



## **Short Time Work Measures Across Europe**

Throughout Europe trade unions are negotiating short time work schemes with both employers and governments so that workers are not let go during the COVID-19 lockdown but instead continue to receive their wages or a percentage of their wages.

Short time work schemes are essential, they support workers and businesses to cooperate during and live through the lockdown period without the fear of unemployment or being unable to meet their bills.

Decisions that are made now will determine if the EU can avoid the COVID-19 crisis becoming a great recession and unemployment crisis. The EU and Member States need to work with unions and employers to develop policies and, importantly, to mobilise resources that will keep businesses afloat and protect as many jobs and livelihoods as we can. This means adopting policies and financial packages that keep the real economy, businesses, including small business afloat in a way that guarantees they can pay their staff and wait out the coronavirus crisis without making workers unemployed.

Maintaining workers in employment is essential. Policy makers often fail to understand that companies that close down in a crisis don't always open up again and even when they do the tendency is to take on different workers, often on more fragile contracts with worse pay, terms and conditions. In addition, for the workers concerned being unemployed and applying for benefits is entirely different situation both economically and psychologically than remaining in employment even though their wages may be partly reduced.

Trade unions have concluded a number of far-reaching agreements that achieve the triple objective of protecting business, maintaining employment and ensuring that when we come out of lockdown we are in the best position to restart our economies and societies. There are different types of short-time work schemes and there are numerous arguments in favour:

- (1) Short time work schemes reduce dismissals in a situation of crisis
- (2) Short time work schemes mean that employees retain employment and income which helps them to broadly keep up their standard of living - provided that benefits cover a sufficient percentage of their wages.
- (3) From a macro-economic perspective Short time work schemes help to stabilize the economy because workers retain and are able to spend a large part of their wages
- (4) the state saves money because usually it is less expensive to pay Short time Work Schemes support than to pay unemployment benefits for the workers who otherwise would have been made redundant.
- (5) Short time work schemes help employers to retain their workers who are readily available when the economy recovers; employers therefore save a lot of costs in hiring people when the economy recovers



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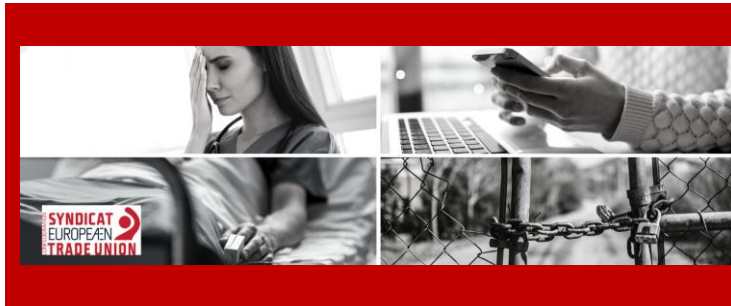
### SHORT TIME WORK

*08 MAY 2020*

(6) Short time work helps employers to adjust working hours to actual demand in situation of cyclical fluctuations

The following table provides you with an overview of short time work measures adopted during the current COVID-19 crisis. The first two columns of the table outline some basic information on how STW schemes or other schemes to protect workers' wages work in the EU countries, while the third column includes information on recent crisis-related measures. One note of caution, the table captures a dynamic situation which is subject to ongoing change. We therefore kindly ask the affiliates to provide us with further information on crisis-related measures that have been introduced in your country so that we can update the table.

This briefing note was originally produced on 30 March 2020 and has been completely revised and updated on 30 April 2020 to take account of recent developments in the various European countries.



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	Existing System		Corona-induced measures
	Eligibility	Level and duration of support	
<b>AT</b>	<p>The <b>STW scheme (Kurzarbeiterhilfe)</b> applies under the following circumstances</p> <p>(1) other options need to be used (reduction of overtime, vacation entitlements and working time accounts)</p> <p>(2) A social partner agreement must be established for each company addressing: terms and conditions of the STW arrangement such as the section of the company that has been affected, duration of STW, the maintenance of the number of employees, the extent of STW payments, the level of decreased working time, and educational measures</p> <p>(3) Working time must range from at least 10% to a maximum of 90% of normal working hours.</p> <p>(4) Companies must apply for STW support six weeks before they initiate the measure (or four weeks before extending it).</p> <p>(5) Companies must consult employee reps (involving the works council) with the aim of identifying potential alternatives to STW</p>	<p>Level of unemployment benefits (including social security contributions) for the non-worked hours (about 55% of the net wage) – also depending on the number of children.</p> <p>The duration is limited to six months, but if the overall situation of the company has not changed, the eligibility time can be extended for another six months. Overall, the maximum is set to 24 months</p>	<p><b>Corona measures</b></p> <p><b>Collective Agreement</b> between WKO and ÖGB increasing the amount of STW support:</p> <p><b>Level:</b></p> <ul style="list-style-type: none"> <li>➤ 90% of the net wage if the gross was 1,700 EUR or less</li> <li>➤ 85% of the net wage if the gross wage was between 1,700 and 2,685 EUR</li> <li>➤ 80% of the net wage if gross wage between 2,685 and 5,370 EUR.</li> <li>➤ Apprentices get 100% of the net wage</li> </ul> <p>Calculation of support is based on average net wage of the last 13 weeks / 3 months before the start of STW (including all wage supplements)</p> <p><b>Application:</b> In order to get STW support the company needs to contact Labour Market Service Austria and simultaneously a company-level agreement needs to be negotiated and then signed by the social partners within 48 hours.</p> <p><b>Duration:</b> 3 months with a possibility of an extension for another 3 months;</p> <p><b>Financing:</b> the state covers 100% of the STW allowance.</p> <p><b>Protection against dismissal:</b> depends on the duration of the STW allowance:</p> <p>(1) up to 2 months STW = three months protection from dismissal;</p> <p>(2) up to 4 months STW = six months protection from dismissal;</p> <p>(3) up to 12 months STW = 15 months protection from dismissal;</p> <p>(4) more than 12 months STW = 4 additional months of dismissal protection.</p> <p><b>Exceptions:</b> workers of public institutions</p>
<b>BE</b>	<p>The <b>temporary unemployment scheme (Tijdelijke werkloosheid)</b> applies to employees during an economic downturn, and to those whose employability has been impacted by bad weather or an unforeseen event if the following conditions apply:</p>	<p><b>Level:</b> Since January 2016, workers receive 65% of their salary regardless of their family situation. The calculation is based on the worker's last monthly wage and cannot exceed a maximum of €2,754.76 per month.</p>	<p><b>Corona measures</b></p> <p><b>Legislative measures:</b></p> <p><b>Level:</b> Increase of STW payment from 65 to 70% until 30/06/2020. The government adds an additional "Corona supplement" of €5.63 per day on top for temporary unemployed workers <b>Cap:</b> The maximum amount of STW allowance is €2,754.76</p>



