



Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
<p>Australia</p> <p>McCullough Robertson</p> <p>John Kettle jkettle@mccullough.com.au Adrian Smith adriansmith@mccullough.com.au Kim Wiegand kwiegand@mccullough.com.au</p> <p><i>Updated as of June 8, 2020</i></p>	<p>Foreign Investment Review Board (FIRB): With effect from March 29, 2020, the following changes have been made to the FIRB framework:</p> <ul style="list-style-type: none"> all monetary screening thresholds have been reduced to \$0; screening times have increased from 30 days to 6 months; and priority will be given to applications that protect and support Australian businesses and jobs. <p>Economic Stimulus: Government introduced certain measures in response to COVID-19, including (i) increasing the amounts for instant asset write-offs, (ii) accelerating depreciation deductions until June 30, 2021, and (iii) assistance for SMEs for employee wages and salaries.</p> <p>Tax: Businesses may be entitled to (i) changes to Goods and Services Tax reporting obligations and (ii) deferral of payments of income tax, fringe benefits tax and excise tax by up to 6 months upon application to the Australian Taxation Office (ATO).</p> <p>Tax concessions: Businesses with an aggregated annual turnover below \$500</p>	<p>JobKeeper Payments: On March 30, 2020, the Australian government announced a wage subsidy package of \$1,500 per fortnight for all full-time, part-time and long-term casual employees employed by eligible businesses as of March 1st, effective from May 2020.</p> <p>Award Changes: From April 1, 2020, the Australian government began working with the Fair Work Tribunal to change 103 modern awards to provide an entitlement for:</p> <ul style="list-style-type: none"> Unpaid pandemic leave; and Annual leave at half-pay. <p>On March 28th and March 31st, the Fair Work Commission made changes to the <i>Clerks Award 2010</i> and the <i>Restaurant Industry Award 2010</i> respectively to allow flexibility for employee's working hours and duty classifications. Similar changes to other modern awards are expected.</p>	<p>Business Closures: On March 22, 2020, Government announced that the following facilities will be restricted from opening from midday local time March 23, 2020:</p> <ul style="list-style-type: none"> Pubs, clubs, and hotels (excluding accommodation) Gyms and indoor sporting venues Cinemas and entertainment venues Restaurants and cafes will be restricted to takeaway and/or home delivery Religious gatherings and funerals (with some size exceptions) <p>Public Gatherings: On March 29, 2020, most indoor and outdoor non-essential gatherings were limited to two people. Rules on essential gatherings are also in place.</p> <p>Travel Restrictions: On March 15, 2020, government announced that all travelers will be subject to the 14-day quarantine after arriving, and cruise lines from foreign ports are banned from Australia for 30 days. On March 24, 2020, Australia announced a ban on Australians travelling overseas, and Australians must avoid all non-essential domestic travel. Individual States and Territories have</p>	<p>From March 30, 2020, the exportation of the following goods from Australia is prohibited:</p> <ul style="list-style-type: none"> any disposable face masks, gloves, gowns as well as goggles, glasses or visors; in each case which are capable of limiting the transmission of organisms to humans; alcohol wipes; and hand sanitizer. <p>Exceptions: The export prohibitions do not apply:</p> <ul style="list-style-type: none"> if a person takes a reasonable quantity of those items for personal use when they leave Australia; or to the following exports, provided the export is not by international mail: <ul style="list-style-type: none"> to a relative, for the relative's personal use; by a humanitarian organization; by the manufacturer; or as part of the person's normal business (which business is registered under the GST Act and has an ABN). 	<p>https://www.pm.gov.au/media/update-coronavirus-measures-220320</p> <p>https://www.dss.gov.au/about-the-department/coronavirus-covid-19-information-and-support</p>



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	<p>million can obtain an immediate tax deduction for certain assets.</p> <p>State Measures:</p> <ul style="list-style-type: none">▪ The State of Queensland introduced \$500 million COVID-19 Jobs Support Loan scheme to help businesses financially affected by COVID-19.▪ The State of New South Wales introduced an economic package which includes creation of a \$1 billion Working for NSW fund to sustain business, create new jobs and retrain employees and deferral of payroll taxes, among others. <p>Changes to Australia’s insolvency system: Implementation of measures to protect directors from Australia’s insolvent trading laws, and to prevent creditors from bankrupting individuals or winding up companies over unpaid debts. These changes will last for 6 months, unless extended.</p> <p>Commercial Leases: Government implemented additional measures to provide relief for small and medium businesses that (i) have an annual turnover of \$50 million or less, (ii) are experiencing a 30% reduction in turnover, and (iii) are eligible for the</p>		<p>also imposed restrictions between jurisdictions unless for essential travel.</p> <p>Country Re-opening: The various Australian States and Territories have begun to re-open their local economies. Most schools in the entire country are now fully re-opened. However, the States and Territories are all moving at different speeds so that the return to work and the degree of opening of hospitality and leisure facilities is more complete in some locations than in others. For now, there are still internal restrictions on travel inter-State but it is anticipated that full free movement across the entire country and with New Zealand will be reinstated at some stage in July. The first of the professional sports leagues, the National Rugby League (NRL), recommenced its season at the end of May. The Aussie Rules code (AFL) will recommence in June with others to follow in July, all games being played behind closed doors.</p>	<p>Term of prohibition: These provisions apply during the ‘human biosecurity emergency period’ declared by the Biosecurity (Human Biosecurity Emergency) (Human Coronavirus with Pandemic Potential) Declaration 2020. That period is currently scheduled to expire on June 17, 2020 but is subject to extension.</p>	



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	<p>JobKeeper program. Accordingly, the National Code of Conduct for Commercial Tenancies mandates that a rent relief must be given to eligible businesses in proportion to their reduced turnover. The amount of relief will be determined based on (i) a rent waiver equivalent to at least 50% of the relief amount, and (ii) deferred rent payments. Furthermore, landlords may not increase rent and evict tenants for non-payment during the 6-month emergency period.</p> <p>Continuous Disclosure Obligations Relaxed: The Federal Treasurer has temporarily amended the Corporations Act 2001 (Cth) (“Corporations Act”) in relation to the continuous disclosure obligations of publicly listed companies on the Australian Stock Exchange (ASX).</p> <p>The amendments modify the previous ‘reasonable person’ test as to whether a listed company should have disclosed information which could be regarded as market sensitive to the market, so that a breach will only occur if the company or a relevant officer knows or is reckless or negligent as to whether the withheld information would have a material effect on the price or value of an entity’s securities.</p>				



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	<p>The measures have been implemented to enable companies and officers to ‘more confidently provide guidance to the market during the Coronavirus crisis’ while assessing the impact of COVID-19 on their business, by offering a level of protection from the ‘threat of opportunistic class actions for allegedly falling foul of their continuous disclosure obligations if their forecasts are found to be inaccurate’.</p> <p>The amendments:</p> <ul style="list-style-type: none">• extend to the non-disclosure of information, companies that disclose information are not subject to the same protections and must continue to prepare their disclosures carefully;• do not alter the civil liability of directors for misleading and deceptive conduct under s1041H of the Corporations Act, which still applies; and• provide an equivalent modification to Listing Rule 3.1 which requires the immediate disclosure of price sensitive information.				



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	The changes are in effect for 6 months since May 26, 2020. Companies should approach any reliance on the amendments with caution, and particular care should be taken in relation to the publication of forward-looking statements and earnings guidance in times of significant uncertainty.				
<p>Belgium</p> <p>● NautaDutilh</p> <p>Philippe François philippe.francois@nautadutilh.com</p> <p>Ken Lioen ken.lioen@nautadutilh.com</p> <p>Rebecca Runa Pinto-Noome rebecca.pinto@nautadutilh.com</p> <p><i>Updated as of June 15, 2020</i></p>	<p>Economic Stimulus: Four Belgian aid measures have been approved by the European Commission under the Temporary Framework for State Aid: (i) €50 billion federal loan guarantee scheme, (ii) a €3 billion loan guarantee scheme financed by the Flemish Region, (iii) a deferral of concession fees for Walloon airports and (iv) a €4 million Belgian R&D support scheme.</p> <p>Tax: Deferral of Tax Deadlines: The deadline for filing income tax returns is automatically extended to April 30th (midnight). In addition, the deadlines for the submission of the periodical VAT returns and intra-Community sales listing have been extended. Due dates for the payment of personal income tax, corporate income tax, non-resident</p>	<p>Termination of Employment Relationship: All employers experiencing a temporary closure of their business or a reduction in work flow resulting from COVID-19 may invoke temporary unemployment for force majeure until August 31.</p> <p>During the temporary unemployment, the employment contract is suspended (for the avoidance of doubt, it does not actually end) without pay.</p> <p>The temporary unemployment may be invoked on a full-time or part-time basis (for example alternating work days with days of unemployment).</p> <p>During periods of temporary unemployment, employees are entitled to 70% of the previous salary (capped at 2,754.76 EUR gross per</p>	<p>Ministerial Decree of June 5, 2020:</p> <p>Remote Work: Work from home if possible. If employees have to go into work, the employer must ensure that employees are able to maintain a distance of 1.5 metres from others. If you can't maintain a distance of 1.5 meters, then there are other measures that apply.</p> <p>Social contact: social gatherings are allowed with a maximum of 10 different people per week in addition to family members. These 10 people can change from one week to the next.</p> <p>Public Gatherings: Larger gatherings of people are not allowed until 31 August 2020. Group meetings are limited to a maximum of 10 people, including</p>	<p>(Please see the export controls on medical supplies mentioned under the European Union.)</p>	<p>https://www.info-coronavirus.be/en/news/nsc-0306/</p> <p>https://www.info-coronavirus.be/en/fag/</p> <p>https://www.nautadutilh.com/en/coronavirus</p> <p>https://www.nautadutilh.com/en/coronavirus/state-aid-covid-19-tracker-measures-available-to-weather-the-storm-1</p> <p>https://financien.belgium.be/nl/ondernemen/steunmaatregelen-betreffende-het-coronavirus-covid-19 (only available in Dutch, French or German)</p>



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	<p>income tax and legal person tax, are also extended for two months.</p> <p><u>Payment deferral and waiver of late payment interest and fines upon motivated request:</u> All individuals and legal persons having an enterprise number (KBO) (irrespective of their sector of activity) can, if they are affected by the spread of the coronavirus and are capable of demonstrating this (e.g. drop in turnover), request the following measures for tax debts relating to personal income tax, corporate income tax, legal entity tax, wage withholding tax and VAT: (i) a repayment plan, (ii) a waiver of late payment interest and (iii) a remission of fines for non-payment.</p>	<p>month) plus a daily allowance of 5.63 EUR (up to 150 EUR per month) payable directly to the employee by the National Unemployment Office.</p> <p>Social Security Contributions: Social security payment obligations related to Q1 and Q2 of 2020 are deferred until December 15 for companies that were obliged to close due to the COVID-19 outbreak and companies that were not fully closed but have had a significant decrease of their turnover.</p>	<p>children.</p> <p>Travel Restrictions: From June 15th the borders with the European Union, including the UK, Switzerland, Liechtenstein, Iceland and Norway for non-essential travel outside Belgium are open. If employees need to cross the border for work, they are strongly recommended to have a special vignette and preferably an employer's declaration (for employees who work in an essential sector) or an employer's declaration which proves that the employee must cross the border for work (for employees who work in a non-essential sector).</p> <p>Exit Strategy: It is crucial for all companies that resume their activities, to respect the General Guide prepared by the employers' and employees' representatives at a national level.</p> <p>Face Masks: The use of face masks is recommended in public and is mandatory in public transport above the age of 12.</p>		



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<p>Brazil</p> <p>DeVivo Castro Advogados <small>De Vivo, Castro, Cunha e Willakof Advogados</small></p> <p>Juliana Bonazza Teixeira da Cunha jteixeira@devivocastro.com.br</p> <p><i>Updated as of May 15, 2020</i></p>	<p>State of Public Calamity: Decree 88/2020 recognized a State of Public Calamity until December 2020, allowing the government to have more flexibility to take measures without prior Congressional approval.</p> <p>Companies Annual Accounts Approval and Shareholder's Distance Voting: Through normative instruction DREI 79/20, it was ruled, among others, that (i) at the year 2020, company by shares and limited liability companies will have an additional 7 month-period to approve their accounts related to the fiscal year ended from December 2019 to March 2020; (ii) partners and shareholders of companies will be able to participate in meetings and digitally vote at their decision makings; and, (iv) members of the board of directors may rule about emergency matters that otherwise would be the responsibility of the general meeting.</p> <p>Commercial Trade Board: On May 12th the Commercial Board of the State of São Paulo restarted its activities with reduced operating hours.</p>	<p>Employee Quarantine. Law No. 13.979/2020 ruled that employees returning from any affected area are required to quarantine.</p> <p>Employment Relationship. Provisional Measure No 927/2020 allows employers to: (i) require employees to work from home without amending the employment contract; (ii) require employees to use their vacation and holidays during the time they cannot work due to the pandemic; (iii) suspend mandatory physical examination; (iv) implement layoff measures up to 4 months; (v) suspend the payments of Employee's Severance Guarantee Fund for March, April and May, 2020.</p> <p>Emergency Program to Maintain Labor and Income: Provisional Measure MP 936/20 determined a program in order to maintain jobs, income and economic activities. It created the possibility of: (i) paying for workers an Emergency Benefit to preserve jobs and income; (ii) possibility to reduce working hours and salaries up to 70% for 90 days, which will allow the employee to file for compatible unemployment insurance</p>	<p>Health Insurance: National Health Agency - ANS, through IN 453/2020, included the COVID-19 test as a mandatory procedure to beneficiaries of health insurance.</p> <p>Telemedicine: The Health Minister, Henrique Mandetta, through ordinance 467/20, permitted the use of telemedicine for medical services, including medical consultation and digital medicine prescription.</p> <p>Industrial Activity Hours: On April 14th, the municipality of São Paulo ruled through Decree 59.349 the working and operating hours of essential activities and services.</p> <p>Updated Essential Activities List: On April 28th, The Federal Government updated the list of activities and services to be considered as essential through Decree 10.329.</p> <p>Data Protection Law: On April 29th, the Federal Government postponed the Data Protection Law enforcement date to May 3, 2021 through Provisional Measure 959/2020.</p>	<p>Import Taxes Reduction: Medical equipment import taxes were reduced to 0% until September 30th, and the import procedures will be expedited.</p> <p>Medical Equipment and Hygiene Items Export Prohibited: On April 24th the law 13.993 was published forbidding Medical Equipment and Hygiene Items from being exported from Brazil.</p> <p>Tax exemption of Import Taxes levied upon the importation of medical devices and products necessary to prevent/combat COVID-19. The Chamber of Foreign Trade's resolution was published on April 30th.</p>	<p>http://www.ans.gov.br/component/legislacao/?view=legislacao&task=TextoLei&format=raw&id=Mzg2MQ==</p> <p>http://www.planalto.gov.br/ccivil_03/_ato2019-2022/2020/lei/L13979.htm</p> <p>http://normas.receita.fazenda.gov.br/sijut2consulta/link.action?vissao=anotado&idAto=107839</p> <p>http://www.in.gov.br/en/web/dou/-/resolucao-n-17-de-17-de-marco-de-2020-248564246</p> <p>http://www.planalto.gov.br/ccivil_03/_ato2019-2022/2020/Mpv/mpv927.htm</p> <p>http://www.institucional.jucesp.sp.gov.br/homepage.php</p> <p>https://www25.senado.leg.br/web/atividade/materias/-/materia/141114</p> <p>https://www.belgium.be/en/news/2020/coronavirus (information about the exit strategy)</p>



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	<p>Tax on Financial Transactions – IOF: The rate of the financial transaction tax – IOF was reduced to 0% on loans for a 90-day period.</p> <p>Postponement of Maturity Date Payment of Federal Taxes PIS, COFINS and INSS: Ordinance 139/2020 of Ministry of Economy postponed the due date for the payment of certain important taxes levied on Brazilian companies such as PIS/COFINS (rates go up to 9,25%) and INSS (approximately 25%).</p> <p>Postponement of the expiration date of tax clearance certificates by the Federal Government: On March 23rd the Ordinance 555 postponed the expiration dates of tax clearance certificates related to Federal Taxes and Taxes owed to the Union (CND and CPEND).</p> <p>Postponement of Due Date (Income Tax Return): Postponement of the due date of the Individual Income Tax return by the normative instruction 1930 published on April 1st.</p> <p>Special Tax Negotiation: Special Tax negotiation with the Federal Government and with the Municipality of Sao Paulo, which is likely to result in</p>	<p>payable by federal government; and (iii) possibility of suspending labor contracts without salary payments.</p>			<p>https://leismunicipais.com.br/a/sp/s/sao-paulo/decreto/2020/5935/59349/decreto-n-59349-2020-recomenda-horario-de-funcionamento-das-atividades-industriais-comerciais-e-de-servicos-durante-o-estado-de-calamidade-publica-para-enfrentamento-da-pandemia-decorrente-do-coronavirus</p> <p>http://www.planalto.gov.br/ccivil_03/_ato2019-2022/2020/decreto/D10329.htm</p> <p>http://www.planalto.gov.br/ccivil_03/_ato2019-2022/2020/Mpv/mpv959.htm</p> <p>https://www2.camara.leg.br/legin/fed/lei/2020/lei-13993-23-abril-2020-790113-norma-pl.html</p> <p>https://legislacao.fazenda.sp.gov.br/Paginas/Resolu%C3%A7%C3%A3o-Conjunta-SFP-PGE-1-de-2020.aspx</p> <p>http://pesquisa.in.gov.br/imprensa/jsp/visualiza/index.jsp?data=01/04/2020&jornal=603&pagina=4&totalArquivos=4</p>



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	<p>more favorable conditions to liquidate tax debts. The Federal Ordinance 9.924 was published on April 14th and the Municipality Law was published on March 27th.</p> <p>Postponement of Due Dates (Federal Installments Program): Postponement of the due dates of the federal installment programs, as for the Ordinance 10.205 from the National Treasury Attorney's Office published on April 22nd.</p> <p>Agribusiness Law: On April 7th the Law 13.986 was published. The Law 13.986 sets forth new rules for the agribusiness sector. The main changes were: (i) creation of a cooperative guarantee fund for rural producers; (ii) possibility of rural property acquisition by foreigners; (iii) creation of agribusiness securities (CRA and CDCA) that allows the agribusiness to enter the financial market; (iv) possibility to segregate estates to get credit with financial institutions; (v) possibility of using the Rural Product Note (CPR) as a guarantee at the financial market; (vi) possibility of using the Rural Estate Note (CIR) as a guarantee at the real estate market; (vii) extensions to the existing warehouses; (viii) creation of a limit on</p>				<p>http://www.in.gov.br/en/web/dou/-/portaria-n-9.924-de-14-de-abril-de-2020-252722641</p> <p>https://leismunicipais.com.br/a/sp/s/sao-paulo/lei-ordinaria/2020/1734/17335/lei-ordinaria-n-17335-2020</p> <p>http://pesquisa.in.gov.br/imprensa/js/p/visualiza/index.jsp?data=30/04/2020&jornal=515&pagina=25&totalArquivos=105</p> <p>http://pesquisa.in.gov.br/imprensa/js/p/visualiza/index.jsp?data=22/04/2020&jornal=515&pagina=17</p> <p>http://www.in.gov.br/en/web/dou/-/lei-n-13.986-de-7-de-abril-de-2020-251562807</p>



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<p>Canada</p> <p>FASKEN Law Firm</p> <p>Anthony F. Baldanza abaldanza@fasken.com Daniel Brock dbrock@fasken.com Clifford Sosnow csosnow@fasken.com Laurie Turner lturner@fasken.com Patrick T.J. Gannon pgannon@fasken.com Raajan Aery raery@fasken.com Paul Burbank pburbank@fasken.com Taleesha Thorogood tthorogood@fasken.com Faye Voight foight@fasken.com</p> <p><i>Updated as of June 25, 2020</i></p>	<p>the income amounts due by constituting property guarantees using rural credits.</p> <p>Tax: The Canada Revenue Agency (“CRA”) will defer the filing due date for 2019 tax returns (including certain administrative income tax actions) of individuals, partnerships and trusts.</p> <p>The CRA will permit all taxpayers (including businesses) to defer, until September 1, 2020, the payment of any amounts on account of their income tax liabilities that become owing on or after March 18, 2020 and before September 2020. This applies to income tax balances due, as well as instalments on account of such taxes. CRA will not charge interest or penalties on these amounts during this period.</p> <p>Businesses and self-employed individuals can defer until June 30, 2020 payments of Goods and Services Tax / Harmonized Sales Tax (“GST/HST”), as well as customs duties owing on their imports. The deferral will apply differently to GST/HST remittances for monthly filers, quarterly filers, and annual filers.</p>	<p>Employment Insurance: Federal employment insurance (“EI”) sickness benefits provide up to 15 weeks of income replacement and are available to eligible claimants who are unable to work because of illness, injury or quarantine. EI benefits have currently been replaced with the Canada Emergency Response Benefit, which provides \$2,000 per month to eligible claimants who have stopped working for reasons related to COVID-19 and receive no more than \$1,000 in employment income for at least 14 consecutive days within the monthly claim period.</p> <p>Employee/Worker Protection: Amendments to the Canada Labour Code provide federally regulated employees who are unable or unavailable to work for reasons related to COVID-19 a job protected leave of absence for up to 16 weeks.</p> <p>The government of Canada extended the maximum duration of the Work-Sharing program from 38 weeks to 76</p>	<p>Business Closures: While the federal government has not declared a state of emergency in connection with COVID-19, many provincial governments continue to extend the of the state of emergency within the province (e.g. Ontario to June 30, 2020; British Columbia to July 7, 2020)</p> <p>Provinces have slowly started to permit certain sectors to re-open based on their own framework or plan, including, for example, construction, prescribed regulated health professionals (e.g. dentists), and retail on specific terms and in accordance with health and safety guidance on social distancing. For example, British Columbia has entered “Phase 3” of its Restart Plan while Ontario (except for the Windsor-Essex region) has entered Stage 2 of its Reopening Strategy.</p> <p>Public Gatherings: The federal government has issued guidelines in respect of public gatherings, while many provincial governments have issued prohibitions on events and gatherings in</p>	<p>Imports: <u>Tariff Free Treatment for Emergency Goods:</u> Medical supplies required for the COVID-19 emergency may qualify for duty and tax relief if imported temporarily on behalf of governmental entities, medical and other first responders or public or private long-term care residences under tariff item 9993.00.00. <u>Payment Deferral:</u> Payment of customs duties and GST/HST tax owing on imports to the Canadian Border Services Agency are deferred until June 30, 2020.</p> <p><u>Animal Products:</u> Canada and the U.S. have agreed to a six-month extension for approved facilities to continue to export certain animal products, by-products and pet foods. As a result, some pending annual inspections are postponed.</p>	<p>Economic Measures:</p> <p>https://www.fasken.com/en/knowledge/2020/03/30-covid-19-canada-emergency-response-benefit</p> <p>https://www.fasken.com/en/knowledge/2020/03/29-covid19-recent-canadian-and-quebec-tax-measures</p> <p>Labour and Employment:</p> <p>https://www.fasken.com/en/knowledge/2020/04/24-covid19-daily-wrap-up</p> <p>https://www.fasken.com/en/knowledge/2020/04/30-covid-19-lehr-daily-wrap-up-april-29</p> <p>https://www.fasken.com/en/knowledge/2020/05/1-covid-19-daily-workplace-wrap-up-april-30</p> <p>https://www.fasken.com/en/knowledge/2020/04/9-covid-19-daily-workplace-wrap-up</p> <p>https://www.fasken.com/en/knowledge/2020/04/17-covid19-daily-wrap-up-april-16</p>



