



COVID-19 Updates

April 24, 2020 | Updated from March 19, 2020

Global Benefits Bulletin – Special Edition

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Global

Occupational Health, Coronavirus Responses

- The checklists of issues that employers must now address closely mirror government priorities for reducing the pandemic's impact on the workforce and the economy. [COVID-19 & How Corporates are Responding](#).

Argentina

Paid Time Off, Paid Leave for Coronavirus Quarantine

- The Labor Minister has signed **Resolution No. 178** which grants workers quarantined for COVID-19 exposure (in a growing list of specified countries) 14 days of employer-paid leave (licencia excepcional). The resolution went into effect immediately when it was signed on March 6th.

Australia

JobKeeper Stimulus Package

- The Prime Minister has announced a stimulus package, JobKeeper Payment, with measures to help individuals keep working <https://www.pm.gov.au/media/130-billion-jobkeeper-payment-keep-australians-job>. For six months, the government will pay eligible employers a subsidy (AUD 1,500 per fortnight) for each eligible worker employed as of March 1, 2020 and is retained. Employees will receive the wage subsidy from the employer.

Austria

Paid time

- The government has announced an emergency measure, "Corona Short-Time Work", to protect jobs during the COVID-19 pandemic <https://investinaustria.at/en/news/2020/03/corona-short-time-work.php>. For three months (initially), employers meeting the requirements for the new scheme may receive financial support. The short-time work allowance is granted "in flat rates per hour lost". The Austrian Public Employment Service has developed a website to assist companies with their applications <https://www.ams.at/unternehmen/personalsicherung-und-fruehwarnsystem/kurzarbeit>.

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★ Azerbaijan

Tax Relief Measures

- The Prime Minister has signed Order no 135 <https://nk.gov.az/az/document/4367/> providing tax relief measures including deferring interest payments on unpaid compulsory state social insurance and unemployment insurance premiums and reducing the social insurance.

Belgium

Paid Time Off

- The government announced that temporary unemployment caused by the COVID-19 pandemic will be considered “temporary unemployment due to force majeure” <https://emploi.belgique.be/fr/actualites/chomage-temporaire-la-demande-de-reconnaissance-comme-entreprise-en-difficulte-nest-plus>. This is effective through **May 31, 2020**.

Brazil

Paid Time, Health Care, Guidelines for COVID-19 Diagnosis Test

The government has announced the Employment Maintenance Emergency Program <http://www.in.gov.br/en/web/dou/-/medida-provisoria-n-936-de-1-de-abril-de-2020-250711934> which permits companies to reduce employees’ working hours and salaries proportionally for up to three months. It also allows employers to suspend employment contracts up to two months. Those affected are eligible to receive pay from the Emergency Benefit of Preservation of Employment and Income fund for the duration of the reduction in hours and salary or suspension of the contract.

The Brazilian National Regulatory Agency for Private Health Plans (ANS) has published Resolution RN 453/20 which includes as an obligatory coverage, the diagnosis test to coronavirus infection (COVID-19) in the minimum list of procedures covered by private plans. The Agency has established a guideline in accordance with the Ministry of Health protocol. The diagnosis test will be covered if:

- A person has a fever, at least one of the respiratory symptoms, and has traveled to a high-risk country in the last 14 days.
- A person has contact with a suspected or confirmed case in the last 14 days and has a fever or a respiratory symptom.
- A person has a fever or a respiratory symptom and had contact with a “confirmed” case at home in the last 14 days.

China

Retirement and Social Security, Temporary Social Security Premium Cuts

The State Council has agreed on temporary emergency measures to relieve companies coping with the coronavirus crisis:

- For small and medium companies, three employer social security contributions (old-age pension insurance, unemployment insurance, and work-related injury insurance) are waived from February 2020 through June 2020.
- Larger companies have the same contributions halved for February through April.
- All companies in Hubei Province qualify for the full waiver from February through June.

