

## ► Appendix

May 2020

# Temporary Wage Subsidies

## Country examples

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**This Appendix complements the ILO Factsheet on « Temporary Wage Subsidies »<sup>1</sup>**

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<sup>1</sup> ILO Factsheet « [Temporary Wage Subsidies](#) », ILO 2020

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Country (name of program)	Argentina (Programa de asistencia de emergencia al trabajo y la producción - Asignación Compensatoria al Salario)
Eligibility	<p>Formal enterprises in private sector with up to 100 employees, that belong to eligible sectors, and meet at least one of the following eligibility criteria:</p> <ul style="list-style-type: none"> <li>▶ Having a significant number of workers infected by COVID-19, in mandatory quarantine, or in sick leave because they belong to a risk group or have care responsibilities.</li> <li>▶ Having experienced a significant reduction of sales between 12 March and 12 April 2020, both inclusive.</li> </ul> <p><a href="#">List of eligible sectors</a></p> <p>Employers with more than 100 employees have access to the REPRO program (see next table below).</p>
Duration	Until 30 June 2020. For activities that continue to be affected, benefits can be extended until 30 October 2020
Job retention conditions	Prohibition of dismissals and lay-offs for a 60-day period. (April, May) Extended for another 60 days (June, July)
Amount of subsidy	50 per cent of gross salary in February 2020, with a minimum value of one current Minimum Wage and a maximum value of two current Minimum Wages
Administration of program	<p>Tax authority (AFIP) evaluates applications and authorizes the corresponding benefit.</p> <p>Social security authority (ANSES) is responsible for making the payment.</p>
Funding	General budget
Number of beneficiaries (and cost estimates if available)	As of 20 April 2020, 80 per cent of the existing enterprises applied to the overall program (420.000 enterprises)
Sources (preferably official)	<p><a href="#">Decree 332/2020 of 1<sup>st</sup> April 2020</a></p> <p><a href="#">Decree 276/2020 of 19<sup>th</sup> April 2020</a></p>

Country (name of program)	Argentina (Programa de asistencia de emergencia al trabajo y la producción- REPRO)
Eligibility	Formal enterprises in private sector with more than 100 employees, that belong to eligible sectors, and meet at least one of the following eligibility criteria: <ul style="list-style-type: none"> <li>► Having a significant number of workers infected by COVID-19, in mandatory quarantine, or in sick leave because they belong to a risk group or have care responsibilities.</li> <li>► Having experienced a significant reduction of sales between 12 March and 12 April 2020, both inclusive.</li> </ul>
Duration	Until 30 June 2020. For activities that continue to be affected, benefits can be extended until 30 October 2020.
Job retention conditions	Prohibition of dismissals and lay-offs for a 60-day period. (April, May) Extended for another 60 days (June, July)
Amount of subsidy	Fixed amount equivalent to a minimum of ARS 6.000 and a maximum of ARS 10.000
Administration of program	Tax authority (AFIP) verifies application by enterprise and authorize benefit.  Social security authority (ANSES) responsible for making payment.
Funding	General budget
Number of beneficiaries (and cost estimates if available)	As of 20 April 2020, 80 per cent of the existing enterprises applied to the overall program (420.000 enterprises).
Sources (preferably official)	<a href="#">Decree 332/2020 of 1<sup>st</sup> April 2020</a>  <a href="#">Decree 276/2020 of 19<sup>th</sup> April 2020</a>

Country (name of program)	Australia (Job Keeper Payment)
Eligibility	Employers (including not-for-profits) if, at the time of applying: <ul style="list-style-type: none"> <li>▶ Their business has an aggregated turnover of less than A\$1 billion (for income tax purposes) and they estimate their turnover has fallen or will likely fall by 30 per cent or more; or</li> <li>▶ Their business has an annual turnover of A\$1 billion or more (for income tax purposes) and they estimate their turnover has fallen or will likely fall by 50 per cent or more; and</li> <li>▶ Their business is not subject to the Major Bank Levy.</li> </ul> Includes self-employed that meet the conditions stated here.
Duration	Six months
Ex-ante conditionality	Workers registered at March 2020. Casual workers that were in the books the year before.
Job retention conditions	Dismissal of employees on Job Keeper Payment excluded
Amount of subsidy	Eligible employers will be paid A\$1,500 per fortnight per eligible employee. Eligible employees will receive, at a minimum, A\$1,500 per fortnight, before tax, and employers are able to top-up the payment.
Administration of program	
Funding	Federal Government
Number of beneficiaries (and cost estimates if available)	The Government predicts around 6 million workers will access the A\$130 billion JobKeeper Payment scheme payment over 6 months
Other characteristics	Multi-employer workers will receive the maximum amount as would be per single job. Employers that pay more than A\$1,500 per fortnight, can top up the JobKeeper benefit.
Sources (preferably official)	<a href="https://treasury.gov.au">https://treasury.gov.au</a> <a href="https://www.ato.gov.au">https://www.ato.gov.au</a>

Country (name of program)	Austria (COVID-19 Kurzarbeit)
Eligibility	Short-time work is independent of the size of the company and possible regardless of the branch. Public organizations Bund and Länder, political parties and the local community institutions are excluded from this subsidy.
Duration	3 months can be extended to 6 months
Job retention conditions	Yes, no firing possible
Amount of subsidy	Apprentices continue to be paid 100 per cent of their salaries <ul style="list-style-type: none"> <li>▶ If salary before tax is up to € 1,700.90 per cent of the net wage will be compensated</li> <li>▶ If salary before tax is up to € 2,685.85 per cent of the net wage will be compensated</li> <li>▶ Before tax salaries above € 2,686.80 per cent of the net wage will be compensated</li> </ul>
Administration of program	Arbeitsmarktservice AMS
Funding	Government Budget
Number of beneficiaries (and cost estimates if available)	
Sources (preferably official)	<a href="https://www.ams.at">https://www.ams.at</a>