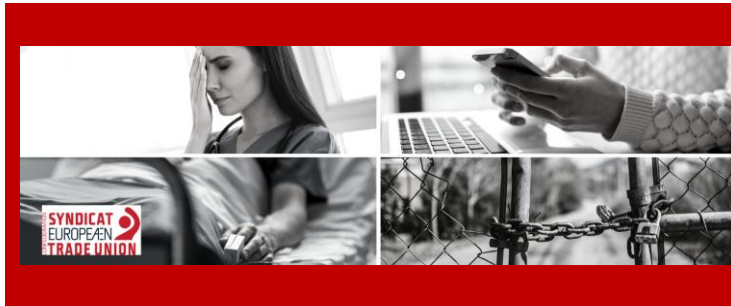
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	<p>(1) all recuperation days need to be used up          (2) a collective agreement must exist</p>	<p><b>Duration:</b> In case of a total suspension of employment: four weeks at a time. After the period of 4 weeks it is obligatory to have at least one working week before starting a new period of suspension          In the case of a small partial suspension the employee is obliged to work either at least 3 days per week or at least one week every two weeks. With large suspension he/she works less than 3 days a week or less than 1 week every two weeks. The maximum duration of a small suspension is 12 months; for large suspension it is 3 months.</p>	<p>per month.  <b>Duration:</b> The special crisis measures apply for 3,5 months until 30 June 2020.  <b>Financing:</b> the state covers 100% of the STW allowance.  <b>Protection against dismissal:</b> There is no protection against dismissal  <b>Exceptions:</b> workers of public institutions          Other measures:          (1) Payment of social security contribution for companies and self-employed (due for the first two quarters of 2020) for 18 months and exemption of interest in case of late payment          (2) Right for self-employed in the event of cessation of activities (1,614.10 EUR for self-employed with family responsibilities).          The measures at federal level are complemented by a range of additional support measures at regional level</p>
<p><b>BG</b></p>	<p>In the case of insolvencies, there is a <b>Guarantee of Claims Fund</b> to secure the payment of parts of the unsettled claims of the workers affected, including wages, social security contributions and other compensations., and the employee must have been in employment with the same employer for at least three months</p> <p>During the crisis in 2009 / 2010 a temporary STW measure was introduced to provide financial support for workers affected by involuntary short-time working. In case of business reasons, employers were given the right to introduce reduced working time for a period of 6 months in one calendar year. Employees on reduced working time had the right to apply for wage compensation for 4 months equal to half the minimum wage          Employees were eligible for compensation if they</p>	<p>The guaranteed support from the <b>Guarantee of Claims Fund</b> amounts to the last six accrued but unpaid monthly wages and cash benefits in the last 36 calendar months preceding the month in which the decision of insolvency is entered. The amount cannot be more than the maximum amount of guaranteed claims decided by the law in the annual State budget</p>	<p><b>Corona measures</b>          As part a broader package of crisis measures the government adopted the following rules concerning STW:  <b>Level:</b> The STW allowance is 60% of the original wage  <b>Duration:</b> The duration of the STW allowance is linked to the state of emergency with a maximum duration of 3 months  <b>Financing:</b> The state will cover 60% of the STW allowance plus 60% of the social security contributions normally covered by the employer. The other 40% of the STW allowance are covered by the employer.  <b>Protection against dismissal:</b> The duration of the protection against dismissals is double the period of the STW allowance.  <b>Exception:</b> Employees of companies belonging to sectors of NACE Codes A, K, O, P, Q, T and U are excluded from the scheme.</p>



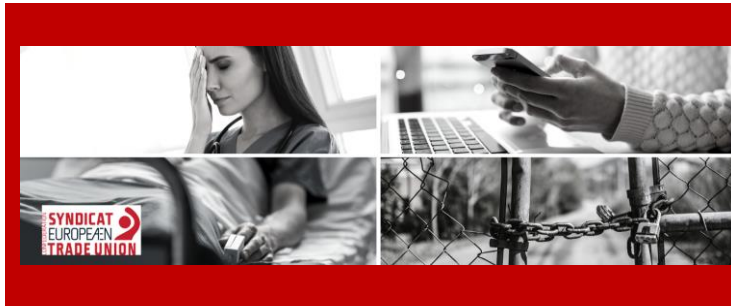
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	continued to work at least 50% of the legally defined regular working time as stipulated by the Labour Code.		
<b>CY</b>	<p>Cyprus has a special instrument of income support called “suspended employment” for workers in the tourism sector (hotels and restaurants) as well as tourism related activities.</p> <p>The scheme provides partial unemployment benefits to employees whose employment has been temporarily suspended due to seasonality reasons. Its objective is to retain employment over the idle winter months when companies suspend their activities fully or partially from 1 November until 31 March.</p>	<p>During the suspension period, the employer pays 2.8% of the basic wage (including a cost of living allowance) to the employee. The employee is entitled to unemployment benefits from the state during the suspension period, reduced by the amount received from the employer.</p>	<p><b>Corona measures</b> <b>Legislative measures</b></p> <p>In the context of the crisis the government introduced rules for a “special unemployment benefit” in case of partial or complete suspension of business activities. This includes the following measures:</p> <p><b>Level:</b> The special unemployment benefit amounts to the value of 60% of the social insurance units (which amounts to 60% of the original wage). In case of a complete suspension, companies employing more than 9 employees, 90% of employees receive this special benefit. In case of a partial suspension different rules apply: Businesses employing up to 50 employees may apply for 75% of their total workforce and businesses employing more than 50 employees may apply for support of 60% of their total number of employees.</p> <p><b>Cap:</b>The maximum amount paid in case of both complete and partial suspension is €1,214</p> <p><b>Duration:</b> The special rules applied for one month from 11 March to 12 April – but is linked to the duration of the suspension of business activity due to the crisis.</p> <p><b>Protection against dismissal:</b> It is a precondition for the employer to participate in the scheme not to dismiss any employees for the period of receipt of the benefit. In case of a partial suspension, the duration of protection against dismissals is one month longer than the period of receiving the benefit.</p> <p><b>Exceptions:</b> Management shareholders, general managers and senior executives are excluded from the scheme. In the case of a partial suspension employees of public sector organizations and companies in a range of specified sectors that have not actually reduced their turnover are also excluded from the scheme.</p>
<b>CZ</b>	<p>Czechia has a STW system that covers all companies in the private sector regardless of company size or sector. State-funded organisations are excluded. The scheme applies to situation in which companies face a reduction of their production due to negative</p>	<p><b>Level:</b> The wage support for employees covers at least 70% of the original wage. Up to 20% of the employee's wage is paid by the labour office (but not exceeding 12.5% of the national average wage for the first to third quarters of the</p>	<p><b>Corona measures</b> <b>Legislative measures</b></p> <p>In the context of the crisis the government adopted the following “Anti-Virus” rules on STW:</p>



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	<p>economic developments or are affected by natural disasters that would result in dismissals To be eligible the employer that he/she is unable to provide work for more than 20% of the weekly working time. While receiving state support the company is not allowed to dismiss any employees.</p>	<p>previous calendar year) and the remaining 50% is covered by the employer. The wage support is determined by a collective agreement between the employer and the trade union or if there is no trade union representation by internal rules  <b>Duration:</b> The wage support can be provided for a maximum of 6 months. The time period and conditions under which it is possible to apply for the contribution are set by the government.</p>	<p><b>Level:</b> The level of the STW allowance varies depending on the reason, STW pay can range from 60% in the case of economic difficulties resulting from the COVID-19 crisis and 100% in the event of a business closure due to a government order.  <b>Cap:</b> The maximum amount paid also varies depending on the reason of STW. In the case of forced quarantine the cap is 39,000 CZK (approx. €1,430). In the case of economic difficulties the cap is 29,000 CZK (approx. €1,060).  <b>Duration:</b> The special rules apply for 1,5 months until 30 April with the possibility to extend the scheme.  <b>Financing:</b> The support is completely covered by the state  <b>Protection against dismissal:</b> While receiving state support the employer cannot dismiss employees.</p>
<p><b>DE</b></p>	<p><b>Short-time work scheme (Kurzarbeit)</b>          According to the German Social Code III (SGB III, §95-§111) STW compensation can be paid if          (1) there is a substantial loss of working hours with loss of pay due to economic reasons or an unavoidable event and if it is temporary.          (2) in the respective calendar month (entitlement period) at least one third of the workforce in the enterprise is affected by a loss of remuneration of more than 10% of their monthly gross remuneration in each case          STW needs to be based on a collective agreement, a works agreement or an individual employment contract. In companies with a works council, the latter has to agree to the use of STW in a works agreement (Betriebsvereinbarung)</p>	<p><b>Level:</b> STW compensation amounts to 60% of the net pay which the employee loses due to the working time reduction (or 67 % if the worker has at least one child)          In some sector there are collective agreements in place to raise the level of STW support up to 90 % of the net wage lost due to working time reductions. Such agreements mainly exist manufacturing branches such a metals or chemicals where wages are relatively high. By contrast, most low wage sectors do not have such agreements.  <b>Duration:</b> STW is limited to a period of 12 months. Until 2015, the basic duration was 6 months. However, if exceptional circumstances on the labour market exist, the maximum duration can be extended to up to 24 months by statutory order. The latter was used during the crisis in 2009.</p>	<p><b>Corona measures</b>  <b>Legislative measures:</b>          Legislation adopted in March 2020 and valid until December 2021 contains the following temporary improvements and extension of the regular STW scheme:          (1) STW compensation will be paid if already 10 % of the workforce is affected (in contrast to one third in normal times)          (2) a partial or even full payment of social security contributions by the Federal Employment agency (not by the employer)          (3) the extension of STW to temporary agency workers (which are excluded from the regular scheme)   <b>Level:</b> On 23 April new legislation was adopted which increases the level of statutory STW allowance depending on the duration of STW pay:</p> <ul style="list-style-type: none"> <li>• First three months of STW: 60% (without children) and 67 % (with children) of net wage;</li> <li>• Between fourth and sixth month of STW: 70% (without children) and 77 % (with children) of net wage</li> <li>• Between the seventh and twelfth month of STW: 80% (without children) and 87 % (with children) of net wage</li> </ul>