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	<p>The Federal Government provided a one-time special payment through the Goods and Services Tax credit for low and modest-income families. The average additional benefit will be close to \$400 for single individuals and close to \$600 for couples.</p> <p>Loan Facilities: The Business Credit Availability Program (“BCAP”) will provide more than \$65 billion in direct lending and other types of financial support at market rates to businesses with viable business models whose access to financing would otherwise be restricted. Through the Business Credit Availability Program, Export Development Canada (EDC) is working with financial institutions to guarantee 80% of new operating credit and cash flow term loans of up to \$6.25 million to small and medium-sized enterprises (SMEs). This financing support is to be used for operational expenses and is available to both exporting and non-exporting companies.</p> <p>Through the Business Credit Availability Program, EDC’s Mid-Market Guarantee and Financing Program will bring liquidity to companies who tend to have revenues between \$50 million to \$300 million, to</p>	<p>weeks and has expanded eligibility. Employment insurance benefits received by employees through the Work-Sharing program will reduce the benefit that their employer is entitled to receive under the Canada Emergency Wage Subsidy (discussed below).</p> <p>Business Subsidies: The Canada Emergency Wage Subsidy (“CEWS”) covers up to 75% of wages earned by an employee to a maximum of \$847 per week and up to 100% of certain employer-paid contributions to EI and pension plans. The CEWS is available to businesses whose revenues have decreased by at least 15% in March and 30% in the following months.</p> <p>A 10% wage subsidy is available to employers to reduce the amount of payroll deductions required to be remitted to the Canada Revenue Agency (benefits from this subsidy will reduce the amount of benefits available under the CEWS).</p> <p>Changes to the Canada Summer Jobs Program have extended the end date for employment to February 28, 2021 and increased the wage subsidy to up</p>	<p>excess of a specified number of people - e.g. the Government of Alberta’s order prohibiting events and gatherings of more than (i) 50 people in one indoor location; and (ii) 100 people in one outdoor location (provided in each case that the location allows for the mandated physical distancing of at least 2 metres), and the Government of Ontario’s decision to permit gatherings of up to 10 persons (as of June 12, 2020).</p> <p>Entry to Canada from the US by Foreign Nationals: Restriction on all non-essential travel (e.g. tourism, recreation) at the Canada-U.S. border is extended until July 21, 2020. As of June 8, there is an exception to this restriction for an immediate family member of a Canadian citizen or permanent resident if entering to be with an immediate family member for at least 15 days.</p> <p>Persons arriving from the U.S (i) with symptoms will not be permitted to enter Canada; (ii) with no symptoms will be allowed to enter Canada for essential travel only (non-discretionary) (e.g. work and study).</p>	<p>The extension is for no-change renewals only. New facility permits and amendments to permits will continue to require a new or revised inspection. This extension agreement expires on September 30, 2020.</p>	<p>https://www.fasken.com/en/knowledge/2020/03/25-covid-19-the-federal-work-sharing-program-an-alternative-to-layoffs</p> <p>Health and Safety:</p> <p>https://www.fasken.com/en/knowledge/2020/04/1-covid-19-government-orders-closing-businesses</p> <p>https://www.fasken.com/en/knowledge/2020/03/30-covid-19-weekend-wrap-up</p> <p>https://www.fasken.com/en/knowledge/2020/03/managing-an-international-workforce-in-a-global-pandemic</p> <p>https://orders-in-council.canada.ca/attachment.php?attach=39285&lang=en</p> <p>Export/Import:</p> <p>https://www.fasken.com/en/knowledge/2020/03/26-covid-19-canada-trade-update</p> <p>https://www.fasken.com/en/knowledge/2020/04/7-covid-19-canada-trade-update-navigating-the-challenges--part-2</p>



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	<p>sustain operations during this uncertain period. EDC will continue to work with Canadian financial institutions to guarantee 75% of new operating credit and cash-flow loans – ranging in size from \$16.75 million to a maximum of \$80 million. These guarantees are available to exporters, international investors and businesses that sell their products or services within Canada.</p> <p>Through the Business Credit Availability Program, the Business Development Canada’s (BDC) Mid-Market Financing Program will provide commercial loans ranging between \$12.5 million and \$60 million to medium-sized businesses whose credit needs exceed what is already available through the Business Credit Availability Program and other measures.</p> <p>BDC anticipates that qualifying companies will have annual revenues in excess of approximately \$100 million.</p> <p>The Canada Emergency Business Account (CEBA) provides interest-free loans of up to \$40,000 to small businesses and not-for-profits, to help cover their operating costs during a period where their revenues have been temporarily</p>	<p>to 100% of the minimum hourly wage of each employee.</p> <p>The Canada Emergency Commercial Rent Assistance program provides loans to commercial property owners who lower or forgo the rent of small businesses for April, May and June.</p> <p>Provincial Measures: Many of the provinces and territories have enacted additional measures in response to the COVID-19 pandemic, including one-time lump sum benefits for individuals, additional job-protected leaves for non-federally regulated employees, and financial assistance. Some provinces have also amended their workers compensation benefits and workers safety programs to allow business to defer fees and payments due under these programs.</p>	<p>Entry to Canada from Other Than the US by Foreign Nationals: Persons arriving from places other than the U.S. will not be allowed into Canada, subject to certain exceptions, including, as of June 8, an immediate family member of a Canadian citizen or permanent resident if entering to be with an immediate family member for at least 15 days.</p> <p>Individuals who are neither Canadian nor a permanent resident and have symptoms consistent with COVID-19 are prohibited from entering Canada for any reason.</p> <p>Re-entry into Canada by Canadians: Canadian citizens and permanent residents who: (i) show symptoms, may still enter Canada by land, rail or sea (but not by air) and must self-isolate for 14 days; (ii) do not show symptoms, must self-isolate for 14 days.</p> <p>The Canadian Government has not banned travel outside of the country but advises against all non-essential travel outside of Canada until further notice.</p> <p>Travel Restrictions: All passengers flying in Canada will be subject to a health check prior to boarding. All air</p>		<p>https://www.fasken.com/en/knowledge/2020/04/20-covid-19-canadian-trade-controls-compliance</p>



Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
	<p>reduced. This program has been implemented by banks and credit unions in collaboration with Export Development Canada. Business owners can apply for support from CEBA through their banks and credit unions.</p> <p>The Small and Medium-sized Enterprise Loan and Guarantee program will make \$40 billion in loans and guarantees available to businesses through the Business Development Bank of Canada and Export Development Canada.</p> <p>Additional lending capability for transactions deemed to be in the national interest by the federal government will be made available through the Canada Account, which is a program where the lending risk is assumed by the Federal government.</p> <p>Pension Plans: Sponsors of federally regulated, defined benefit pension plans are not required, through the remainder of 2020, to meet solvency payment requirements for defined benefit plans.</p> <p>Bank of Canada: The Bank of Canada is acting in several ways to support the economy and financial system and stands ready to take any and all actions that it</p>		<p>passengers to wear non-medical masks or face covers to cover their mouth and nose during travel.</p>		



Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
	<p>can to protect the well-being of Canadians during this difficult time. The Bank has responded by lowering interest rates, intervening to support key financial markets and providing liquidity support for financial institutions.</p> <p>The Office of the Superintendent of Financial Institutions announced it is lowering the Domestic Stability Buffer by 1.25% of risk-weighted assets. This action will allow Canada's large banks to inject \$300 billion of additional lending in to the economy.</p> <p>The Federal Government launched an Insured Mortgage Purchase Program, in which they will purchase up to \$150 billion of insured mortgage pools through the Canada Mortgage and Housing Corporation.</p> <p>This action will provide long-term stable funding to banks and mortgage lenders, help facilitate continued lending to Canadian consumers and businesses, and add liquidity to Canada's mortgage market.</p> <p>Large Employer Emergency Financing Facility: The Large Employer Emergency Financing Facility (LEEFF) provides bridge</p>				




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	<p>financing to Canada’s largest employers, whose needs during the pandemic are not being met through conventional financing, in order to keep their operations going.</p> <p>The additional liquidity provided through LEEFF allows Canada’s largest businesses, their workers and their suppliers to remain active during this difficult time, and position them for a rapid economic recovery.</p> <p>The Government is investing \$250 million to assist innovative, early-stage companies that are unable to access other COVID-19 business supports through the Industrial Research Assistance Program (IRAP).</p> <p>Regional Relief and Recovery Fund: We are providing nearly \$962 million through the Regional Relief and Recovery Fund (RRRF) to help more businesses and organizations in sectors such as manufacturing, technology, tourism and others that are key to the regions and to local economies. This fund is specifically targeted to those that may require additional help to recover from the COVID-19 pandemic, but have been</p>				



Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
	<p>unable to access other support measures.</p> <p>They will provide up to \$3 billion in federal support to increase the wages of low-income essential workers. Each province or territory will determine which workers would be eligible for support, and how much support they will receive.</p> <p>The Federal Government is providing \$306.8 million in funding to help small and medium-sized Indigenous businesses, and to support Aboriginal Financial Institutions that offer financing to these businesses.</p> <p>The funding will allow for short-term, interest-free loans and non-repayable contributions through Aboriginal Financial Institutions, which offer financing and business support services to First Nations, Inuit, and Métis businesses.</p> <p>They announced \$133 million in new funding to support Indigenous business through the pandemic and into recovery. Of these additional funds, \$117 million will reach more community-owned First Nation, Inuit</p>				



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	<p>and Métis businesses including microbusinesses, who are not eligible for existing business support measures.</p> <p>They also announced a new stimulus development fund that will provide \$16 million to support the Indigenous tourism industry. The Indigenous Tourism Association of Canada will administer the fund to businesses across the country that have lost revenue due to COVID-19.</p>				
<div><div>Chile</div><div></div><div>Rafael Vergara rvergara@carey.cl Magdalena Engel mengel@carey.cl Diego Peralta dperalta@carey.cl Paulina Silva psilva@carey.cl <i>Updated as of June 26, 2020</i></div></div>	<p>Economic Stimulus: As of June 15th, new tax measures were agreed in the Emergency Plan for Revenue Protection and Economic and Employment Reactivation: This agreement contemplates 3 main aspects: an additional fiscal framework for up to USD 12 million over the next 24 months; protection of family revenues; and an economic and employment recovery plan.</p> <p>President Sebastián Piñera outlined the benefits of the national agreement for social protection and the recovery of jobs: The program, which amounts to US\$12 billion, will broaden and strengthen the Emergency Family</p>	<p>On June 3rd, Law Nr. 21,235 temporally suspended the electoral processes in labor unions and extended the term of union directors and delegates' office in specific cases.</p> <p>On June 8th, exempt resolution N°2.606 of the Ministry of Interior and Public Security entered into effect. It sets forth provisional extension measures from 30 to 180 days in order to request a new visa due to change of employer.</p> <p>Unemployment Insurance: On April 6th, the new law on employment protection (Law No. 19,728) entered into effect. The new law contains a</p>	<p>Lockdown: As of June 26th, quarantine was put into effect in 5 new municipalities, the ones that were on quarantine were extended and health authorities emphasized to respect the measures put in place. However, the movement of people has not been reduced and El Monte, Talagante and Calera de Tango, Graneros and Quillota will all be subject to quarantine. More than 24 million controls have been carried out; over 3.14 million controls with the SIMCAR police identification system and 113,000 people have been stopped.</p>		<p>https://chilereports.cl/en/news/2020/06/26/quarantine-put-into-effect-in-nine-municipalities-and-a-reiterated-call-to-respect-the-measures-put-in-place</p> <p>https://www.carey.cl/en/ministry-of-public-health-provides-exceptions-to-territorial-quarantines-for-essential-workers/</p> <p>https://www.carey.cl/en/state-of-constitutional-exception-of-catastrophe-is-extended/</p> <p>https://www.carey.cl/en/new-tax-measures-agreed-in-the-emergency-plan-for-revenue-protection-and-economic-and-employment-reactivation/</p>



Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
	<p>Income, augment the coverage and enhance the benefits of unemployment insurance and assign additional funds to municipalities and civil society organizations, as well as a fund to pay for the additional healthcare costs involved in combating this pandemic and benefits for families with preschool-age children. The plan also includes robust measures for the recovery of jobs, enterprise, investment and economic activity with a powerful Public Investment Program, incentives for creating sources of employment, finance for SMEs and temporary tax incentives for companies.</p> <p>Circular No. 38 and Resolution No. 56: Tax Authority gives instructions on the temporary reduction of the Stamp Tax rate: The Chilean IRS issued instructions on the temporary decrease to 0% of the Stamp Tax rate accrued between April 1 and September 30, 2020 (the "0% Rate Term").</p> <p>On June 5th, the Commission for the Financial Market pronounced the scope of the application and effects of the new article 30 of Law No. 21,227 – Covid Unemployment Insurance Law.</p>	<p>series of emergency measures taken by the Chilean authority in response to the conditions created by the COVID-19 disease. The new Law provides the possibility of accessing the coverage of the unemployment insurance in 3 main scenarios.</p> <p>Guaranteed Minimum Income: A new law (Law No. 21,218) was enacted that grants a monthly subsidy for employees in order to allow them to reach a minimum guaranteed income.</p> <p>Labor Unions: On June 3rd, Law Nr. 21,235 was enacted. The law temporarily suspends the electoral processes in labor unions and extends the term of union directors and delegates' office in specific cases.</p> <p>Permanent Residence: On June 8, 2020, exempt resolution N°2.606 of the Ministry of Interior and Public Security entered into effect. It sets forth provisional extension measures from 30 to 180 days in order to request a new visa due to change of employer.</p> <p>COVID Unemployment Insurance Law: On April 6, 2020, Law No. 21,227 entered into effect, authorizing access</p>	<p>Easing of Restrictions: Ministry of Public Health provides the following exceptions to territorial quarantines for essential workers: Resolution No. 477 of the Ministry of Health was published in the Official Gazette on June 20, which provides that the individuals with circumstances indicated in the Instructions for Movement -set forth in the Ordinary No. 15,346, of June 19, 2020, are exempted from the obligation to remain in isolation or quarantine due to living in a certain commune or city. This instructions will be enforceable as of 05.00 on June 22, 2020 and will be published in the following link: https://www.gob.cl/coronavirus/documentos/.</p> <p>As of June 15th, the State of Constitutional Exception of Catastrophe was extended: As a result of the COVID-19 outbreak, the President of the Republic, Sebastián Piñera, decided to extend for another 90 days the State of Constitutional Exception of Catastrophe, due to the public calamity, declared in the whole Chilean territory by supreme decree No. 104, of 2020, issued by the Ministry of the Interior and Public Security, and its modifications. This extension took place under Supreme</p>		<p>https://chilereports.cl/en/news/2020/06/15/president-pinera-outlines-the-benefits-of-the-national-agreement-for-social-protection-and-the-recovery-of-jobs</p> <p>https://covid19.carey.cl/en/tools/resolucion-no-417-which-sets-forth-the-requirements-a-premise-must-fulfill-in-order-to-be-used-as-a-sanitary-facility/</p> <p>https://covid19.carey.cl/en/tools/decreto-no-19/</p> <p>https://chilereports.cl/en/news/2020/06/11/the-government-announces-quarantine-for-valparaiso-and-vi%C3%B1a-del-mar-and-extends-it-in-the-metropolitan-and-tarapac%C3%A1-regions</p> <p>https://www.carey.cl/en/exempt-resolution-n2-606-which-sets-forth-provisional-extension-measure-of-the-period-indicated-given-the-sanitary-emergency-due-to-the-covid-19-outbreak/</p> <p>https://www.carey.cl/en/circular-no-38-and-resolution-no-56-tax-authority-gives-instructions-on-the-temporary-reduction-of-the-stamp-tax-rate/</p> <p>https://www.carey.cl/en/law-nr-21235-temporarily-suspends-the-electoral-processes-in-labor-unions-and-extends-</p>



Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
	<p>On June 1st, Law No. 21,232 amending Law No. 21,227 was published, authorizing access to the benefits of unemployment insurance under Law No. 19,728 in exceptional circumstances and in the matters it indicates: On April 6, 2020, Law No. 21,227 entered into effect, authorizing access to the benefits of unemployment insurance in the context of the sanitary crisis caused by Covid-19 (hereinafter, the “Law on Employment Protection” or “LEP”).</p> <p>On June 9th, Law No. 21,236 on financial portability was published in the Official Gazette.</p> <p>On June 10th, Central Bank renewed transitory measures on management and measurement of banking liquidity.</p> <p>Government announces liquidity measures for micro-, small- and medium-sized enterprises and injects US\$150 million into the CORFO MSME loan facility: These resources will benefit some 180,000 businesses nationwide and will improve the availability of loans through non-banking financial institutions, particularly for micro-enterprises. Meanwhile, the “Fondo</p>	<p>to the benefits of the unemployment insurance in the context of the sanitary crisis caused by COVID-19 (hereinafter, the “Law on Employment Protection” or “LEP”).</p> <p>On June 5th, the Commission for the Financial Market issued guidance regarding the scope of the application and effects of the new article 30 of Law No. 21,227 – Covid Unemployment Insurance Law.</p>	<p>Decree N° 269, published in the Official Gazette on June 16.</p> <p>As of 10 pm on Friday June 12th, over eight million people in Chile will be subject to quarantine.</p> <p>Health Ministry requests the hospitals of the Armed Forces to increase the number of beds for COVID-19 patients: This measure is in addition to similar instructions given to private hospitals.</p> <p>The Chilean Government has implemented a series of measures to protect its population and strengthen the hospital network across the country:</p> <p>1. Protection to citizens, including declaration of state of catastrophe, quarantines and prohibition of public events with more than 50 people. 2. Strengthening of the hospital network:</p> <p>ID Cards: Health Ministry will provide an ID card for people who have recovered from COVID-19.</p> <p>Government informed that the use of masks is required in all public transportation.</p>		<p>the-term-of-union-directors-and-delegates-office-in-specific-cases/</p> <p>https://www.carey.cl/en/commission-for-the-financial-market-pronounces-regarding-the-scope-of-the-application-and-effects-of-the-new-article-30-of-law-no-21227-covid-unemployment-insurance-law/</p> <p>https://www.carey.cl/en/law-no-21232-that-amends-law-no-21227-which-authorizes-access-to-the-benefits-of-the-unemployment-insurance-under-law-no-19728-in-exceptional-circumstances-in-the-matters-it-indicates/</p> <p>https://www.carey.cl/en/law-no-21236-on-financial-portability-is-published-in-the-diario-oficial/</p> <p>https://www.carey.cl/en/central-bank-renews-transitory-measures-on-management-and-measurement-of-banking-liquidity/</p> <p>https://chilereports.cl/en/news/2020/05/19/the-government-announces-liquidity-measures-for-micro--small--and-medium-sized-enterprises-and-injects-us150-million-into-the-corfo-msme-loan-facility</p> <p>https://chilereports.cl/en/news/2020/05/29/the-health-ministry-announces-new-measures-for-addressing-covid-19</p>



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	<p>Crece” (Growth Fund) will focus on small- and medium-sized companies.</p> <p>Government passes law to create the Emergency Family Income which will provide help to about 2 million households</p> <p>Financial Market Commission issues regulation regarding the treatment of provisions and information requirements for Covid-19 loans: The Financial Market Commission (CMF) reports that its Council approved on April 30th, 2020 a regulation (Circular No. 2,252), containing provisions for banks regarding Covid-19 loans from the Guarantee Fund for Small and Medium-Sized Companies (FOGAPE). The regulation addresses the following issues: exceptional measures for the treatment of provisions for credit in instalments of the commercial portfolio; classification of debtors and calculation of delinquency; establishment of control procedures for the eligibility conditions of debtors; use of funds and; submission of periodic information to the CMF.</p> <p>President Sebastian Piñera has made important announcements in the economic field, in order to help those</p>		<p>Chile’s Health Ministry announced that using masks in enclosed public spaces is mandatory.</p> <p>Temperature Screening: Government started utilizing thermal camera and a software that will allow the temperature of the passengers to be measured remotely at Santiago AMB Airport.</p> <p>Importation of Medical Supplies: Decree No. 19 was published by the Ministry of Health on June 6, 2020. With this decree, the Undersecretariat of Healthcare Networks and the Undersecretariat of Public Health are authorized to carry out the direct importation of medications, supplies and medical devices that are necessary for the fulfillment of the faculties granted to the health sector through Decree No. 4.</p> <p>Sanitary Facilities: Resolution No. 419 was published on June 6th in the Official Gazette, which sets forth the requirements a premise must fulfill in order to be used as a sanitary facility.</p>		<p>https://chilereports.cl/en/news/2020/05/27/plan-to-support-sme-exporters</p> <p>https://chilereports.cl/en/news/2020/05/23/the-health-ministry-requests-the-hospitals-of-the-armed-forces-to-increase-the-number-of-beds-for-covid-19-patients</p> <p>https://chilereports.cl/en/coronavirus/</p> <p>https://chilereports.cl/en/news/2020/05/04/the-chilean-government-announces-covid-19-quarantine-measures-for-new-municipalities</p> <p>https://www.carey.cl/en/maximum-price-regarding-hospitalization-for-covid-19-is-determined/</p> <p>https://www.carey.cl/en/decreto-no-553-establishes-a-tax-measure-for-taxpayers-subject-to-the-presumptive-income-regime/</p> <p>https://chilereports.cl/en/news/2020/04/21/quarantine-to-be-applied-to-quinta-normal-pedro-aguirre-cerda-and-part-of-independencia-from-thursday</p> <p>https://chilereports.cl/en</p> <p>https://www.carey.cl/en/cooperatives-are-allowed-to-refinance-up-to-three-installments-in-the-payment-of-credits/</p>



Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
	<p>citizens particularly affected by the health emergency and face the economic consequences of the pandemic: First, second and third package of economic measures includes a plan focused on protection of employment and incomes to families as well as liquidity for SMEs (US\$11.7 billion); a new fund to protect families for a total amount of US\$5 billion and a Bill of Law that creates an insurance to salaries from independent workers, among other measures.</p> <p>President Sebastián Piñera presents the Safe Return Plan: The President explained that the plan prioritizes the health of all Chileans, and that it will be gradual and flexible. The program seeks to promote a gradual return to their work of public officials, workers in the private sector and civil society, and students to educational facilities.</p> <p>Decree No. 553 establishes a tax measure for taxpayers subject to the presumptive income regime: On April 18, 2020, Decree No. 553 was published, which, in addition to Decree No. 420, extends the deadline for taxpayers subject to the presumptive income tax system to exercise the option to pay taxes on income obtained during 2019,</p>				<p>https://www.carey.cl/en/law-that-authorizes-access-to-the-benefits-of-the-unemployment-insurance-of-the-law-no-19728-in-exceptional-circumstances/</p> <p>https://covid19.carey.cl/wp-content/uploads/2020/04/new-economic-measures-to-protect-families-from-the-impact-of-covid-19.pdf</p> <p>https://cdn.digital.gob.cl/public_files/Campa%C3%B1as/Corona-Virus/documentos/Controles_Sanitarios_11042020.pdf</p> <p>https://www.carey.cl/en/chilean-central-bank-increases-upper-thresholds-for-the-investment-in-alternative-assets-by-pension-funds/</p> <p>https://www.carey.cl/en/resolutions-no-40-and-41-issued-by-chilean-irs-in-relation-to-the-tax-measures-established-due-to-covid-19/</p>




Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
	<p>on the basis of effective income determined under full accounting. The deadline is extended until 31 July 2020.</p> <p>The Chilean Central Bank increased the upper thresholds for the investment in alternative assets by Pension Funds type A, B, C, and D, with the purpose of “promoting the diversification of Pension Funds’ portfolios, granting them access to a better combination of risk and return”. In the case of Pension Funds type E, the former limit was kept.</p> <p>Emergency Economic Plan: President Sebastián Piñera announced the second stage of the Emergency Economic Plan. The plan includes a US\$2 billion fund to provide more benefits for vulnerable families and create more jobs. The plan will also finance loans to companies for an unprecedented amount of up to US\$24 billion. The plan aims to ensure that substantial credit reaches companies, especially SMEs. Proposed legislation that would provide US\$3 billion in funding for the Small Business Guarantee Fund (Fondo de Garantía para Pequeños Empresarios, Fogape) will be submitted to the Senate for immediate discussion this week. Also, the President</p>				



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	<p>revealed the conditions under which banks will grant state-guaranteed loans.</p> <p>Cooperatives are allowed to refinance up to 3 installments in the payment of credits.</p> <p>Tax: On April 13, 2020, the Chilean Tax Authority issued Resolutions No. 40 and 41, which provide certain tax measures to address the effects of the COVID-19 pandemic, including (i) certain monthly provisional payments, (ii) deferral of payment deadlines for VAT taxes and taxes declared through Form No. 22, (iii) refund of January and February taxes paid by independent workers, and (iv) the anticipated refund of annual income tax returns.</p> <p>Tax Deferrals: On April 18, 2020, Decree No. 553 was published, which, in addition to Decree No. 420, extends the deadline for taxpayers subject to the presumptive income tax system to exercise the option to pay taxes on income obtained during 2019, on the basis of effective income determined under full accounting. The deadline is extended until 31 July 2020.</p> <p>Temporary reduction of the Stamp Tax rate: The Chilean IRS issued instructions</p>				



Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
	<p>on the temporary decrease to 0% of the Stamp Tax rate accrued between April 1 and September 30, 2020 (the "0% Rate Term").</p> <p>Financial Portability: On June 9th, Law No. 21,236 on financial portability was published in the Official Gazette. Financial portability will make it easier for people to change their financial institution, avoiding paperwork, waiting and costs</p> <p>Transitory Measures: On June 10th, Central Bank renewed transitory measures on management and measurement of banking liquidity.</p>				
<p>China</p> <p> JUNHE 君合律师事务所</p> <p>JunHe LLP</p> <p>Adam Li liqi@junhe.com David Tang tangwy@junhe.com</p>	<p>Economic Stimulus: Companies will pay 95% of the original electricity price from February 1, 2020 to July 30, 2020.</p> <p>Tax Exemptions and Refunds: From March 1, 2020 to May 31, 2020, lower taxpayers in Hubei province will be exempted from VAT if their tax rate is set at 3 percent. Lower taxpayers in other regions will pay a lower tax rate of 1 percent on taxable sales revenue if their VAT rate is set at 3 percent.</p>	<p>Restrictions on Termination: Employers are prohibited from terminating employees who are on sick leave due to COVID-19, or in mandatory quarantine due to COVID-19, or cannot return to work because their cities are locked down.</p> <p>The central and local government encourage employers to retrain from laying off their employees or to reduce the number of the layoffs to the minimum extent.</p>	<p>Lockdown Lifted: China locked down and sealed off Wuhan in the Hubei Province on January 23, 2020 to contain the spread of COVID-19.</p> <p>On April 8, China officially lifted outbound travel restrictions and ended the lockdown of Wuhan. Chinese authorities have removed almost all travel bans and lockdowns across provinces and cities, but some restrictive measures remain effective.</p>	<p>For exports of the covered medical devices (Disease Test and Detection Kits, Medical Masks, Medical Protective Suits and Other Garments, Ventilators, Infrared Thermometers), China Customs, as of April 1, requires the exporter to provide a declaration certifying the products have been duly registered in China and conform with the importing country's quality standards.</p>	<p>Economic Measures</p> <p>https://mp.weixin.qq.com/s/NHs3UyI74jGm3zvrkVeU1w</p> <p>http://www.gov.cn/zhengce/zhengceku/2020-03/02/content_5485597.htm</p> <p>http://www.gov.cn/zhengce/zhengceku/2020-02/16/content_5479561.htm</p>




<p>Gordon Feng fengmh@junhe.com Carey Ni nitl@junhe.com</p> <p><i>Updated as of June 29, 2020</i></p>	<p>Enterprises engaged in manufacturing key support materials for epidemic prevention and control are allowed to apply for a full refund of the increment of accumulated input-VAT. Regarding tax loss incurred among enterprises significantly affected by the epidemic in 2020, the maximum carry forward period is increased from 5 to 8 years.</p> <p>Property tax and urban land use tax on landlord are reduced or exempted to encourage the landlord to reduce or exempt rent for tenants.</p> <p>Loan Facilities: The loan terms of epidemic-hit enterprises could be extended and they can apply for deferment of repayment of principal and interest payable from January 25 to June 30, 2020. Overdue loan repayments in such period will not be subject to penalties.</p> <p>Subsidies: Company can obtain training subsidy for conducting online/offline occupational training.</p>	<p>Employers are required to give full pay to the employees who are in quarantine because of being infected with COVID-19 or being close contacts to the COVID-19 patients, or subject to mandatory quarantine, isolations or lockdown of the city.</p> <p>Employee Benefits: For small and medium size enterprises, the company portion of their contributions to the mandatory pension, unemployment and work-related injury insurances are waived from February to December 2020.</p> <p>For large enterprises and others non-governmental organizations in Hubei Province, the company portion of their contributions to the mandatory pension, unemployment and work-related injury insurances are waived until the end of June 2020.</p> <p>For large enterprises and others non-governmental organizations in provinces other than Hubei Province, the company portion of their contributions to the mandatory pension, unemployment and work-related injury insurances are reduced by half until the end of June 2020.</p>	<p>Limited Restrictions: For instance, people are encouraged to wear face masks and have their temperature tested when entering public spaces and are required to wear masks when taking subway, and avoid large scale gathering. In addition, a red-yellow-green three color QR code health scheme is currently being implemented in many cities in China, where the system generates a red, yellow or green color code for each individual based on the individual's health status, contact history and residence history. Individuals with yellow or red codes are subject to certain restrictions, such as quarantines (typically, 7 days or 14 days, subject to local requirements). Many public areas only allow green code holders to enter.</p> <p>Travel restrictions: From March 28, 2020, China suspended the entry of most foreign nationals. China further reduced international passenger flights and shut down some international ports since March.</p> <p>All provinces now require a period (typically 14 days) of mandatory home-based or centralized quarantine and virus tests for inbound travelers (foreign and Chinese nationals) from overseas.</p> <p>Business Closures: China is now advancing the resumption of work and</p>	<p>Customs will verify the medical device registration certifications before releasing the exports. There is an exemption for personal mailing of articles within reasonable quantities. As of April 26, 2020, for products only obtaining foreign authentications or registrations, China Customs requires the exporter to provide a written Export Declaration of Medical Supplies, and will only allow those products on a white list (MOFCOM white list) to be exported.</p> <p>On April 10, China Customs announced a new measure of statutory inspection process for exports of 11 types of medical devices (including: medical masks, medical protective suits, infrared thermometers, medical ventilators, surgical caps, medical goggles, medical gloves, medical shoe covers, medical disinfection wipes, medical disinfectants, patient monitors) under the covered HS codes. Such statutory inspections are mainly to</p>	<p>Labor & Employment Measures https://news.bloomberglaw.com/daily-labor-report/insight-coronavirus-poses-contract-employment-issues-for-u-s-businesses</p> <p>https://www.china-briefing.com/news/china-reduce-social-insurance-commitments-smes-short-term-coronavirus-impact/</p> <p>Health & Safety Measures https://www.nytimes.com/2020/03/24/world/asia/china-coronavirus-lockdown-hubei.html</p> <p>http://english.www.gov.cn/news/photos/202004/08/content_WS5e8d2814c6d0c201c2cc0724.html</p> <p>http://english.www.gov.cn/news/topnews/202003/10/content_WS5e66f3b7c6d0c201c2cbdef8.html</p> <p>http://www.hangzhou.gov.cn/art/2020/2/18/art_1228998469_41942154.html</p> <p>http://www.gov.cn/zhengce/content/2020-04/09/content_5500698.htm http://www.caac.gov.cn/XXGK/XXGK/TZTG/202003/P020200326766958017420.pdf</p>
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		<p>Enterprises that have serious difficulties in production and operation due to the COVID-19 situation can continue to postpone the payment of social insurance contributions until the end of December 2020.</p> <p>The company portion of the mandatory medical insurance are reduced by half from February to June 2020. Social insurance and tax declaration and payments can be deferred to the end of June.</p> <p>Refunds of 50-100% of 2019 unemployment insurance contributions are available to eligible companies.</p> <p>Companies' contribution to the mandatory work-related injury insurance are reduced by 20% in Beijing and Shanghai until April 30, 2021.</p>	<p>production on the premise of effective epidemic containment subject to local regulatory procedures. However, cinemas and non-online education/training companies remain forbidden or restricted (subject to detailed local requirements).</p>	<p>ensure that the products meet the state quality standards.</p> <p>As of April 26, 2020 (including sales under a contract signed before April 26th), for non-medical masks, China Customs requires the exporter to submit a Joint Declaration of the Exporter and the Importer and will only allow products (if declared as meeting a foreign standard) on a white list (MOFCOM white list) to be exported, and prohibit those un-qualified on a black list (SAMR black list) from exports.</p>	<p>http://english.www.gov.cn/policies/latestreleases/202004/09/content_WS5e8ebfe2c6d0c201c2cc0889.html</p> <p>http://english.www.gov.cn/policies/latestreleases/202004/10/content_WS5e8fd97cc6d0c201c2cc09b0.html</p> <p>Export Controls on Medical Supplies</p> <p>http://www.mofcom.gov.cn/article/b/e/202003/20200302950371.shtml</p> <p>http://www.nmpa.gov.cn/WS04/CL2578/376162.html</p> <p>http://www.nmpa.gov.cn/WS04/CL2196/376278.html</p> <p>http://www.nmpa.gov.cn/WS04/CL2578/376293.html</p> <p>http://www.customs.gov.cn/customs/302249/302266/302267/2961602/index.html</p> <p>http://www.mofcom.gov.cn/article/b/e/202004/20200402958960.shtml</p>
Costa Rica	<p>Tax: Taxpayers must file the VAT and Excise Tax returns corresponding to March, April and May, but may choose to postpone the tax payment for these months by December 31, 2020 or make a payment arrangement with the Tax</p>	<p>Health recommendations for employees in non-teleworking positions: The Ministry of Labor issued a guideline to protect employees whose jobs are not applicable to work remotely. Accordingly, employers must</p>	<p>Travel Restrictions: Until June 30, 2020, only Costa Ricans and residents can enter the country, either by sea, air or land. Exception - air transport, trade and supplies crews. Any person entering the</p>	<p>Export Controls: The Customs Authority issued a regulation to control the export or re-export of specific medical implements, including the following:</p>	<p>http://ariaslaw.com//boletines/PUBLICACIONES%202020/CR%20General%20Practical%20Guidance%20%20COVID%202019.pdf</p>




Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
<div><p>Florencio Gramajo Florencio.Gramajo@ariaslaw.com Luis Pedro del Valle LuisPedro.DelValle@ariaslaw.com Jorge Luis Arenales JorgeLuis.Arenales@ariaslaw.com</p><p><i>Updated as of June 29, 2020</i></p></div>	<p>administration. In addition, Quarterly advanced tax payments of the corresponding income tax to be made in April, May and June 2020 will be eliminated once.</p> <p>VAT exemption on commercial leases: Commercial leases are exempt from VAT for the months of April, May, and June 2020; as long as the lessee and lessor are registered before the Tax Administration under the general regime or the special agricultural regime.</p> <p>Loan Terms: Banks can now renegotiate terms on loans up to 2 times in a period of 24 months without such renegotiation affecting the borrower’s credit score.</p> <p>Elimination of quarterly advanced tax payments: Quarterly advanced tax payments of the corresponding income tax to be made in April, May and June 2020 will be eliminated once.</p> <p>Moratorium on Excise Tax: Taxpayers must file the corresponding declarations for March, April and May, but may choose to postpone the payment of the tax for these months by December 31, 2020 or make a payment arrangement with the Tax Administration.</p>	<p>adapt the work functions to reduce direct contact with other citizens. Also, the worker must be placed at least 1.8 meters away from users or fellow employees.</p> <p>Temporary 75% Reduction of Minimum Contribution Base: The Costa Rican Social Security Administration approved a reduction of the Minimum Contribution Base in health insurance and pensions for employer and independent employees’ contributions for the months of March, April and May 2020. These reductions will be as follows:</p> <ul style="list-style-type: none">- Health Insurance: reduced from 294,619 colones to 73,654 colones.- Pension Insurance: reduced from 275,759 colones to 68,639 colones. <p>Exceptional and temporary regulations for medical leaves: The Board of Directors of the Costa Rican Social Security Fund (CCSS) approved the addition of article 10 bis to the Health Regulation and of the article 2 of the Regulations for the Granting of Licenses and Medical Leaves to Beneficiaries of Health Insurance, as exceptional and temporary regulations due to the Coronavirus. These</p>	<p>country must be in a mandatory quarantine for 14 days.</p> <p>Non-Recording of Accidents at Work for Risk Policy: The Board of Directors of the National Insurance Institute submitted for SUGESE’s approval a petition to establish that, in the event of occupational risks caused by COVID-19, the amount of the Occupational Risk Policy will not be affected by the occurrence of such risks.</p>	<p>Disposable caps, Safety glasses, Disposable boots, N95 or FFP2 respirators, Disposable surgical masks, Disposable level 2 waterproof gowns, Gloves Systems for testing, PCR for the detection of pathogens from biological samples without prior manual treatment (respiratory viruses), Dacron swabs.</p> <p>Starting with April 13th, companies that export or re-export the above-mentioned medical supplies need a <u>special license</u> to export from the Ministry of Economics (MEIC).</p> <p>Import: According to DGA official statement, since March 20, 2020, documentary and physical controls are relaxed, customs officials may carry out verification with copies, prints or simple photocopies of the documents required by each regime and modality.</p>	



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		<p>regulations extend the concept of medical leaves to include cases in which patients are under investigation or likely to suffer from the COVID-19 virus or under quarantine.</p> <p>Changes of the procedure for the partial suspension of employment agreements: Guidelines were established to adopt the legal procedures and expedite the procedure for partial suspension of employment agreements.</p> <p>Law to reduce working hours on a temporary basis: This Law allows the reduction of working hours by up to 50% on a temporary basis, to deal with the declaration of an emergency.</p> <p>Suspension of Conciliation Hearings before the Ministry of Labor's Alternative Resolution Center: The Ministry of Labor agreed to suspend all conciliation hearings starting from March 17th, 2020 and for the entire month of March.</p> <p>New Regulations for Assets of Free Zone Regime Companies: This includes new dispositions regarding the removal of equipment (desktop</p>		<p>Tariff moratorium: Importers may nationalize merchandise without paying the corresponding tariffs during the months of April, May and June 2020. Agricultural and livestock products classified from Chapter 1 to 24 of the Central American Tariff System are excluded from this measure. The tariffs for those months must be entered before December 31, 2020 or make a payment arrangement with the Tax Administration.</p>	



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		computers and related) from the Free Trade Zone Regime for the implementation of work-from-home practices.			
<p>El Salvador</p> <p></p> <p>Florencio Gramajo Florencio.Gramajo@ariaslaw.com</p> <p>Luis Pedro del Valle LuisPedro.DelValle@ariaslaw.com</p> <p>Jorge Luis Arenales JorgeLuis.Arenales@ariaslaw.com</p> <p><i>Updated as of June 29, 2020</i></p>	<p>Tax matters: Through Legislative Decree No. 598 dated March 20, 2020, the Salvadoran Congress issued the "Special and Transitory Law applicable to Small Taxpayers, Tourism, Electric Power, Television, Internet and Telephone Services and for the Special Tax for the Promotion of Tourism, which establishes the following:</p> <ul style="list-style-type: none"> The term for the payment of income tax is extended until May 31, 2020. The deadline to file the income tax statement is not extended, therefore, it must be submitted no later than April 30, 2020. (Applies only to Electric Power Generators, Transmitters, Distributors and Traders and those who are in general in the business of or conduct at least in two of the following services: TV subscription, residential and commercial internet, landline and mobile phone.) 	<p>Telework: On March 20, 2020, the Congress approved Legislative Decree No. 600, which contains the Telework Regulation Law that will be applicable to the public sector and private companies.</p> <p>Layoffs: According to Decree No. 593, no employee may be fired if he or she is quarantined by the order of the competent health authority due to COVID-19, nor may his or her salary be discounted for that same reason.</p> <p>Additionally, guarantees for employment stability, will be in place starting from the day the quarantine was ordered until up to 3 months after it has ended, unless there are legal grounds for the termination of the labor agreement without liability for the employer.</p> <p>Currently a proposal is being discussed by the Salvadoran Congress through</p>	<p>Stay Home Order: On April 16, 2020, the Congress approved Legislative Decree No. 631, with the purpose of extending for 15 more days the term of Legislative Decree No. 593 dated March 14, 2020, and its subsequent reforms. In Decree No. 593, the Congress declared State of National Emergency, a State of Public Calamity and Natural Disasters following the pandemic by COVID-19 for a period of thirty (30) days, which is now extended for fifteen more days with the new Decree.</p> <p>The Supreme Court ruled that the strict measures decreed by President Bukele were unconstitutional. The President has declared that he is going to veto the alternative restrictions passed Friday June 12, 2020 by the National Assembly. As a result, the restrictions have ended an on Tuesday June 16, 2020 phased measures to reactivate economic life would begin.</p>	<p>On March 20, 2020 the Legislative Assembly issued decree 604 for the Modification of the Central American Import Tariff, within the framework of the state of emergency declared in El Salvador due to the pandemic by COVID-19.</p> <p>Through this decree, urgent and temporary measures are taken to supply the population with essential food products, as well as medicines for respiratory diseases, hygiene and cleaning products required under the current circumstances, so that they can be purchased at adequate and reasonable prices so that it does not cause harm to consumers or local production. Therefore, the Central American Import Tariff is</p>	<p>http://ariaslaw.com//boletines/PUBLICACIONES%202020/ES%20General%20Practical%20Guidance%20COVID-19.pdf</p>



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	<ul style="list-style-type: none">The term to make the payment or advance of Income Tax is extended for the tax periods of March, April and May 2020, without the payment of interest, fines or other surcharge, provided that the payment in installments is requested before the Treasury General Agency. The deadline to comply with the formal obligation to file the monthly statement of advance of income tax is not extended, therefore, the declaration corresponding to each tax period must be submitted within the first 10 business days following the end of each period. (Applies for those who are in general in the business of or conduct at least in two of the following services: TV subscription, residential and commercial internet, landline and mobile phone.) <p>Consumer Protection: On March 20, 2020, the Congress of El Salvador approved Legislative Decree No. 602, which contains certain reforms to the Consumer Protection Law, for the purpose of determining the maximum prices of certain goods that will be useful in the pandemic crisis.</p>	which 50% of the salary of the employees of certain sectors of the economy would be paid by the government.	Travel Restrictions: Entry of foreign persons into El Salvador is prohibited. Only nationals can enter the country, but must be placed in a mandatory quarantine.	modified, only for El Salvador in the tariff codes related to the products detailed in the decree, establishing 0% DAI for the related tariff codes. The elimination of the tariff will not apply to ibuprofen. The importation of the aforementioned goods will be carried out with the prior authorization of the Ministry of Economic Affairs, through an Executive Agreement	




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<p>Eurasian Economic Union</p> <p>ALRUD</p> <p>Alekseyev, Maxim MAlekseyev@alrud.com Ostroukhov, Boris BOstroukhov@alrud.com Luong, Elena eluong@alrud.com</p> <p><i>Updated as of June 1, 2020</i></p>			<p>Imports: On March 16, 2020, the Eurasian Economic Commission (an executive authority of the Eurasian Economic Union consisting of Russia, Belarus, Kazakhstan, Kyrgyzstan and Armenia – the “EAEU”) (the – “EEC”) released import of individual protective means, disinfecting means and medical products from payment of import customs duties up to September 30, 2020. The relevant decision is effective as of April 3.</p> <p>On April 3, 2020, the EAEU approved the list of so-called “critical imports” which will be released from import duties up to June 30, 2020. The list includes agriculture products, certain medicines and medical equipment. Though, the decision enters into force on April 18, it is retroactive for imports from April 1.</p> <p>Exports: On March 24, 2020, the EEC adopted the resolution on restrictions of export from the EAEU of individual protective means, disinfecting means and medical products. This restriction will be effective until September 30, 2020.</p>		<p>http://www.eurasiancommission.org/en/nae/Pages/default.aspx</p>
<p>European Union</p> <p>Burges Salmon</p> <p>Richard Spink Richard.Spink@burges-salmon.com Julie Book Julie.Book@burges-salmon.com</p>	<p>Loan Facilities: The EU Commission (EC) has adopted a Temporary Framework to enable Member States to use the full flexibility foreseen under State aid rules to support the economy. The Temporary Framework provides 5 types of aid that Member States may grant, including direct grants up to €800,000, state guarantees for loans, subsidized public loans, safeguards for banks, and short-term export credit insurance. The Temporary Framework will last until the end of 2020.</p> <p>The EC has also unlocked €1 billion from the European Fund for Strategic Investments (EFSI) that will serve as a guarantee to the European Investment Fund (EIF), part of the European Investment Bank Group.</p>		<p>All nonessential travel to the European Union was restricted for 30 days. Exemptions include family members of European nationals, diplomats, "essential staff" that are addressing the coronavirus spread and people transporting goods.</p> <p>On March 15, 2020, the European Commission issued Commission Implementing Regulation (EU) 2020/402 of 14 March 2020 imposing a temporary export licensing requirement on certain personal protective equipment. Such goods include protective masks, gloves and garments as well as face shields and protective spectacles or visors.</p> <p>The export licensing requirement is in force for a period of 6 weeks.</p>		<p>https://ec.europa.eu/commission/presscorner/detail/en/IP_20_504</p> <p>https://ec.europa.eu/info/live-work-travel-eu/health/coronavirus-response_en</p> <p>https://www.globaltradealert.org/intervention/78830/export-licensing-requirement/eu-temporary-export-licensing-requirement-imposed-on-certain-personal-protective-equipment-including-protective-</p>



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Updated as of May 4, 2020	Healthcare Sector: The EC will directly support the healthcare systems of the EU countries, with €3 billion from the EU budget to fund the Emergency Support Instrument and RescEU's common stockpile of equipment.				masks-gloves-and-garments-in-response-to-covid-19
<p>France</p> <p>C'M'S' Francis Lefebvre Lyon <small>Avocats</small></p> <p>Jean-Philippe Clement jean-philippe.clement@lyon.cms-fl.com Guillaume Bossy guillaume.bossy@lyon.cms-fl.com Laurent Romano laurent.romano@lyon.cms-fl.com</p> <p>Updated as of May 29, 2020</p>	<p>Economic Stimulus: The main set of measures are provided by (i) an emergency law (the "Emergency Law to face COVID 19 Epidemic") adopted on March 22, 2020 and (ii) a Loi de Finances Rectificative creating a state guarantee adopted on March 20, 2020 and its implementing decree (arrêtés) dated March 23, 2020 granting the State guarantee to credit institutions and finance companies pursuant to the Loi de Finances Rectificative.</p> <p>These measures include (i) a state guarantee fund up to €300 billion, (ii) deferral of existing mandatory facilities prepayment and deletion of additional costs and penalties, and (iii) an emergency plan to support small and mid-sized companies.</p> <p>Tax: Deferral: Companies may request a deferral of the direct tax payments due in March and April without penalties. This measure applies to the corporate income</p>	<p>Teleworking: The government has insisted that business organizations should do everything possible to have their employees work remotely from home (at least until beginning of June for the moment) and take all necessary measures (e.g. minimal distance between workers) to protect the health and safety of the employees who cannot work from home.</p> <p>Short-time Work (Activité partielle): Short-time work allows the employer, when it faces exceptional circumstances such as the current pandemic that results in a decrease in its activities or even in a temporary closure, to ask for a special indemnification from public authorities to cover the costs of unworked hours. Employees receive an hourly compensation for unworked hours corresponding to approximately 84% of their net salary. Then, the employer gets compensation from the State for</p>	<p>Lockdown: Lockdown ended as of May 11, 2020.</p> <p>Schools: Kindergartens, primary and secondary schools gradually reopen starting with May 11, 2020. Universities will remain closed.</p> <p>Public gatherings: Public gatherings of more than 10 people are forbidden (Decree n° 2020-663 of May 31, 2020 laying down various measures to combat the spread of the covid-19 virus). Gatherings more than 10 people in public places are forbidden and distancing shall be maintained. Events of more than 5,000 people are prohibited until August 31, 2020.</p> <p>Business Closures: Companies are no more obliged but strongly recommended to organize work from home for every position where possible. When re-opening a business, social distancing shall be maintained.</p>	<p>General Control for Export Outside of the EU: cf. EU temporary export licensing requirement on certain personal protective equipment.</p> <p>Respiratory Masks: In accordance with article 12 of decree n°2020-293 of March 23, 2020, certain types of respiratory protection masks held in France on March 24, 2020 or produced on French territory from that date are requisitioned until May 31, 2020 (subject to possible extension). This requisition may also apply to imported devices (subject to some conditions). They cannot therefore be sold or exported.</p> <p>Drugs: In addition, certain drugs (curare and hypnotics) are subject to similar measures</p>	<p>https://www.gouvernement.fr/en/coronavirus-covid-19</p> <p>https://cms.law/fr/fra/offres/covid-19-coronavirus</p> <p>https://travail-emploi.gouv.fr/actualites/l-actualite-du-ministere/article/coronavirus-questions-reponses-pour-les-entreprises-et-les-salaries</p> <p>https://cms.law/en/fra/news-information/covid-19-restrictions-on-the-free-movement-of-goods</p> <p>https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=LEGITEXT000041943263&dateTexte=20200629</p>