Country (name of program)	Bangladesh (Wage subsidies to exporting enterprises)
Eligibility	Workers in exporting firms
Duration	For a three-month period
Ex-post conditionality	
Job retention conditions	Yes - No Lay offs
Amount of subsidy	Announced Tk. 50 billion (about USD 588 million) stimulus package
Administration of program	Funded by foreign donors
Funding	Ministry of Finance for exporting industries to be channeled through a refinance scheme operated by Bangladesh Bank
Number of beneficiaries (and cost estimates if available)	4 million workers
Other characteristics	Exporting firms that have laid off workers will not qualify for the loans. Loan proceeds will be used to pay worker salaries, primarily through mobile financial services.
Sources (preferably official)	

Country (name of program)	Belgium (Temporary Unemployment Scheme)
Eligibility	Eligible are the following: <ul style="list-style-type: none"> <li>▶ Workers and employees (private, public and non-profit)</li> <li>▶ Temporary workers for the duration of their temporary contract (possibly renewed)</li> <li>▶ Contractual staff employed in an educational establishment (administrative or supervisory staff, etc.)</li> <li>▶ Apprentices undergoing work-linked training</li> </ul>
Duration	Temporary unemployment from 13.03.2020 (provisionally until 31.05.2020 inclusive)
Job retention conditions	
Amount of subsidy	<p>In the case of temporary unemployment, employees receive an amount equal to 65 per cent of their average capped wages (capped at 2,754.76 euros per month). Until 30 June 2020, the amount of the temporary unemployment benefit will be brought to 70 per cent of the average capped salary.</p> <p>Employees receive a daily benefit between € 55.59 (minimum) and € 74.17 (maximum). For students, the amount of the benefits is fixed. For an entire month, an employee receives an average of 26 daily benefits.</p> <p>A withholding tax of 26.75 per cent is deducted from these amounts.</p>
Administration of program	RVA
Funding	
Number of beneficiaries (and cost estimates if available)	
Sources (preferably official)	<a href="https://www.rva.be">https://www.rva.be</a> <a href="https://www.onem.be">https://www.onem.be</a>

Country (name of program)	Botswana (Government Wage Subsidy)
Eligibility	<p>All business sectors are eligible for the subsidy with the exception of the following:</p> <ul style="list-style-type: none"> <li>▶ Water Supply, Electricity Supply, Wholesale – Food, Post and Communications, Banks, Insurance, Parastatal-Companies, Businesses with direct Government shareholding and Government aided entities such as nongovernmental organizations, Central and local Government, Pension administration services, Stock exchange services, Fund management services, Medical aid fund services, Health and pharmaceutical services</li> </ul> <p>Applicable only to citizen employees.            Employers in identified sectors must be registered for tax with BURS.</p>
Duration	Three months (April, May, June 2020)
Job retention conditions	Yes, for the period of the wage subsidy
Amount of subsidy	The basis for the subsidy is 50 per cent of the employee’s monthly wages. The minimum support is P 1,000 and the maximum is P 2,500.
Administration of program	Botswana Unified Revenue Service - government agency to collect taxes- responsible for administering the Government Wage Subsidy due to COVID-19
Funding	BURS - Taxes
Number of beneficiaries (and cost estimates if available)	
Sources (preferably official)	<a href="https://www.rsm.global/botswana">https://www.rsm.global/botswana</a>

Country (name of program)	Brazil (Emergency Employment and Income Maintenance Program)
Eligibility	Enterprises who reduce working time by 25, 50, 70, or 100 per cent; for workers with “work and social security card”
Duration	Three months
Job retention conditions	Duration of the subsidy + equivalent period thereafter (i.e. if the job subsidy lasts 3 months, the employment is guaranteed for 3 months plus an additional 3 months)
Amount of subsidy	Based on monthly unemployment insurance amount that workers would be entitled to (which is lower than the forgone wage, except for minimum wage workers). Pro-rata for reduced hours (if the employer pays 30 per cent of the wage, the subsidy corresponds to 70 per cent of unemployment benefit).
Administration of program	
Funding	
Number of beneficiaries (and cost estimates if available)	More than 24 million workers will be entitled to benefits in case of reduced working hours or contract suspension. Up to 8.5 million jobs will be preserved, benefiting around 24.5 million formal workers. Take up about 20 per cent of formal economy employees.
Sources (preferably official)	<a href="https://www.gov.br">https://www.gov.br</a> <a href="http://trabalho.gov.br">http://trabalho.gov.br</a>

Country (name of program)	Brunei-Darussalam
Eligibility	SME and MSMEs with less than 100 employees and employees that receive less than BND 1,500 and contribute to the Employees Trust Fund. Worked at least one month with current employer.
Duration	Three months
Ex-post conditionality	No
Job retention conditions	No
Amount of subsidy	25 percent pay roll subsidy
Administration of program	
Funding	General revenues
Number of beneficiaries (and cost estimates if available)	
Other characteristics	
Sources (preferably official)	

Country (name of program)	Cambodia
Eligibility	Garment and tourism workers. Registered at the Ministry of Labour, Tourism or Commerce
Duration	Three months
Ex-post conditionality	Maintain the workforce
Job retention conditions	Yes
Amount of subsidy	US\$ 40
Administration of program	
Funding	
Number of beneficiaries (and cost estimates if available)	Tourism 30,000 workers \$40 per month. Garment 100,000 employees. US\$ 40 + US\$ 30 by the employer.
Other characteristics	Additional 20 per cent paid through governmental funds if the affected workers attended training courses
Sources (preferably official)	<a href="https://www.business-humanrights.org">https://www.business-humanrights.org</a>

Country (name of program)	Canada (Emergency Wage Subsidy)
Eligibility	Employers with a CRA payroll account, that have experienced a reduction in revenue (more details in the link below)
Duration	Three months (15 March - 6 June 2020)
Job retention conditions	Wage subsidy to rehire workers previously laid off due to COVID, prevent further job losses
Amount of subsidy	75 per cent of employee wages
Administration of program	CRA-Canada Revenue Agency
Funding	
Number of beneficiaries (and cost estimates if available)	
Sources (preferably official)	<a href="https://www.canada.ca">https://www.canada.ca</a>