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China/Global

Occupational Health/ Issues for Expatriates, Coronavirus Implications

Aon has produced a **bulletin** on the fast-moving coronavirus outbreak. Here is a far from comprehensive sampling:

- Philippines, Sri Lanka and Kazakhstan have suspended all visas for people arriving from China. Other jurisdictions are limiting the suspension to tourist visas or applicants from Hubei province.
- The US, Australia and New Zealand have placed severe limits on entry for foreign nationals who have recently been to mainland China.
- Numerous multinational companies have instituted emergency policies such as suspending travel (or non-essential travel) to China, requiring staff who have returned from China to work from home for the first two weeks and accommodating telework for workers in mainland China, Hong Kong and Macau.
- Companies worldwide are being warned that if the disease does spread significantly, the employer's duty of care to staff entails risk assessment and contingency planning, including alternative work arrangements. Where applicable, this would be done in collaboration with works councils or unions.
- Other flagged concerns include compliance with laws on the privacy of medical information and those on workplace discrimination against the disabled.

Colombia

Occupational health, Measures Implemented to Limit the Spread of COVID-19

- The President announced a "mandatory preventive isolation" to begin on Tuesday, March 24, 2020 at 11:59 pm and ending Monday, April 13th
- <https://id.presidencia.gov.co/Paginas/prensa/2020/Presidente-Duque-anuncia-Aislamiento-Preventivo-Obligatorio-todo-pais-a-partir-proximo-martes-24-marzo-a-la-23-59-ho-200320.aspx>.

★ Croatia

Job Retention Measures

- The government has announced job retention measures <https://mjere.hr/> in response to the COVID-19 crisis. Eligible employers may receive <https://mjera-orm.hzz.hr/potpora-ocuvanje-radnih-mjesta/#documentTabSa> a wage subsidy up to HRK 4,000 for April and May 2020 (each month per employee).

Denmark

Taxation of Compensation and Benefits, Extension for PAYE Payments

- The Ministry of Taxation has announced proposals to help alleviate the financial impact of COVID-19 including giving employers additional time to remit pay- as- you- earn (PAYE) taxes. The deadline will be extended by four months for payments due in April, May and June 2020. Parliament will need to approve the proposals.

★ Estonia

Relieve for Social Security Payments and Pension Contributions

- A bill has been introduced to Parliament <https://www.rahandusministeerium.ee/et/uudised/lisaeelarve-meetmed-ulatuvad-aktsiiside-langetusest-ii-samba-maksete-ajutise-peatamiseni> with measures that would suspend employers' minimum social tax payments for 3 months and would give individuals the option to suspend contributions to the second pillar pension system between July 1, 2020, and August 31, 2021.

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France

Working Time/Employment Terms and Conditions, Income Supplement for Workers

- The government has created a [website](#) with information regarding COVID-19, and requirements for containment and travel.
- The Ministry of Economy and Finance announced measures allowing employers to use the partial unemployment scheme (work week reduction or temporarily close all or part of the company).
- The Ministry of Labour will respond to partial unemployment claims within 24 to 48 hours.

Germany

Working Time/Employment Terms and Conditions, Income Supplement for Workers on Reduced Hours

- The parties of the governing coalition have reached agreement on a package of economic measures to combat the impact of COVID-19. The Federal Employment Agency will cover 60-67% of the wage shortfall for qualifying workers on reduced hours. Companies with at least 10% of their workers affected may claim the income subsidy for up to 24 months. The measure will be in place from April 1, 2020 through at least the end of this year. Companies will be exempt from social security contributions for the non-working hours.
- Parliament has [passed a law](#) with measures allowing all employees absent from work due to the coronavirus pandemic to have easier access to short-term work benefits to make up for lost earnings. The Federal Employment Agency will reimburse employers for the social security contributions they are required to pay on short-time work beginning December 31, 2020.
- The government has developed a website, [“Coronavirus: Work Legal Implications”](#), with questions and answers covering employment issues.