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	<p>tax (CIT) instalment, payroll tax and – for companies paying the following taxes monthly – corporate real estate contribution (CFE) and real estate tax. <u>Rebates:</u> Companies in distressed financial condition may apply to receive CIT rebates.</p> <p>VAT is excluded so far from any deferral of tax payment obligations.</p>	<p>the sum paid to its employees (with a cap of 4.5 times the minimum statutory wage). For employee earnings max 4.5 times of the statutory wage, the cost for the employer is 0.</p> <p>Paid Leave and Working Hours: The government eased the rules concerning paid leave and rest days (specific rules to impose or modify unilaterally the dates for taking them) and to working time rules (for companies in sectors of activity particularly necessary for the security of the Nation and the continuity of economic and social life).</p> <p>Social Security Contributions: Deferral of payment of social security contributions without penalty.</p>	<p>Restaurants, cinemas, conference rooms, and fitness rooms are still closed.</p> <p>Travel Restrictions: As of July 1st, most borders within EU shall re open. Travel to/from outside EU shall progressively be possible on a country per country basis.</p>	<p>(articles 12-4-1 and 12-4-2 of the decree of March 23, 2020).</p>	
<p>Germany</p> 	<p>The federal government has launched a large-volume Economic Stabilization Fund ("WSF") for large companies. The WSF is intended to implement temporary measures to stabilize the German economy.</p> <p>Guarantees: The WSF can assume guarantees up to an amount of €400 billion for liabilities of companies which</p>	<p>Short-time Compensation: Retroactively, as of March 1, 2020, short-time compensation procedures for employees have been simplified (in particular the reduction of the required percentage of employees affected by shortfall from 30% to 10% and the full reimbursement of the social security contributions by the state). In the wake of COVID-19 around 725,000 companies have submitted</p>	<p>Public Gatherings / Travel: In most states more than 10 people shall not meet in public. (In some states, e.g. Thuringia, this restriction on public gatherings is considered a mere recommendation). Additionally, a minimum distance requirement of 1.5 meters is in place. As matters stand, contact restrictions will fundamentally remain in place until June 29, 2020.</p>	<p>Export Controls: The EU Commission's Implementing Regulation (EU) 2020/568 of April 23, 2020 (In effect since April 26, 2020) which implemented an export licensing requirement for the export of medical protective equipment (including protective spectacles and visors, mouth-nose-protection</p>	<p><u>General Overview:</u> For further detail including further references see the regularly updated newsletters on https://www.pplaw.com/en/covid-19-law-and-tax</p> <p><u>Economic Measures:</u> https://ec.europa.eu/commission/presscorner/detail/en/IP_20_504</p>




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<p>Tobias Jaeger Tobias.Jaeger@pplaw.com Bergjan, Ralf Ralf.Bergjan@pplaw.com Meier, Matthias Matthias.Meier@pplaw.com</p> <p><i>Updated as of June 29, 2020</i></p>	<p>were established after the Economic Stabilization Fund Act came into force.</p> <p>Loans: The Federal Ministry of Finance is also authorized to take out loans of up to €100 billion to cover WSF expenses and measures in connection with participation in direct recapitalization measures of companies. Subordinated debt instruments, hybrid bonds, profit participation rights, silent participations, convertible bonds and shares are available for recapitalization measures.</p> <p>Credit Schemes: Kreditanstalt für Wiederaufbau (KfW) Special Programs shall be refinanced with the WSF loans.</p> <p>Extension of Public Credit Schemes: On March 23, 2020, the KfW Special Program 2020 was launched by the government-owned KfW to provide liquidity to companies. The program aims to support all companies (irrespective of turnover thresholds) which ran into financial difficulties as a result of the corona crisis. Under the KfW Special Program 2020 the conditions of existing promotional loan programs have been modified and extended. The loans under the program are issued by the (German)</p>	<p>applications for short-time work to authorities. An aid package issued on April 22, 2020 increases short-term benefits for furloughed workers, extends the duration of unemployment pay-outs, and provides tax relief to certain suffering industries.</p> <p>Social Protection Package: As further measures to stabilize the labor market and support the employees, the so-called social protection package entered into force on March 28, 2020. The newly implemented right to compensation for loss of earnings of parents due to child care during the shutdown of schools and childcare centers is part of the law regulating the protection against infection. The new regulation came into force on March 30, 2020.</p> <p>Occupational Safety and Health: The Federal Ministry of Labour and Social Affairs has introduced strict and binding occupational health and safety standards (e.g. safety distance of 1.5 m where possible, hygiene routines) which apply during the COVID-19 pandemic. Fines may be imposed for non-compliance.</p>	<p>As of June 15, 2020, Germany has lifted the majority of existing border controls at the borders to its neighboring states. However, controls at the border with Austria will remain in place to prevent migration of asylum seekers from third countries.</p> <p>Business Closures: All shops can reopen provided they implement measures to ensure hygiene, control entry and avoid queues. A maximum number of people (including customers and staff) must be set in relation to the size of the shop. The federal states will decide on the gradual reopening of restaurants, hotels, guesthouses and holiday homes, though the establishments in question will have to observe hygiene and distancing rules.</p> <p>Events: Large events are prohibited until October 31, 2020.</p> <p>Schools: Schools have gradually (last year student first) re-opened on May 4, 2020 under a strict hygiene regime.</p> <p>Protective masks: The use of protective masks in public transportation or shops is mandatory.</p> <p>Certain states, local governments and cities have taken various (stricter) measures, such as lockdowns. Districts or urban municipalities with over 50</p>	<p>equipment, protective garments) to countries outside the EU and which was applicable for 30 days, has not been extended or replaced by new measures. Therefore, the export licensing requirement has been lifted.</p>	<p>https://www.pplaw.com/sites/default/files/article/downloads/covid-19-state-aid-affected-companies-overview/covid-19-state-aid-affected-companies-overview-update.pdf</p> <p>https://www.pplaw.com/sites/default/files/article/downloads/ma-covid-19-wire-ii/client-information-ma-covid-19-telegramm-2-ma-covid-19-wire-2.pdf</p> <p>https://www.bundesregierung.de/bre-g-de/themen/coronavirus/coronavirus-covid/statement-nach-corona-kabinett-1758478</p> <p>Labor & Employment Measures: https://www.dw.com/en/short-time-work-a-vital-tool-in-germanys-economic-armory-against-coronavirus/a-52952657</p> <p>https://www.dw.com/en/germany-passes-coronavirus-aid-package-for-workers/a-53213509</p> <p>https://www.pplaw.com/sites/default/files/article/downloads/ma-covid-19-wire-ii/client-information-ma-covid-19-telegramm-2-ma-covid-19-wire-2.pdf</p>




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	<p>house bank of the company and are backed by KfW.</p> <p>Tax: Deferral on Tax and Social Security payments are granted upon request.</p> <p>Laws to Mitigate the Consequences of the COVID-19 Pandemic:</p> <ul style="list-style-type: none"> • Certain amendments to Bankruptcy Law have been made, including a limited suspension of the obligation to file for insolvency until September 30, 2020, a temporarily simplification and reduction of potential claw backs from creditors of an insolvent company and a facilitation for managements to make payments in the status of insolvency (otherwise prohibited). • Simplification of requirements in corporate law, in particular for convening general meetings and passing shareholders' resolutions. • Changes to contract law regulations, including a right to refuse performance, the exclusion of termination rights for landlords as well as protections of consumer loans. <p>Economic Stimulus Package of June 2020: Interim financial aid to secure the existence of companies in all sectors in the event of corona-related revenue</p>	<p>Economic Stimulus Package of June 2020 (tax/employment):</p> <ul style="list-style-type: none"> • The federal government has pledged not to cut social security benefits and not to allow social insurance contributions to exceed 40%. • From July 1 to 31, December 2020, standard VAT will be reduced from 19 to 16 percent and the lower rate from 7 to 5 percent. • Due Date of Import VAT postponed to 26th day of the second Month following the Import • Extension of Tax Loss Carry Back from EUR 1 million to EUR 5 million <p>Tax incentive for research and development granted retroactively from January 1, 2020 to December 31, 2025 on an assessment basis of up to EUR 4 million. This increases the maximum tax incentive to EUR 1 million p.a</p>	<p>(exception for the state of Bavaria: 35) new cases of infection cumulatively per 100,000 inhabitants in the previous seven days have to draw up a concept on comprehensive restrictions in cooperation with the relevant state authorities.</p> <p>Corona Warning App: In cooperation with the Robert Koch-Institut, the federal government has launched a corona warning app. The app informs people when they have had contact with people who have been tested Corona positive. The use of the app is voluntary.</p>		<p>https://www.spiegel.de/wirtschaft/unternehmen/kurzarbeit-wegen-corona-knapp-89-prozent-der-antraege-kommen-von-kleineren-betrieben-a-b4c79baf-81ea-4831-b0f7-2271b03cbece (in German)</p> <p>https://www.bmas.de/DE/Presse/Pressemitteilungen/2020/einheitlicher-arbeitsschutz-gegen-coronavirus.html (in German)</p> <p>Health & Safety Measures: https://www.bundesregierung.de/breg-de/themen/coronavirus/coronavirus-covid/statement-nach-corona-kabinett-1751100</p> <p>https://www.bmi.bund.de/SharedDocs/faqs/EN/topics/civil-protection/coronavirus/coronavirus-faqs.html%C2%A0</p> <p>https://www.bundesregierung.de/resource/blob/975226/1756290/55dd3142ac64292bda0483fe08fa7388/2020-05-25-beschluss-bund-laender-eng-data.pdf?download=1</p>



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	shortfalls (maximum volume of EUR 25 billion).				Export Control Measures: Overview (in German): https://www.bafa.de/DE/Aussenwirtschaft/Ausfuhrkontrolle/Coronavirus_Schutztausruestung/coronavirus_schutztausruestung.html
Guatemala  Florencio Gramajo Florencio.Gramajo@ariaslaw.com Luis Pedro del Valle LuisPedro.DelValle@ariaslaw.com Jorge Luis Arenales JorgeLuis.Arenales@ariaslaw.com <i>Updated as of June 29, 2020</i>	<p>Tax: The payment of the Solidarity Tax for the second quarter of 2020 due on April 30, 2020 can be delayed until September 30, 2020. To get such benefit, the taxpayer must not fire any employee during such period, except if a justified cause is proven in accordance with the Guatemalan labor law.</p> <p>Administrative: The legal terms for the administrative processes are suspended for three months from April 2nd except for the terms related to constitutional matters, Access to Public Information Law and any other process of payment of legal childcare or maintenance, minimum guarantees and fundamental rights.</p>	<p>Force Majeure: On April 7, 2020, the Official Gazette published the Ministerial Agreement 140-2020 of the Ministry of Labor and Social Provision, acknowledging that the state of Public Calamity due to the COVID-19 Pandemic constitutes a case of force majeure and creates the electronic procedure for the registration, control and authorization of total suspensions of labor agreements, that is, without payment of salaries.</p>	<p>Business Closures: Work and activities of the Private Sector has been suspended until July 13, 2020; however, teleworking must be allowed and encouraged. Key industries and essential services do not have to telework but must ensure that the social distancing and health and safety rules are respected.</p> <p>Curfew: Restrictions on the freedom of locomotion (i.e. curfew), are in force from Monday, March 30, 2020 to Monday, July 13, 2020. During the curfew, the traffic and circulation of people, crew, passengers, vehicles and all types of private terrestrial transport and passengers will be limited between 6:00pm and 5:00am of the following day. Vehicles classified as private use can only circulate on certain days, depending on their license plate number.</p> <p>The government imposed a 24-hour curfew on Sundays.</p>		http://ariaslaw.com//boletines/PUBLICACIONES%202020/GT%20General%20Practical%20Guidance%20COVID%2019.pdf




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			Travel Restrictions: Air, land and sea borders are closed throughout the national territory. Entry is permitted only for the following: a) Guatemalans; b) permanent residents; c) diplomatic corps; and, d) exceptional cases previously approved.		
<div>Honduras</div> <div></div> <div>Florencio Gramajo Florencio.Gramajo@ariaslaw.com Luis Pedro del Valle LuisPedro.DelValle@ariaslaw.com Jorge Luis Arenales JorgeLuis.Arenales@ariaslaw.com</div> <div>Updated as of June 29, 2020</div>	<p>Financial Measures: The National Commission of Banking and Insurance (“Comisión Nacional de Bancos y Seguros”) approved temporary financial measures for the implementation of the financial institutions. Individuals and businesses whose cashflow were impacted by the COVID-19 measures can request a grace period to make payments on debts and renegotiate or refinance loans without affecting credit history or having to pay late fees or other penalties. Customers need to approach their financial institutions for information on these benefits.</p> <p>Tax: By Decree 33-2020, the Government approved the following tax relief measures in order to mitigate the economic impact of COVID-19: a) Extension of presentation and payment of the Income Tax, Solidarity Contribution and Net Assets and the</p>	<p>Paid Leaves: On March 26, 2020, the Secretary of Labor and Social Security (“Secretaría de Trabajo y Seguridad Social”) issued an authorization so that, with prior agreement between employees and employers, National Holidays can be applied as vacation during the period of the State of National Health Emergency.</p> <p>Employers may grant on account of vacations the days on which employees do not report to work during their ordinary working hours by virtue of the State of National Health Emergency.</p> <p>Solidarity Contribution: By Decree 33-2020 the Government approved the following relief measures for the manufacturing sector and employees: a) Employees who are subject to a suspension of labor contracts due to</p>	<p>Curfew: In application of the Decree of Restriction of Constitutional Guarantees, a Curfew was decreed (with some exceptions and limitations), which has been extended upon the outbreak of the virus until June 28, 2020.</p> <p>Public Gatherings: The Government decided to segment the population according to the last digit of their identity cards, passports, and/or resident cards in order to enable everyone can stock up on food, medicine, fuel and carry out their personal procedures in an orderly manner.</p> <p>Re-Opening: Three Regions in the country agreed to coordinate for the progressive and orderly reopening of the economy with a territorial focus, regions differentiated as follows: Region 1 (low positive incidence of the virus and low population density), Region 2 (median</p>	<p>Import/Export: On March 17, 2020, the Customs Authority announced that the air, land, or border customs are operating normally in the foreign commerce activities of export and import of goods.</p> <p>The Government has implemented measures to expedite customs procedures for the import of food products, medicines, medical equipment, hygiene and cleaning products due to COVID-19.</p>	<p>http://ariaslaw.com//boletines/PUBLICACIONES%202020/HN%20General%20Practical%20Guidance%20COVID%2019.pdf</p>



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	<p>Specific Tax of Single Income on Rent or Rental of Homes or Apartment Buildings until 30, 2020 for small and medium taxpayers;</p> <p>b) Discount of 8.5% on Income Tax for prompt payment to small and medium taxpayers who make their declaration and payment effective before April 30, 2020;</p> <p>c) Extension of the of the first and second payments of account until August 30, 2020 and October 31, 2020, and payments on account will be calculated on the basis of 75% of the amount declared for the 2019 fiscal period;</p> <p>d) Extension of the deadline to present Informative Declaration of Transfer Prices until July 31, 2020; and</p> <p>e) Deduction of an additional 10% of the payment of wages and salaries, applicable in the declaration of the 2020 fiscal period, for those employers who maintain their employees until December 2020.</p> <p>On April 6, 2020, the Secretary of Finance enabled the electronic process for those large taxpayers who have the tax benefit</p>	<p>force majeure arising from the State of National Health Emergency may receive a temporary solidarity contribution; and</p> <p>b) Employers that, due to the State of National Health Emergency, are in need of suspending labor contracts must submit the application for this Benefit before the Secretary of Labor and Social Security.</p>	<p>positive incidence and median population density) and Region 3 (high positive incidence and high population density), within which are the cities of Tegucigalpa and San Pedro Sula. The reopening of economic and social activities will be carried out progressively, using as a control mechanism the number of collaborators who may join the work following the following guidelines: i) 5 stages of progression in Region 3, beginning with the incorporation of 20 % in periods of 14 days, reaching 100% in a total period of 75 days; ii) 4 phases of progression in Region 2, starting with the incorporation of 40% of the collaborators and advances of 20% until reaching 100%, in a total period of 60; days and, iii) 3 stages of progression in Region 1, starting with the incorporation of 60% of the collaborators and advances of 20% until reaching 100%, in a total period of 45 days.</p> <p>The progressive reopening plan started on June 7 with the establishment of biosafety plans in the workplace, starting the return of employees on June 8 with the previously established plan.</p> <p>Travel Restrictions: Government announced all borders (air, land, and sea)</p>		



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	of income tax exemption and that must apply for such income tax exemption.		would be closed as of Sunday, March 15, 2020, until further notice. Travelers should communicate directly with individual air carriers to confirm flight options.		
<p>India</p> <p> advocates & solicitors</p> <p>Sandeep Mehta sandeep.mehta@jsalaw.com Maneesh Upadhyay maneesh.upadhyay@jsalaw.com Pooja Kumari pooja.kumari@jsalaw.com</p> <p><i>Updated as of June 28, 2020</i></p>	<p>Loan Facilities: Lending institutions are permitted to (i) grant moratorium of 3 months for payment of current dues falling between March 1 – August 31, 2020; and (ii) defer interest recovery on working capital facilities during the period from March 1 - August 31, 2020. The 90-days NPA norm shall exclude the moratorium period.</p> <p>The date of commencement for commercial operations in respect of loans by banks or non-banking financial company (NBFC) to commercial real estate projects delayed for reasons beyond the control of promoters can be extended by an additional 1 year.</p> <p>A Special Liquidity Scheme for NBFCs and housing finance company to improve their liquidity position has been approved. A Special Purpose Vehicle would be set up to manage a Stressed Asset Fund whose special securities would be guaranteed by the Government</p>	<p>Protection to employees during lockdown: The Government of India has directed all employers not to terminate or reduce the wages or force employees/workers to go on leave without wages during the lockdown (GoI order). During the lockdown, if the workers/employees are on leave or unable to attend to their duties or the establishment is required to be closed then the workers/employees shall be deemed to be on duty and entitled to full wages. However, the Supreme Court of India has stayed the order of the Government of India and has directed the Government of India not to take any coercive action against employers for non-payment of wages during the lockdown period.</p> <p>The Supreme Court of India has further directed the following interim measures:</p> <p>(i) Employers who are willing to negotiate with their</p>	<p>Lockdown: The Government has extended the nationwide lockdown in containment zones until June 30, 2020. Containment zones will be demarcated by the district authorities after taking into consideration the guidelines issued by the Government of India. Prohibited activities will be opened in a phased manner in areas outside containment zones, in compliance with the Standard Operating Procedures to be issued in this regard by the Government of India:</p> <p>Phase I: With effect from June 8, 2020 religious places/ places of worship, hotels, restaurants and other hospitality services, and malls are permitted to open, observing the Standard Operating Procedures issued in this regard.</p> <p>Phase II: Educational institutions will be opened after consultation with the States. A decision on the reopening of these institutions will be taken in July 2020.</p>	<p>Export Control Suspension: As of April 6, 2020, the Ministry of Commerce and Industry Directorate General of Foreign Trade lifted the export restriction on 12 active pharmaceutical ingredients and its formulations.</p> <p>Export Controls: As of May 28, 2020, the export policy has been amended to remove restriction on export of Paracetamol APIs, making its export free with immediate effect.</p> <p>The Government of India has on June 18, 2020 lifted the ban on export of anti-malarial drug Hydroxychloroquine (HCQ) API and formulation with immediate effect.</p> <p>India has banned the export of surgical masks/ disposable</p>	<p>https://rbidocs.rbi.org.in/rdocs/notification/PDFs/NOTI186B27003E9DB3D4FB49BDDF955F4289D68.PDF</p> <p>https://labour.gov.in/extension-time-filing-returns-account-covid-19</p> <p>https://labour.gov.in/sites/default/files/Central_Government_Update.pdf</p> <p>https://www.mohfw.gov.in/pdf/DGS_Order04of2020.pdf</p> <p>https://dgft.gov.in/sites/default/files/Noti%2052_0.pdf</p> <p>https://dgft.gov.in/sites/default/files/Noti%2053_0.pdf</p> <p>https://pib.gov.in/PressReleaselframePage.aspx?PRID=1612291</p> <p>https://dgft.gov.in/sites/default/files/Noti%202%20Final_0.pdf</p>



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	<p>of India and purchased by the Reserve Bank of India (RBI) only.</p> <p>Exports: The period of realization and repatriation to India of the amount representing the full export value of goods or software or services exported by the Indian exporters, is increased from 9 months to 15 months from the date of export, for the exports made up to or on July 31, 2020.</p> <p>The existing Foreign Trade Policy has been extended until March 31, 2021. Several compliance relaxations of validity period are also introduced.</p> <p>Insolvency: The threshold for triggering insolvency cases for defaulting debtors was raised to INR 10,000,000 (\$133,333) from INR 100,000 (\$1,333). The Government of India has announced suspension of initiation of fresh insolvency proceedings up to 1 year.</p> <p>Tax: All pending income-tax, Goods and Services Tax and Custom refunds will be issued. The rates of Tax Deduction at Source and Tax Collected at Source for the remaining period of financial year 2020-2021, will be reduced by 25%.</p>	<p>workers/employees regarding payment of wages for the period when their establishment was closed down due to the lockdown, may initiate such negotiations and enter into settlements with the workers/ employees directly or with the intervention of the concerned labour authorities. In the event a settlement is arrived at, it may be acted upon by the employers and workers/employees irrespective of the GoI Order.</p> <p>(ii) Similarly, employers whose establishments were permitted to function during the lockdown may also negotiate with their workers/employees.</p> <p>(iii) Employers who are willing to negotiate shall publicise and communicate their intention to negotiate with their workers/employees for their response/participation. If any settlement is reached, then such settlement will be without prejudice to the rights of employers and employees, which are pending adjudication.</p>	<p>Phase III: Based on the assessment of the situation, dates for restarting international air travel of passengers (except as already permitted), metro rail, cinema halls, sports complexes, auditoriums etc. will be decided.</p> <p>Certain States such as West Bengal, Assam, Jharkhand, Maharashtra, Manipur have extended the lockdown beyond June 30, 2020 in specified areas within the State.</p> <p>Movement of individuals shall remain strictly prohibited between 9:00 PM and 5:00 AM, except for essential activities.</p> <p>Based on the assessment of the situation, States/ Union Territories may prohibit certain activities outside the containment zones or impose restrictions, as necessary.</p> <p>Manufacturing Industries: Guidelines have been issued, advising the manufacturers to ensure all safety protocols (e.g. inspection for leakages, electrical issues, storage of any hazardous materials, etc.) while reopening the industries.</p>	<p>masks (2/3 ply masks), textile raw materials for masks and overalls, sanitizers, all ventilators including any artificial respiratory apparatus or oxygen therapy apparatus or any other breathing appliance/ device and diagnostic kits (diagnostic or laboratory reagents on a backing, preparation diagnostic or laboratory reagents). As of May 16, 2020, export of non-medical/ non-surgical masks of all types is now allowed.</p> <p>As on June 29, 2020, the export of personal protection equipment remains restricted (for monthly export quota of 5,000,000 personal protection equipment medical coveralls for Covid-19).</p> <p>Import of In-Vitro Diagnostic Tests for Diagnosis of COVID-19: As per the public notice issued by Central Drugs Standard Control Organization dated March 19, 2020, the applications for import in-vitro diagnostic tests for diagnosis of</p>	<p>https://mea.gov.in/response-to-queries.htm?dtl/32619/Official+Spokespersons+response+to+media+queries+on+COVID19+related+drugs+and+pharmaceuticals</p> <p>https://cdsco.gov.in/opencms/opencms/system/modules/CDS.CO.WEB/elements/download_file_division.jsp?num_id=NTc3MA==</p> <p>https://pib.gov.in/PressReleaseDetail.aspx?PRID=1612341</p> <p>https://www.rbi.org.in/Scripts/bs_viewcontent.aspx?Id=3853</p> <p>https://dgft.gov.in/sites/default/files/Notification%20No.%2003%20dt%2017.04.2020_0.pdf</p> <p>https://pib.gov.in/PressReleaseDetail.aspx?PRID=1613365</p> <p>https://dipp.gov.in/sites/default/files/pn3_2020.pdf</p> <p>https://pib.gov.in/PressReleasePage.aspx?PRID=1619677</p> <p>https://www.rbi.org.in/Scripts/NotificationUser.aspx?Id=11903&Mode=0</p>