Country (name of program)	Chile (Ley de Ingreso Mínimo Garantizado)
Eligibility	Dependent workers subject to working hours who receive a gross monthly remuneration of less than \$ 384,303 and who belong to the first nine deciles
Duration	Until 31 December 2023
Job retention conditions	None
Amount of subsidy	Maximum Contribution: \$59,200. Value subject to subsidy: 71.01 percent of the difference between monthly gross remuneration and \$ 301,000 (full-time). The monthly amount of the subsidy will be calculated proportionally for part-time workers.
Administration of program	Ministry of Social Development
Funding	
Number of beneficiaries (and cost estimates if available)	
Sources (preferably official)	<a href="https://www.diariooficial.interior.gob.cl">https://www.diariooficial.interior.gob.cl</a>

Country (name of program)	Chile (Ley que faculta el acceso a las prestaciones del seguro de desempleo)			
Eligibility	Company workers who decide to avail themselves of the temporary suspension of activities as a consequence of the declaration of a health emergency. The Law empowers these workers to receive income from unemployment insurance.			
Duration	For the period in which a health emergency is established, starting on 18 March 2020			
Job retention conditions	None			
Amount of subsidy	Month	Percentage to pay	Higher Value	Lower Value
	1 <sup>st</sup>	70%	\$652,956	\$225,000
	2 <sup>nd</sup>	55%	\$513,038	\$225,000
	3 <sup>rd</sup>	45%	\$419,757	\$225,000
	4 <sup>th</sup>	35%	\$373,118	\$200,000
	5 <sup>th</sup>	30%	\$326,478	\$175,000
Administration of program	Unemployment Fund - Fondo de Cesantía			
Funding	A maximum of US \$ 2 billion is destined to finance this and other cases contemplated by the Law. In the case of the wage subsidy, these funds contribute to the solidarity part of the Unemployment Fund.			
Number of beneficiaries (and cost estimates if available)	220,750 workers during the month of April 2020			
Sources (preferably official)	<a href="https://www.diariooficial.interior.gob.cl">https://www.diariooficial.interior.gob.cl</a>			

Country (name of program)	Cook Islands (Wage Subsidy)
Eligibility	Registered businesses on behalf of their employees that demonstrate a 30 per cent of decline in their business since 1 March 2020
Duration	Three months
Ex-post conditionality	Worker has to be in the payroll
Job retention conditions	Yes
Amount of subsidy	Equivalent to minimum wage of 35 hours per week or fraction
Administration of program	
Funding	
Number of beneficiaries (and cost estimates if available)	Little over 3,000 employees of 321 enterprises
Other characteristics	<p>There is a business cash grant schema that pays for one time SMEs</p> <ul style="list-style-type: none"> <li>▶ \$3,000 for sole traders</li> <li>▶ \$5,000 for those businesses with a turnover less than \$300,000</li> <li>▶ \$10,000 for those businesses with a turnover between \$300,000 and \$5 million</li> <li>▶ \$15,000 for those registered businesses with a turnover greater than \$5 million</li> </ul>
Sources (preferably official)	<a href="https://www.intaff.gov.ck">https://www.intaff.gov.ck</a>

Country (name of program)	Croatia (Job Preservation Measure)
Eligibility	
Duration	Three months (March, April and May 2020)
Job retention conditions	
Amount of subsidy	The subsidy in March 2020 amounts to HRK 3,250 (€426) net, while for April and May 2020 it amounts to HRK 4,000 (€524). The amount equals the minimum wage set by the government (Increase April 2020).
Administration of program	
Funding	Government help package
Number of beneficiaries (and cost estimates if available)	
Sources (preferably official)	<a href="https://vlada.gov.hr">https://vlada.gov.hr</a>

Country (name of program)	Czech Republic (Wage Subsidy Antivirus employment protection program)
Eligibility	Companies have to fulfil several conditions, for example they must strictly follow the Labour Code, employees must not be in probationary period and employer has to pay wages and all lawful contributions. They also have to prove that the liquidity problems are connected to the COVID-19 pandemic.
Duration	The amount and duration of the provision will depend on the reason for the obstacle at work
Job retention conditions	
Amount of subsidy	<p>The state will compensate companies – through the Labour Office of the Czech Republic – for wages paid out to employees</p> <p><u>Regime A – type of obstacle:</u></p> <ul style="list-style-type: none"> <li>▶ In the event of ordered quarantine, the employee receives a wage compensation amounting to 60 per cent of the reduced average earnings</li> <li>▶ In the event of closure of business due to the Government order the employee receives a wage compensation of 100 per cent of the average earnings</li> </ul> <p>Contribution to the employers will be 80 per cent of the wage compensation paid, including contributions, up to the amount of 39,000 CZK.</p> <p><u>Regime B – type of obstacle:</u></p> <ul style="list-style-type: none"> <li>▶ Obstacles to work on the part of an employer due to the ordered quarantine or childcare for a significant proportion of employees (30 per cent or more) – the employee receives a wage compensation of 100 per cent of the average earnings</li> <li>▶ Limitation of the availability of inputs (raw materials, products, services) necessary for the activity – the employee receives a wage compensation amounting to 80 per cent of the average earnings</li> <li>▶ Reduced demand for services, products and other products of the company – the employee receives a wage compensation amounting to 60 per cent of the average earnings Contribution to the employers will be 60 per cent of the wage compensation paid, including contributions, up to the amount of 29,000 CZK</li> </ul>
Administration of program	Labour Office of the Czech Republic
Funding	The contribution will be provided by the Labor Office of the Czech Republic
Number of beneficiaries (and cost estimates if available)	
Sources (preferably official)	<a href="https://www.mpsv.cz">https://www.mpsv.cz</a>

Country (name of program)	Denmark (Wage Subsidy L141)
Eligibility	<p>The salary compensation scheme applies to employees of all private enterprises (including associations, foundations and self-governing institutions, if they qualify as being private), including businesses that are not comprised by collective bargaining agreements, which have been hit particularly hard by COVID-19 and therefore would need to give notice of:</p> <ul style="list-style-type: none"> <li>▶ Termination of 30 per cent or more of the total employees/workforce; or</li> <li>▶ Termination of more than 50 employees</li> </ul>
Duration	Three months
Job retention conditions	
Amount of subsidy	State pays 75 per cent of employees' salaries at a maximum of DKK 30,000 per month, while the companies pay the remaining 25 per cent
Administration of program	
Funding	
Number of beneficiaries (and cost estimates if available)	
Sources (preferably official)	<a href="https://www.ft.dk">https://www.ft.dk</a>