Greece

Taxation of Compensation and Benefits/Retirement and Social Security Contributions, Repeive VAT and Social Security Payments

- The government has created a website in response to COVID-19 <https://eody.gov.gr/>
- The government has “restricted movement” of its citizens from March 23, 2020 through April 6th to limit the spread of COVID-19 <https://www.mfa.gr/en/current-affairs/statements-speeches/ministry-of-foreign-affairs-announcement-on-the-impact-of-the-coronavirus-situation-on-the-movements-of-greek-citizens-abroad.html>
- Citizens of non-EU countries are prohibited from entering Greece until April 18th at 6:00 a.m. https://www.mfa.gr/images/docs/explanatory_instructions_for_exceptional_professional_or_personal_reasons.pdf Greek and EU citizens may enter the country but must be quarantined for 14 days upon entry. Administrative fines may be imposed on those who do not comply.
- There is a ban placed on travel to high risk countries.
- The Finance Minister has announced financial relief for companies that are located in areas affected by COVID-19 and must close for a minimum of 10 days. Employers will have an additional 4 months to make value-added tax and social security payments due through the end of March. Also, employers are encouraged to assist in containing the spread of the virus by allowing employees to work remotely and adjusting shifts.

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Guatemala

Retirement and Social Security, Deferment of Social Security Contribution Payments

The Social Security Institute (IGSS) approved measures that allow employers to defer their social security contributions from March through April <https://www.igssgt.org/noticias/2020/03/23/el-igss-difiere-pagos-en-apoyo-a-los-patronos-y-a-la-recuperacion-economica/>. Companies who choose this option must comply with the requirements and can then make payments from July to September.

India

Healthcare, Guideline for Handling COVID-19 Claims

- The Insurance Regulatory and Development Authority of India (IRDAI) has issued a circular (IRDAI/HLT/CIR/MISC/091 /04/2020) https://www.irdai.gov.in/ADMINCMS/cms/whatsNew_Layout.aspx?page=PageNo4098&flag=1 which provides for additional time to make premium payments due from March 25, 2020, to May 3, 2020. Health insurance policyholders now have until May 15, 2020, to make premium payments and coverage will continue.
- The insurance regulator issued a circular https://www.irdai.gov.in/ADMINCMS/cms/whatsNew_Layout.aspx?page=PageNo4101&flag=1 regarding COVID-19 health insurance claims requiring insurers to communicate decisions on authorization for cashless treatment to the network provider within two hours from the “time of receipt” of the request and “last necessary requirement from the hospital either to the insurer or to the TPA whichever is earlier”. Also, final discharge decisions must be communicated to the provider within two hours from the time the final bill is received and “last necessary requirement from the hospital either to the insurer or to the TPA whichever is earlier”.

Prior Updates Below

- The Finance Ministry has announced an amendment to the insurance law (Section 64VB of the Insurance Act, 1938) which provides for a continuation of benefits if citizens’ health policies expire during the lockdown period (March 25, 2020 through April 14th) https://www.irdai.gov.in/ADMINCMS/cms/Circulars_Layout.aspx?page=PageNo4088. Policy holders will have additional time (until April 21, 2020) to make the payment for continued coverage.
- The Ayushman Bharat health insurance scheme will cover the cost of COVID-19 testing and treatment in private hospitals for scheme beneficiaries.
- India has launched its COVID-19 websites www.mohfw.gov.in/ and www.mygov.in/covid-19/?cbps=1
- The government has issued **Order no. 1-29/2020-PP** to contain the spread of COVID-19. From March 25, 2020, citizens were ordered to stay at home for 21 days. Businesses are closed, except for those that provide essential services (i.e., supermarkets, hospitals). [Guidelines](#) for these measures were issued on March 24th
- The Insurance Regulatory and Development Authority of India requested insurers to give policy holders a grace period of 30 days (if requested) for renewal premium payments (in the case of life insurance policies) and premium payments (for health insurance policies) without a discontinuance in coverage. www.irdai.gov.in/ADMINCMS/cms/frmGeneral_Layout.aspx?page=PageNo4073
- The National Health Authority has announced it is seeking approval from its governing board to cover the cost for COVID-19 testing and treatment for beneficiaries of the health insurance scheme, Ayushman Bharat. The coverage would include isolated medical care in a private hospital free of cost.
- The Insurance Regulatory and Development Authority of India (IRDAI) has published [guidelines](#).

