

Employment Solutions Overview Europe

25 March 2020

Government Employment Solutions during Covid-19 Europe

Country	Existence of Government Program (YES / NO)	Name of Program	Prohibition of termination during program (YES / NO)	Program Length of Time	% of Salary Paid by Government	Vacation Days Situation	Other Options
Belgium	YES	Temporary Unemployment	NO, Belgium does not prohibit terminations after furlough (provided severance is paid)	From March 13th for 4 months (expected to go till June 30th)	70% of gross salary (up to a cap of Euros 2,754). No cost to employer	Employer can request employees to take accrued vacation days.	WFH
Bulgaria	YES (only for certain named employers; Emerson currently excluded)	Temporary Unemployment	Not known	3 months	Gov't 60%, Employer pays 40%	Employer can request employees to take accrued vacation days (up to half of their annual allowance)	WFH, Short-time working
Croatia	NO	N/A	N/A	N/A	N/A	Employer can request employees to take accrued vacation days	WFH, Short-time working
Czech Republic	YES	Antivirus	No	During the Covid 19 action plan given by government	80% up to 890 EUR per month	Employer can request employees to take vacation days subject to Works Council agreement	WFH

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Denmark	YES	Temporary Unemployment	YES	3 months (March 9th – June 9th)	75% for salaried employees (capped at DKK 23,000) Employer pays 25% / 95% for Hourly (capped at DKK 26,000) Employer pays 5%	Employer can request employees to take accrued vacation days provided notice is given. 2019 accrued leave must be used by end April 2020.	WFH, Short-time working.
France	YES	Partial Unemployment or Temporarily Reduced Activity	YES and for double the length of the	12 months maximum (with a maximum of 1000 hours per employee). You will restrict termination during a period that is the double of the authorized program.	70% of monthly gross pay (capped at base salary of 4.5 x min wage). Employer pays 30%	Employer can request employees to take accrued vacation days. 2019-20 vacation days need to be used by end May 2020.	WFH, Vacation, Sick Leave
Germany	YES	Kurzarbeit Can range between 20-100% Kurzarbeit.	YES	12 months	60-67% paid by Gov. There is 0 cost for the company	2019 days need to be taken by 31 March. Can't force employees to use 2020 days	WFH, Vacation, Sick Leave

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Greece	YES (only for certain named employers; Emerson currently excluded)	Temporary Unemployment	Not known	Not known	Not known	Employer can only request employees to take accrued vacation days with the employee's consent	Short-time working (program called Safe Operation Mode) where only 50% of staff work on rotation, paid 2 weeks, unpaid 2 weeks)
Hungary	NO	N/A	N/A	N/A	N/A	2019 days have to be used by the 31 March. 2020 vacation can be forced, but needs to be communicated 15 days before.	WFH, Vacation, Sick Leave
Italy	Yes	Cassa Integrazione	Yes. Also collective dismissals are prohibited in Italy till May 16th.	9 weeks	Gov. pays social contributions and the base salary (1,300 Euro per month) to all employees. Employer has 0 cost.	2019 accrued days can be used until December 31st. Can't require employees to use vacation accrued in 2020.	WFH, Vacation, Sick Leave, Employees Rotation
Ireland	Yes	Covid19 Wage Subsidy Scheme	Not know	Starting 15 March	Gov. Pays up to 70% of wages up to cap 410Euro/week. Only for Employers that lost minimum 25% downturn. Employer should maintain 100salary level	2019 days need to be taken by 31 March. 2020 vacation can be imposed too provided notice is given.	Covid19 Pandemic Unemployment Payment – 350euro/week for employees that lost their job because of Corona
Netherlands	Yes	Emergency Employ't Fund Bridging	Yes	Initially 3 months (can be extended another 3 months)	Depends on the drop in turnover, up to a maximum of 90% of the wage bill, no cap amount. Employer pays the difference to full	Can't force, can strongly recommend to use 2020 vacation days, has to be approved with the WC.	WFH, Vacation, Sick Leave

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Norway	YES	Temporary Furlough	NO	26 weeks	Gov pays 100% salary up to NOK 600 000/ year from day 3 to day 20. After 20 days, goes to 62.5% of the salary up to NOK 600 000.. Employer has 0 salary cost .	2020 vacation can be forced, Should ideally be communicated with 2 months' notice, but can be shorter.	WFH, Vacation, Sick Leave
Poland	NO	NA	NO	N/A	N/A	2019 days need to be taken by 30 September. Can't force it to use 2020 days	Job Reassignment 3 months, WFH, Vacation, Sick Leave, Maternity Leave
Romania	YES	Technical Unemployment & Temporary Reduced Activity or Contracts Suspension	YES	Min 30 days, no max	75% of the average salary per economy (4072 lei gross) if the company can prove damage due to Covid-19. Law updated 30 March	2019 days need to be taken by 30 June, but i can be imposed to take it immediately. Can't force it to use 2020 days.	WFH, Vacation, Sick Leave
Russia	NO	N/A	NO	N/A	N/A	Can't force to use accrued 2019 vacation days. Vacation Schedule can force Vacation once approved by GM.	Downtime, Reduced Working Hours, WFH, Vacation
Slovakia	Yes	*Postponed payment of fringes and tax *Social insurance covers quarantine payment	NO	N/A	60% of employee salary paid by Employer, NEW: Gov support 80% of salary for employees if company closed due to Gov. decision	2020 vacation can be imposed to take in full	WFH, Vacation, Sick Leave

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Spain	YES	ERTE	YES + 6 months afterwards	The duration of the covid-19 infection risk	% based on social security contributions that are capped at gross 1.400€ per month. Employer still has to pay 25% of social security taxes related to those employees temporarily suspended. However 0 cost on salaries.	Can't force, can strongly recommend. No carry over days from 2019	WFH, Vacation, Sick Leave, Reduced Working Time
Sweden	YES	Short Term Layoff	NO, but if terminated the employee would go up to 100% salary during termination period	Approx 6 months	Depends on activity reduction level, for 20% turnover reduction, 19% decrease in cost for employer.	Vacation can be imposed to take in full with WC agreement	WFH, Vacation, Sick Leave
Switzerland	YES	Kurzarbeit	NO	12 months during a period of 24 months	68-98% Gov. support, depends on level of Kurzarbeit. Employer pays difference to full time pay should the employer decide to ensure full payment during Kurzarbeit.	2020 vacation can be imposed to take in full with 3 months prior notice.	WFH, Vacation, Sick Leave, compensation of overtime
Turkey	NO	NA	NO	NA	NA	Vacation can't be imposed, unless the Government announces differently	WFH, Vacation, Sick Leave
UK	YES	Coronavirus Retainment Scheme	YES	Initially 3 months (may be extended if crisis continues)	Gov't pays up to 80% of salary (capped of £2,500 per month). Gov't also pays Employer NI for the period plus minimum ER pension contribution (3%) Employer has 0 cost.	2019 days need to be taken by 31 March. 2020 vacation can be imposed too provided sufficient notice is given.	WFH, Vacation, Sick Leave, Unpaid Leave, Short-time working (where contract permits).