Country (name of program)	Fiji (COVID-19 Withdrawal Scheme)
Eligibility	Employees in tourism and tourism related activities. Businesses affected by COVID-19 and the social distancing. Businesses affected by the economic slowdown by COVID-19 Employees that face: <ul style="list-style-type: none"> <li>▶ Reduced working hours</li> <li>▶ Been sent on leave without pay</li> <li>▶ Reduced wage rate</li> <li>▶ Terminated or permanently laid off</li> </ul>
Duration	One time payment
Ex-post conditionality	
Job retention conditions	No
Amount of subsidy	Fiji Dollars 1,000 and 500
Administration of program	Fiji National Provident Fund
Funding	Fiji National Provident Fund
Number of beneficiaries (and cost estimates if available)	
Other characteristics	Payments are direct bank transfers or via mail. If the member doesn't have enough money in the FPNF, the government will top-up
Sources (preferably official)	<a href="https://myfnpf.com.fj">https://myfnpf.com.fj</a>

Country (name of program)	France (Activité Partielle)
Eligibility	<p>Recourse to partial activity is possible in the following cases:</p> <ul style="list-style-type: none"> <li>▶ economic context, supply difficulties, an exceptional disaster or bad weather, transformation, restructuring or modernization of the company, or any other exceptional circumstance (COVID-19 for example).</li> </ul> <p>And it can take several forms:</p> <ul style="list-style-type: none"> <li>▶ either a reduction in weekly working hours; or</li> <li>▶ the temporary closure of all or part of the establishment.</li> </ul>
Duration	<p>Partial activity authorization is only granted for a maximum period of 12 months, renewable</p>
Job retention conditions	<p>Yes, twice the authorization period</p>
Amount of subsidy	<p>The employer must pay the employee compensation corresponding to 70 per cent of his gross salary per hour worked, ie approximately 84 per cent of the hourly net salary. This compensation cannot be less than € 8.03 per hour off work. The indemnity is paid by the employer on the usual date of payment of wages.</p> <p>The employer must show on the employee's pay slip or in an attached document, the number of hours compensated, the rates applied and the amounts paid.</p> <p>To obtain reimbursement of compensation, the employer must send a claim for compensation under the partial activity allowance online every month.</p> <p>The employer can receive a partial activity allowance up to:</p> <ul style="list-style-type: none"> <li>▶ 1,000 hours per year per employee regardless of the professional branch</li> <li>▶ 1,607 hours per employee in 2020 regardless of the professional branch</li> </ul>
Administration of program	<p>Service-Public</p>
Funding	<p>Payment is made by the Service and Payment Agency (ASP) which acts on behalf of the State</p>
Number of beneficiaries (and cost estimates if available)	
Sources (preferably official)	<p><a href="https://www.service-public.fr">https://www.service-public.fr</a>  <a href="https://www.economie.gouv.fr">https://www.economie.gouv.fr</a></p>

Country (name of program)	Germany (Kurzarbeitergeld (KUG)-COVID-19)
Eligibility	<p>A company can register short-time work if at least ten percent of its workforce have their working hours cut by more than ten percent.</p> <p>Temporary workers are also entitled to KUG.</p>
Duration	<p>Regularly 12 months. Under specific conditions (up to December 2020) subsidy can be prolonged to a max of 21 months.</p>
Job retention conditions	<p>Workers cannot be laid off. Subsidy conditioned to keep workers on the payroll.</p>
Amount of subsidy	<p>60 per cent for workers without children; 67 per cent to workers with children</p>
Administration of program	<p>Federal Employment Agency</p>
Funding	<p>Government</p>
Number of beneficiaries (and cost estimates if available)	<p>German government estimates that 2,35 million employees— about 5.5 per cent of the total workforce – will receive the short work money</p>
Other characteristics	<p>The social security contributions which have to be paid solely by employers for employees working short time are reimbursed at a flat rate by the Federal Employment Agency.</p> <p>Increase of Kurzarbeitergeld after the fourth and seventh month of authorization period given employee works at least 50 percent less:</p> <p>For employees without children:        70 percent after 4<sup>th</sup> month        80 percent after 7<sup>th</sup> month</p> <p>For employees with children:        77 percent after 4<sup>th</sup> month        87 percent after 7<sup>th</sup> month</p>
Sources (preferably official)	<p><a href="https://www.arbeitsagentur.de">https://www.arbeitsagentur.de</a>  <a href="https://www.bmas.de">https://www.bmas.de</a>  <a href="https://www.bundesfinanzministerium.de">https://www.bundesfinanzministerium.de</a></p>

Country (name of program)	Hong Kong, China (Employment Support Schema (ESS))
Eligibility	Workers of employers who have been making contributions to the Mandatory Providence Fund (MPF)
Duration	Six months
Ex-post conditionality	Can only be used to pay salaries to the designed employees
Job retention conditions	Yes, but may allow employer to impose unpaid leave
Amount of subsidy	50 per cent of the monthly wage. Capped at HK\$18,000
Administration of program	
Funding	
Number of beneficiaries (and cost estimates if available)	HK\$ 90 billion 1,5 million employees
Other characteristics	The funds will be transferred in June 2020 taking as the reference the salaries of January/March 2020 of the employees. There are other various programs that are sector targeted. Self-employed with contributions of at least 15 months will receive one time payment of HK\$ 7,500
Sources (preferably official)	<a href="https://www.coronavirus.gov.hk">https://www.coronavirus.gov.hk</a>