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Ireland

Paid Time, Healthcare, Government Agreement with Private Medical Providers for COVID-19 Patient Care Services

- The government has unveiled the Temporary COVID-19 Wage Subsidy Scheme with measures to reduce the number of jobs loss during the coronavirus crisis <https://revenue.ie/en/corporate/communications/covid19/temporary-covid-19-wage-subsidy-scheme.aspx>. It replaces the COVID-19 Refund Scheme and is expected to last for 12 weeks (from March 26, 2020). Employers that retain workers on the payroll during this time are eligible for a refund (initially €410 per week) for each “qualifying employee”. As of April 1, 2020, the subsidy payment is 70% of the average salary (maximum of €410 per week). The government has **published additional guidance** on the new scheme.
- A Workplace Relations Commission (WRC) release COVID-19: Guidance notice for employers and employees warns that “where not covered under a contract of employment or an agreed attendance policy, there is no statutory entitlement for an employee to be paid by their employer in the event that they are absent from work” for COVID-19 treatment or quarantine.
- The Department of Employment Affairs and Social Protection has launched the **“COVID-19 (Coronavirus) Information for Employers and Employees” website**.
- The Health Minister announced an agreement with private hospitals to act as part of the public health system during the coronavirus pandemic. Private hospitals will bring their capacity into the public system to help deal with the expected surge of COVID-19 patients. This will add 2000 beds, 9 laboratories, critical care capacity and valuable extra resources in terms of expertise and numbers. The exact details have yet to be confirmed.

Israel

Working Time/Employment Terms and Conditions, COVID-19 Guidance

- The government approved additional restrictions to limit the spread of COVID-19 including closing all synagogues and ordering individuals to stay within 100 yards of their homes (except for essential workers) www.gov.il/he/departments/news/spoke_regulations250320
- There is another government **website** with updates from government ministries
- The Ministry of Health has launched **“The Novel Coronavirus” website** containing guidelines for the public covering work restrictions, online isolation reporting, and travel. The website, updated daily, also includes telephone numbers for home isolation and HMO hotlines.

★ Italy

Tax Relief Measures

- Decree No. 23 of 2020, gazetted on April 8, 2020, https://www.gazzettaufficiale.it/atto/serie_generale/caricaDettaglioAtto/originario?atto.dataPubblicazioneGazzetta=2020-04-08&atto.codiceRedazionale=20G00043&elenco30giorni=true provides for exempting withholding taxes, social security contributions, and VAT payments in April and May for companies that had a decrease in revenue for March 2020.

Japan

Family Leave, Subsidized Paid Leave for Coronavirus School Closures

The Health Ministry has announced plans to subsidize paid leave for child care in response to the coronavirus epidemic. Among the highlights:

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Japan (continued)

Family Leave, Subsidized Paid Leave for Coronavirus School Closures

- Companies granting paid leave (in addition to annual paid leave) to employees taking care of children with the coronavirus or those at home because of school closures (elementary and special needs through high school) would be eligible for the subsidy. The employers who allow paid leave for parents with children enrolled in day care centers, after school programs, early childhood education, or kindergarten, would also be eligible.
- The financial assistance would cover the daily wages for all employees on leave from February 27, 2020, to (for now) March 31, 2020, up to a maximum amount of 8,330 yen (US \$79.15).
- The funds for this assistance would come from unemployment insurance and general revenue.