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			<p><b>Cap:</b> The maximum amount of the monthly gross wage taken into consideration for the calculation of the STW allowance is €6,900 in West Germany and €6,450 in East Germany</p> <p><b>Duration:</b> The duration of the specific measures is 12 months</p> <p><b>Financing:</b> The state covers 100% of the STW allowance</p> <p><b>Protection against dismissal:</b> There is no protection against dismissal; some industry-level collective agreements provide protection against dismissal.</p> <p><b>Collective Agreements:</b>          Since 17 March 2020, several industry-level collective agreements have been concluded between trade unions and employers' associations increasing the statutory STW allowance. Examples include:          Film industry (100% of net wages); metalworking (80-97%); local government (90-95%), chemicals (90%); automotive craft (KfZ-Handwerk) (90%); systems-based food catering sector (Systemgastronomie) (90%); textiles services (80%); wood and plastics industry (75%)          There are furthermore a whole range of company-level agreements improving the statutory STW allowance. Examples include: Winterhall DEA (100%), Volkswagen (78-95%), Eurowings (90%), Deutsche Telekom AG (85%), and Deutsche Bahn AG (80%).</p>
DK	<p>The <b>work-sharing scheme (Arbejdsfordeling)</b> providing unemployment benefits during periods of temporary unemployment applies under the following conditions:</p> <p>(1) Firms need to be covered by a collective agreement;</p> <p>(2) Companies must be in risk of dismissing a substantial part of their staff (minimum 30 % or more than 50 employees).</p> <p>(3) Employers and employees must agree on reducing working hours, within a limited, low-demand period, in order to avoid redundancies.</p>	<p>Work-sharing can take place over a maximum of 13 weeks. The employees can receive unemployment benefits for a minimum period of two days. Employees can work for one week and receive the unemployment benefit the following week, and so on. They could also, for instance, spend six weeks at work followed by seven weeks on benefits or vice versa.</p>	<p><b>Corona measures</b></p> <p><b>Legislative measures:</b>          More flexible arrangements for the use of work-sharing scheme: it can now be launched as soon as the job centre has been notified and there is now the possibility for companies to alternate between the types of working time distribution once a cycle of working time distribution has ended.</p> <p><b>Collective agreement:</b>          Tripartite agreement on 14 March 2020 between government, FH and employers (DA) on the introduction of a <b>temporary wage compensation scheme</b> for companies with employees who are at risk of redundancy. Key themes are:</p> <p><b>Eligibility:</b> The scheme applies to private companies that are severely affected by</p>



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	<p>(4) According to the Law on Supplementary Unemployment Benefit, the employees must qualify as active job seekers</p>		<p>the Corona crisis and therefore face notice of redundancies for at least 30% of staff or more than 50 employees. The scheme also applies to private foundations, associations and self-governing institutions if they receive less than half of the institutions' ordinary operating expenses in public grants.</p> <p><b>Level:</b> While in STW the employee receives 100% of the original wage</p> <p><b>Duration:</b> The scheme will be effective for 3 months from 9 March-9 June 2020</p> <p><b>Financing and Cap:</b> For salaried employees the state will cover 75 % of the original wage but not more than 30,000 DKK (approx. €4,000) per month and full-time employee; for non-salaried employees the state will cover 90 % of the original wage but not more than 30,000 DKK (approx. €4,000) per month and full-time employee. The remaining 25% and 10% respectively have to borne by the employer.</p> <p>The individual worker for whom the company seeks wage compensation retains his/her full monthly wage but must take unpaid holiday or time off in lieu amounting to a total of five days in connection with the compensation period. However, this does not apply to companies where there is an agreed pay cut in connection with COVID-19.</p> <p><b>Protection against dismissal:</b> for the duration of the wage compensation period, the company refrains from dismissing employee for economic reasons</p>
<p><b>EE</b></p>	<p>Estonia has a scheme to support workers in the case of insolvency of a company. In case of a company's bankruptcy the Unemployment Insurance Fund pays the employer insolvency benefits which include:</p> <ul style="list-style-type: none"> <li>(1) pending salaries;</li> <li>(2) pending holiday pay;</li> <li>(3) benefits from the period before or after the declaration of the employer as insolvent which were not received at the time of cancellation of the employment contract.</li> </ul>	<p>In case of unpaid wages, the amount of benefits paid can be up to the employee's gross wages for the last three months but not more in total than the amount equal to three average monthly gross wages in Estonia during the quarter preceding the declaration of the employer as insolvent.</p>	<p><b>Corona measures</b></p> <p><b>Legislative measures:</b></p> <p>In the context of the COVID 19 crisis the government adopted a set of crisis-related measures including a temporary short-time working scheme supporting employees and companies to avoid layoffs. Its key features are:</p> <p><b>Eligibility:</b> The scheme applies to companies which...</p> <ul style="list-style-type: none"> <li>- experienced a decline in turnover or income of 30% or more for the month in which it seeks government assistance, compared to the same month last year.</li> <li>- are unable to provide work for at least 30% of its employees.</li> <li>- reduced the wages of at least 30% of its employees by at least 30% or to the minimum wage level.</li> </ul> <p><b>Level:</b> The STW allowance covers 70% of the employee's average monthly wage, up to a maximum of €1,000. The employee must receive at least the minimum wage of</p>





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			<p>€584 by adding the employer's €150 contribution and the allowance from the unemployment insurance fund.</p> <p>The unemployment insurance also covers social security contributions, compulsory unemployment insurance contributions, and income tax from the employee's allowance.</p> <p><b>Cap:</b> The maximum amount of the STW allowance is €1000</p> <p><b>Duration:</b> The wage support may be paid for two months out of a period of three months from March-May 2020.</p> <p><b>Financing:</b> The state covers STW allowance and the employer has to pay at least €150.</p> <p><b>Protection against dismissal:</b> There is protection against dismissals during receipt of the STW allowance</p> <p><b>Exceptions:</b> workers on civil contracts are excluded from the scheme</p>
ES	<p><b>Temporary lay-off scheme (<i>Expediente Temporal de Regulación de Empleo</i>)</b> allows all companies to temporarily dismiss workers or to reduce the working time. In those cases, working time can be reduced between 10% and 70%. Once the measure is over, workers return to their jobs according to their previous contractual conditions. Employers need to:</p> <p>(1) notify the public employment services about the initiation of the layoff process;</p> <p>(2) notify the employees' representative in writing about the opening of the consultation process. The notification must contain the following information: number and professional categories of the workers affected by the redundancy, number and professional categories of the workers normally employed during the last year, justification of the measure according to the concurrence of</p>	<p><b>Level:</b> Workers are entitled to unemployment benefits of 70% of the gross salary, while the enterprise must continue paying social security contributions. In the case of working time reduction, workers are entitled to partial unemployment benefits.</p> <p>The benefit may under no circumstances be less than 75% or more than 220% of the national inter-professional minimum wage applicable when eligibility to compensation begins</p> <p><b>Duration:</b> The benefit may be paid out for a maximum period of 2 years.</p>	<p><b>Corona measures</b></p> <p><b>Legislative measures:</b></p> <p>The government adopted a range of new laws making many STW provisions more flexible, for instance, by simplifying the implementation procedure the temporary lay-off scheme and shortening the employee consultation period to 7 days;</p> <p><b>Level:</b> Employees receive full unemployment benefits up to 70% of the gross salary for the first six months and 50% after that; Public schemes will fully cover social contributions for small businesses (independent workers with a small number of employees) and SMEs, and they will cover 75% of the contributions for companies with 50 or more staff</p> <p><b>Cap:</b> There are various caps depending on the family responsibilities of the affected worker: for workers without children the amount paid is €1,098.09; for workers with one child the maximum amount is €1,254.96; and for workers with two children or more the cap is €1,411.83.</p> <p><b>Duration:</b> The duration of the payment of the full benefit is 6 months.</p> <p><b>Financing:</b> The STW allowance is fully paid by the state</p> <p><b>Protection against dismissal:</b> Covid-19 related temporary lay-off scheme will be considered as a 'force majeure' so that there is protection against dismissals. A precondition for the state to cover social contributions is that the company retains</p>



