <https://www.gov.uk/time-off-for-dependants>

³⁴ Information provided by Desk Officer

	<p>belonging to the following 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. 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>		
USA³⁵			
<p><u>Decisions adopted regarding COVID-19:</u> On March 27, 2020, the Congress adopted the emergency Coronavirus Aid, Relief, and Economic Security (CARES) Act, which consists of a US\$2.2 trillion economic package meant to provide emergency assistance and health care response for individuals, families, and businesses affected by the 2020 coronavirus pandemic. However, the CARES Act does not cover informal and unauthorized workers, since only workers with social security numbers are eligible for benefits through the national unemployment system.</p>			
<p>- <u>One-time cash benefit:</u> Adults with incomes below \$75,000</p>	<p>- <u>Sickness and family benefits:</u> The measure gives some</p>	<p>- <u>Unemployment benefit:</u> Self-employed (including gig workers)</p>	<p>- <u>Loans for big enterprises:</u> \$500 billion is been allocated in loans and</p>

³⁵ Sources

<https://www.congress.gov/bill/116th-congress/senate-bill/3548/text#toc-idC62A2A4676F44E44B6A0D677C490FD17> (full text)
<https://www.chicagotribune.com/coronavirus/ct-nw-cb-coronavirus-stimulus-bill-highlights-20200326-w3izg6o7snblhpuahagnyq4nm4-story.html>
<https://www.chicagotribune.com/coronavirus/ct-nw-coronavirus-stimulus-checks-benefits-20200327-cdujip744rfihqnnvkvybiqwe-story.html>

<p>will receive a one-time payment of \$1,200 (with married couples earning up to \$150,000 receiving \$2,400) with an additional \$500 for every child aged 16 or under. The payment would scale down by income, phasing out entirely at \$99,000 for singles and \$198,000 for couples without children.</p> <ul style="list-style-type: none"> - Health care: \$100 billion is been allocated for hospitals responding to the coronavirus. - Community health centres: \$1.32 billion is been allocated for community centres that provide health care services. - Drug access: \$11 billion is been allocates for diagnostics, treatments and vaccines. - Centres for Disease Control and Prevention: \$4.3 billion is been allocated for CDCs. - Food security: - 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 	<p>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.</p> <ul style="list-style-type: none"> - Unemployment assistance: The legislation provides \$1 billion in 2020 for emergency grants to states to assist with processing and paying unemployment insurance. Half of 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>who lose their job due to the COVID-19 are entitled to a \$600 per week in addition to any amount to which they are eligible under state law for a period of 4 months.</p>	<p>guarantees to businesses, state and local governments.</p> <ul style="list-style-type: none"> - Loans for SMEs: \$350 billion is been allocated in loans up to \$10 million per business for companies with 500 or fewer employees, including non-profits, self-employed people and hotel and restaurant chains with up to 500 workers per location. The loan must be used to maintain payroll, keep workers on the books or pay for rent, mortgage and existing debt could be forgiven, provided workers stay employed through the end of June. - Fully refundable tax credit: A refundable tax credit covering 50 percent of payroll on the first \$10,000 of compensation, including health benefits, for each employee has been set up for all businesses that are closed or distressed due to the COVID-19 crisis to get those employees hired back or make sure they have jobs to return to. - Delay of estimated tax payments: For corporations until October 15, 2020. - Delay of payment of employer payroll taxes.
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<p>banks, and the 22 million children who receive free or reduced-price lunch at school</p> <ul style="list-style-type: none"> - The legislation allows for emergency food assistance to households with children who would receive free or reduced-price meals in school if they close for five days or longer. 	<ul style="list-style-type: none"> - Unemployment benefit: Workers (including part-time, gig workers, domestic workers, and workers who provide home care who were previously ineligible for unemployment protection) who lose their job due to the COVID-19 are entitled to a \$600 per week in addition to any amount to which they are eligible under state law for a period of 4 months. 		<ul style="list-style-type: none"> - Student loans: Employers can provide up to \$5,250 in tax-free student loan repayment benefits. - Economic support to airlines companies: About \$58 billion is allocated to help airlines stay open.
<p>USA – California³⁶ Decisions adopted regarding COVID-19:</p>			
	<ul style="list-style-type: none"> - Disability benefit: 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. 	<ul style="list-style-type: none"> - Disability benefit: 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"> - Compensation for reduced working hours: Work sharing: Employers whose business has slowed down because of the coronavirus can apply for the unemployment insurance work sharing program³⁷. It lets employers reduce employees' hours and wages, which can be partially offset with unemployment insurance.