Luxembourg

Occupational Safety, Measures Implemented to Limit the Spread of COVID-19

- From March 18, 2020, the government banned “movement on public roads” with exceptions (i.e., traveling to stores for food, health centres, banks, workplace) and gatherings. There are fines for non-compliance.

Malaysia

Defined Contribution, Voluntary Reduction in EPF Contributions Proposed

- The government has unveiled its **wage subsidy scheme** to assist companies economically impacted by COVID-19 to continue operating. For three months, employers with workers earning a monthly salary of “RM 4,000 or below” are eligible to receive financial assistance. The scheme, effective from April 1, 2020, ends on September 15, 2020. The **Ministry of Human Resource website** contains information regarding the scheme.
- The Ministry of Human Resources has published frequently asked questions concerning the Movement Control Order (MCO) effective through April 14, 2020. The Ministry announced that the control measures require employers to pay workers their full salaries in accordance with the employment contract. Also, employees do not have to take annual or unpaid leave. Information regarding the MCO can be found [here](#).

Malta

Paid time

- The government announced a financial package with measures to support employers and workers <https://covid19malta.info/>. Employers can receive a grant of €350 for each full-time employee under mandatory quarantine leave. Employed parents are eligible for an additional two months paid leave (€800 monthly) if one parent must stay home to care for children. Workers employed by entities affected by the “suspension of operation” will be paid (based on monthly wages of €800) for two days per week.

Moldova

Paid Time Off

- The President has announced economic proposals to help workers during the coronavirus pandemic. The unemployment allowance would increase (up to 60-80% of earned wages from the last employment) for workers employed for 9 months. Those employed less than this time or not permanently employed will receive MDL 2,775.

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Netherlands

Paid Time, Working Time/Employment Terms and Conditions, Income Supplement for Workers on Reduced Hours

- The Ministry of Social Affairs and Employment announced the **Temporary Emergency Bridging Measure for Sustained Employment** (NOW, Noodfonds Overbrugging Werkgelegenheid) which replaces the unemployment benefit during “short-time working”. It provides compensation for payroll costs if employers lose at least 20% of their revenue during the pandemic. For three months, the government will pay the employees’ salaries (which may be extended for an additional 3 months); and, companies may claim up to 90% of wages (based on “turnover loss”). Employers can apply for NOW through May 31, 2020. The government has created a [website](#) with FAQs regarding the scheme.
- The Ministers for Finance and Social Affairs and Employment have submitted proposals to the lower house of parliament that would assist employers financially during the coronavirus pandemic. Along with a deferral for tax payments, employers would be able to request unemployment benefits for employees when there is a loss of work. The “working time reduction” would have to last from 2 to 24 weeks and affect 20% of the workforce.

New Zealand

Family Leave/Taxation of Compensation and Benefits, Economic Support Package

- The Minister of Finance has announced economic measures in response to the COVID-19 pandemic. It contains wage subsidies for affected businesses and financial support for those who must take leave or self-isolate.
- There is a proposal for an income support package which includes a permanent increase in social welfare benefits and NZD 25 per week starting April 1, 2020; a temporary increase in the Winter Energy Payment beginning May 1, 2020; and, an “In Work Tax Credit” for workers with children as of July 1, 2020, (the minimum requirements for the working hours test would be waived).

Norway

Paid Time

- The government has introduced measures to assist workers and companies financially during the COVID-19 pandemic including <https://www.regjeringen.no/en/aktuelt/economic-measures-in-norway-in-response-to-covid-19/id2696858/>:
- The days that employers are required to pay employees’ wages are reduced to 2 (from 15) for temporary lay-offs, 3 (from 10) for “care-related” leave and 3 (from 16) for “corona-related sick leave”.
- The unemployment benefit scheme was extended so that the benefit will be granted on the first day and the daily allowance was increased. Individuals who are temporarily laid-off will receive 100% compensation up to 599 148 NOK.
- The number of days parents may remain home to care for sick children will double and the “transfer of days” is permitted between co-parents.