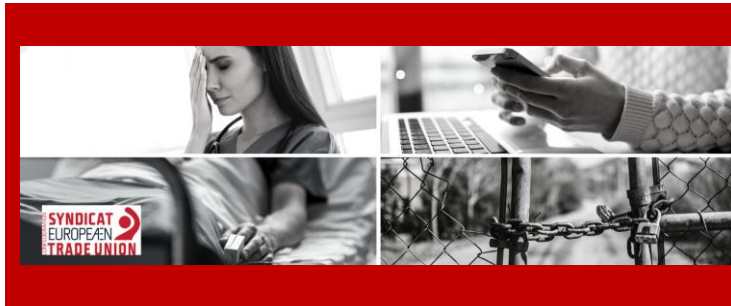
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	economic, technical, organisational or productive causes		at least the same level of employment for the six months after having resumed economic activities <b>Exceptions:</b> Employees on fixed-term contracts as well as shift workers and apprentices benefit on the same basis as other employees from measures to accompany short-time working.
<b>FI</b>	<p><b>Temporary lay-off scheme (<i>Lomautus</i>)</b> Applies to situation in which:</p> <p>(1) the employer could (as an alternative to the temporary layoff) dismiss the employee because the work to be offered has diminished substantially and permanently due to financial or production-related reasons, or for reasons arising from reorganisation of the employer's operations; or</p> <p>(2) the work or the employer's potential to offer work has diminished temporarily (expected duration maximum 90 days);</p> <p>(3) the employer cannot reasonably provide the employee with other suitable work or training. The temporary layoff can be either on a full-time basis, or it can involve a reduction in regular working hours. Persons who work more than 80% of normal full-time hours in the sector during a review period are not entitled to adjusted unemployment allowance</p>	<p><b>Level:</b> Employees receive basic or earnings-related unemployment allowance (the latter only for members of unemployment funds). The average amount of the earnings-related benefit is about 50% of the income.</p> <p><b>Duration:</b> Earnings-related unemployment allowance is paid for a maximum of 400 days</p>	<p><b>Corona measures</b> <b>Legislative measures:</b></p> <p>(1) The government will allow self-employed and freelancers access to unemployment benefit during the crises. (2) Part of the social security contributions are borne by the State budget (3) STW procedures have been facilitated, for instance by shortening the notice period for temporary layoffs from 14 to 5 days. Concerning the other aspects of the STW allowance (level and duration) the usual rules apply.</p>
<b>FR</b>	<p>The <b>partial unemployment scheme (<i>Activité partielle</i>)</b> applies if the reduction or the temporary suspension of activity is due to:</p> <ul style="list-style-type: none"> <li>- the economic situation</li> <li>- supply difficulties</li> <li>- a disaster or weather conditions of an exceptional nature</li> </ul>	<p><b>Level:</b></p> <p>(1) Workers receive 70% of their gross hourly wage (approximately 84% of the net hourly wage);</p> <p>(2) The remuneration cannot go below the statutory minimum wage;</p> <p>(3) Workers in training receive 100% of the net hourly wage.</p>	<p><b>Corona measures</b> <b>Legislative measures:</b></p> <p>In addition to the '<b>Emergency bill to deal with the Covid-19 epidemic</b>' of 18 March a new decree on partial unemployment was published on 26 March which contains the following measures:</p> <p><b>Level:</b> The STW allowance covers 70% of the original gross wage which amounts to approx.. 84% of the original net wage. The STW allowance will at least cover the minimum wage.</p>



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	<p>- the transformation, restructuring or modernisation of the company - or any other exceptional circumstance Before placing its employees under partial activity, the company must ask the labour inspectorate for authorisation. The labour inspectorate has 15 days to answer.</p>	<p>(4) The employer receives an allowance jointly from the state and the unemployment insurance body. For a company with fewer than 250 workers this is €7.74 per hour per worker; for a company with more than 250 worker this is €7.23 per hour per worker. <b>Duration:</b> Partial activity is allowed for a maximum period of 6 months, with the option to renew it once.</p>	<p><b>Cap:</b> The maximum amount of the STW allowance is 4,5 times the minimum wage. This rule replaces the previous calculation of the companies' allowance based on a single hourly rate depending on the number of employees. <b>Duration:</b> The duration of the STW allowance doubled from 6 to 12 months <b>Financing:</b> The state will cover 100% of the company's wage bill <b>Scope:</b> part-time workers enjoy the same rights to a monthly remuneration as full-time employees. In addition, apprentices will be compensated with 100% of their usual remuneration. Employees who work on an annual fixed day or fixed hour basis (forfait jours) will now be eligible for partial unemployment, if the number of hours they work is lowered;</p>
<b>GR</b>	<p>A <b>temporary lay-off scheme</b> was introduced in 2010. (1) the temporary lay-off cannot be longer than three months annually and at the end of the three-months period, the same employee cannot be temporarily laid off for at least another 3 months.; (2) the relevant employee representation structures must be consulted; (3) The relevant departments of the labour inspectorate (SEPE), the Social Insurance Foundation (IKA) and the Labour Force Employment Organisation (OAED) must be notified</p>	<p><b>Level:</b> During the period of temporary layoff, salaried employees receive 50% of the average of their full employment earnings for the previous two months. When the employer temporarily dismisses salaried employees, OAED pays those who remain unemployed while dismissed 10% of the average of their regular full employment earnings for the previous two months <b>Duration:</b> These allowances are paid for a maximum of three months every year</p>	<p><b>Corona measures</b> <b>Legislative measures:</b> On 18 March the government announced the following measures providing support for SMEs and maintaining employment: <b>Level:</b> STW allowance of €800, at the start of April (in compensation for March) for all workers whose employment contracts have not been renewed, and for those being placed on partial unemployment; <b>Duration:</b> The duration of the STW measures is 1 month (with the possibility of extension) <b>Financing:</b> The state pays 100% of the STW allowance and also covers social security benefits, pensions, and health care costs for these employees as well as their social contributions; For all those in quarantine and self-isolation, tax payments will be suspended for four months. <b>Scope:</b> All these measures will also apply to freelance professions and self-employed. Protection against dismissal: when receiving state support it is not possible to dismiss employees.</p>
<b>HR</b>	<p>Croatia has a Fund for Insurance of Workers' Claims which in the case of the employers' bankruptcy guarantees the payment of workers' wages for three unpaid, monthly gross salaries. The Fund also</p>	<p>The Fund guarantees payments up to the level of the minimum national average monthly salary for each month for which the salary has not been paid. It furthermore guarantees up to half of the</p>	<p><b>Corona measures</b> <b>Legislative measures</b> At end of April it was expected that rules will be adopted on wage subsidies for companies in sectors that were most affected by the crisis and companies which</p>



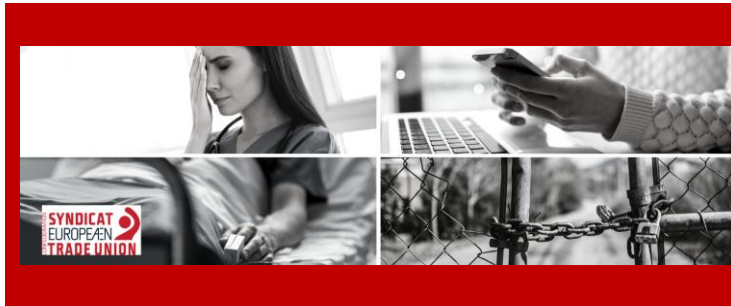
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	covers other claims arising from the employment contract for the last three months prior to the initiation of a bankruptcy process.	minimum salary for remuneration claims for unused annual leave days; up to half of the legally prescribed employer’s obligation for severance pay; up to a third of non-appealable remuneration for indemnification.	had to suspend their activities due to a decision of disease control centres. The rules discussed contain the following provisions: <b>Level:</b> The wage support proposed covers 100% of the net minimum wage (approx. €435) <b>Duration:</b> The support should be available retrospectively from March 2020 for a maximum of 3 months with the possibility to extend the programme <b>Financing:</b> The state covers 100% of the wage support. <b>Protection against dismissal:</b> It has been discussed to include a protection against dismissal of two months for each month of wage support. <b>Other provisions:</b> “Permanent seasonal workers” for instance in the tourism sector are eligible for wage support under the COVID-19 scheme.
<b>HU</b>	In the context of the economic crisis 2009 / 2010 the Hungarian government set up three STW schemes for employees of firms hit by the downturn working reduced hours. A precondition for participation in STW schemes was that the company has to retain its employees (or at least the number of its employees) for at least twice of the period of the support.	Employers were reimbursed social security contributions and up to two times the minimum wage for hours not worked. Training costs were also supported up to 80% of the expenses and 80% of the lost wages Support in all schemes was available for up to 12 months	<b>Corona measures</b> <b>Legislative measures</b> <b>Level:</b> The STW allowance covers 70% of the the wages lost due to the working time reduction in companies that lost 15-50% of their activities due to the crisis. <b>Cap:</b> Only the part of the wage up to HUF 214,300 net (twice the minimum wage - €612 as of 15 Apr) per month is eligible, wages above this threshold are not subsidised. The employer must provide training to the employee concerned in 30% of the reduced hours. <b>Duration:</b> The STW crisis scheme will last for three months <b>Financing:</b> The state covers 100% of the STW allowance. <b>Protection against dismissal:</b> The employer must retain the same level of until the end of December 2020 <b>Special measures:</b> (1) exemption from social security contributions during this period for the sectors most affected by the pandemic, such as tourism, restaurants, entertainment venues, sports, cultural services and transport; (2) Wage subsidy of 40% for workers in engineering and research&development
<b>IE</b>	A <b>STW support scheme</b> was already in place for employees who are on short-time work as a consequence of a reduction in business activity. To	<b>Level:</b> The amount of <b>STW support</b> paid depends on the social security contributions paid by the	<b>Corona measures</b>