Country (name of program)	India (Amendment in the EPFO regulation non-refundable cash advance)
Eligibility	Any member of Employment Providence Fund Scheme, 1952 with UAN (Universal account number) employed in any establishment or factory covered under EPF & MP Act, 1952
Duration	One Time
Ex-post conditionality	None as long as it is 75 per cent or three month salary whichever is less
Job retention conditions	Be part of the EPF Scheme
Amount of subsidy	Withdraw up to 75 per cent of their corpus as non-refundable advance, or three months' basic salary, whichever is less
Administration of program	EPFO
Funding	EPF
Number of beneficiaries (and cost estimates if available)	<p>Potential benefit 48 million workers, who are registered with the EPF</p> <p>As part of the Pradhan Mantri Garib Kalyan Yojana (PMGKY) package, in just 15 days, Employees' Provident Fund Organization (EPFO) has processed 3.31 lakh claims disbursing an amount of Rs. 946.49 crores. In addition, Rs. 284 crore have been distributed by the exempted PF Trusts under this scheme, notable among them being TCS. Under this provision, non-refundable withdrawal to the extent of the basic wages and dearness allowances for three months or up to 75 per cent of the amount standing to member's credit in the EPF account, whichever is less, is admissible (16 April 2020)</p>
Other characteristics	
Sources (preferably official)	<a href="https://unifiedportal-mem.epfindia.gov.in">https://unifiedportal-mem.epfindia.gov.in</a>

Country (name of program)	India (Construction workers Cash Transfer)
Eligibility	Every building worker who has completed 18 years of age, but has not turned 60, and who has been engaged in any building or other construction work for not less than 90 days during the preceding 12 months is eligible for registration as a beneficiary under the Act
Duration	One Time
Ex-post conditionality	None. Any status of employment of construction workers
Job retention conditions	None
Amount of subsidy	One-time cash benefit, directly into the accounts – amount depends on each State <b>Delhi</b> has transferred the highest amount of Rs 5,000 each to the registered construction workers, followed by <b>Punjab</b> and <b>Kerala</b> at Rs 3,000 each. Some other states like <b>Himachal Pradesh</b> have offered Rs 2,000 each, while <b>Odisha</b> is learnt to have given such one-time benefit of Rs 1,500 each to the registered workers
Administration of program	Building and Other Construction Workers' Welfare Board in each State
Funding	Building and Other Construction Workers' Welfare Cess Act, 1996, all construction activities incurring cost of above Rs 10 lakh are bound to deposit cess at 1 per cent (in some states, 2 per cent) of the cost of construction to the state BoCW board. The cess is collected from government/public and private sectors
Number of beneficiaries (and cost estimates if available)	32 million registered construction workers of which the highest were in Uttar Pradesh at 4,200,000 followed by 3,100,000 in West Bengal, 3,000,000 in Madhya Pradesh, 2,900,000 in Tamil Nadu and 2,250,000 in Odisha
Other characteristics	State governments have been directed to use the welfare fund for building and construction workers
Sources (preferably official)	<a href="http://tte.delhigovt.nic.in">http://tte.delhigovt.nic.in</a>

Country (name of program)	Italy (Extraordinary wage guarantee fund and ordinary scheme for the “COVID-19 emergency”)
Eligibility	
Duration	9 weeks up to August 2020
Job retention conditions	
Amount of subsidy	80 per cent of employees’ wages
Administration of program	
Funding	The ordinary allowances paid by the Fondi di solidarietà bilaterali (bilateral solidarity funds) and the Fondo di integrazione salariale (FIS - wage subsidy fund)
Number of beneficiaries (and cost estimates if available)	The costs resulting from payments of the ordinary allowance will be borne by the Italian State budget up to a limit of €80 million for 2020
Sources (preferably official)	<a href="https://www.lavoro.gov.it">https://www.lavoro.gov.it</a>

Country (name of program)	Latvia (Downtime Subsidy)
Eligibility	<a href="#">Employers in 40 industries including sports, travel, transit, tourism and culture</a>
Duration	Two months
Job retention conditions	
Amount of subsidy	75 per cent of their salaries but not more than EUR 700 a month (minimum wage)
Administration of program	State Revenue Service
Funding	Aid Package
Number of beneficiaries (and cost estimates if available)	The government decision to cover wages for employees seeing downtime during the Covid-19 pandemic will cost about €102m and cover 73,000 employees according to Economics Ministry estimates (The package is to cost €50.89 million a month)
Sources (preferably official)	<a href="https://eng.lsm.lv">https://eng.lsm.lv</a>

Country (name of program)	Luxembourg (Chômage Partiel)
Eligibility	Companies and Organizations based in Luxembourg with an establishment authorization and affected by force majeure, COVID-19. It applies to employees in CDI and CDD and Apprentices.
Duration	No specified duration. Applications are to be handed in monthly
Job retention conditions	Yes, workers cannot be laid off
Amount of subsidy	80 per cent of workers' wages – up to 250 per cent social minimum wage
Administration of program	ADEM (Agence pour le développement de l'emploi)
Funding	
Number of beneficiaries (and cost estimates if available)	
Sources (preferably official)	<a href="https://adem.public.lu">https://adem.public.lu</a>

Country (name of program)	Netherlands (Temporary Emergency Bridging Measure NOW)
Eligibility	Enterprises facing at least 20 per cent turnover loss
Duration	Three months
Job retention conditions	Applying for NOW, excludes permission to dismiss employees
Amount of subsidy	If the turnover loss is 100 per cent, the compensation will amount to 90 per cent of wages If the turnover loss is 50 per cent, the compensation will amount to 45 per cent of wages If the turnover loss is 25 per cent, the compensation will amount to 22.5 per cent of wages  The Employee Insurance Agency (UWV) will pay you an advance of 80 per cent of the expected compensation
Administration of program	UWV- Employee Insurance Agency
Funding	Government Budget
Number of beneficiaries (and cost estimates if available)	
Sources (preferably official)	<a href="https://business.gov.nl">https://business.gov.nl</a>