Philippines

Healthcare

- The Philippine Health Insurance Corporation (PhilHealth) has announced it will cover the full treatment cost of COVID-19 cases until April 14, 2020 <https://www.philhealth.gov.ph/advisories/2020/adv2020-0022.pdf>. After this date, it will continue coverage using a “recomputed” case rate.

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Poland

Family Leave/Employment Terms and Conditions, Emergency Legislation to Combat COVID-19

- The government developed a [website](#) with current information and recommendations regarding COVID-19.
- There are restrictions on movement until April 11, 2020 (inclusive). However, they do not apply to traveling to the workplace, volunteering or handling matters essential for daily living. Individuals may only move in a group of two except for families. Gatherings, meetings and events are prohibited www.gov.pl/web/
- The government has approved an “Anti-crisis shield package” in response to COVID-19 www.gov.pl/web/koronawirus/pakiet-dot-tarczy-antykrzysowej.
- The President promulgated emergency **legislation** to combat the spread of COVID-19 on March 8th. Workers staying home to care for children during school closures will qualify for a childcare allowance for up to 14 days. Also, when warranted, employers may require staff to telecommute “for a fixed period”.

★ Romania

Relieve for Social Security Payments

- The Parliament has passed a bill http://www.cdep.ro/pls/proiecte/docs/2020/pr130_20.pdf with measures providing additional time for employers to pay social security contributions. Companies impacted by the crisis (15% decrease in economic activity) may apply to have their payments postponed for 3 months. They will have 12 months to make the payment and will not incur penalties and interest.

★ Serbia

Tax Relief Measures and Wage Subsidy

- The Ministry of Finance has published measures <http://www.kkdp.gov.rs/> to decrease the economic impact of the pandemic. They include <http://www.pravno-informacioni-sistem.rs/SlGlasnikPortal/eli/rep/sgrs/vlada/uredba/2020/54/2/reg> the option of deferring tax payments on employees’ salaries and wages, as well as social security contributions for March through May 2020. Eligible employers have up to January 4, 2021, to make payments. The measures also contain grant payments to companies to be used for paying wages to employees for May through July 2020.

Singapore

Insured benefits/Premium payments

- The Monetary Authority of Singapore (MAS) announced measures to support individuals affected by the COVID-19 crisis. Those with life and health insurance may request to defer premium payments for up to six months while their coverage continues. The measure is available for policyholders with a policy renewal or premium due date between April 1, 2020 and September 30, 2020. This measure is in addition to existing relief options for policyholders (i.e., “taking a loan against the cash value of the policy”).

South Africa

Taxation of Compensation and Benefits/ Occupational Health, Temporary Tax Cuts and Delayed Tax Payments in Response to COVID-19

- The Department of Employment and Labour has published guidelines for employers on how to prepare for COVID-19 https://www.ensafrica.com/Uploads/NewsArticles/0_DEL%20Covid-19%20Guideline.pdf. The guidelines cover topics including safe work practices, environmental controls, and protective equipment.

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South Africa (continued)

Taxation of Compensation and Benefits/ Occupational Health, Temporary Tax Cuts and Delayed Tax Payments in Response to COVID-19

- The government has announced tax measures <https://www.gov.za/speeches/president-cyril-ramaphosa-escalation-measures-combat-coronavirus-covid-19-pandemic-23-marto> assist employers and employees impacted by COVID-19. The government is considering a temporary reduction of employer contributions to the Skill Development Fund and the Commissioner for Compensation for Occupational Injuries and Disease Fund as well as employer and employee unemployment contributions.

South Korea

Family Leave/Taxation of Compensation and Benefits, Economic Support Package

The South Korean Ministry of Strategy and Finance has introduced a comprehensive **2020 Economic Support Package** in response to COVID-19. Proposed amendments to tax laws would:

- Grant working parents up to **five days of paid child care leave** with minimum compensation of 50,000 won (US \$42.07) per day.
- Double the maximum threshold for travel and accommodation expense deductions from March 1, 2020 to June 30, 2020.
- Implement an income-based formula for increases in entertainment expense deductions.