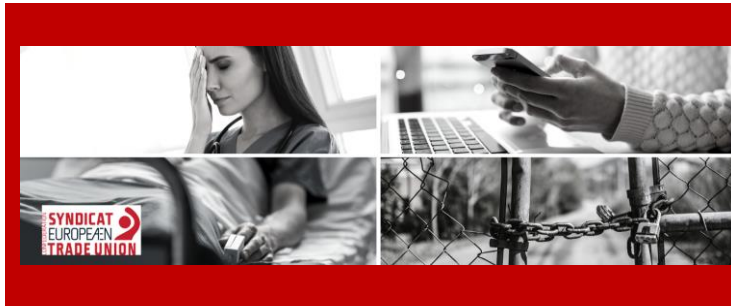
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	<p>qualify for the STW support the employee must work 3 days per week or less</p>	<p>employee but ranges from 81.2 to 391.76 EUR per week  <b>Duration:</b> STW support is paid for a maximum of 234 days</p>	<p><b>Legislative measures:</b>          Introduction of National Covid-19 Income Support Scheme on 24 March 2020          The new income support scheme includes:  <b>Eligibility:</b> The new scheme applies to employees whose work has been fully suspended.          Any company can apply for the wage subsidy if the following conditions are met:          Employers must self-declare to Revenue that they have experienced significant negative economic disruption due to Covid-19 with a minimum of 25% decline in turnover and an inability to pay normal wages and other outgoings;  <b>Level:</b> Employees are expected to receive 100% of their original wage for the time of the wage subsidy;  <b>Cap:</b> Depends on the original wage: a maximum weekly tax free amount of €410 per week (up to €38,000 net per year) and up to €350 if the annual net wage is between €38,000 and €76,000  <b>Duration:</b> The National Covid-19 Income Support scheme is foreseen to be running for 12 weeks  <b>Financing:</b> The state pays 70% of the net wage; the employer is expected cover the remaining 30% in order to maintain as close to 100% of normal income as possible  <b>Protection against dismissal:</b> While receiving STW allowance companies are expected to keep the same level of employment.  <b>Other measures:</b> workers who have lost their jobs due to the crisis receive an enhanced emergency Unemployment Pay of €350 per week (an increase from €203); the same emergency Unemployment Pay of €350 per week applies to self-employed</p>
<p><b>IT</b></p>	<p>There are different measures in place for short-time work allowances:          (1) Ordinary Wages Guarantee Fund – <b>CIGO</b> (<i>Cassa integrazione guadagni ordinaria</i>)          (2) Extraordinary Wages Guarantee Fund – <b>CIGS</b> (<i>Cassa integrazione guadagni straordinaria</i>)          The <b>CIGO</b> can be activated in case of suspension of, or reduction in, working activities due to temporary</p>	<p><b>Level:</b> CIGO provides for 80% of previous earnings for hours not worked between 24 and 40 hours a week, with a fixed maximum decided each year by the National Institute for Social Protection (INPS).          CIGS also amounts to 80% of total pay for hours not worked, from 0 to 40 hours per week, The benefit is capped in the same way as the CIGO</p>	<p><b>Corona measures</b>  <b>Legislative measures:</b>          In the context of the crisis, the government adopted the following measures concerning STW:  <b>Scope:</b> The scope of the STW scheme was extended to all workers, all sectors and all regions and it will also include companies with fewer than five employees.  <b>Level:</b> The STW allowance is 80% of the original wage</p>



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	<p>events that cannot be ascribed to the company. The <b>CIGS</b> can be activated under the following conditions:</p> <p>(a) business restructuring for a maximum period of 24 months over a five-year period;</p> <p>(b) business crisis for a maximum of 12 months;</p> <p>In addition to this legal measures there are bilateral measures put in place by an agreement between trade unions and employers:</p> <p>(1) <b>Solidarity contracts</b> as wage guarantee instruments with the aim to avoid, in whole or in part, staff reductions through a reduction in employees' working hours.</p> <p>(2) <b>Solidarity funds</b> to cover those sectors, types of companies or types of workers (such as craft and temporary agency workers) not covered by CIGO and CIGS. They aim at protecting workers' income in case of suspension or termination of working activity.</p>	<p>In the case of Solidarity contracts the income support disbursed by the State (via the INPS) is equal to 60% (up to 75%) of the pay lost because of the reduction in working hours</p> <p><b>Duration:</b> CIGO measures have a maximum duration of 13 weeks, which can be extended up to 52 weeks.</p> <p>CIGS allowances are paid for a maximum period of 12 months in case of company crisis, 24 months for reorganisation, restructuring and industrial reconversion, 18 months in case of bankruptcy.</p> <p>Solidarity contracts usually run for a maximum time span of 24 months, which can be extended up to 36 months</p>	<p><b>Cap:</b> For monthly gross wages below €2,159.48 the maximum amount paid is €939.99 and for monthly gross wages above €2,159.48 the cap is €1,129.66.</p> <p><b>Duration:</b> The duration of the special rules are 3 months with the possibility to be extended to 12 months.</p> <p><b>Financing:</b> The state covers between 92 and 96% of the STW allowance; the employer covers between 4 and 8%.</p> <p><b>Protection against dismissal:</b> There is protection with the exception of collective dismissals</p> <p><b>Other measures:</b> Extraordinary parental leave of two weeks paid at 50% of salary for one parent and only for children under 12 years of age. For children aged 12-16 the leave can still be taken but will be unpaid. Alternatively families are entitled to €600 for child care (up to €1,000 for front line medical and law enforcement staff and public order services). These measures also apply to independent workers registered with their specific INPS scheme (gestione separata). Compensation for independent workers of €600 tax-free for March. A specific €300 million fund is also being set up for those not eligible for the €600, such as those in liberal professions (freelance workers).</p> <p><b>Collective Agreement:</b> A range of collective agreements have been concluded between trade unions and employers defining procedures and operational guidelines to combat and contain the spread of the coronavirus and to protect workers at the workplace</p>
<p><b>LT</b></p>	<p>There is a <b>guarantee fund</b> which in the case of the employer's insolvency provides compensation for workers.</p> <p>During the crisis in 2009 / 2010 an amendment to the Law on Employment Promotion provided for the <b>possibility to combine STW and public works</b> during idle time. Under these measures, those companies which announce reductions in working time were able to organize public work for their</p>	<p>The compensation from the <b>guarantee fund</b> in case of insolvency are:</p> <p>(1) wage compensation up to three average wages;</p> <p>(2) cash compensation for an unused annual holiday, equal to the minimum monthly wage;</p> <p>(3) severance pay, equal to two minimum monthly wages;</p> <p>(4) payment for idle time up to the minimum monthly wage;</p>	<p><b>Corona measures</b></p> <p><b>Legislative measures:</b></p> <p><b>Level:</b> The level of the STW allowance is 60% of the original wage; in some specific sectors subject to government restrictions during emergency or quarantine the STW allowance covers 90% of the original wage.</p> <p><b>Cap:</b> The maximum amount paid is the minimum wage of €607.</p> <p><b>Duration:</b> The duration of the STW allowance is 3 months</p> <p><b>Financing:</b> The state covers 100% of the STW allowance.</p> <p><b>Protection against dismissal:</b> The protection against dismissal is double the period of the STW allowance.</p>