Country (name of program)	Malaysia (Wages Subsidy Program)
Eligibility	<p>Employers who are registered with the Companies Commission of Malaysia before 1 January 2020, and which are registered with Sosco.</p> <p>50 per cent or more reduction of revenues or profit by March 2020.</p>
Duration	Three months
Ex-post conditionality	Only to pay workers
Job retention conditions	Yes
Amount of subsidy	<p>For companies with more than 200 employees, they are eligible for a wage subsidy of RM600 per month for every retained worker, up to a maximum of 200 workers. Companies employing between 75 and 200 employees will receive a monthly wage subsidy of RM800 for every employee, while companies with less than 75 employees will be provided a monthly wage subsidy of RM1,200 per employee</p>
Administration of program	Ministry of Finance- Social Security Organization (Sosco)
Funding	Economic Stimulus Package paid out through Employment Insurance System (EIS)
Number of beneficiaries (and cost estimates if available)	<p>1 million workers</p> <p>RM 1,2 billion</p>
Other characteristics	<p>This is aside of the tax relief that is provided for another RM 1billion to enterprises for six months. Income taxes deferred for three months.</p> <p>Additional loans for working capital to enterprises requesting it. Government will provide the guarantee for those loans for additional RM 11,4 billion.</p>
Sources (preferably official)	<p><a href="https://www.pmo.gov.my">https://www.pmo.gov.my</a></p> <p><a href="https://hrmasia.com">https://hrmasia.com</a></p>

Country (name of program)	Morocco (Wage Subsidy& One-off payment)
Eligibility	Wage workers subscribed at CNSS are eligible for the formal workers temporarily laid off. Informal workers with no Ramed (subscription) receive one off payment.
Duration	Five months and One-off payment
Job retention conditions	
Amount of subsidy	2,000 DH monthly for formal workers. 800-1,200 according to household size to informal workers.
Administration of program	Comité de Veille Economique
Funding	Corona Fund 10 billion DH
Number of beneficiaries (and cost estimates if available)	
Sources (preferably official)	<a href="https://www.finances.gov.ma">https://www.finances.gov.ma</a> <a href="https://www.finances.gov.ma">https://www.finances.gov.ma</a>

Country (name of program)	New Zealand (COVID-19 Wage Subsidy)
Eligibility	All registered enterprises employers with a 30 per cent or more decline in actual or predicted revenue during the month due to COVID-19, including incorporated societies, charities, NGOs, the self-employed, contractors. Employees must be legally working in New Zealand
Duration	12 weeks maximum per employee
Job retention conditions	Employees named in the application must be retained for the period of the subsidy
Amount of subsidy	Flat rate: NZ\$ 585.80 for employees working 20 hours or more per week before the crisis (full-time); NZ\$ 350 for employees working less than 20 hours per week (part-time)
Administration of program	Ministry of Social Development
Funding	Government Budget
Number of beneficiaries (and cost estimates if available)	
Sources (preferably official)	<a href="https://workandincome.govt.nz">https://workandincome.govt.nz</a>

Country (name of program)	North Macedonia (Wage Subsidy)
Eligibility	For employees of companies in the sectors of tourism, transport, catering and other affected companies
Duration	Three months
Job retention conditions	The subsidy can be used provided that the company does not reduce the number of employees below the number of employees in February 2020 and this is valid from the day the measure is used
Amount of subsidy	A subsidy of contributions per employee up to 50 per cent of the average salary paid in 2019
Administration of program	
Funding	Development Bank of the Republic of Northern Macedonia and The Tourism Fund, which is currently estimated at a total of 74 million denars, will compensate the tourism economy to overcome the crisis in accordance with the number of employees
Number of beneficiaries (and cost estimates if available)	
Sources (preferably official)	<a href="https://vlada.mk">https://vlada.mk</a>

Country (name of program)	Philippines (COVID-19 relief package)
Eligibility	Employee in the formal sector with flexible working arrangements have been introduced, those who were displaced or whose work hours or work days have been reduced or whose work has been suspended temporarily
Duration	
Ex-post conditionality	Maintain worker and salary
Job retention conditions	Yes
Amount of subsidy	PHP 5,000 (US\$ 97.60) per worker
Administration of program	Department of labor and employment DOLE
Funding	ADB
Number of beneficiaries (and cost estimates if available)	3.4 million employees (PHP 51 billion)
Other characteristics	Massive income transfers to vulnerable households is also introduced in the country
Sources (preferably official)	<a href="https://www.dole.gov.ph">https://www.dole.gov.ph</a>

Country (name of program)	Poland (Anti-Crisis Shield-Wage Subsidy)
Eligibility	Entrepreneurs conducting business activity pursuant to the provisions of the Act - Entrepreneurs' Law or other specific provisions and performing an agency contract, mandate contract, other service contract, to which the provisions regarding the mandate or specific task contract (civil law contracts) apply
Duration	Three months
Job retention conditions	Yes
Amount of subsidy	<p>Amount varies according to:</p> <p><u>Economic Downtime</u> Subsidy amounts to 50 per cent of minimum wage plus social security contributions. Employer is obliged to pay a 50 per cent of base remuneration to given employee (however not less than 100 per cent minimum wage).</p> <p><u>Reduction of working time by 20 per cent, but not more than part time.</u> The salary of such an employee may be subsidized up to 50 per cent of employee's salary, but no more than 40 per cent of the average monthly salary compared to the previous quarter.</p> <p><u>SME's according to turnover loss:</u></p> <ul style="list-style-type: none"> <li>▶ 30% turnover loss, compensation of 50% of minimum wage plus social security contributions per employee</li> <li>▶ 50% turnover loss, compensation of 70% of minimum wage plus social security contributions per employee</li> <li>▶ 80% turnover loss, compensation of 90% of minimum wage plus social security contributions per employee</li> </ul>
Administration of program	<a href="#">Employment Agency</a>
Funding	Guaranteed Employee Benefit Fund
Number of beneficiaries (and cost estimates if available)	PLN 30bn for Employee Safety Measures
Other characteristics	Non refundable loan to micro enterprises of 5,000 Zlotys if they maintain employment for three months. An estimated 500,000 can benefit from this measure
Sources (preferably official)	<a href="https://www.gov.pl">https://www.gov.pl</a> <a href="https://www.gov.pl">https://www.gov.pl</a> <a href="https://www.premier.gov.pl">https://www.premier.gov.pl</a> <a href="http://prawo.sejm.gov.pl">http://prawo.sejm.gov.pl</a>