Spain

Paid Time, Short-Term Disability/Paid Time Off, Sick Leave for Coronavirus Quarantine

- The Council of Ministers approved Royal Decree-Law 10/2020 which provides recoverable paid leave for workers not providing essential services during the country's suspension of activities. Now that the suspension period has ended (April 9, 2020), employers are required to negotiate an agreement with the affected workers or their representatives regarding how they will "gradually" make up the hours not worked during the leave. Information regarding the decree can be found at <https://www.lamoncloa.gob.es/lang/en/gobierno/councilministers/Paginas/2020/20200329council-extr.aspx>. The government has also published interpretative criteria for the decree <https://www.boe.es/eli/es/o/2020/03/30/snd307/con>.
- The Social Security Minister has disclosed that periods of quarantine associated with COVID-19 will qualify for paid sick leave. He said that "preventative isolation [for these conditions] will be considered as a situation of temporary work incapacity."

Thailand

Taxation of Compensation and Benefits/Retirement and Social Security, Economic Stimulus Package

- The cabinet has approved a stimulus package to mitigate the impact of the COVID-19 pandemic. One measure will reduce the social security contributions for employers and employees from 5% to 4% for 180 days (from the end of March through August). Another gives small and medium-sized enterprises (SMEs) a 300% tax deduction on wage expenses from April 2020 through July 2020.

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Taiwan

Paid Time Off, Epidemic Protection Leave

- The government has **revealed measures** (#GBB March 19, 2020) to relieve employment concerns resulting from the coronavirus pandemic.
- Companies may apply for a subsidy to have training sessions for workers if they have introduced an unpaid leave policy. Employees attending such training for a program for up to three months can receive an hourly wage of NT\$158 (maximum of 120 hours of training per month).
- Employees are eligible for a monthly wage subsidy of NT\$11,000-NT\$15,400 (US \$ 508.55) for three to six months if there is a reduction in work hours.
- Employers who hire workers that are unemployed more than 30 days for at least six months may receive NT\$5,000 per person in assistance. They are eligible for NT\$11,000-NT\$13,000 per month for a maximum of one year if they hire seniors or disabled workers who have been unemployed for the same period. Also, companies that employ individuals who have not worked for more than three months can receive NT\$9,000 per month for each employee hired for a maximum of one year.
- The government is also providing financial assistance to companies that improve safety in the workplace during the furlough period and introduce plans for child care and other subsidies.
- The President **signed a law** with provisions to ease the effects of the COVID-19 outbreak on the economy, including measures to establish an Epidemic Protection Leave. Employers are subject to a fine if they violate the law. The new law applies retroactively from January 15, 2020, to June 30, 2021, except for the penalty provisions which came into effect on February 25, 2020.
- Employers that pay workers their full wages while they are on leave are eligible for a tax deduction equal to 200% of the salaries.
- Employees can apply for compensation from the government if they don't receive wages during leave and are compliant with the quarantine rules.

Turkey

Healthcare, Order for Private Hospitals to Care for COVID-19 Patients

- The Health Ministry has issued an order requiring private hospitals with infection diseases, pulmonology, internal diseases, and clinic microbiology departments to admit patients with COVID-19. The order also requires a coronavirus clinic and intensive care unit for treating COVID-19 patients in every pandemic hospital. There is not an agreement yet between the government and private medical providers for payment of treatment for the coronavirus patients. Most insurers in the country have an epidemic/pandemic exclusion clause in their medical policies.

UAE/Dubai

Occupational Health, Measures Implemented to Limit the Spread of COVID-19

- The Dubai Department of Economic Development has ordered all private business to have at least 80% of their workforce to work remotely from March 26, 2020, through April 9th. There are sectors (i.e., health supply chain, food) excluded from the order.