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	<p>employees and receive wage subsidies from the state up to 100% of the remuneration for public works (based on the minimum hourly wage) and reimburse the associated social security contributions.</p> <p>Part-time employees of companies facing temporary economic difficulties can also participate in public works organised outside their company. Workers placed in part-time work as a result of economic difficulties can also receive vocational training</p>		<p><b>Other measures:</b></p> <p>(1) Self-employed or freelancers will get a pay-out of €257 per month, if a person has paid social insurance fees for at least 3 months in the last year (and does not work elsewhere by a traditional contract)</p>
<b>LU</b>	<p>Luxembourg already had a STW scheme to avoid redundancies and to support workers' income in different circumstances: economic difficulties, companies facing structural difficulties and problems due to a 'force majeure'. A precondition for support under the three circumstances is that the employer exhausted all other possibilities to cope with the economic difficulties. These include: reduction in the use of temporary agency workers, time off in case of overtime, the use of remaining holiday entitlement, and internal redeployment.</p>	<p><b>Level:</b> The STW allowance for the hours not worked covers 80% of the original wage – except for the first 16 hours per month for full-time workers, or the first eight hours per month for part-time workers. The maximum amount paid is 250% of the statutory minimum wage.</p> <p><b>Duration:</b> The duration of the STW allowance can vary depending on the reason for STW. However, in case of STW due to economic reasons: 6 months over a period lasting 12 months. The hours involved per month cannot exceed 50% of the employee's normal working hours. In the other cases the duration is individually fixed.</p>	<p><b>Corona measures</b></p> <p><b>Legislative measures</b></p> <p>In the context of the COVID-19 crisis the government adopted new rules for STW in case of 'force majeure' which ease access to the scheme and contain the following provisions:</p> <p><b>Level:</b> The level of the STW allowance covers 80% of the original wage and the minimum amount paid is the statutory minimum wage for unskilled workers. The STW allowance covers 90% if the employee is in a training measure.</p> <p><b>Cap:</b> The maximum amount paid is 250% of the statutory minimum wage for unskilled workers.</p> <p><b>Duration:</b> The special rules apply for 3 months.</p> <p><b>Financing:</b> The state covers 100% of the STW allowance.</p> <p><b>Protection against dismissal:</b> A company that receives wage support in the case of a 'force majeure' is not allowed to dismiss employees for economic reasons as long as the relevant government decisions remain in force.</p>
<b>LV</b>	<p>Latvia has a Employee Claims Guarantee Fund which supports workers' in case of a company's insolvency. The Employee Claims Guarantee Fund covers the following elements:</p> <p>(1) work remuneration;</p> <p>(2) reimbursement for annual paid leave;</p>		<p><b>Corona measures</b></p> <p><b>Legislative measures</b></p> <p>The Emergency COVID-19 Law contains the following provisions on STW:</p> <p><b>Eligibility:</b> The support is available for workers of companies in downtime that fulfil the following criteria: (1) 30% income reduction in comparison to March/April of the previous year; (2) 20% income reduction in comparison to March/April of the</p>



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	(3) reimbursement for other types of paid leave; (4) severance pay connected with the termination of an employment relationship; (5) reimbursement for injury connected with an accident at work or an occupational disease.		<p>previous year if (a) exports constitute at least 10% or €500,000; (b) the average gross salary in 2019 to workers is not less than €800; (c) long-term investment in fixed assets in 31 Dec 2019 was at least €500,000</p> <p><b>Level:</b> The STW allowance covers 75% of the original wage and is not taxed.</p> <p><b>Cap:</b> The maximum amount of STW allowance paid is €700.</p> <p><b>Duration:</b> The scheme runs for two months (14 March until 14 May) but can be extended.</p> <p><b>Financing:</b> The state covers 100% of the STW allowance.</p> <p><b>Exceptions:</b> Public sector, part-time workers, newly hired employees who started the employment relationship after 1 March 2020</p> <p><b>Protection against dismissal:</b> The general dismissal rules apply.</p>
<b>MT</b>	<p>Malta has a Wage Guarantee Fund in order to protect the workers' wages in case of their employer's insolvency.</p> <p>The guarantee covers the unpaid basic wage, overtime, compensation in lieu of notice and arrears for any leave entitlement for the current and preceding calendar year.</p>	<p>The maximum amount of wages guaranteed by the Wage Guarantee Fund is equivalent to 13 weeks of the national minimum wage, payable at the time of the dismissal or termination</p>	<p><b>Corona measures</b></p> <p><b>Legislative measures</b></p> <p>In the context of the crisis the government introduced a COVID Wage Supplement which has the following main features:</p> <p>The COVID Wage Supplement provides employees in certain specified industries with a basic wage in case of a disruption of business activities caused by the COVID pandemic.</p> <p><b>Level:</b> Full time employees in specific sectors severely hit by the crisis will receive €800 a month from the government through their employers. As part of the agreement, employers in these sectors will continue providing their workers with a further 400 Euro a month. Employers which due to the COVID crisis cannot afford the further 400 must register with the Department of Industrial relations. Part-time employees receive €500 per month.</p> <p><b>Scope:</b> The list of sectors eligible for the COVID Wage Supplement is under constant review and can be viewed on the Malta Enterprise website. This measure also applies to self-employed.</p>
<b>NL</b>	<p>The existing <b>short-time work scheme (werktijdverkorting)</b> applied in situations outside the normal entrepreneurial risk such as fire, epidemics and floods</p>	<p><b>Level:</b> During STW the employee remains employed and the income usually remains the same. The employers pay for the actual hours worked and the state pays the wages for the reduced hours directly to the employer. The</p>	<p><b>Corona measures</b></p> <p><b>Legislative measures:</b></p> <p>Since 17 March 2020, the existing STW scheme has been replaced by a new Temporary Emergency Bridging Measure for Sustained Employment (<i>NOW, Noodfonds Overbrugging Werkgelegenheid</i>). NOW includes the following</p>





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	<p>Companies are eligible if there is at least 20% less work for a period of 2 to 24 weeks.</p>	<p>pension contributions continue as usual, so pension accrual is not disrupted.  <b>Duration:</b> Maximum of six weeks. Extension for another six weeks is possible after the Ministry of Social Affairs and Employment checked whether the situation has improved in the meantime. Three six-week extensions are possible to an overall maximum of 4 periods and a total of 24 weeks.</p>	<p>key features:  <b>Eligibility:</b> Companies which expect a loss of turnover of at least 20%;  <b>Level:</b> Employees' wages stay the same – 100% of the original wage;          The actual wage support for companies depends on the size of the loss of turnover:          - 90% of salary if the loss is 100%;          - 45% to cover a 50% loss;          - 22.5% of salary if the loss is 25%          Upon application, the unemployment insurance agency (UWV) will pay an advance of 80% of the expected compensation and the actual loss of turnover will be determined subsequently, so any adjustments can be made.  <b>Duration:</b> The wage support is for three months with the possibility of an extension for another three months  <b>Financing:</b> The state covers between 22.5 and 90% of the employees' wages accordingly the employers' share ranges between 10 and 77.5 %  <b>Scope:</b> NOW also applies to temporary workers and staff employed on zero-hour contracts;  <b>Protection against dismissal:</b> There is protection against dismissal for the duration of STW.</p>
<p><b>NO</b></p>	<p><b>Temporary lay-off scheme (<i>Permittering</i>)</b>          An employer can temporarily lay-off workers if there are justifiable reasons such as low influx of orders, financial problems, need to repair machinery etc.          The employer needs to notify the public employment authorities and to consult with the shop stewards before giving notice of temporary lay-offs.          Employees shall be given in writing 14 days' notice of temporary lay-offs.</p>	<p>Employees are entitled to unemployment benefits in accordance to the National Insurance Act.          In case of part-time layoffs, if working hours are reduced by less than 50%, the employee will not be entitled to unemployment benefits.          The temporary lay-off can be applied for 52 weeks during a period of 18 months</p>	<p><b>Corona measures</b>  <b>Legislative measures:</b>  <b>Level:</b> The employee receives 100% of the original wage for the first 20 days; after that the unemployment benefits at 80% for salaries up to 300,000 NOK (approx. €26,500) per year and 62.4% for salaries between 300,000 and 600,000 NOK (approx. €26,500 – 53,000) for a maximum of 26 weeks. The threshold to receive unemployment benefits was reduced from 150.000 NOK (approx. €13,250) to 75.000 NOK (approx. €6,600).  <b>Financing:</b> The first two days of the STW allowance are paid by the employer; after that the state covers the costs from day 3 to 20 and after that the unemployment benefit.  <b>Protection against dismissal:</b> There is protection against dismissal for the duration of STW.</p>