³⁶ Sources

[https://www.edd.ca.gov/Unemployment/FAQ - Work Sharing Information For Employees.htm](https://www.edd.ca.gov/Unemployment/FAQ_-_Work_Sharing_Information_For_Employees.htm)

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

https://www.edd.ca.gov/about_edd/coronavirus-2019.htm

<https://www.sfchronicle.com/business/networth/article/California-employees-sidelined-by-coronavirus-may-15112358.php>

³⁷ https://www.edd.ca.gov/Unemployment/Work_Sharing_Program.htm

	<ul style="list-style-type: none"> - <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 their working hours reduced for reasons related to COVID-19 ranging from \$40-\$450 per week for up to 26 weeks. - <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 		
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	contracted COVID-19 during the regular course of work.		
Uzbekistan³⁸			
<u>Decisions adopted regarding COVID-19:</u>			
The Vice-President, of the Federation of Trade Unions of Uzbekistan (FTUU) 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. Decisions regarding unemployment benefit for school personnel and regarding sick leave for child care have been taken.			
	<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 (up to age 14) at home will be considered on sick leave and will be paid 100% of their salary. - <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. - <u>Measures for medical personnel:</u> Medical personnel involved in the fight against spread of the virus, will get a 6% increase of its salary. 		<ul style="list-style-type: none"> - <u>Layoff restrictions for employers:</u> Termination of the employment relation of the worker whose child has been diagnosed by COVID-19 is forbidden.

³⁸ Information provided by Desk Officer

	<ul style="list-style-type: none"> - <u>Enhanced flexible arrangements:</u> Parents whose children study at pre-school and elementary school will have the right to take annual leaves irrespective of the established schedule (the six-month mandatory period of service to qualify for this benefit does not apply). 		
Vietnam³⁹			
<u>Decisions adopted regarding COVID-19:</u>			
The Vietnamese Government has adopted a US\$2.6 billion support package for Vietnamese hit by COVID-19.			
<ul style="list-style-type: none"> - <u>Measure to provide basic needs:</u> 14 day free of charge quarantine service (providing free decent accommodation and meals at rate of 4USD/day) for all travellers from pandemic prone areas and people with suspected cases of Covid19. - <u>Health care:</u> Free hospital treatment to all infected patients. - <u>Cash hand out:</u> Over 1.13 million people with meritorious services to the revolution would receive VND additional 500,000 (US\$ 23) each per month from April to June. 	<ul style="list-style-type: none"> - <u>Workers' compensation:</u> Over 1 million laid off workers would get VND 1.8 million (US\$ 78) each in the next three months. - <u>Unemployment allowance:</u> A monthly payment of 1 million VND paid for three months will be given to an estimated five million workers including own account workers losing their income and dismissed workers whose social insurance contribution period is not sufficient for unemployment benefit payout. - <u>Suspension of social insurance contributions:</u> Employees will also temporarily be exempted 	<ul style="list-style-type: none"> - <u>Economic support to self-employed:</u> Self-employed persons with yearly revenues below 100 million VND who have to temporarily close down as part of the Government's stay-at-home order will be given 1 million VND a month over a three-month period. 	<ul style="list-style-type: none"> - <u>Preferential credit packages for enterprises:</u> Enterprises affected by the COVID 19 crisis may claim for a preferential credit through commercial banks for a value of VNĐ285 trillion (US\$12.39 billion). However, interest rates are likely to remain high, since the central bank is not involved. - <u>Loan repayment (measures changed):</u> Vietnam's central bank (SBV) ordered commercial banks to eliminate, reduce or delay interest payments on loans to companies facing losses due to the coronavirus outbreak for the period January 23 – March 30.

³⁹ Information provided by Desk Officer

<ul style="list-style-type: none"> - Grant for needy families: About 984,000 poor and near-poor households would monthly receive VND1 million (US\$ 43) each in the April-June period. 	<p>from their obligatory contributions to the retirement and survivors' fund (part of the Government-sponsored insurance programme).</p>		<ul style="list-style-type: none"> - Deferral of tax payments and land-use fees: Tax payment and land-use fees are also delayed of 5 months. - Zero interest rate loans: Employers can borrow from the Vietnam Social Policy Bank with zero interest rate over 12 months to pay salaries for their furloughed workers in the three-month period. - Suspension of social insurance contributions: Employers and employees will also temporarily be exempt from their obligatory contributions to the retirement and survivors' fund (part of the Government-sponsored insurance programme).
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Regional Responses

<p>European Union</p> <p>Decisions adopted regarding COVID-19:</p> <ul style="list-style-type: none"> - 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

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