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UK

Short-Term Disability/Paid Time Off, Statutory Sick pay Adjusted for Coronavirus/ Measures Implemented to Limit the Spread of COVID-19

- The government announced new rules for annual leave. Workers not able to take all their statutory annual leave because of the COVID-19 pandemic can carry it over into the next 2 years. Information regarding the new rules can be found here: <https://www.gov.uk/government/news/rules-on-carrying-over-annual-leave-to-be-relaxed-to-support-key-industries-during-covid-19>.
- The government has created a website with information regarding COVID-19 www.gov.uk/coronavirus.
- There are plans to create a 250,000 volunteer force (“NHS Volunteer Responders”) to assist the National Health Service (NHS) by taking supplies to the homes of vulnerable individuals. The aim of the government is to prevent NHS from being overwhelmed during the coronavirus pandemic.
- The government is using the ExCeL Centre in East London as a makeshift hospital to treat coronavirus patients.
- Effective March 23, 2020, the Prime Minister ordered a lockdown for three weeks to stop the spread of COVID-19 www.gov.uk/government/publications/full-guidance-on-staying-at-home-and-away-from-others. Residents are permitted to leave their homes only for essential reasons (i.e., shopping for basic needs, medical care, and travelling to work if necessary), public gatherings are limited to 2 individuals, and all non-essential businesses are closed. Those who violate the order may face fines.
- The Chancellor has outlined a support package (Coronavirus Job Retention Scheme) with measures to help pay workers’ wages www.gov.uk/government/news/chancellor-announces-workers-support-package.
- The Prime Minister disclosed that forthcoming emergency legislation would temporarily amend the Statutory Sick Pay (SSP) rules to ensure that workers quarantined over coronavirus exposure are spared the three-day wait before they are eligible for the BPS 120 per week (from April 6, 2020) benefit. Those ineligible for SSP would qualify for alternative income support including Universal Credit (UC) and contributory Employment and Support Allowance (ESA).

US

Working Time, COVID-19 Guidance/ Economic Support Package

- Congress has approved the Paycheck Protection Program and Health Care Enhancement Act which provides additional funding (\$484 billion) for the Paycheck Protection Program, small business disaster loans and grants, hospital and health providers and, COVID-19 testing and research.

Prior Updates Below

- The President signed the Coronavirus Aid, Relief, and Economic Security (CARES) Act into law on March 27, 2020 <https://www.congress.gov/bill/116th-congress/house-bill/748/text?q=%7B%22search%2%3A%5B%22hr+748%22%5D%7D&r=1&s=1>.
- The Senate has passed the coronavirus response package which contains measures to provide up to three months of paid sick leave for employees (at companies with less than 500 workers).
- The Senate approved an emergency \$2 trillion package to stimulate the economy that has been impacted by the COVID-19 pandemic. It will now go to the House for a vote.
- The government has launched the Government Response to Coronavirus, [COVID-19 website](#) covering international travel restrictions and how to prepare for the virus.
- The House of Representatives has passed a coronavirus response package, [H.R. 6201: Families First Coronavirus Response Act](#), which will go to the Senate. It includes financial assistance for child care, food for seniors, hospitals and small businesses as well as the expansion of unemployment insurance.

Due to evolving nature of the situation, all parties should consult with their local resources to validate impact and continue to monitor www.aon.com/coronavirus for further updates.

Disclaimer: This document has been provided as an informational resource for Aon clients and business partners. It is intended to provide general guidance on potential exposures, and is not intended to provide medical advice or address medical concerns or specific risk circumstances. Due to the dynamic nature of infectious diseases, Aon cannot be held liable for the guidance provided. We strongly encourage visitors to seek additional safety, medical and epidemiologic information from credible sources such as the Centers for Disease Control and Prevention and World Health Organization. As regards insurance coverage questions, whether coverage applies or a policy will respond to any risk or circumstance is subject to the specific terms and conditions of the insurance policies and contracts at issue and underwriter determinations.

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