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			<p><b>Exceptions:</b> There are no formal sectoral restrictions – but it is rarely used in the public sector in practice.</p> <p><b>Collective agreements:</b> The lay-off scheme is anchored in the social partners’ Basic Agreement and the specific conditions are regulated by local actors.</p> <p><b>Other measures:</b></p> <p>(1) Temporary agreement that self-employed and free lancers are entitled to a compensation of 80% following a calculation where the income from the past 3 years is taken into account (up to 600.000 NOK). The compensation will be valid from day 17 of the day of registered lost income.</p> <p>(2) Regardless of whether the employee is laid off, sick, at home with children or in quarantine, rights regarding salary, pay and benefits will therefore be secured. A doubling of the amount of home care compensation and at the same time reduce the days to be covered by the employer is secured to this effect.</p> <p>(3) At the same time a temporary rule entitles self-employed and free lancers to care benefits from day 4 pursuant to the same rules as for wage earners, on sick pay level for self-employed.</p>
<p><b>PL</b></p>	<p>In the context of the economic crisis 2009 / 2010 the government adopted the “Act on the alleviation of the impact of the economic crisis on employers” to provide support for short-time work and temporary layoffs. In the event of an employer suffering temporary financial problems, working time of employees may be reduced by up to 50% of normal working time for a period of up to 6 months. Employers can then apply for temporary state assistance covering part of the employees’ remuneration.</p> <p>There is furthermore the <b>Guaranteed Employee Benefits Fund</b> (<i>Fundusz Gwarantowanych Świadczeń Pracowniczych</i>) which guarantees all claims of employees in the case of the employer’s insolvency</p>	<p>According to the first Crisis Act an employee shall receive a salary of at least 50 per cent of the current remuneration, but no less than the applicable minimum wage.</p>	<p><b>Corona measures</b></p> <p><b>Legislative measure:</b></p> <p>The new laws adopted contain the following provisions on STW:</p> <p><b>Eligibility:</b> Companies can claim a wage subsidy if (1) the turnover decreases by a minimum of 15% (any two months of 2020 compared to the same period of 2019) or by a minimum of 25% (from January 2020 compared to the previous month)</p> <p><b>Level:</b> If the above conditions are met, the employer can (1) reduce the working time by 20-50% and receive wage support from the Guaranteed Employee Benefits Fund (FGŚP) up to 50% of the reduced wage. (2) the employer can also choose to suspend operation. In this case the employer receives a wage subsidy of 50% of the statutory minimum wage.</p> <p>In both cases the minimum amount of the STW allowance paid to the employee is the statutory minimum wage.</p> <p><b>Cap:</b> The maximum amount of paid as a wage subsidy is 40% of the national average monthly wage from the previous quarter as announced by the Central Statistical Office (GUS).</p>



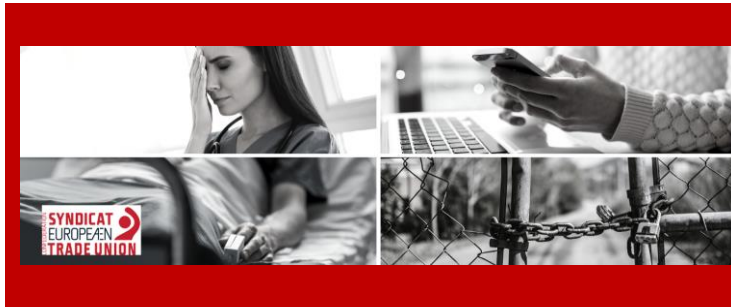
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			<p><b>Duration:</b> The original duration of the STW scheme was three months – the government prepared plans to extend the duration to six months.</p> <p><b>Protection against dismissal:</b> For the period the company receives state support it cannot dismiss employees.</p> <p><b>Exceptions:</b> Support cannot be claimed for employees who in the month preceding the month of submitting the application, received a wage higher than 300% of the forecasted national average monthly gross wage.</p> <p><b>Collective Agreements:</b> Before submitting an application for state support, the employer must sign an agreement with trade unions at the workplace; if there is no trade union the agreement must be signed with employee representatives chosen in an ad hoc manner</p>
<p><b>PT</b></p>	<p>The scheme for the <b>temporary reduction of working time / suspension of employment contracts (<i>Redução dos períodos normais de trabalho/suspensão dos contratos de trabalho</i>)</b> applies to companies in economic crisis in order to ensure the companies' economic viability and the maintenance of jobs.</p> <p>(1) the company must notify the worker representatives, but no longer requires their agreement;</p> <p>(2) the written notice period is 5 days.</p>	<p><b>Level:</b></p> <p>(1) Workers receive a minimum amount equal to 66 % of the gross salary (without discounts) that they would receive if they were working normally;</p> <p>(2) the minimum is the national minimum wage and the upper limit three times the national minimum wage;</p> <p>(3) 30% of the compensatory payment is borne by the employer and 70% by the social security institution.</p> <p>(4) During the measure the employee keeps all his/her social security benefits, which are calculated based on the normal remuneration</p> <p><b>Duration:</b> The measure can last up to six months - the initial six months may be extended for an additional six months as long as the employer notifies, in writing and in a substantiated manner, the worker representatives, and they do not oppose</p>	<p><b>Legislative measures:</b></p> <p>Introduction of <b>simplified STW scheme</b> (lay off simplificado) on 16 March 2020:</p> <p><b>Eligibility:</b> Companies in temporary economic difficulties (i.e. that cease their activity due to a break in the supply chain as well as those whose business records a 40% drop in turnover compared to the same period in 2019) are eligible for the new STW scheme. The measure is treated as a reduction of working time to 0 rather than as previously a termination of the employment contract;</p> <p><b>Level:</b> Workers will receive 66% of their salary up to a limit of €1,905 (i.e. three times the minimum wage). 70% of this reduced salary will be covered by social security, and the remaining 30% by the employer.</p> <p><b>Cap:</b> The maximum amount paid is €1,905 (i.e. 3 times the minimum wage)</p> <p><b>Duration:</b> Workers can be taken off work for one month, which can be renewed six times, for a maximum of six months</p> <p><b>Financing:</b> The state will cover 70% of the STW allowance and the employer the remaining 30%.</p>



