



Impact of the COVID-19 pandemic on employment-related issues

The draft law of the "anti-crisis shield" introduces a number of solutions for entrepreneurs, the aim of which is to support entrepreneurs in the economic crisis caused by the COVID-19 pandemic. Below is a list of the most important solutions:

- » the possibility to **reduce the working time of employees and contractors** (not less than down to ½ of a full time job)
- » possibility to pay employees and contractors **remuneration reduced to 50% for downtime**
- » possibility to **apply for benefits from the Guaranteed Employee Benefits Fund** (financing of contributions in the part due from the employer and the part of remuneration of employees and contractors whose working hours have been reduced or who are covered by downtime)
- » the possibility to apply for a **subsidy for employees' remuneration by a district governor**
- » **no need for amending termination notices in the event of changes to the employment relationship as provided for in the Act** (it is sufficient to amend the collective agreement or enter into a general agreement with the company's trade union or employees' representatives)
- » the possibility of concluding an agreement to **apply less favourable terms and conditions of employment** than those resulting from employment contracts (in the case of a turnover decrease, provided that no public-law liabilities are outstanding)
- » the possibility of concluding an agreement on the **introduction of equivalent working time**
- » the possibility of limiting the uninterrupted **daily rest to not less than 8 hours and the weekly rest to not less than 32 hours**
- » the possibility of **changing the system or schedule of work of employees in a manner necessary to ensure continuity of the operation of the enterprise, station or authority**, and instructing employees to provide **overtime work** to the extent necessary to ensure continuity of the operation of the enterprise, station or authority (it applies to a limited circle of entrepreneurs)