Country (name of program)	Portugal (Simplified Lay Off)
Eligibility	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 per cent drop in turnover compared to the same period in 2019) are eligible for the new STW scheme
Duration	Six months – monthly renewal necessary
Job retention conditions	Yes
Amount of subsidy	The employer is entitled to social security support in the amount of 70 per cent of 2/3 of the gross normal remuneration of each worker covered, up to a limit of 1,333.50 EUR per worker, to support exclusively the payment of wages
Administration of program	DGERT
Funding	Government
Number of beneficiaries (and cost estimates if available)	
Sources (preferably official)	<a href="https://www.dgert.gov.pt">https://www.dgert.gov.pt</a>

Country (name of program)	Singapore (Jobs Support Scheme)
Eligibility	National workers and permanent residents
Duration	Nine months. Payable every three
Ex-post conditionality	Not clear
Job retention conditions	Yes
Amount of subsidy	25-75 percent of the salary up to S\$ 4,600 per employee April May 2020 (75 percent)
Administration of program	
Funding	Co funding with the private enterprises according industry up to April 2020. Afterwards all receive 75 percent
Number of beneficiaries (and cost estimates if available)	S\$ 3.8 billion
Other characteristics	Waiver of the monthly Foreign Worker Levy
Sources (preferably official)	<a href="https://www.iras.gov.sg">https://www.iras.gov.sg</a> <a href="https://www.mom.gov.sg">https://www.mom.gov.sg</a>

Country (name of program)	Spain (ERTE)
Eligibility	Eligible are: All workers affected by a reduction in working hours or temporary suspension of working contract due to force majeure. Both reduction or suspension need to be verified by the Labour Authority
Duration	No specified time limit- Benefit lasts until suspension or reduction in working hours is lifted by the employer
Job retention conditions	Yes
Amount of subsidy	The monthly unemployment benefit amount is 70 per cent of the monthly calculation basis of the benefit in the first six months of entitlement (180 days), and will drop to 50 per cent after this period
Administration of program	Public State Employment Service – SEPE
Funding	Unemployment Insurance SEPE
Number of beneficiaries (and cost estimates if available)	
Sources (preferably official)	<a href="http://www.sepe.es">http://www.sepe.es</a> <a href="https://www.boe.es">https://www.boe.es</a>

Country (name of program)	Sweden (Short term lay off)
Eligibility	<p>Companies that can show temporary and serious financial difficulties in coping with the challenges that have arisen in the wake of the COVID-19 pandemic.</p> <p>All employers, with the exception of certain governmental entities, may receive support in the event of short-time work if the requirements for the support are fulfilled.</p> <p>Newly hired employees are not encompassed in the support. Minimum hiring period before Swedish Growth Agency's approval is three months.</p>
Duration	Six months and extension of 3 months until end of December 2020 possible
Job retention conditions	No long term lay off
Amount of subsidy	<p>The level of <b>employees' pay</b> depends on the size of the working time reduction</p> <ul style="list-style-type: none"> <li>▶ 96% with a 20% reduction of working time</li> <li>▶ 94% with a 40% reduction of working time</li> <li>▶ 92.5% with a 60% working time reduction</li> <li>▶ 88% with an 80% working time reduction (can only be applied for May, June and July)</li> </ul> <p>The respective levels of state aid are: 15, 30, 45 and 60 percent.</p> <p>The support is calculated based on the employee's regular base salary, up to a maximum of SEK 44,000 per month. The maximum amount of financial support may be SEK 26,030 per person/per month.</p>
Administration of program	Swedish Agency for Economic and Regional Growth
Funding	Swedish government
Number of beneficiaries (and cost estimates if available)	The Swedish Agency for Economic and Regional Growth will be allocated SEK 2,42 billion for 2020 to finance the short-term work scheme
Other characteristics	Short time work allowance requires an agreement in order to obtain the state contribution. The company therefore has to agree with employees about the reduced hours and salary
Sources (preferably official)	<a href="https://tillvaxtverket.se">https://tillvaxtverket.se</a>

Country (name of program)	Switzerland (Chômage Partiel)
Details	Employer sends request for STW benefits to the Cantonal Office after having agreed upon with the affected workers
Eligibility	Employers affected Apprentices and temporary workers included
Duration	Prolonged from 3 to 6 months
Job retention conditions	Yes, contractual agreements need to be respected
Amount of subsidy	80 percent
Administration of program	SECO (Applications for reduction of working hours go to the respective Unemployment Insurance)
Funding	Unemployment Insurance (Caisse Chômage)
Number of beneficiaries (and cost estimates if available)	
Sources (preferably official)	<a href="https://www.seco.admin.ch">https://www.seco.admin.ch</a>

Country (name of program)	Thailand Stimulus Packages (1 and 2) a. Payment of 75 per cent of wages by the SSS b. Deduction of the wages paid
Eligibility	SMEs paying insured workers at less than Bath 15,000 per month
Duration	a. Six months b. April to July 2020
Ex-post conditionality	No
Job retention conditions	No
Amount of subsidy	SMEs can deduct expense 3 times of the amount paid as employees' salaries from April to July 2020 for the employees who are insured persons and receive salaries not exceeding Bath 15,000/month or Bath 500 per day
Administration of program	Social Security Fund
Funding	Special Stimulus Package
Number of beneficiaries (and cost estimates if available)	1,17 million applicants. Almost 1 million eligible by the SSF
Other characteristics	Social Security System to pay 50 per cent of wages for the unemployed for up to 6 months. Reduction of Social Security Fund contribution from 5 to 4 per cent.
Sources (preferably official)	

Country (name of program)	Timor-Leste
Eligibility	Employees registered in the Contributory Social Security System. The worker has no debts with the SSS.
Duration	Three months
Ex-post conditionality	The employer does not fire the worker
Job retention conditions	Yes
Amount of subsidy	A subsidy of 50 per cent of the minimum wage will be given for every employee registered in the Contributory Social Security System. It amounts to US\$ 57.50.
Administration of program	Ministry of Finance
Funding	General budget
Number of beneficiaries (and cost estimates if available)	Uncertain
Other characteristics	Continuity of the distribution and supply of essential goods, such as food, medicines and clinical equipment, <ul style="list-style-type: none"> <li>► Ensuring continuity of the provision of electronic communications services and their widespread accessibility by citizens,</li> <li>► Temporary exemption from the payment of taxes and electricity and water tariffs, and</li> <li>► Creation of credit lines at reduced interest rates and financial support for citizens and businesses.</li> </ul>
Sources (preferably official)	<a href="http://timor-leste.gov.tl">http://timor-leste.gov.tl</a>