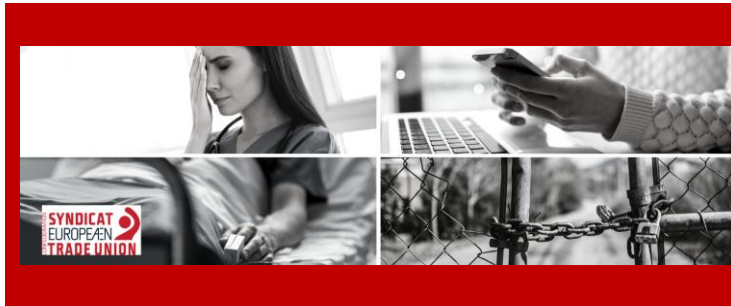
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<p><b>RO</b></p>	<p>In 2011, Romania introduced a scheme for the <b>temporary reduction of activity</b> (<i>Reducerea temporara a activitatii</i>) to be used in cases of temporary business slowdown for economic, technological, structural or other similar reasons. There are essentially two options:          (1) After consultation with the trade unions or workers' representatives, the employer may reduce working time from five to four days per week, in case of business slowdown over periods exceeding 30 working days. This may come with a corresponding reduction of salary.          (2) During business slowdown and/or temporary interruption of operations, employers may suspend the employment contract of workers. In this case, the employees who are affected must receive an allowance for technical unemployment paid by the employer. During this period, the employees must remain available for the employer. All social contributions have to be paid, except contributions to the unemployment insurance system.</p>	<p>The allowance for technical unemployment according to option two should not be less than 75% of the usual salaries</p>	<p><b>Corona measures</b>  <b>Legislative measures</b>          The emergency rules on STW contain the following key features:  <b>Level:</b> The STW allowance paid by the unemployment insurance budget during the period of suspension of the employment contract at the initiative of the employer in case of temporary interruption of its activity covers 75% of the original wage.  <b>Cap:</b> The maximum amount of STW allowance is 75% of the national average wage stipulated by state social insurance budget for 2020;  <b>Duration:</b> The duration of the STW scheme is linked to the duration of the state of emergency  <b>Protection against dismissal:</b> The new rules do not foresee any protection against dismissal during STW but is under discussion in parliament.</p>
<p><b>SE</b></p>	<p>Introduction of a short-time working scheme in 2013 in the aftermath of the crisis</p>	<p><b>Level:</b>          (1) employees working 80% of their usual hours receive 90% of their usual wage, 80% of this to be paid by the employer and 10% by the government;          (2) employees working 60% of their usual hours receive 85% of their wage, 65% paid by the employer and 20% by the government;          (3) those working 40% of usual hours receive 80% of their wage, 50% paid by the employer and 30% by the government.</p>	<p><b>Corona measures</b>  <b>Legislative measures:</b>          On 7 April 2020, the Swedish government introduced legislation on new measures concerning STW:  <b>Level:</b> The level of STW allowance depends on the size of the working time reduction          (1) 96% with a 20% reduction of working time          (2) 94% with a 40% reduction of working time          (3) 92,5% with a 60% working time reduction          From 1 May and for three months employers can reduce working time by 80%.</p>



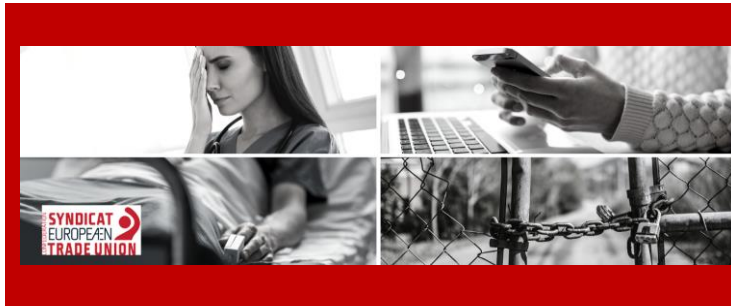
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		<p><b>Duration:</b> Maximum of 12 months</p>	<p><b>Cap:</b> The maximum wage that will be considered for the calculation of the STW allowance is 44,000 SEK (approx. €3,000). The part of the wage that exceeds this amount will not be taken into account for the calculation of the STW allowance. This means the maximum amount paid is 26,030 SEK (approx. €2,400)</p> <p><b>Duration:</b> The scheme has been applied from the 16th of March and it runs throughout 2020.</p> <p><b>Financing:</b> The employer has to cover between 5 and 12.5% of the STW allowance.</p> <p><b>Exception:</b> Employees of certain government entities and newly hired employees are excluded. A precondition for the STW allowance is that the worker has already been employed for three months.</p> <p>The employers' pay costs can be reduced by half, while 75 % of the costs will be covered by the state.</p> <p><b>Collective agreements</b></p> <p>The possibility for STW must be included in the general and local collective agreement. The terms of the introduction of STW is based on local agreements. If there is no collective agreement in place the employer must get the approval of at least 70% of the employees in the operating unit and participate in short-term work.</p> <p>Several collective agreements on short-term work have been signed since the 16<sup>th</sup> of March, e.g. by the social partners in the hotel and transport sectors and for white-collar workers. .</p>
<p><b>SK</b></p>	<p>In Slovakia, there exists a support scheme for staff retention in cases of a temporary lack of work (<i>podpora udržania zamestnancov pri dočasnom nedostatku práce</i>)</p> <p>This applies to cases in which substantive operational reasons prevent an employer from assigning work to an employee. In this case the employee is entitled to wage compensation. The amount of this compensation is stipulated in a written agreement with the employee representatives.</p>	<p><b>Level:</b> The minimum amount of the agreed compensation must be 60% of the employee's average earnings. On request of the employer the public employment service can cover up to 50% of the paid compensation.</p> <p><b>Duration:</b> The compensation can be paid for a maximum of 12 months</p>	<p><b>Corona measures</b></p> <p><b>Legislative measures</b></p> <p>The crisis measures taken by the government concerning STW contain the following main features:</p> <p><b>Level:</b> The STW allowance will cover 80% of salaries of employees in companies that had to close down or temporarily terminate operations during the state of emergency;</p> <p><b>Cap:</b> The maximum amount of the wage subsidy for the company is €1,100 per employee or €200,000 per month as a whole;</p> <p><b>Duration:</b> Has not been specified but linked to the state of emergency</p>



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			<p><b>Financing:</b> The STW allowance for the employee is entirely financed by the state as a wage subsidy paid to the company;</p> <p><b>Protection against dismissal:</b> The employer receiving the wage subsidy has to retain the employment relationship with the employee within two months following the month for which the wage subsidy is provided</p>
SI	<p>There exists a guarantee fund to protect claims of employees whose employment has been terminated due to bankruptcy.</p> <p>In addition and in response to the COVID 19 crisis the government adopted a temporary lay-off scheme</p>		<p><b>Legislative measures:</b></p> <p>The new temporary lay-off scheme has been introduced as part of the “Anti-Corona-Law” which includes the following elements:</p> <p><b>Level:</b> in case of a temporary lay-off workers receive 80 % of their wage calculated as the average of the last three months. The minimum amount to be paid is the minimum wage. For all employees working during. Furthermore, employers are obliged to pay each employee, who is working during the state of emergency and whose monthly pay did not exceed 3 times the minimum wage, a monthly crisis allowance (extra payment) amounting to 200 EUR</p> <p><b>Cap:</b> The maximum amount to be paid is the average monthly wage in 2019 (i.e. €1,753.84 gross).</p> <p><b>Financing:</b> 100% of the STW allowance is paid by the state (a previous version of the “Anti-Corona-Law” stipulated that 60 % of wage costs are covered by the employer and 40 % by the state).</p> <p><b>Duration:</b> The crisis scheme applies for 2,5 months from 13th of March 2020 to 31st May 2020, with an automatic extension for 30 days, unless the state of emergency ends by the 15th of May 2020</p>
UK	<p>There was no STW scheme in the UK – In March 2020 a <b>Coronavirus Job Retention Scheme</b> (CJR Scheme) has been introduced.</p> <p>The wage support is claimed by companies which are not in a position to cover their wage costs.</p> <p>If the company does not apply for support under the CJR Scheme the employee is still entitled to guarantee pay during lay off or short-time working.</p>	<p>The <b>guarantee pay</b> amounts to a maximum of £29 a day for 5 days in any 3-month period - so a maximum of £145.</p> <p>If the employee usually earns less than £29 a day he/she will get the normal daily rate.</p> <p>Part-time workers’ entitlement is worked out proportionally.</p> <p>Guarantee pay is paid for a maximum of 5 days in any 3-month period</p>	<p><b>Corona measures</b></p> <p><b>Legislative measures:</b></p> <p>Introduction of the <b>Coronavirus Job Retention Scheme</b> which is applicable to all UK businesses in order to pay part of the employees’ salary for those employees that would otherwise have been laid off during this crisis.</p> <p><b>Eligibility:</b> The company needs to designate affected employees as ‘furloughed workers,’ and notify the employees of this change; the company furthermore has to submit information to HMRC about the employees that have been furloughed and their earnings</p> <p><b>Level:</b> The STW allowance reimburses 80% of furloughed workers wage costs,</p>



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			<p><b>Cap:</b> The maximum amount reimbursed is 2,500 GBP (approx. €2,850) per month.</p> <p><b>Duration:</b> Initially the scheme was intended to be run for three months but was extended to four months.</p> <p><b>Exceptions:</b> Employees in the public sector</p> <p><b>Protection against dismissal:</b> If protection against individual dismissal exists this remains in place.</p> <p><b>Other measures:</b> On 26 March, the government announced to also cover 80% of the earnings of self-employed up to a cap of 2,500 GBP per month. This applies from June 2020 for three months to all self-employed earning up to 50,000 GBP a year</p>
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Sources:

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