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	<p>Corporate: Companies are permitted to conduct meetings through VC/ OAVM and e-voting.</p> <p>Several compliance relaxations and extensions of validity periods are also introduced.</p> <p>Economic Stimulus: The Government has announced a special economic relief and support package for <i>inter alia</i>, Micro, Small and Medium Enterprises (MSME), power distribution companies, real estate projects, mutual funds, start-ups, farmers and street vendors. Various schemes have been announced for development and formalization of agriculture and allied sectors and for coal, minerals, defence, airports and airspace, power distribution, space and atomic energy sectors.</p> <p>Additional funding of up to INR 3,00,000,00,00,000 (\$40,000,000,000) to eligible MSMEs and interested borrowers of Micro Units Development and Refinance Agency Ltd. by way of ‘Emergency Credit Line Guarantee Scheme’ has been approved.</p> <p>MSME Definition: The Government of India has approved an upward revision of</p>	<p>Social security contributions: For employees earning less than INR 15,000 (USD 200 approx.) per month in companies having less than 100 employees, the entire provident fund contribution of both, the employee and the employer, will be borne and paid by the Government of India, for the months March – August 2020.</p> <p>The statutory provident fund contribution of both employer and employee has been reduced to 10% each from existing 12% each, for all establishments covered by the Employees' Provident Fund Organisation, for next 3 months.</p> <p>Laws across States: In light of the Covid-19 pandemic and lockdown imposed by the Government of India, certain States have relaxed compliances with certain labour laws to restart the business activities. Relaxations have been announced under legislations such as the Factories Act, 1948 and Industrial Disputes Act, 1947, in States including Madhya Pradesh, Uttar Pradesh, Maharashtra, Gujarat, Haryana, Himachal Pradesh, Uttarakhand, and Rajasthan.</p>	<p>Travel: There is a graded resumption of Indian Railway operations from June 1, 2020. The regular trains remain cancelled till August 12, 2020 and only special trains are permitted to operate. Government of India has also issued Standard Operating Procedures for domestic air travel and movement of Indian nationals stranded abroad as well as for those persons stranded in India desiring to travel abroad for urgent reasons.</p> <p>Inter-State and intra-State movement of persons and goods is permitted; however, States (or Union Territories) may impose restrictions on such movement to curtail the spread of the infection.</p> <p>The Ministry of Civil Aviation announced the cancellation of all international commercial passenger flights till July 15, 2020.</p> <p>India has extended the suspension of all existing visas granted to foreigners, except those belonging to diplomatic, official, UN/ international organizations, employment and project categories till prohibition on international air travel of</p>	<p>COVID-19 would be taken up on priority for processing.</p>	<p>https://pib.gov.in/PressReleaseDetail.aspx?PRID=1625320</p> <p>https://pib.gov.in/PressReleaseDetail.aspx?PRID=1625310</p> <p>https://pib.gov.in/PressReleaseDetail.aspx?PRID=1625306</p> <p>https://pib.gov.in/PressReleaseDetail.aspx?PRID=1625585</p> <p>https://pib.gov.in/PressReleaseDetail.aspx?PRID=1626629</p> <p>https://www.mha.gov.in/sites/default/files/MHAOrderDt_30052020.pdf</p> <p>https://dgft.gov.in/sites/default/files/Noti%2007%20Eng_0.pdf</p> <p>https://pib.gov.in/PressReleaseDetail.aspx?PRID=1628344</p> <p>http://164.100.117.97/WriteReadData/userfiles/Business%20Visa%20permission%2001.06.2020.pdf</p> <p>http://164.100.117.97/WriteReadData/userfiles/The%20Farmers%20(Empowerment%20and%20Protection)%20</p>



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	<p>the MSME definition. The definition of micro manufacturing and services unit was increased to INR 10,000,000 (\$133,333) of investment and INR 50,000,000 (\$666,666) of turnover. Similarly, the limit of small unit was increased to INR 100,000,000 (\$1,333,333) of investment and INR 500,000,000 (\$6,666,666) of turnover and the limit of medium unit was increased to INR 200,000,000 (\$2,666,666) of investment and INR 1,000,000,000 (\$13,333,333) of turnover.</p> <p>FDI Policy: The Foreign Investment policy has been revised to state that an entity of a country, which shares land border with India or where the beneficial owner of an investment into India is situated or is a citizen of any such country, can make investments in India only with the prior approval of the Government of India.</p> <p>Loan Repayment Date: The Government of India has approved an extended repayment date up to August 31, 2020 for standard short-term loans up to INR 300,000 (\$4,000) advanced for agriculture and allied activities by banks, which have become due or will become due between March 1 and August 31, 2020.</p>	<p>The Prime Minister has announced the Garib Kalyan Rojgar Abhiyaan to boost livelihood opportunities in rural India. This is a focused 125 days campaign across 116 districts in 6 states to help migrant workers.</p>	<p>passengers from/ to India is lifted by the Government of India.</p> <p>As of June 1, 2020, the Government has decided to permit, subject to conditions, a few categories of foreign nationals to come to India, including foreign businessmen, foreign healthcare professionals, foreign engineering experts, foreign technical specialists, etc.</p> <p>The operations of vessels and ports have not been disrupted; however, certain health measures have been put in place such as the submission of the Maritime Declaration of Health by the master of a vessel.</p>		<p>Agreement%20on%20Price%20Assurance%20and%20Farm%20Services%20Ordinance%202020.pdf</p> <p>https://pib.gov.in/PressReleasePage.aspx?PRID=1630258</p> <p>https://pib.gov.in/PressReleaseDetail.aspx?PRID=1632231</p> <p>https://pib.gov.in/PressReleasePage.aspx?PRID=1632608</p> <p>https://www.pib.gov.in/PressReleaseDetail.aspx?PRID=1633895</p> <p>https://www.pib.gov.in/PressReleaseDetail.aspx?PRID=1633907</p> <p>https://pib.gov.in/PressReleasePage.aspx?PRID=1634070</p> <p>https://www.businessinsider.in/india/news/all-international-flight-to-india-will-remain-suspended-till-15-july-says-ministry-of-civil-aviation/articleshow/76644584.cms</p>



Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
	<p>NIL Goods and Services Tax (“GST”) Filing: As of June 6, 2020, the Government of India has allowed filing of the NIL GST monthly return in Form GSTR-3B through SMS, improving the ease of GST compliance.</p> <p>Interest Subvention: The Government of India has approved a 2% interest subvention scheme for a period of 12 months, to all Shishu loan accounts under the Pradhan Mantri Mudra Yojana to eligible borrowers. The scheme will extend to loans which are outstanding as on March 31, 2020, and not in the NPA category, as per RBI guidelines, on March 31, 2020 and during the period of operation of the scheme.</p> <p>Credit Guarantee Scheme for Sub-ordinate Debt (CGSSD): Under the CGSSD, the guarantee cover worth INR 200,000,000,000 (\$2,666,666,666) will be provided to the promoters who can take debt from the banks to further invest in their stressed MSMEs as equity.</p> <p>Tax return: In view of the challenges faced by taxpayers, the Government has announced additional measures</p>				<p>https://main.sci.gov.in/supremecourt/2020/10983/10983_2020_36_1502_22526_Judgement_12-Jun-2020.pdf</p> <p>https://dgft.gov.in/sites/default/files/Noti%2016%20Eng_0.pdf</p> <p>https://dgft.gov.in/sites/default/files/Noti%2014%20Eng%20ss_0.pdf</p> <p>https://dgft.gov.in/sites/default/files/Noti%2013%20Eng_0.pdf</p>



Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
	including inter alia (i) The time for filing original as well as revised income-tax returns for the FY 2018-19 has been extended to July 31, 2020; (ii) The due date for income tax return for the FY 2019-20 has been extended to November 30, 2020; (iii) The date for payment of self-assessment tax in the case of a taxpayer whose self-assessment tax liability is up to INR 100,000 (\$1,333) has also been extended to November 30, 2020.				
Indonesia MAKARIM & TAIRA S. <small>COUNSELLORS AT LAW</small> Lina Amran Lina.Amran@makarim.com Maria Sagrado Maria.Sagrado@makarim.com Maharanny Hadrianto Maharanny.Hadrianto@makarim.com Gaudencia Vania Gaudencia.Vania@makarim.com <i>Updated as of June 29, 2020</i>	<p>Loan Facilities: The Financial Services Authority (OJK) issued Regulation No. 11/POJK.03/2020 (effective March 16), which relaxes the loan quality assessment and restructuring requirements for borrowers affected by COVID-19 until March 31, 2021. Loans of up to IDR 10 billion are now assessed only according to a borrower’s timeliness in paying the relevant principal amount, interest or margin/profit sharing/ujrah (“fee” under Sharia law).</p> <p>Tax Exemptions: The Minister of Finance (MOF) issued Regulation No. 23/PMK.03/2020, effective March 23, which provides the following tax incentives due to COVID-19: (i) an</p>	<p>Employee Wage Protection: On March 17, the Minister of Manpower issued Circular Letter No. M/3/HK.04/III/2020, which requires Governors to ensure wage protection for employees with the following conditions:</p> <ol style="list-style-type: none">Persons Under Supervision related to COVID-19 according to their doctor and cannot go to work for 14 days or based on the Ministry of Health’s standards, must be paid in full;Persons suspected with COVID-19 and quarantined by a doctor, must be paid in full while they are in isolation/quarantine;	<p>On April 13, the President issued Presidential Decree 12/2020 declaring the non-natural disaster caused by COVID-19 a ‘national disaster’.</p> <p>Lockdown: On March 31, the Government issued Government Regulation No. 21 of 2020 on Large Scale Social Restrictions (LSSR) for COVID-19. The LSSR includes the following:</p> <ol style="list-style-type: none">temporary closure of schools and offices;restrictions on religious activities; andlimiting activities in public places. <p>The MOH has declared imposition of LSSR in Jakarta area and over 70</p>	<p>Export Restrictions: The Minister of Trade issued Regulation No. 59 of 2020 on June 17, requiring export approval for the export of certain mask raw materials, masks and personal protective equipment.</p> <p>Customs, Excise and Tax Facilities on Import: The Minister of Finance, under its Regulation No. 31/PMK.04/2020, effective April 17, has granted the following measures on the import of specific goods for the purpose of handling COVID-19:</p>	<p>Economic Measures https://www.thejakartapost.com/news/2020/03/23/ojk-relaxes-debt-payment-loan-quality-assessments-amid-covid-19-pandemic.html https://www.pajak.go.id/en/search/node?keys=23%2FPMK.03%2F2020 https://www.thejakartapost.com/news/2020/04/01/indonesias-covid-19-stimulus-playbook-explained.html Health & Safety Measures https://www.thejakartapost.com/news/2020/04/03/indonesias-strategy-to-combat-covid-19-what-we-know-so-far.html</p>




Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
	<p>exemption from Art. 21 Income Tax and Art. 22 Income Tax on imports; (ii) a 30% reduction in Art. 25 Income Tax instalments; and (iii) a paid In-Advance VAT Refund of up to IDR 5 billion.</p> <p>On March 31, the Government issued Regulation in Lieu of Law No. 1 of 2020 which reduces corporate income tax from 25% to 22% for the 2020 and 2021 Tax Years, and further to 20% for the 2022 Tax Year.</p> <p>On April 27, MOF issued Regulation No. 44/PMK.03/2020, which: a) introduces new sectors which can be granted tax incentives and b) adds a new type of tax incentive on final income tax set at 0.5% of the relevant gross turnover, granted during the April to September 2020 Tax Period.</p> <p>General Meeting of Shareholders (GMS) of Public Companies: OJK issued Regulations No. 15/POJK.04/2020 and No. 16/POJK.04/2020, effective April 21, which allow: (i) a shareholder of a public company to grant a POA to a third party electronically to attend and vote at the GMS; and (ii) public companies to hold GMS electronically, subject to certain requirements.</p>	<p>3. Employees who cannot go to work because they are infected with COVID-19 as proved by a doctor, must be paid in accordance with the law; and</p> <p>4. Employees working for companies which limit their business activities because of regional policies and regulations, which cause at least half of their employees not to come to work while maintaining the continuity of their businesses, must be paid their wages as they are or the wage payment method can be changed under an agreement between the employer and the employees.</p> <p>The MOM issued Circular Letter No. M/6/HI.00.01/V/2020 on the payment of the 2020 Religious Holiday Allowance (THR) due to COVID-19, which states among others, as follows:</p> <ul style="list-style-type: none">a. Companies should pay THR;b. If a company cannot pay THR, company and the employees should reach agreement (which must then be submitted to the	<p>cities/municipalities. On May 14, Jakarta Governor issued a regulation restricting any person to exit or enter Jakarta during the COVID-19 national disaster status, with certain exemptions.</p> <p>Quarantine: On March 16, the MOH issued Circular Letter HK.02.01/MENKES/202/2020 on Self-Isolation Protocol. Self-isolation is required by anyone who suffers an illness such (eg fever or cough), and by any Persons Under Observation who already have symptoms or have been in contact with a COVID-19 patient. Before there is a lab result, self-isolation must continue for 14 days.</p> <p>Travel Restrictions: The Minister of Law and Human Rights issued Regulation No.11 of 2020, in effect since April 2, 2020, restricting the entry or transit of foreigners into Indonesia. The prohibition does not apply to:</p> <ul style="list-style-type: none">a. holders of a Limited Stay or Permanent Stay Permits;b. holders of a Diplomatic Visa;c. medical and humanitarian workforce members; andd. foreigners working on national strategic projects.	<ul style="list-style-type: none">a. an exemption from import duty and/or excise;b. free of VAT and/or sales tax on luxury goods; andc. an exemption from income tax under Article 22. <p>Import Facilitation of Medical and Health Equipment: The Minister of Trade issued Regulation No. 28 of 2020 which came into force on March 23, to relax import requirements for certain medical and health related products such as antiseptic products, surgical masks, infra-red thermometers and medical personal protective clothing. Specifically, importers are exempted from the Surveyor Report requirement from the country of origin or the relevant loading port, and there is no limitation on the ports of entry. However, a Bill of Lading is still required for shipments of these products. The import relaxation applies until June 30, 2020.</p>	<p>https://setkab.go.id/en/moh-approves-large-scale-social-restrictions-in-jakarta/</p> <p>https://kemlu.go.id/bern/en/news/5975/press-release-minister-of-law-and-human-rights-on-temporary-prohibitions-of-entry-travel-ban-into-indonesia-for-foreigners-in-response-to-covid-19s-outbreak</p> <p>Export/Import Measures on Medical Supplies</p> <p>https://setkab.go.id/en/govt-issues-regulation-to-facilitate-medical-devices-import-amidst-covid-19-outbreak/</p>



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	<p>Relaxation to Submit Reports and Hold GMS: OJK issued Letter No. S-92/D.04/2020 for public companies, which: (i) extends the a) deadline for submitting annual report and annual financial statement and b) deadline to hold their annual GMS for two months from the original deadline; and (ii) allows annual GMS to be held by granting an e-proxy using e-GMS system provided by the Depository and Settlement Institution (KSEI).</p> <p>Regulation 14/POJK.05/2020, effective April 17, also extends the deadline for submitting periodic reports to OJK by non-banking financial institutions.</p> <p>National Economic Recovery Program: Government issued Regulation No. 23 of 2020, effective May 9, on national economic recovery program under which the government may i) provide state capital to state-owned enterprises (SOE); ii) provide guarantees to businesses for working capital loans from banks; and iii) provide state capital to SOE.</p>	<p>Manpower office) on the following:</p> <ul style="list-style-type: none">(i) THR will be paid in stages if the company cannot pay it timely in full;(ii) THR payment can be postponed until an agreed date, if the company cannot pay any of the THR at the specified time;(iii) when and how the fine for the THR late payment will be paid. <p>The agreement will not release the company from its obligation to pay the 2020 THR and a fine for the late payment under the law.</p> <p>Prevention Protocols at Workplace: On May 20, 2020, to manage and protect employee and support business continuity:</p> <p>1. Minister of Health (MOH) issued Decree No. HK.01.07/MENKES/328/2020 on COVID-19 prevention guidelines in the workplace and industry and Circular Letter No. HK.02.01/MENKES/335/2020 on the protocols to prevent COVID-19 in</p>	<p>Public Places Restrictions: On May 29, 2020, Minister of Religion issued Circular Letter No. SE 15 of 2020 on guidelines for organizing religious activities in houses of worship.</p> <p>Transitional LSSR period: the government has adjusted certain restrictions by issuing among others:</p> <ol style="list-style-type: none">On June 6, Circular Letter of COVID-19 Task Force No. 7 of 2020 on the criteria and requirements regarding travel of people, for which the MOT subsequently issued several Circular Letters providing more lenient requirements on guidelines for transportation;On June 4, DKI Jakarta Governor issued Regulation No. 51 of 2020 on the Implementation of LSSR during the transition period which provides more lenient requirements (subject to evaluation based on new cases).	<p>Acceleration of Goods Import Services: The National Disaster Mitigation Agency (BNPB) and the Director-General of Customs and Excise issued Joint Decree Nos. 01/BNPB/2020, KEP-113/BC/2020 on the Acceleration of Goods Import Services for the Needs of Handling COVID-19, under which the government may exempt importers from import duty, excise and other import-related taxes, as well as import trading requirements on goods needed for handling COVID-19 (subject to certain requirements).</p>	



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		the workplace in the service and trade sectors (public areas); 2. Minister of Transportation (MOT) issued Circular Letter No. M/7/AS.02.02/V/2020 to convey all company leaders to arrange business continuity planning and to follow a COVID-19 transmission prevention protocol in the workplace.			
<p>Israel</p> <p> HERZOG FOX & NEEMAN LAW OFFICE</p> <p>Ory Nacht Nachto@hfn.co.il</p> <p><i>Updated as of June 29, 2020</i></p>	<p>Economic Stimulus: The Israeli Ministry has increased the total economic relief package to approx. NIS 100 billion (\$28.6 billion) in order to address the significant economic consequences of COVID-19. The package targets 4 key areas: (i) support to the healthcare system in handling the outbreak and its consequences; (ii) social welfare support to employees and the self-employed; (iii) support to businesses in dealing with the economic impact of the coronavirus; and (iv) implementation of economic recovery and stimulus measures (<i>e.g.</i>, the allocation of NIS 1.1 billion for the acceleration of transportation and infrastructure projects).</p> <p>Support of Businesses That Hire or Rehire Employees: In an attempt to stimulate the labor market, which is suffering from an unprecedented</p>	<p>Public Sector: All employees of government agencies and government-owned corporations have returned to work as of May 3, 2020.</p> <p>Restrictions in Workplaces:</p> <ul style="list-style-type: none">Employers who meet the ‘Purple Seal’ certification (which is self-regulated and does not require external approval) are allowed to resume unlimited attendance of employees. The ‘Purple Seal’ involves implementation of various measures and procedures intended to ensure social distancing and minimization of exposure among employees. Employers who do not meet such standards are restricted to maintaining on-site only up to 10 employees or 30% of their	<p>Lockdown: Various limitations have been imposed on individuals some of which have a direct impact on employees and the workplace:</p> <ul style="list-style-type: none">Organized gatherings of up to 250 persons are permitted, including in closed spaces, subject to certain guidelines;All other limitations on movement, travel and gathering have otherwise been lifted. <p>Travel Restrictions:</p> <ul style="list-style-type: none">Any person arriving in Israel from abroad will be placed in quarantine, either self-imposed (if the person stipulates to meeting certain conditions) or in designated hotels or other locations converted for such purpose, for a period of 14 days. Foreign nationals from China, South	<p>Export Controls of Therapeutic Apparatus: The Israeli government now requires a license for the export of the following:</p> <ul style="list-style-type: none">Artificial respirators, ventilators and other therapeutic apparatus;Personal hygiene products and disinfection products that contain more than 70% Ethyl alcohol or more than 60% Isopropyl alcohol;Bi-PAP (bilevel positive airway pressure) and C-PAP (continuous positive airway pressure) machines.	<p>https://www.gov.il/en</p> <p>https://govextra.gov.il/mof-gloans-corona/</p> <p>https://www.gov.il/he/departments/news/press_30032020_b</p> <p>https://www.gov.il/he/departments/ministry_of_environmental_protection</p>



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	<p>unemployment rate, the government is proposing to grant employers a cash benefit of up to NIS 7,500 (\$2,150) for each new hire, as well as for each existing employee on temporary leave who will be reinstated.</p> <p>Support for High-Tech Sector: The Israel Innovation Authority has established a fast-track rout to evaluate, within 4 weeks of filing, applications for grants by early-stage start-up companies which have considerable IP or high probability of success while suffering from a short financial runway. The fast-track rout allows for approval of grants of up to NIS 15 million (approx. \$4.3 million) per company.</p> <p>Industrial & Environmental Regulatory Measures: The government has granted an automatic extension of regulatory licenses required by business owners, and deferred deadlines in proceedings involving monetary sanctions. The Israeli environmental authorities have postponed expiration dates of environmental and fire-safety permits and licenses, deadlines for issuance of annual pollution and emissions reports, and eased compliance with laws</p>	<p>workforce simultaneously (the higher of the two);</p> <ul style="list-style-type: none">• The ‘Purple Seal’ requirements do not apply to most of the workplaces designated as essential (as listed in the detailed publications made in that regard), which were already exempt from the limitations regarding attendance of employees at the workplace.• Meetings and conferences may now be held with up to 50 persons (and only by Purple Seal-compliant employers in a room exceeding 20 m²) with at least 2m of space between them. In retail businesses that cater directly to customers, there remain certain restrictions on the number of customers allowed to be present in a given space. <p>Unemployment & Sickness Benefits: The Israeli government has eased the conditions for eligibility for statutory unemployment and sickness benefits in cases involving unpaid leaves of absence or mandatory quarantine. However, most of the more flexible eligibility conditions for receiving</p>	<p>Korea, Thailand, Italy, Macao, Singapore, Hong Kong, Japan and Egypt are categorically prohibited from entering Israel;</p> <ul style="list-style-type: none">• Israeli residents are not prohibited from traveling abroad; however, employers are encouraged to avoid unnecessary travel of their employees. <p>Business Closures: Essentially all commercial establishments, including shopping malls and similar closed spaces, have now been permitted to reopen, subject to certain limitation to prevent overcrowding. Restaurants and cafés remain open for delivery or takeaway only, and are expected to return to regular operation by the end of May.</p> <p>Education: All educational institutions have reopened, other than universities and colleges, which are expected to return to full operation by the end of May.</p>	<ul style="list-style-type: none">• Alcohol solutions (not including alcoholic beverages);• Medical oxygen;• Medical examination sticks;• Waterproof protective garments for surgical / medical uses;• Textile facemasks without a replaceable filter or mechanical parts, including surgical masks and disposable facemasks made of nonwoven textiles;• Infusion pumps and other pumps;• PEEP valves;• Devices for measuring the oxygen saturation; and• Monitoring stations.	



Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
	concerning electronic and packaging waste.	statutory unemployment benefits apply to individuals whose employment ended (whether by way of termination or placement on unpaid leave) before 30 April 2020.			
<p>Italy</p> <p>COCUZZA & ASSOCIATI</p> <p>Studio Legale</p> <p>Claudio Cocuzza ccocuzza@cocuzzaeassociati.it Maria Grazia Colombo mngcolombo@cocuzzaeassociati.it</p> <p><i>Updated as of June 22, 2020</i></p>	<p>Economic Stimulus: Italy adopted an emergency decree (Decree March 18, 2020, no. 18) worth €25 billion (\$28 billion) to support its economy.</p> <p>Financial Support: Italy notified the Commission a €50 million support scheme for the production and supply of medical devices and personal protection equipment under the Temporary Framework. The scheme aims at increasing the market output of such devices and protection equipment, which has proven to be insufficient as a result of the peak in demand arising from the Coronavirus outbreak.</p> <p>Italy adopted a new emergency decree (Decree March 25, 2020, no. 19) setting forth:</p> <ul style="list-style-type: none"> Loans to companies guaranteed by the state for an amount equal to €400 	<p>Health Measures at Workplaces: According to Decree May 18, 2020 (following Decree Law May 16, 2020, no. 33 lifting the lockdown with prescriptions), employers are entitled (but not obliged) to check their employee's body temperature when entering workplaces. If the employee's temperature exceeds 37.5°, she/he will be prohibited from entering the workplace.</p> <p>As far as possible, entry/exit times, work shifts and canteen times should be organized in a way to avoid contacts among the employees.</p> <p>Daily cleaning and periodic sanitization of premises are required. Employers are required to ensure that employees maintain a one-meter distance from each other, and that the workplace is sufficiently ventilated. If the required distance cannot be maintained due to</p>	<p>Business Closures: According to Decree June 11, 2020 (following Decree Law May 16, 2020, no. 33 lifting the lockdown with prescriptions) all activities are entitled to operate with the observance of prescriptions (for instance limitations to the number of people in stores, restaurants, etc.)</p> <p>Travel Restrictions: People are now free to move within their region and between different regions with no limitations.</p>	<p>Import/export of medical devices are subject to following measures:</p> <ul style="list-style-type: none"> Law Decree March 17, 2020, no. 18 regarding import of medical devices, and setting forth technical characteristics of sanitary masks, and of the other personal protection devices; Circular from the Health Ministry no. 4373 on February 12, 2020, prohibiting export of medical supplies without prior authorization. Due to the shortage of medical masks, up until June 30, 2020 the Protezione Civile is entitled to seize masks being imported into 	<p>https://www.cocuzzaeassociati.it/en/notizie/covid-19-legal-kit-en/</p> <p>https://www.thelocal.it/20200323/businesses-that-can-stay-open-under-italy-latest-quarantine-rules</p> <p>https://ec.europa.eu/commission/presscorner/detail/en/ip_20_507</p> <p>https://www.theguardian.com/world/2020/mar/22/italian-pm-warns-of-worst-crisis-since-ww2-as-coronavirus-deaths-leap-by-almost-800</p> <p>https://www.cnn.com/2020/03/16/italy-supports-coronavirus-hit-economy-pm-hails-italian-model.html</p>



Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
	<p>billion (of which €200 billion is for the internal market, and €200 billion is for the export market);</p> <ul style="list-style-type: none">• Suspension of the fiscal payment deadlines in April and May;• The so-called “golden power” (i.e. government power to stop hostile take-overs) in strategic fields such as finance, banks, A.I, food, etc.	<p>the peculiar kind of activity, employers are required to provide employees with sanitary masks and other protective devices (gloves, etc.).</p> <p>Meetings in person are not allowed, unless necessary. If the meeting is necessary, the employer needs to make sure that participation is reduced, minimum social distancing measures are maintained, and premises must be cleaned. All internal events and classroom trainings are cancelled.</p> <p>Financial Measures to Labor: All employers may request application of wage guarantee funds to their employees (as a waiver to normal laws which entitle only some selected employers to take advantage of such measure). . This measure was introduced by Law-Decree March 17, 2020, no. 18 limited to 9 weeks and is currently going to be prorogated up to 18 weeks by a new Decree under approval.</p>		<p>Italy; an amount equal to the value of the merchandise on December 31, 2020 shall be paid to the owner of the merchandise.</p>	



<p>Japan</p> <p>TOKYO INTERNATIONAL LAW OFFICE</p> <p>Dai Iwasaki dai.iwasaki@tkilaw.com Mikiharu Mori mikiharu.mori@tkilaw.com Tomo Greer tomo.greer@tkilaw.com</p> <p><i>Updated as of June 29, 2020</i></p>	<p>Force Majeure: The government (Ministry of Land, Infrastructure, and Transport, and Ministry of Justice) stated that delays and failures caused by COVID-19 could amount to force majeure events in contracts, such as 1) delays in executing construction projects, and 2) failure to pay rent for up to 3 months.</p> <p>Fiscal and Financial Measures: The government announced various fiscal and financial measures to contain the economic fallout: with government funding of 61.6 trillion yen (appr. 575 billion USD), with an expected effect on the economy of 234 trillion yen (appr. 2.2 trillion USD). The main initiatives are as follows: 1) healthcare spending: investment in medical care and treatment drugs; 2) supporting the continued operation of small-to medium businesses (“SMEs”) and maintaining employment rates; 3) investment in post-pandemic economic recovery: especially the tourism industry; and 4) rebuilding a strong economic structure: including supply chain improvements, facilitating and simplifying foreign investment, and encouraging digitalization.</p> <p>Tax and social security: Tax return deadlines have been extended.</p>	<p>Remote-Working Support: In line with government calls for companies to transition to remote-working, financial support for the transition is offered to SMEs: including adoption of IT solutions and telework infrastructure. Free IT solutions and remote working consulting is available.</p> <p>Paid Leave: Under the Labour Standards Act, if an employer asks an employee to take time off work for ‘reasons attributable to the employer’, such employer must pay at least 60 percent of the employee’s average wage. The exception is commonly interpreted to mean a force majeure event and is narrowly interpreted.</p> <p>Ministry of Health, Labour and Welfare (“MHLW”) stated that the emergency declaration or a request by the government for businesses to shut down in itself would not amount to a force majeure event so as to exempt employers from paying paid leave. In any event, it would depend on factors such as whether such business did everything within its power to prevent the employee from having to take time off, such as implementing remote working measures or looking for alternative tasks where possible.</p>	<p>State of emergency declaration: The state of emergency declaration has been lifted from all prefectures as of May 25. Each prefectural government has been gradually lifting closure requests and precautionary measures in 3-phase plans to ease virus restrictions.</p> <p>Tokyo is in the third phase: business closure requests from entertainment establishments, such as karaoke, bars, pachinko parlours have been lifted. Restaurants and bars will be allowed open until midnight.</p> <p>Travel Restrictions: Travel restrictions for Japanese nationals or those who have been in Japan are instituted over 170 countries. No visas will be issued for foreigners coming into Japan until further notice. Nationals from over 100 countries are barred from entering Japan until further notice. Includes foreign residents with Japanese residency through parents or spouse. If they exit Japan, they will be denied re-entry.</p> <p>All people entering or re-entering Japan are required to quarantine.</p> <p>The government has stated that borders will reopen gradually from summer, allowing businesspersons and certain professionals at first, then exchange students, and finally tourists.</p>	<p>Import Tax Exemption and Expedited Processes: For businesses importing certain goods deemed as emergency necessities, customs will be expedited, and tax exemptions will be made.</p> <p>Import and Export Certificate Validity Extensions: Validity of import and export certificates will be extended if delays are caused by COVID-19. In addition, some import and export certificate and stamping requirements will be relaxed.</p> <p>Deadlines for import and export tax filings and payments may also be extended.</p>	<p>METI website: https://www.meti.go.jp/english/covid-19/index.html</p> <p>Ministry of Health, Labour and Welfare website: https://www.mhlw.go.jp/stf/seisakunitsuite/bunya/newpage_00032.html</p> <p>Ministry of Justice website: http://www.moj.go.jp/EN/nyuukokukanri/kouhou/m_nyuukokukanri01_00003.html</p> <p>Tokyo Metropolitan Government website: https://stopcovid19.metro.tokyo.lg.jp/en/</p> <p>Financial Services Agency website: https://www.fsa.go.jp/en/ordinary/coronavirus202001/press.html</p> <p>For Travel: https://www.japan.travel/en/coronavirus/</p>
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Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
	<p>If certain requirements are met, 1) tax and social security payments can be deferred for one year; 2) corporate tax already paid may be partially returned; and 3) fixed asset tax may be reduced.</p> <p>Accounting standards: Businesses and auditors can flexibly deal with impairment accounting as to soften the blow from COVID-19.</p> <p>Extension of listed company disclosure obligations: The deadline for submission of annual securities reports, financial statements and financial forecasts required under the Financial Instruments and Exchange Act is extended to September 30, 2020. Deadlines for disclosures required under listing regulations, while a concrete new deadline is yet to be set, will be extended. However, because of the immense impact on companies' operations, they have requested listed companies to disclose risks and potential effects on their businesses stemming from COVID-19 as soon as practicable.</p>	<p>Employment Adjustment Subsidies: The government has created a system to subsidize companies up to 15,000 yen per person per day if employees are made to take special leave (separate from their regular paid leave).</p> <p>Adjustable Working Hours System: Subject to existing agreements with labour unions, flexibility to be given to employers to demand overtime or a reduced amount of work as a result of COVID-19. MHLW clarified that some workers and businesses that may be subject to such demands are nurses and carers in rest home facilities, as well as workers for companies that produce sanitizers, medical equipment and masks.</p>	<p>Foreign investment regulations: Foreign Exchange and Trade Act to be amended to require prior filing for investment by foreign entities in Japanese medical and pharmaceutical companies, including those who manufacture ventilators and vaccines.</p> <p>Education: As the state of emergency has been lifted, schools have begun reopening with staggered classes and reduced hours.</p> <p>Postponement of Tokyo 2020 Olympics: International Olympic Committee ("IOC") announced the games will be postponed until July 2021.</p> <p>Shareholders' Meetings: The government has requested businesses to consider postponing shareholders' meetings, and is encouraging virtual shareholders' meetings, or 'hybrid' half physical and half virtual meetings.</p> <p>Electronic director signatures via cloud: Ministry of Justice announced that electronic signatures through cloud-computing software will be permitted to approve minutes of board meetings.</p>		



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			Online Medical Check-ups: Ministry of Health, Labour and Welfare (“MHLW”) encouraged that preliminary medical check-ups be done online to limit the spread of the virus in hospitals.		
<p>Mexico</p> <p>Santamarina + Steta</p> <p>Michel Zelaya mzelaya@s-s.mx Alejandro Luna A. aluna@s-s.mx</p> <p><i>Updated as of June 29, 2020</i></p>	<p>Force Majeure: On March 23, 2020, Mexico recognized SARS-CoV2 (COVID-19) as a critical illness and on March 30, 2020, as a force majeure health emergency. Mexico is in phase 3.</p> <p>Government Procurement: On April 3, 2020, an agreement was published in the Mexican Official Gazette, stating that the Mexican Ministries of Health, National Defense, and Navy, as well as the Institute of Health for Welfare, the Mexican Institute of Social Security, and the Institute of Security and Social Services for State Workers, are the authorized governmental entities to purchase and, if needed, to import drugs, medical equipment, diagnostic agents, reagents, surgical and curative supplies and, hygienic products, as well as all types of goods and services, goods and objects necessary to face and manage COVID-19.</p> <p>Due to the existing sanitary emergency, the referred Agreement establishes that</p>		<p>Businesses Reopening: On April 29, 2020, the Mexican Ministry of Health, among other Ministries, published, in the Mexican Official Gazette, an agreement that contains the specific technical guidelines for reopening of economic, employment, school, and social fields activities starting on June 1, 2020. In this regard, the socio-economic reopening phase will begin through a weekly epidemiological risk traffic light system by region (state or municipal) that will determine the health alert level and define what type of the mentioned activities are authorized to be carried out. The traffic light alert determines the risk level (maximum, high, medium, and low).</p> <p>In the event of a maximum alert level, workplaces with essential activities may continue working with some restrictions.</p> <p><u>Essential activities:</u></p>		<p>https://coronavirus.gob.mx/semaforo/</p> <p>https://www.gob.mx/cms/uploads/attachment/file/560276/Comunicado_Tecnico_Diario_COVID-19_2020.06.27.pdf</p> <p>https://covid19.sinave.gob.mx/mapatasas.aspx</p>



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	<p>the above-mentioned purchases will not be subject to the normal government procurement procedure. Instead, the Mexican Ministries of Health, National Defense, and Navy, as well as the Institute of Health for Welfare, the Mexican Institute of Social Security, and the Institute of Security and Social Services for State Workers are authorized to and could acquire the goods and services through direct adjudications or acquisitions, without going through the standard statutory public tender procedures.</p> <p>There have not been any Federal economic stimulus packages, corporate tax related measures, loan facilities, direct income supports and any industry specific subsidies.</p> <p>However, certain Mexican State Governors have granted economic stimulus to their local or State constituencies. Below are a few examples:</p> <p>Local Fiscal Measures: <u>Mexico City:</u> The government of Mexico City granted 50 thousand microcredits of approximately \$415.00 US dollars,</p>		<p>1. those that are directly necessary to attend to the health emergency (COVID-19), such as the work activities related to medical, paramedical, administrative and support branches throughout the National Health System, as well as, those involved in their supply chain, i.e., drugstores, the manufacture of inputs, medical equipment, and technologies for health care; those involved in the proper disposal of infectious biological hazardous waste, as well as the cleaning and sanitation of medical units;</p> <p>2. those involved in public security and citizen protection; the procurement and delivery of justice; as well as legislative activity at the federal and state levels;</p> <p>3. those related to the fundamental sectors of the economy: financial, tax collection, distribution and sale of energy, gas stations and gas, generation and distribution of drinking water, food and non-alcoholic beverages industry, food markets, supermarkets, self-service stores, grocery stores and sale of prepared foods;</p> <p>3. transport of passengers and cargo;</p>		



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	<p>without interest, to be paid in a term of 2 years and with a period of 4 months to pay the first payment.</p> <p>Local Stimulus Package: Jalisco: The Jalisco COVID-19 Plan was created, which endowed with Ps. \$1,000,000,000.00 Mex.Cy. and will be used as follows:</p> <p>a) Ps. \$400,000,000.00 Mex.Cy to the informal economic activities, in a self-employed or underemployed scenario, who will be assigned community service tasks during the contingency.</p> <p>b) Ps. \$450,000,000.00 Mex.Cy to micro and small businesses, so they can keep their employees' jobs.</p> <p>c) Ps. \$150,000,000.00 Mex.Cy to protect the income of corn producers, as part of the food security strategy.</p>		<p>4. agricultural, fishing and livestock production, agro-industry, chemical industry, food products, and cleaning; hardware stores, courier services, guards in private security work; nurseries and rooms children's homes, nursing homes and homes for the elderly, shelters and centers for women victims of violence, their children;</p> <p>5. telecommunications and media;</p> <p>6. private emergency services, funeral and burial services, storage services and cold chain for essential supplies;</p> <p>7. logistics (airports, ports, and railways), as well as activities whose suspension may have effects irreversible for its continuation, i.e. production of steel, cement and glass that have current contracts with the federal government, will continue the activities that allow them to comply with the short-term commitments exclusively for the projects of Dos Bocas, Tren Maya, Felipe Ángeles Airport, Transisthmian Corridor; as well as the existing contracts considered as indispensable for PEMEX and the Federal Electricity Commission;</p> <p>8. those directly related to the operation of government social programs; and</p>		



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			<p>9. those necessary for the conservation, maintenance, and repair of the critical infrastructure that ensures the production and distribution of indispensable services: drinking water, electric power, gas, oil, gasoline, jet fuel, basic sanitation, public transportation, hospital, and medical infrastructure, among others that could be listed in this category.</p> <p>As of June 29, 2020, 18 states are at a high level, meaning that besides the essential economic activities, the companies of the non-essential economic activities will be allowed to work with 30% of the personnel for their operation, always taking into account the measures of maximum care for the people with greater risk, also, the public open spaces will be re-opened with a reduced capacity (number of people). On the other hand, 14 are still at a maximum level.</p> <p>Government Closures: Mexican administrations that are not considered essential will continue to be closed and only the essential ones will continue operations, i.e. Ministry of Health, Tax Administration Service, Ministry of Finance and Public Credit, among others.</p>		




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			Education: Schools are closed from March 23 until at least August 10, 2020 (up to this date).		
<p>Netherlands</p> <p>● NautaDutilh</p> <p>Rebecca Runa Pinto-Noome rebecca.pinto@nautadutilh.com</p> <p>Gijs van Nes gijs.vannes@nautadutilh.com</p> <p>Nico Blom nico.blom@nautadutilh.com</p> <p><i>Updated as of June 15, 2020</i></p>	<p>Compensation for Entrepreneurs in Affected Sectors (in Dutch: <i>Tegemoetkoming Ondernemers Getroffen Sectoren COVID 19</i>, or TOGS): All qualifying companies affected by the COVID-19 pandemic, including the hospitality and travel industries, will receive a fixed one-time compensation of €4,000 for a period of three months.</p> <p>Loan Facilities: The government extended measures for all companies through which they can borrow money at favorable rates. This expands the scope of the BMKB (Borgstelling MKB-kredieten) program for SMEs and the GO program (Garantie Ondernemingsfinanciering) for larger companies. A few additional measures have become available to help start-ups and scale-ups as well.</p> <p>Tax: <u>Payment extension</u> Dutch companies affected by the economic consequences of COVID-19 are</p>	<p>Wage Costs Compensation: Employers that are expecting a decrease in revenue of at least 20% over three consecutive calendar months in the period from March 1 to July 31, can apply with the Employee Insurance Agency for a compensation of the wage costs for its employees. Up to a maximum of 90% of the wage costs can be compensated, depending on the percentage of the loss of turnover. Additional requirements for compensation apply (e.g. no bonus or dividend payments, mandatory consultation with trade unions) for loss-making operating companies that belong to a group that, as a whole, does not meet the requirement of a decrease in revenue of at least 20%.</p> <p>The compensation can be requested (with retroactive effect) as of March 1, 2020 and for a period of 3 months.</p> <p>Employers must commit not to apply for a dismissal permit for its employees on business economic grounds during</p>	<p>Business Closures: Outdoor seating areas can be reopened. There is no maximum number of people for outdoor seating areas, but all guests must sit at tables and people who do not live together must stay 1.5 metres apart. Restaurants, cafés and bars may also have up to 30 guests inside. Guests must make a reservation. If the situation allows, the maximum number of people could be raised to 100 as of July 1. Until September 1, cannabis cafés may only provide a takeaway service. Nightclubs and similar venues will remain closed until that same date. Cinemas, theatres and concert halls can admit up to 30 people per auditorium (not counting staff). Visitors must make reservations.</p> <p>Public Gatherings: Events that require a permit are banned until September 1. Funerals, marriage ceremonies and religious or ideological gatherings may be held but must not exceed 30 people. It may be possible to raise the maximum number of people to 100 as of July 1.</p>	<p>(Please see the export controls on medical supplies mentioned under the European Union)</p>	<p>https://www.government.nl/topics/coronavirus-covid-19/tackling-new-coronavirus-in-the-netherlands</p> <p>https://english.rvo.nl/subsidies-programmes/reimbursement-economic-loss-due-covid-19</p> <p>https://business.gov.nl/the-coronavirus-and-your-company/</p> <p>https://www.nautadutilh.com/en/coronavirus</p> <p>https://www.nautadutilh.com/en/coronavirus/state-aid-covid-19-tracker-measures-available-to-weather-the-storm</p> <p>https://www.nautadutilh.com/en/coronavirus/start-ups-and-scale-ups-an-overview-of-government-backed-financing-aid-and-tax-relief-in-the-netherlands</p>



Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
	<p>eligible to request an extraordinary payment extension for certain taxes for a period of 3 months. Most relevant taxes include corporate income tax (CIT), value added tax (VAT) and payroll taxes, while no payment extension is granted for dividend withholding tax. Taxpayers can apply for an additional extension on top of the initial three-month period, but only if they are able to adequately substantiate their request (e.g. with an auditor's opinion). The request can be filed via letter or through the Dutch tax authorities' website (see References) and should be filed before June 19, 2020.</p> <p><u>Accelerated off-set of losses:</u> Taxpayers are allowed to set off this year, on an expedited basis, their expected 2020 losses deriving from the COVID-19 crisis against their 2019 profits.</p> <p><u>Tax-neutral (de)mergers:</u> Taxpayers applying for tax-neutral treatment with retroactive effect of a (statutory/company) merger or demerger are granted an additional three-month period to meet certain conditions.</p> <p><u>No penalties:</u> For the time being, the Dutch tax authorities will not impose any</p>	<p>the compensation period and they have a best-efforts obligation to keep the total wage sum at the same level. Within 2 to 4 weeks, employers can receive an advance payment of 80% of the expected compensation. Within 24 weeks, the definitive compensation amount is established and will be paid out, after deducting the advance payment. If the definitive amount is lower than the advance payment, the excess can be claimed back.</p> <p>On May 27, the Dutch government announced that the subsidy scheme will be extended for the months June – September 2020. The regulations have not yet been published, but based on currently available information, most eligibility criteria remain unchanged. Most notable deviations include (i) the replacement of the penalty for individual dismissals by a penalty for collective dismissals (without prior consultation of trade unions), (ii) the introduction of additional obligations (e.g. no bonus payments to management, no dividend payments and no repurchase of own shares) and (iii) the change of the reference month for the total wage bill (from January to March 2020).</p>	<p>Public transport: public transport should be used for essential travel only. All passengers aged 13 and over will be required to wear a non-medical face mask on buses, metros, trams, ferries, waterbuses and trains.</p>		




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	<p>penalties for the late payment of taxes, and any penalties already established need no longer be paid.</p> <p><u>Revision of preliminary assessments:</u> Preliminary corporate income tax assessments for 2020 may be reduced if lower profits are expected due to the COVID-19 crisis.</p> <p><u>Lowering of interest rates:</u> The interest rate on unpaid taxes (<i>belastingrente</i>) and the recovery interest rate (<i>invorderingsrente</i>) are temporarily lowered to 0.01%.</p>	<p>The compensation under the second tranche can be requested from July 6 until August 31, 2020 and for a period of 4 months.</p>			
<p>Panama</p> <p></p> <p>Florencio Gramajo Florencio.Gramajo@ariaslaw.com Luis Pedro del Valle LuisPedro.DelValle@ariaslaw.com Jorge Luis Arenales</p>	<p>Loans: Banking entities can modify the previously agreed conditions of loans, to allow debtors to comply with their obligations, due to the changed situation (actual or potential) caused by COVID-19, without making a credit restructuring.</p> <p>In addition, financial companies regulated by the Ministry of Commerce and Industries are also urged to implement measures to facilitate debtors to pay, by adjusting certain terms (such as granting grace periods, adjusting interest rates, term modifications, and avoid reporting to the credit bureau).</p>	<p>Labor Contracts: By Decree No. 81 of March 20, the government issued extraordinary measures to allow for labor contracts to be suspended due to force majeure as a result of the COVID-19 health crisis. The suspension may be applied by already shutdown businesses, after obtaining appropriate validation from the Ministry of Labor. This measure exempts employers from paying workers' salary, without termination of the employment relationship.</p> <p>Under Executive Decree 95 of April 21, 2020 issued by the Ministry of Labor,</p>	<p>Quarantine: The government ordered indefinite mandatory quarantine throughout the Panamanian territory starting on March 25, 2020. Aiming to reduce mobility by 50%, authorities have tightened measures; thus, from Wednesday, April 1, women and men will move on different days, prohibiting absolute mobilization on Sunday. In other words, movement restriction is applicable to the entire population, who may circulate exclusively to purchase food and/or medicines for a maximum period of 2 hours a day, men on different days than women.</p>	<p>Imports delivery: All drivers and their companions at the time of entry shall present the Unique Central American Declaration, Contract of Merchandise Shipment, Traveler Declaration and the Tracing Form (for CoVid-19 purposes).</p> <p>Temporary import procedures have been established for imports related to humanitarian assistance and help.</p>	<p>http://ariaslaw.com//boletines/PUBLICACIONES%202020/PN%20General%20Practical%20Guidance%20COVID%2019.pdf</p>



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JorgeLuis.Arenales@ariaslaw.com <i>Updated as of June 29, 2020</i>	<p>Tax: After declaring a state of emergency, the government of Panama enacted Law No. 134 of 2020 (“Law 134”), which allows the Executive Branch to suspend totally or partially the application of tributes of any kind, and defer their payment temporarily. Furthermore, the Ministry of Economy and Finance issued Executive Decree no. 251 of 2020, which grants a term of 120 days following the enforcement of Law No. 134 for the payment of any tax under the competence of the Directorate General of Revenue, without interest, surcharges or fines being triggered. Taxes required to be withheld at source are, however, excluded from this provision. Additionally, the term for filing the Income Tax Return for the fiscal year 2019 is extended until May 30, 2020 for both individuals and legal entities. In said tax returns, the estimated Income Tax taxpayers would have to calculate for fiscal year 2020 may be lower than that of 2019, but no less than 70% thereof.</p> <p>Law N° 139 of April 2, 2020 offers a tax incentive to individuals and legal entities where their contributions to the monetary fund “<i>Panama Solidario</i>” will be 100% deductible from next year’s income statement.</p>	<p>the suspension measures have been automatically extended for a 30 days period for companies which have been shut down by the National Government.</p> <p>Companies that have been closed due to the effects of the shutdowns shall request an extension of this suspension, 5 days prior to the original expiration.</p> <p>Working Hours: Also, Decree 71, 2020 was issued to allow companies to reduce the working hours for which an agreement with all workers must be signed.</p>	<p>During the last three weeks, the government-imposed curfew on the weekends. Exemptions apply to essential activities.</p>		