Country (name of program)	United Kingdom (Coronavirus Job Retention Scheme)
Eligibility	Any organization with employees, including businesses, charities, recruitment agencies (agency workers paid through PAYE) or public authorities. Employees must have a PAYE payroll scheme on or before 28 February 2020 and have a UK bank account. They can be on any contract, including full-time employees, part-time employees, employees on agency contracts, employees on flexible or zero-hour contracts
Duration	Initially three months (May June and July 2020) but prolonged until October 2020
Job retention conditions	None
Amount of subsidy	Employers can claim 80 per cent of furloughed employees' usual monthly wages costs, up to £2,500 a month, plus the associated Employer National Insurance contributions, and minimum automatic enrolment employer pension contributions on that wage
Administration of program	
Funding	
Number of beneficiaries (and cost estimates if available)	<p>The Institute of Fiscal Studies estimates the cost for the three-month period to be around £60bn.</p> <p>The job retention scheme has protected 7,5 million workers and almost 1 million businesses. [12 May 2020]</p>
Other characteristics	A new flexibility will be introduced starting in August 2020, allowing furloughed employees to go back to work part-time with employers asked to pay a percentage towards the furloughed employees
Sources (preferably official) a	<p><a href="https://www.gov.uk">https://www.gov.uk</a></p> <p><a href="https://www.gov.uk">https://www.gov.uk</a></p> <p><a href="https://www.theguardian.com">https://www.theguardian.com</a></p> <p><a href="https://www.gov.uk">https://www.gov.uk</a></p>

Country (name of program)	United States (Employment Retention Credit)
Eligibility	<p>The credit is available to all employers regardless of size, including tax-exempt organizations.</p> <p>Two exceptions: State and local governments and their instrumentalities and Small businesses who take Small Business Loans.</p> <p>Qualifying employers must fall into one of two categories: 1.The employer’s business is fully or partially suspended by government order due to COVID-19 during the calendar quarter 2.The employer’s gross receipts are below 50 percent of the comparable quarter in 2019. Once the employer’s gross receipts go above 80 percent of a comparable quarter in 2019 they no longer qualify after the end of that quarter.</p>
Duration	From 13 March to 31 December 2020
Ex-post conditionality	
Job retention conditions	Yes
Amount of subsidy	Effective for wages paid after 13 March and before 31 December 2020
Administration of program	Internal Revenue Service
Funding	<p>Employers can be immediately reimbursed for the credit by reducing their required deposits of payroll taxes that have been withheld from employees’ wages by the amount of the credit.</p> <p>The Cares Act - Government Budget.</p>
Number of beneficiaries (and cost estimates if available)	<p>Cost: \$55 billion (JCT estimate)</p> <p>Workers subsidized: 11 million, 6.7 per cent of the workforce</p>
Other characteristics	
Sources (preferably official)	<a href="https://home.treasury.gov">https://home.treasury.gov</a>

Country (name of program)	United States (Paycheck Protection Program Loans)
Eligibility	<p>All businesses – including nonprofits, veterans’ organizations, Tribal business concerns, sole proprietorships, self-employed individuals, and independent contractors – with 500 or fewer employees can apply. Businesses in certain industries can have more than 500 employees if they meet applicable SBA employee-based size standards for those industries (<a href="#">additional information</a>).</p> <p>Those loans will be forgiven if employers keep their workers on the payroll, at full salary, for eight weeks and use at least 75 per cent of the loan proceeds for payroll.</p>
Duration	Loan payments will be deferred for 6 months
Ex-post conditionality	
Job retention conditions	Yes – 8 weeks
Amount of subsidy	<p>“Funds required by businesses to hire back laid off workers”</p> <p>Maximum loan cap is set at \$10 million</p>
Administration of program	Small Business Administration
Funding	The Cares Act - Government Budget
Number of beneficiaries (and cost estimates if available)	<p>Loans authorized: \$349 billion</p> <p>Workers subsidized: 33,5 million, 20.4 per cent of the workforce</p>
Other characteristics	
Sources (preferably official)	<p><a href="https://www.forbes.com">https://www.forbes.com</a></p> <p><a href="https://home.treasury.gov">https://home.treasury.gov</a></p> <p><a href="https://www.sba.gov">https://www.sba.gov</a></p>

Country (name of program)	Uruguay (Subsidio de desempleo, modalidad suspensión y reducción)
Eligibility	<p>Suspension: Monthly workers with a job for 180 days during the past 12 months, daily workers with 150 days worked. Piece rate workers or those under variable pay who have worked 180 days during the last 12 months with a minimum income (6 BPC, base de prestaciones y contribuciones).</p> <p>Reduction: Daily workers that have at least 25 per cent reduction of activity. Monthly workers who have seen their activity reduced up to 50 per cent.</p>
Duration	<p>Suspension: Four months or 48 daily wages.</p> <p>Reduction: Monthly wages subsidy applies only during April and May 2020; for daily workers, maximum coverage is 72 pay days.</p>
Job retention conditions	
Amount of subsidy	<p>Suspension: 50 per cent of average wages of the previous 6 months, while daily paid workers 12 days per month.</p> <p>Reduction: 25 per cent of average wages of the previous 6 months, proportionally to the time reduction.</p>
Administration of program	Banco de Previsión Social
Funding	General budget
Number of beneficiaries (and cost estimates if available)	Before the crisis BPS received on average 11,000 requests per month (all causes: dismissals, suspension, reduction). In March 2020 applications jumped during the second half, totalizing 86,044. Until 13 April 2020, there were 47,000 applications, of which 39,400 were suspensions and 6,000 for reduction, while the difference were for dismissals.
Sources (preferably official)	<p><a href="https://www.gub.uy">https://www.gub.uy</a></p> <p><a href="https://www.bps.gub.uy">https://www.bps.gub.uy</a></p>

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