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	<p>Also, Resolution no. 201-2416 of April 9, 2020 issued by the National Directorate Revenue allows taxpayers to submit their ITBMS (VAT) monthly declarations of March, April and May corresponding to 2020 until July 15, 2020.</p> <p>Finally, Resolution no. 201-2418 of April 16, 2020 issued by the General Directorate Revenue enables personal notifications of administrative acts and resolutions issue by the General Directorate of Revenue through the email address registered in the Single Registry of Taxpayers of e-Tax 2.0, valid until duration of the State of Emergency, which are to be considered effective after 5 days from email’s delivery date, with exception of the resolution that initiates coercive procedures.</p>				
<p>Philippines</p>  <p>Rocky Alejandro L. Reyes ralreyes@synciplaw.com</p>	<p>Grant of Emergency Powers: RA 11469 or the Bayanihan Act was enacted to grant the President powers to address the pandemic, such as to:</p> <ul style="list-style-type: none">grant grace periods for loans and rentals;extend deadlines to file returns, pay taxes, and grant tax exemptions;provide for lower lending rates and incentives; and	<p>Flexible Work Arrangements: Private sector employers are “encouraged to adopt” work-from-home or implement telecommuting arrangements.</p> <p>The Philippine government is providing social amelioration packages for those affected by the work stoppage.</p>	<p>Lockdown: A strict home quarantine is observed.</p> <p>The general population is prohibited from leaving their homes except for purchasing basic necessities or for work in permitted businesses.</p> <p>Areas in the Philippines have been placed under ECQ, MECQ, GCQ, or MECQ, depending on their risk status,</p>	<p>Export Control Suspensions: The government requires manufacturers of certain medical products (which are registered as export enterprises and enjoy tax incentives under special laws administered by Investment Promotion Agencies) to supply at least 80% “of their daily production to the procuring</p>	<p>Official Gazette https://www.officialgazette.gov.ph/downloads/2020/03mar/20200316-PROC-929-RRD.pdf https://www.officialgazette.gov.ph/downloads/2020/03mar/20200316-MEMORANDUM-FROM-ES-RRD.pdf https://www.officialgazette.gov.ph/downloads/2020/03mar/20200318-MEMORANDUM-FROM-ES-RRD.pdf</p>



Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
<p>Hiyasmin H. Lapitan hhlapitan@syciplaw.com Kathleen Mae L. Nieto KMLNieto@syciplaw.com Severino Miguel B. Sanchez SMBSanchez@syciplaw.com Rocky Alejandro L. Reyes ralreyes@syciplaw.com</p> <p><i>Updated as of June 29, 2020</i></p>	<ul style="list-style-type: none"> regulate certain businesses and industries. <p>The Bayanihan Act was effective until June 24, 2020. The Philippine Congress was not able to pass a bill extending the validity of this statute before entering recess. Congress will resume its regular session in July.</p> <p>Tax Filings and Payment: There is no more extension of the deadlines for filing of tax returns, submission of documents, and payment of various national taxes. Now, regardless of any extension or modification of quarantine, the “extended due dates in Revenue Regulations No. 11-2020 remain in effect.”</p> <p>However, the following deadlines have been extended in subsequent issuances: (i) The deadline for availing tax amnesty has been extended to December 31, 2020. (ii) Separate deadlines have been set for the filing of value-added tax refund claims for the calendar quarters ending on March 31, 2018, June 30, 2018, and the fiscal quarters ending April 30, 2018 and May 31, 2020.</p>	<p>Paid Leave: The government provided “[a] one-time financial assistance [of] PHP 5,000 ... to ... formal sector workers, ... regardless of employment status” who are: (i) receiving reduced regular wage due to the adoption of flexible work arrangements, or (ii) affected by the temporary closure of the employer’s establishment. The government suspended the acceptance of applications for the financial assistance starting at 5:00 pm on April 15, 2020.</p> <p>Wages and Wage-Related Benefits: “Employers and employees may agree voluntarily and in writing to temporarily adjust employees’ wage and wage-related benefits as provided for in existing employment contract[s], company [policies], or collective bargaining agreement[s] (CBA). The adjustments in wage and/or wage-related benefits shall not exceed six months or the period agreed upon in the [CBA] if any. After such period, employers and employees [must]review their agreement and may renew the same.”</p> <p>Workplace Safety and Health: Private sector employers should implement</p>	<p>until June 30, 2020. Metro Manila is under GCQ until June 30, 2020.</p> <p>Local government units (LGUs) are instructed to impose a curfew “only for non-workers in jurisdictions placed under MECQ, GCQ, and MGCQ.</p> <p>Businesses Allowed to Operate: Certain businesses may operate at full operational capacity but subject to safety protocols. Other businesses may operate at a maximum of 30% operational capacity, 50% operational capacity, or with a skeleton workforce. “Operational capacity” refers to the maximum number of employees “permitted or required to physically report to work on-site,” while “skeleton workforce” refers to “the operational capacity which utilizes the smallest number of people needed for a business or organization to maintain its basic functions.”</p> <p>Public Transportation: For areas placed under GCQ, the operation of public transportation has resumed in phases starting June 1, 2020.</p>	<p>entity determined under [the Bayanihan Act].” The regulations also provide that such “local sales of such export enterprises [are] deemed and treated as “export sales”” to enable them to comply with the requirement that their export sales comprise a certain percentage of their total sales.</p> <p>In view of the implementation of the Bayanihan Act until June 24, 2020, the government has yet to confirm whether these export measures will continue to be in force.</p> <p>The Philippine Ports Authority prescribed guidelines to expedite the release of refrigerated containers containing medicines. These include the reduction of processing times for approval of permits and licenses for the release thereof and acceptance of online application for permits and licenses and payments of fees.</p>	<p>https://www.officialgazette.gov.ph/2020/03/24/republic-act-no-11469/#_blank</p> <p>https://www.officialgazette.gov.ph/downloads/2020/03mar/20200401-IRR-RA-11469-RRD.pdf</p> <p>https://www.officialgazette.gov.ph/downloads/2020/04apr/20200407-MEMORANDUM-FROM-ES-RRD.pdf</p> <p>https://www.officialgazette.gov.ph/downloads/2020/03mar/20200328-JOINT-MEMORANDUM-CIRCULAR-NO-1-S-2020.pdf;</p> <p>Inter-Agency Task Force for the Management of Emerging Infectious Diseases http://www.covid19.gov.ph/wp-content/uploads/2020/03/IATF-20200320-Reso-No-14.pdf http://www.covid19.gov.ph/wp-content/uploads/2020/03/IATF-RESO-13.pdf</p> <p>Bureau of Internal Revenue https://www.bir.gov.ph/images/bir_files/internal_communications_1/</p>



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	<p>Grace period for Payments of Loans: In view of “the lifting of the Enhanced Community Quarantine (ECQ) in the majority of the provinces and cities in the Philippines,” banks, credit card companies, and other lenders have discontinued the grant of a grace period for loans effective June 1, 2020.</p> <p>Grace period for rentals: A minimum 30-day grace period is granted for the payment of residential rents and commercial leases of micro, small and medium enterprises falling due within the ECQ period and sectors not permitted to operate during ECQ, Modified Enhanced Community Quarantine (MECQ), and General Community Quarantine (GCQ) falling due within the declared community quarantine, whether ECQ, MECQ, and GCQ.</p>	<p>workplace safety and health standards, including: (i) wearing of face masks; (ii) regular disinfection of facilities; (iii) physical distancing; and (iv) temperature checks and health information disclosures.</p> <p>Cost of COVID-19 Prevention and Control Measures: Employers are required to “shoulder the cost of COVID-19 prevention and control measures such as but not limited to testing, disinfection facilities, hand sanitizers, personal protective equipment (PPEs i.e., face mask), signages, proper orientation and training of workers including IEC materials on COVID-19 prevention and control. In the case of contracts for construction projects and for security, janitorial and other services, the cost of COVID-19 prevention and control measures shall be borne by the principals or clients of the construction/service contractor.” Moreover, “[n]o cost related or incidental to COVID-19 prevention and control measures [may] be charged directly or indirectly to the workers.”</p>	<p>Travel Restrictions: Travel Ban: Non-essential entry and exit of people within or across areas placed under community quarantine is prohibited, except for work in businesses permitted to operate, and transit by government and medical frontliners, among others.</p> <p><u>Visas:</u> Visa issuance to foreign nationals and visa-free privileges are suspended except for foreign spouses and children of Filipinos. Foreign nationals may leave the country at any time.</p> <p><u>International:</u> Inbound international passengers from countries with local transmissions of the virus is not allowed.</p> <p>Filipinos abroad, including their foreign spouse and children, and other permanent residents may return to the Philippines anytime, subject to quarantine upon their return.</p> <p>“Overseas Filipino workers (OFWs), students enrolled abroad and participants accepted in exchange visitor programs, permanent residents of foreign jurisdictions, and stranded foreign nationals, or those leaving for medical and other humanitarian reasons”</p>	<p>Tax Exemptions on Imports: With the the Bayanihan Act lapsing on June 24, 2020, the tax exemptions on importations provided under the Bayanihan Act (such as the importation of essential health equipment and supplies and donations of these imported articles for government or non-profit entities created by government agencies) are no longer in force.</p>	<p>Securities and Exchange Commission http://www.sec.gov.ph/public-information-2/investors-education-and-information/notices/ http://www.sec.gov.ph/wp-content/uploads/2020/04/2020Notice-Summary-of-Guidelines-on-the-Filing-of-Reports-during-the-ECQ.pdf</p> <p>Department of Finance https://sites.google.com/dof.gov.ph/small-business-wage-subsidy</p> <p>Department of Trade and Industry https://dtiwebfiles.s3-ap-southeast-1.amazonaws.com/Advisories/200320_MC20-08.pdf</p> <p>https://www.dti.gov.ph/advisories/jmc2002_dof_dti/?fbclid=IwARONBiOQWeqO8rQzUgw9aKpoCIK6dYFC75vIZ5s5GBnUduOyHgP7Eb2vBMU</p> <p>https://www.dti.gov.ph/advisories/mc2012/</p> <p>Department of Foreign Affairs https://www.dfa.gov.ph/covid-19-advisories/26375-travel-advisory-outbound-travel-restrictions-by-philippine-government-on-foreign-travelers</p>



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		<p>Return-to-Work Guidelines: Employers are required to “adopt business continuity plans to prevent the spread of COVID-19.” Moreover, “[w]orkplace facilities [must] screen returning employees/workers for influenza-like symptoms. Temperature checks and proper disinfection of inbound and outbound persons [must] be strictly implemented.”</p> <p>No Testing for Employees Returning to Work: Employers cannot require returning workers to undergo testing as a condition precedent for their return.</p> <p>Pag-IBIG Fund Remittance Deadline: The Pag-IBIG Fund (home development mutual fund) announced that it has extended the deadline for remitting of employees' PAG-IBIG monthly savings and short-term loan payments. Employers are now given up to June 30, 2020 to remit these payments.</p>	<p>may leave the country anytime, provided that departing passengers “may be accompanied by one person when traveling to any international port.” The companion will then be permitted to back to his/her point of origin.</p>		<p>Bangko Sentral ng Pilipinas https://drive.google.com/file/d/1cxL2sseLFijpqK4N54ISHxtfJ61ggOYK/view https://drive.google.com/file/d/1xJWgOEt0DU-IEsmIlf3_iLtTm3685zu7/view</p> <p>Philippine Ports Authority https://dtiwebfiles.s3-ap-southeast-1.amazonaws.com/COVID19Resources/COVID-19+Advisories/040320_DOF-DA-DTI-BOC-PPA+Joint+Administrative+Order+No.+20-01.pdf?fbclid=IwAR3ql8JDOnTXsYPKD N7QAYv8zK3rrilSOc78zcoJNAITGhvWdJbEdodKgpo https://www.ppa.com.ph/</p>




Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
<p>Poland</p> <p>PETERKA PARTNERS THE CEE LAW FIRM</p> <p>Tereza Haasová haasova@peterkapartners.cz Z Barbora Urbancová urbancova@peterkapartners.cz Dorota Ploskiewicz ploskiewicz@peterkapartners.pl Agnieszka Siwińska siwinska@peterkapartners.pl I Magdalena Cenek Oleszycka oleszycka@peterkapartners.cz</p> <p><i>Updated as of June 29, 2020</i></p>	<p>Tax Relief and Postponement: <u>Relief:</u> New regulations enable corporate income taxpayers who bear the negative consequences of COVID-19 to deduct the loss incurred in 2020 from the operating income earned in 2019.</p> <p>Loan Facilities: <u>Automatic Renewal:</u> If the working capital loan period taken out by the entrepreneur is coming to an end, the entrepreneur shall be able to automatically renew it.</p> <p>Subsidies for entrepreneurs: Entrepreneurs whose revenues declined due to COVID-19 epidemic may apply for the repayable subsidies from the Polish Development Fund. Subsidies shall be used for covering costs of conducted business activity. Subsidies may be redeemed in large part in case the entrepreneur continues business for the certain period of time. Recipients are allowed to use subsidies for early repayment of loans up to a maximum of 25% of the loan value.</p> <p>Subsidies may not be used for payments to the owner and to persons or entities related to the owner of the enterprise.</p>	<p>Remote Work: Employers may instruct the employee to perform work remotely for a specified period of time.</p> <p>Child Care Leave: If the nursery, children's club, kindergarten or school is closed because of COVID-19, an insured person (e.g., employee) who is absent from work due to the necessity of taking care of a child is entitled to additional paid childcare allowance.</p> <p>Co-Financing: Micro, small and medium-sized enterprises may obtain co-financing from local administration funds for maintaining workplaces. Moreover, the employers forced to announce the interruption of work or reducing working time which will not reduce employment may obtain financial benefit from the Guaranteed Employee Benefits Fund to co-finance the employees' remunerations. Such funds may be now obtained for 3 months.</p> <p>Employee Benefits: The deadline for implementing the Employee Capital Plans (PPK) in medium-sized enterprises was postponed.</p>	<p>Travel Restrictions: <u>Border Crossing:</u> The Polish borders are opened to EU citizens. They are released from the quarantine obligation.</p> <p>With respect to non-EU countries the Polish borders can only be crossed by:</p> <ul style="list-style-type: none"> a) Polish citizens, b) foreigners who are spouses or children of Polish citizens or remain under the constant care of Polish citizens, c) people who have a Pole's Card, d) diplomats, e) persons with the right of permanent or temporary residence in the territory of Poland or work permit, f) foreigners who operate a means of transport for the carriage of goods, h) persons working or studying abroad. <p>Any person crossing the border is obliged to undergo quarantine for 14 days (except for professional drivers, sea and aircraft crew, soldiers, employees working abroad and students studying abroad).</p> <p>Lockdown: People are allowed to leave the house subject to observance of the social distancing rules. The distance from other pedestrians should be at least 2</p>	<p>Export Restrictions: Restrictions regarding disposal of certain medical products (TYVEK type coveralls, FFP2 / FFP3 type masks, protectors for shoes (footwear)) have been lifted.</p>	<p>http://prawo.sejm.gov.pl/isap.nsf/DocDetails.xsp?id=WDU20200000374</p> <p>http://prawo.sejm.gov.pl/isap.nsf/download.xsp/WDU20200000567/T/D20200567L.pdf</p> <p>http://isap.sejm.gov.pl/isap.nsf/download.xsp/WDU20200000695/T/D20200695L.pdf</p> <p>http://dziennikustaw.gov.pl/DU/2020/966</p> <p>http://dziennikustaw.gov.pl/DU/2020/1031</p> <p>http://isap.sejm.gov.pl/isap.nsf/DocDetails.xsp?id=WDU20150001272</p> <p>http://isap.sejm.gov.pl/isap.nsf/download.xsp/WDU20150001272/U/D20151272Lj.pdf</p>



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	<p>Suspension of Credit Repayments: Natural persons who lost their jobs or source of income as a result of the pandemic may suspend repayment of the credit for 3 months, without the need to pay additional fees.</p> <p>Additional Merger Control: Since July 24, the acquisition of certain kinds of strategic companies (e.g. dealing with producing or storing energy, fuel or gas, developing strategic software) by entities incorporated outside the EU or an OECD member, requires notification to the Polish President of the Competition and Consumer Protection Office. The President may object to such merger.</p>	<p>Companies with less than 49 employees may be exempted from obligation to pay social security premiums for March, April and May 2020.</p> <p>Work Conditions: An entrepreneur who has a decrease in turnover and who is not in arrears in settling taxes and social security contributions, may change the working conditions for employees by:</p> <ul style="list-style-type: none">a) limiting uninterrupted daily and weekly rest;b) agreeing to the introduction of an equivalent working time schedule; andc) agreeing to the application of less favorable employment conditions. <p>Foreigners' Work Permits: The period of validity of work permits for foreigners was extended by law until the end of the 30th day following the end of the epidemic.</p> <p>Changes in Employment Law: Employers may order employees to use outstanding leave time or to temporarily perform other tasks than defined in the employment contract. All compensations resulting from termination of employment contracts</p>	<p>meters, unless people wear protective masks.</p> <p>Face Masks: People must wear protective masks or cover their faces with cloths when visiting public places or when using public transport.</p> <p>Education: All schools and universities are closed. Kindergartens are opened subject to fulfillment of sanitary restrictions.</p> <p>Business Closures: Most commercial establishments and hotels are opened subject to observance of social distancing and sanitary rules. Restaurants may serve meals subject to observance of sanitary restrictions. Hairdressers may perform services subject to observance of sanitary restrictions. Gyms are opened subject to observance of sanitary rules. Museums have been reopened. Cinemas, and other cultural objects are open subject to observance of sanitary rules. Clubs are still closed.</p> <p>Public Gatherings: All gatherings, meetings, events and assembles are prohibited, except those up to 150 people and with observance of social distancing rules.</p>		



Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
		are limited up to an amount equal to 10 minimum wages.			
<p>Republic of Korea</p> <p> BARUN LAW 법무법인(유한) 바른</p> <p>Joo Hyoung Jang joohyoung.jang@barunlaw.com</p> <p>Jaeyong Shin jaeyong.shin@barunlaw.com</p> <p>Jisu Kim jisu.kim@barunlaw.com</p> <p><i>Updated as of June 29, 2020</i></p>	<p>Economic Stimulus: The financial authority announced the “KRW 100 Trillion +@ Public Welfare Financial Stability Package Program,” and decided to expand the policy funds, loans, and guarantees for small and medium enterprises as well as micro enterprises. Furthermore, on April 22, 2020, the government announced that it will be creating the “Key Industry Stabilization Fund” of at least KRW 40 Trillion and providing it to the enterprises in the 7 largest Key Industries (i.e., aviation, oceanic transport, shipbuilding, automotive, general machinery, electricity, and telecommunication). Support for the liquidity of enterprise has been expanded from micro enterprises and small and medium enterprises to large enterprises. As of June 2020, the financial authority provided at least KRW 135 trillion under the “Public Welfare Financial Stability Package Program” and at least KRW 40 trillion as a “Key Industry Stabilization Fund.” The beneficiaries include small business owners, small and medium enterprises,</p>	<p>Flexible Working Environment Incentives: On February 25, 2020, the Ministry of Employment and Labor announced the “Simplification of the Application Process for the Flexible Working Environment” to promote the implementation of flexible working environment.</p> <ul style="list-style-type: none">• Subsidizing the business operators for the amount they spent on establishing the infrastructure for working from home/remote working.• Subsidizing the indirect labor cost arising from the flexible working environment• Subsidizing the family care leave expenses <p>Subsidizing Paid Leave Expenses: According to the “Infectious Disease Control and Prevention Act,” in case an employee is hospitalized or quarantined by the health authority, the business operator may provide a paid leave to the employee during the period of the hospitalization or quarantine. The employer shall not</p>	<p>Business Closures: The Ministry of Health and Welfare announced “Measures to Limit the Operation of the Facilities with Risk of a Collective Infection” as an administrative order, and distributed the limited operation guideline and the operation requirements to the facilities below.</p> <ul style="list-style-type: none">• Religious Facilities• Among the indoor facilities, ball rooms, dance academies, martial art schools, and fitness centers• Entertainment facilities such as a club, colatheaue, and entertainment bar• PC cafés, Karaoke, and afterschool care <p>The local government will perform site-inspection of the above facilities to verify that the facilities are conforming to the disinfection rules, and issue administrative guidance and administrative order to those that are in violation of the rules.</p> <p>Mandatory QR Code-based Registration System: Starting from June 10, 2020, the government launched mandatory QR code-based registration (digitized</p>	<p>Restrictions on Exportation of Masks: Starting on February 26, 2020, the Ministry of Food and Drug Safety implemented “Emergency Measures to Adjust Supply and Demand of Masks and Hand Sanitizers” to stabilize the supply and demand of masks. Exportation of masks by dealers has been prohibited in principle and exportation by manufactures has been limited to less than 10% of the daily production.</p>	<p>Economic Measures: http://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=4880</p> <p>http://meng.fsc.go.kr/common/pdfjs/web/viewer.html?file=/upload/policy/1/20200414155741_f010978c.pdf</p> <p>Labor & Employment Measures: http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1555 http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1559</p> <p>Health & Safety Measures: http://ncov.mohw.go.kr/upload/viewer/skin/doc.html?fn=1589868218171_20200519150338.jpg&rs=/upload/viewer/result/202006/</p> <p>https://www.mois.go.kr/eng/bbs/typ002/commonSelectBoardArticle.do?bbsId=BBSMSTR_000000000022&nttlId=76748</p> <p>http://www.mohw.go.kr/eng/nw/nw0101vw.jsp?PAR_MENU_ID=1007&M</p>



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	<p>startup companies, middle market enterprises, and large companies.</p> <p>Extension of Loan Maturity Dates: The Financial Services Commission, the Financial Supervisory Service, and the financial associations announced the “Guideline on Maturity Date Extension for the Debt Principal Repayment and Postponement of the Interest Repayment” concerned with the small and medium enterprises and micro enterprises, which has been in effect since April 1, 2020. The Guideline extends the maturity date of the principal and postpones the repayment of the interest by at least 6 months for the loans made to small and medium enterprises and individual business operators that mature on or before September 30, 2020.</p> <p>Exemption for Misconduct in Financial Services: The Financial Services Commission and the Financial Supervisory Service announced the “Overall Amendment Plan for the Exemption Policy of the Financial Sector” (April 6, 2020). The main contents are:</p> <ul style="list-style-type: none">• Designation of subjects of the exemption (i.e., providing financial support to companies that have	<p>terminate the employment or otherwise unfavorably treat the employee based on the paid leave. Furthermore, the employer shall not terminate the employee during the paid leave.</p> <p>Starting from February 17, 2020, the government is subsidizing the business operators who provided paid leave to the employees and is providing living expense support to the employees who did not use paid leave during the hospitalization/quarantine. If a business operator has received a government subsidy for the paid leave, the business operator must provide a paid leave pursuant to the Infectious Disease Control and Prevention Act.</p> <p>Subsidizing Measure to Maintain the Employment: Partial subsidization of the labor costs, in case a business operator, who is forced to adjust the employment due to the temporary financial difficulties arising out of COVID 19, takes a measure to maintain the employments such as temporary shutdown, leave of absence, etc.</p> <p>Employee Benefits: On March 30, 2020, the government announced the</p>	<p>registry system) of visitors at high-risk facilities such as bars, clubs, Karaoke rooms and other entertainment facilities. Such digitized registry system was also adopted in PC cafés and language/cram schools. Individuals who wish to visit these high-risk facilities will be required to generate a QR code to be scanned upon entry.</p> <p>Distancing in Daily Life: The government launched “Distancing in Daily Life” on May 6, 2020. According to the 'Guidelines on distancing in daily life,' employers are encouraged to implement the following measures:</p> <ul style="list-style-type: none">• Employers are recommended to designate a department/team (or manager) in charge of infection control.• Employers are recommended to ensure there is 2m distance (at least 1m) between employees.• If employees have a fever or respiratory symptoms, they are temporarily suspended from work and are required to immediately leave the office.• Employers are recommended to install hand washing facilities or place hand sanitizer/rubs in the workplace.		<p>ENU_ID=100701&page=2&CONT_SEQ=353124</p> <p>Export/Import Measures on Medical Supplies:</p> <p>http://www.koreaherald.com/view.php?ud=20200305000730</p>



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	<p>suffered from a disaster and micro enterprises, etc.)</p> <ul style="list-style-type: none">• Introduction of exemption presumption policy with respect to the executives and employees of a financial company• New establishment of the exemption committee <p>Tax: The Restriction of Special Taxation Act has been amended to minimize the impact of COVID 19 and overcome the crisis early. The amendment provides the below for 2020 only.</p> <ul style="list-style-type: none">• Approximately doubling increase of the special tax deduction amount for the small and medium enterprises located at the infectious disease special disaster area.• Increase of the reference amount for the VAT exemption of a simplified tax payer• Reduction of the VAT rate of an individual business operator whose annual revenue is less than KRW 80 million to a level similar to that of a simplified taxpayer.• In case a lessor voluntarily reduces the rent, deduction of 50% of the amount reduced in the first half of 2020 from the lessor’s income/corporate tax.	<p>“Plan to Reduce the Burden of Social Insurance Premium, etc.” that extends the payment due date/reduces the amount of the National Pension, employment Insurance, worker’s compensation, and health insurance for the low income class, micro enterprise, and self-employed that has suffered from COVID 19.</p>	<ul style="list-style-type: none">• Employers are recommended to disinfect high-touch surfaces or publicly used items (e.g., door handles, etc.) at least once a day. <p>Self-Quarantine of Overseas Arrivals: From April 1, 2020, all overseas arrivals shall self-quarantine themselves for 14 days. All foreigners who seek to stay for a short period time for the purpose of travel, etc. shall be quarantined for 14 days except when the visit is for the national/public interest.</p> <p>Remote Medicare: The Ministry of Health and Welfare announced “Public Reassurance Hospital Program” that has entered into effect on February 22, 2020. The Program temporarily allows telemedicine and enables patients to consult physicians and receive prescriptions via telephone, etc. without physically visiting healthcare providers.</p>		



Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
	<ul style="list-style-type: none">Approximately doubling increase of the income tax deduction rate with respect to the amount spent using debit/credit card, etc.				
<div>Russia</div> <div>ALRUD</div> <div>Alekseyev, Maxim MAlekseyev@alrud.com Ostroukhov, Boris BOstroukhov@alrud.com Luong, Elena eluong@alrud.com</div> <div>Updated as of June 29, 2020</div>	<p>Loan and Credit Deferrals: On April 03, 2020, the Government adopted a List of industries most affected by COVID-19, which includes transport, culture and entertainment, sport and recreation, tourism, hotels, restaurants, extended and private education, event management, personal services. These companies may apply to the banks for credit payment deferral till September 30, 2020. This list was supplemented by a few industries a few times after adoption. On May 26, 2020 the Government added media organisations to the list.</p> <p>Stress Testing to receive the State Support: According to the Government Decree as of May 10, 2020 companies included in the list of industries most affected by COVID-19, should be stress tested. The companies may receive state support only in case they are in the risk zone on the results of such testing.</p> <p>Ban on Insolvency Cases: On April 3, 2020 the government introduced a half-</p>	<p>Remote Work: As of June 29, the majority of organizations may reopen and operate observing health & safety rules. However, some restrictions are preserved at the regional level (e.g., cinemas are still closed in Moscow). Employees of suspended organizations cannot be obliged to work until the limitations are cancelled; however, they can work remotely upon mutual consent. The employee's transfer to remote work during the non-working period shall be duly formalized and reported. However, as a temporary rule, the formalization of transfer to remote work is allowed in the electronic form.</p> <p>In Moscow and Moscow region, employers at their own expense shall ensure testing not less than 10% of employees on COVID-19 every half month. In Moscow, employers shall also measure employees' temperature every 4 hours and ensure sampling of blood of at least 10% employees on COVID-19 antibodies (testing itself will</p>	<p>Business Closures: The period of nationwide "non-working period" ended on May 11. Starting from May 12, regions at their discretion may suspend the activity in some industries. Nevertheless, the following companies can continue working in accordance with the Decree of the president:</p> <ul style="list-style-type: none">continuously operating organizations;medical and pharmacy;food and essential goods;emergency work in emergency situations;with activities related to the protection of public health and the prevention of the spread of coronavirus infection;production and consumption waste management;housing and communal services to the population;petroleum products supply systems; organizations that provide financial services in terms of emergency functions);	<p>Disinfectants, PPE, Medical Products: On March 24, 2020 the EEC adopted the resolution on restrictions of export from the EAEU of individual protective means, disinfecting means and medical products. This restriction will be effective until September 30, 2020.</p> <p>Import Facilities: On April 3, 2020 the EAEU approved the list of so-called "critical imports" which will be released from import duties up to June 30, 2020. Besides, these goods will have priority during customs clearance over other products. The list includes agriculture products, certain medicines and medical equipment and their parts.</p> <p>On April 3, 2020 the EAEU also decided on a temporary basis to simplify the use of CoO</p>	<p>http://government.ru/en/news/</p>

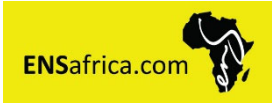


Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
	<p>year ban on opening insolvency cases against specific companies and industries:</p> <ul style="list-style-type: none">essential enterprises,strategic companies, andsmall-and-medium enterprises (SME) strongly affected by COVID-19. <p>Additional Measures for SMEs: (introduced in March – April 2020):</p> <ul style="list-style-type: none">reduction of insurance premium payments from 30% to 15%;on April 24 Government provided SME most affected by COVID-19 with the deferral of insurance premium payments up to 6 months;earlier such deferral was also provided in respect of organization profits tax;deferral on lease payments on all types of property; (if lessee is included in the list of most affected industries described above, he may conclude the additional agreements to the lease contracts providing the deferral on lease payments for 2020);The Government provided SME included in the list with the right to receive the interest free credits to pay salaries;	<p>be at the expense of the regional budget).</p>	<ul style="list-style-type: none">organizations engaged in emergency repair and urgent loading/uploading works and carry out transport services for the population; <p>Other organizations can continue operations based on regional regulations. In Moscow, work can be continued by organizations and individual entrepreneurs, which are not directly prohibited to work (e.g. construction enterprises).</p> <p>Regional Level of Dealing with COVID-19: According to the President’s public announcement as of April 2, all relevant restrictions are taken at the level of the Federal Regions.</p> <p>Self-Isolation at Federal and Regional Level: According to the Decree of the President all people of age 65 and older, as well as people with chronic diseases, the list of which is attached to the Decree, must be self-isolated at their homes until all measures against COVID-19 will be cancelled. All other restrictions and limitations can be established at the regional level.</p>	<p>certificates issued by the developing countries.</p> <p>Cancellation of Some Export Controls: On April 30, June 3 and June 9, 2020, the EEC and the Russian Government adopted the resolutions canceling the temporary restrictions in relation to the export of certain medical means including medical masks, and agriculture products.</p> <p>Temporary Ban on Import of Some Types of Fuel: On May 22, 2020, the Russian Government temporarily banned the import of some types of fuel until October 1, 2020.</p>	



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	<ul style="list-style-type: none">suspension of audit and inspections, and others. <p>Governmental subsidies: The Government issued a Decree providing Russian airlines with a right to receive subsidies to compensate in part salaries and lease payments, and to support operating business. The total value of such subsidies is RUB 23.4 billion. On May 22, the Government also supported national automotive companies and issued a Decree providing subsidies of RUB 25 billion. On June 19, the Government allocated an additional RUB 23,2 billion to support organisations included in the List of most affected industries.</p> <p>Public Procurements: The Government issued exhaustive lists of types of goods of foreign origin, public procurements of which are prohibited or limited. Prohibition does not apply to 1) the goods produced in Eurasian Economic Union; 2) types of goods that are not produced in Russia; 3) procurements in the amount less than RUR 1 million; 4) procurements of 1 unit of the good in the amount less than RUR 100 000; 5) procurements of the spare parts; 6) procurements conducted by Federal</p>		<p>In the majority of regions, self-isolation and lockdown limitations are cancelled as of June 29. People must observe social distance of 1.5 meters and other regional health & safety rules, e.g. in Moscow and some other regions individuals shall wear masks and gloves at public places and workplaces.</p> <p>Mitigation of restrictions: Starting from May 12, regions may mitigate current limitations in accordance with epidemiological indicators and three-stage plan approved at the federal level:</p> <ul style="list-style-type: none"><u>First stage:</u> outdoor activities and the reopening personal services businesses and non-grocery retail will be permitted (with limits on space and maximum numbers of people);<u>Second stage:</u> some schools and universities may reopen in addition to the above, and the opening space restrictions will be relaxed;<u>Third stage:</u> the above businesses can operate without restriction and restaurants; parks and hotels may reopen.		



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	<p>Security Service; Federal Guard Service; Ministry of Internal Affairs; Foreign Intelligence Service; Administrative Directorate of the President and National Guard.</p> <p>The Government increased the value of advance payments for the purposes of public procurement from 30% to 50%.</p> <p>On June 24, 2020 the Government expanded the powers of regional authorities and made them able to support companies, which sell goods subject to excise duty, by the subsidies from the regional budgets.</p>		<p>As of the end of June, in most regions, business were restored and restaurants, service centres and malls were reopened; however most mass public events are still disallowed.</p>		
<p>South Africa</p>  <p>Vanessa van Coppenhagen vvancopenhagen@ensafrica.com Pippa Reyburn preyburn@ensafrica.com Balindile Shezi bshezi@ENSafrica.com</p>	<p>Stimulus Package: The Industrial Development Corporation (IDC), with the Department of Trade, Industry and Competition, has put a package together of more than R3 billion for industrial funding to: assist vulnerable firms in the sectors supported by IDC; and fast-track financing for companies critical to efforts to fight the virus and its economic impact (IDC COVID-19 Essential Supplies Intervention). The relief comes in the form of trade finance to import essential medical products and working capital and equipment and machinery. Priority areas for funding include: food security</p>	<p>Employee Benefits: If an employer temporarily shuts down its operations or part of its operations for a period of 3 months or less as a result of the COVID-19 pandemic, the employer will qualify for temporary relief benefits for its employees. Affected employees will qualify to receive salary benefits from the UIF during the temporary closure of the company. The salary to be taken into account in calculating the benefit will be capped at a maximum of ZAR17 712 per month per employee. The employer must be registered with the Unemployment Insurance Fund (UIF)</p>	<p>Alert Levels: 5 alert levels have been identified, the determination of which from time to time will determine the measures to contain the spread of COVID-19, as follows:</p> <p>AL5: drastic measures AL4: extreme precautions AL3: restrictions on many activities AL2 restrictions of leisure and social activities AL1 resumption of most normal activities subject to precautions and health guidelines.</p>	<p>Export Controls: As of March 27, 2020, the Minister of Trade, Industry and Competition imposed a permit requirement on the export of alcohol-based hand sanitizer, face masks, including gas masks, hydroxychloroquine, human albumin and a number of vaccines.</p> <p>Cargo may be transported by rail, ocean, air and road to and from other countries and</p>	<p>Regulations in terms of section 27(2) of the Disaster Management Act, 2002 (published under GG 43258, dated 29 April 2020, as amended by GG 43364, dated 28 May 2020)</p> <p>https://www.gov.za/Coronavirus https://www.resbank.co.za https://www.solidarityfund.co.za</p>



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<p>Prencess Mohlahlo pmohlahlo@ENSAfrica.com</p> <p>Melanie Harrison mharrison@ENSAfrica.com</p> <p><i>Updated as of June 29, 2020</i></p>	<p>by prioritizing support to agriculture and food value chains; tourism sector support for working capital; bridging finance to support supply chain interruptions; working capital to ensure energy security by supporting suppliers of primary energy; and working capital and bridging finance to SMEs that provide components to car-makers. IDC is engaging industry players to address surges in demand.</p> <p>Liquidity Strategy: The Central Bank (South African Reserve Bank) announced that it will restructure its market liquidity management strategy, which will give some relief to banks and funding markets impacted by COVID-19. It will begin buying an unspecified amount of government bonds to ease the severe liquidity crunch.</p> <p>Solidarity Fund: The Solidarity Fund is a public-private donations-based initiative which aims to take action to prevent the spread of COVID-19, detect and understand the magnitude of the disease, care for persons in hospital or needing medical care as a result of the virus, and support those whose lives have been disrupted by the pandemic.</p>	<p>and must comply with the application procedure.</p> <p>Employees who are required to take annual leave due to the COVID-19 pandemic are eligible to receive benefits from the UIF. Employers are required to apply for benefits on behalf of affected employees. Employers who have required employees to take annual leave during the period of lockdown in terms of section 20(10)(b) of the Basic Conditions of Employment Act, 1997 may set off any amount received from the UIF as a COVID-19 benefit against the amount paid to the employee in respect of annual leave provided that the employee is credited with the proportionate entitlement to paid annual leave in future. Employers are urged to pay employees and reimburse or set off such payment against the COVID-19 benefits claimed from UIF.</p> <p>The UIF also has a ‘reduced working time’ benefit which was introduced in 2018. “A contributor employed in any sector who loses his or her income due to reduced working time, despite being employed, is entitled to benefits if the contributor’s total income falls below</p>	<p>Different provinces, as well as areas identified as hotspots, may have different alert levels.</p> <p>AL3 is applicable from June 1, 2020 and the regulations described below apply during AL3.</p> <p>The following metropolitan and district areas are hotpots: Tshwane, Johannesburg, Ekuruleni, Ethekwini, Nelson Mandela Bay, Buffalo City, Cape Town, West Coast, Overberg and Cape Winelands, Chris Hani, Eastern cape and iLembe, KwaZulu-Natal.</p> <p>General measures to contain the spread of COVID-19: The use of cloth face masks which cover the nose and mouth when in a public place (including public transport) is mandatory and employers must provide these to employees who may come into direct contact with the public; physical distancing, sanitation obligations and entry restrictions at stores; designation of compliance employees; enabling remote working; regulation of measures to promote physical distancing in the workplace; special measures for employees with known/ disclosed health issues/ comorbidities and those over 60;</p>	<p>within South Africa, subject to applicable laws and directives.</p> <p>The Minister of Trade, Industry and Competition is empowered to issue directions that provide for the management, administration and prioritisation of exports or imports, after consultation with the Ministers of Transport and Finance.</p> <p>The Minister of Transport is empowered to issue directions relating to health protocols applicable to sea cargo operations and air freight operation after consultation with the Ministers of Cooperative Governance and Traditional Affairs, Trade, Industry and Competition, Health, Justice and Correctional Services, Finance and Public Enterprises.</p>	



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	<p>The Fund has been established as a vehicle through which individuals and organizations will be able to support these efforts through secure, tax-deductible donations. The Fund will operate with the highest principles of corporate governance and through an independent Board. The activities of the Solidarity Fund are intended to complement State interventions and provide critical gap funding to accelerate the delivery of critical interventions benefitting the most vulnerable.</p> <p>Government loan guarantee scheme</p> <p>On 21 April 2020 President Ramaphosa announced the creation of a R200bn loan guarantee scheme designed to help banks and smaller / medium size businesses. The loan scheme will help banks to continue providing relief to businesses under duress by rolling loans on favourable terms. It is understood that two elements will form the basis of the loan guarantee scheme. The first is a pool of R200bn which will be made available to the banks through a special facility provided by the South African Reserve Bank. Banks will borrow from the Reserve Bank at the repo rate – currently 4.25% – or far below that.</p>	<p>the benefit level that the contributor would have received if he or she had become wholly unemployed, subject to that contributor having enough credits.”</p> <p>If an employee is quarantined for 14 days due to COVID-19, the employee will qualify for illness benefits.</p> <p>Employees who would otherwise not qualify for benefits from the UIF because of the failure by their employer to register as an employer with the UIF; register the employees with the UIF; and/or pay the contributions due to the UIF, qualify to receive the COVID-19 benefits from the UIF.</p> <p>Workers Compensation: On 20 March 2020, COVID-19 was classified as an occupationally acquired disease under the Compensation for Occupational Injuries and Diseases Act, 1993. Therefore, employees who contract COVID-19 arising out of and in the course of their employment may claim compensation from the Compensation Fund.</p>	<p>minimized personal contact for courier delivery.</p> <p>Restrictions on Movement: Leaving residence is permitted for limited purposes, including to perform any services permitted under AL3; travel to and from work; buy goods or obtain services, except for excluded goods or services ; move children, as allowed; exercise between 06h00 and 18h00 but not in organized groups of more than four people and subject to health protocols and social distancing measures; attend a place of worship in the same province; attend a school or learning institution once these are opened and travel for leisure purposes allowed under AL3.</p> <p>All borders are closed during the period of AL3, except for designated ports of entry for the transportation of fuel, cargo and goods; humanitarian operations, repatriations, evacuations, medical emergencies, movement of staff of diplomatic and international organisations and other exceptions determined by ministerial directive; persons requiring emergency medical attention for a life-threatening condition; the evacuation of South</p>		



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	<p>These funds would be earmarked for banks to continue lending to businesses impacted by the lockdown, at favourable rates. All businesses with a turnover of R300m per year or less would be eligible for relief in the initial phase. Secondly, there will be a separate R32bn Covid-19 loan guarantee fund, which would be backed by government and would undertake to absorb as much as 80% of any losses incurred by the banks stemming from Covid-19 loans. A Reserve Bank directive with the precise details is expected in the coming days.</p> <p>Retail Tenants Relief Package: During the week of March 23, 2020, the major representative bodies for real estate in South Africa – the SA REIT Association (SA REIT), SA Property Owners Association (SAPOA) and SA Council of Shopping Centres (SACSC) – formed a collective, which has been coordinating its response to the COVID-19 pandemic, and specifically the economic effects of the 21-day lockdown.</p> <p>The Property Industry Group announced an assistance and relief package for the retail sector to provide support to those that need assistance the most. Although its primary focus is on SMMs across all</p>	<p>Employee Tax: The President of South Africa announced that the government was considering putting in place certain tax measures to alleviate the hardship caused by the COVID-19 pandemic to employers and to avoid resultant job losses.</p> <p>These measures were published on 29 March 2020 in the Draft Disaster Management Tax Relief Bill and the Draft Disaster Management Tax Relief Administration Bill, 2020, published for comment, revised drafts of which were published on 1 May 2020 and which are not yet promulgated.</p> <p>In terms of the above bills, the following measures have been proposed to provide relief to employers and employees for an interim period of four months commencing on 1 April 2020::</p> <ul style="list-style-type: none">a tax subsidy, Employment Tax Incentive (“ETI”), of up to ZAR750 per month for the next 4 months for private sector employees who earn under ZAR6 500;	<p>African nationals or permanent residents to South Africa; the repatriation of foreign nationals in South Africa, to their home countries; the return of a South African national or permanent resident to his or her place of employment, study or residence, outside the Republic; and daily commuters from neighbouring countries who attend school in the Republic, subject to protocol compliance; the evacuation of foreign tourist subject to arrangement by the relevant embassy; and certain categories of international travel, when it is deemed safe to do so by the Minister of Home Affairs in consultation with the ministers responsible for health, subject to directions.</p> <p>Prohibition against movement between provinces, metropolitan and district areas and hotspots, subject to limited exceptions.</p> <p>Resumption of Public Transport:- The Minister of Transport is empowered to issue directions for the resumption of different modes of public transport to cater for the gradual return to work of people, in respect of domestic air travel; rail, bus services, taxi services; e- hailing services; and private vehicles, after</p>		



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	sectors, the Group has also included providing support to large retailers affected by the lockdown. The initiative targets preserving jobs – for retailers, their suppliers and service providers. To qualify for the relief benefits, retail tenants will need to undertake not to retrench staff during the relief period.	<ul style="list-style-type: none">accelerated payments of employment tax incentive reimbursements by the South African Revenue Service (“SARS”) from twice a year to monthly;tax deferment of 20 % of the employee’s tax liabilities over 4 months and a portion of their provisional corporate income tax payments without penalties or interest over the next six months for compliant businesses with a turnover of less than ZAR50-million.	<p>consultation with the Ministers of Cooperative Governance and Traditional Affairs, Health, Police, Trade, Industry and Competition, Justice and Correctional Services. These directions must set out the health protocols that must be adhered to and steps to be followed for the limitation of the exposure of members of the public using public transport to COVID -19.</p> <p>Public Gatherings: Gatherings are prohibited except for gatherings at faith based institutions limited to no more than 50 persons subject to directions on health protocols and social distancing measures; at funerals limited to no more than 50 persons; workplaces for work purposes; conferences and meetings for business purposes limited to no more than 50 persons and subject to directions on health protocols and social distancing measures; cinemas limited to no more than 50 persons; and subject to ticket sales through a booking system and directions on health protocols and social distancing measures; theatres limited to no more than 50 persons and 15 performers and crew and subject to directions on health protocols and social distancing measures; casinos, with admission limited to no more than 50%</p>		



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			<p>capacity of floor space (which may be increased by direction), patrons observing a 1.5m distance from each other; and subject to ticket sales through a booking system and directions on health protocols and social distancing measures; agricultural auctions subject to directions; sporting activities as follows - professional non - contact sports matches, where the gathering is of players, match officials, journalists and the medical and television crew and contact sports for training only, all subject to directions; museums, galleries, libraries and archives, subject to strict adherence to health protocols and social distancing measures as provided for in directions; personal care services including hairdressing, beauty treatments, make-up and nails salons and piercing and tattoo parlours, as identified in directions as safe to resume under specified directions; restaurants, subject to strict adherence to health protocols and social distancing measures as provided for in directions.</p> <p>Places Closed to the Public: Places or premises normally open to the public where cultural, sporting, entertainment, leisure, exhibitional, organisational or similar activities may take place are</p>		



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			<p>closed to the public. These places and premises include: gyms, fitness centres, sports grounds, fields, swimming pools (except for professional athletes, non-contact sports machines and contact sports for training), fêtes and bazaars, nightclubs, non-formally accredited and licensed accommodation establishments e.g. private homes for paid leisure accommodation; conference facilities, except for permitted business activities as specified, any on-consumption including bars, taverns, shebeens and similar establishments (except as except for as stated above and under the section “Liquor”), beaches and public parks).</p> <p>All gatherings at these places or premises are prohibited except for as stated above and under the section “Public Gatherings”.</p> <p>Education: Schools closed from March 18, 2020, initially to April 30, 2020. Schools are gradually re-opening on a phased return basis, with grades returning on 1 June 2020, 6 July 2020 and 3 August 2020, provided that the school complies with the minimum health, safety and social distancing measures on Covid-19. School facilities must operate</p>		



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			<p>at 50% or less of their capacity, subject to the grant of an exemption on application. All events at schools remain suspended until determined by the Minister or her delegatee.</p> <p>Business Closures: Businesses and other institutions may operate except for the following –</p> <ul style="list-style-type: none">• on-site consumption of liquor;• short term home -sharing /letting /leasing /rental for leisure purposes;• domestic passenger air travel for leisure purposes. until directions with health protocols and social distancing measures are issued by the Minister of Transport;• passenger ships for leisure purposes;• exclusions relating to public transport services as set out in the directions issued by the Minister of Transport;• exclusions relating to education services as set out in the directions issued by the Minister of Education;		



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			All persons able to work from home must do so. Persons will be permitted to travel to and from work and for work purposes under AL 3, subject to strict compliance with health measures, phased in and risk managed return to work and the work not being listed under the specific economic exclusions set out above.		
<p>Spain</p> <p>G A _ P</p> <p>Gómez-Acebo & Pombo</p> <p>Jose Angel Cano jacano@ga-p.com</p> <p><i>Updated as of June 22, 2020</i></p>	<p>Bank Guarantees: The European Commission has approved a temporary framework for state aid measures to support the economy. In this context, one of the measures announced in Royal Decree-Law 8/2020 of March 17 is on urgent extraordinary measures to deal with the economic and social impact of COVID-19. The government also announced a line of bank guarantees (avales) by the State for financing granted by financial entities, for an amount of up to €100 billion.</p> <p>Spanish Government has activated three tranches of this line of bank guarantees, managed by the Instituto de Crédito Oficial (“ICO”) and amounts to €80 billion.</p>	<p>Prohibition of Dismissal: Royal Decree 9/2020 was adopted as of March 27, by which complementary measures are adopted, in the labour field to mitigate the effects derived from COVID-19. This new Royal Decree-law outlines, corrects and adds new provisions in the framework of the health alert. The main resolution is the "prohibition" of dismissals for reasons linked to force majeure and/or for economic, productive, organizational or technical reasons linked to COVID-19.</p> <p>Non-Essential Employee Benefits: Royal Decree-Law 10/2020, of March 29, the non-essential employees to whom this rule is applicable enjoy a recoverable paid leave, mandatory, between March 30 and April 9, 2020, inclusive.</p>	<p>Lockdown Lifted: with the end of the state of alarm (June 21st), the Autonomous Communities (“CCAA”) has assumed the lead role of the management measures against the COVID-19 outbreak. Each CCAA will monitor the evolution of the pandemic and manage the health and safety measures in each region.</p> <p>Social distancing (1.5m) and certain prevention and hygiene instructions in work centers and public spaces remain a general rule in all the country.</p> <p>Free movements: borders are open; domestic connections are reestablished</p> <p>Corporate Meetings: It is allowed for unlisted companies to hold online and</p>	<p>Virucidal products authorized in Spain:</p> <p>The Government recommends to disinfect surfaces to stop the transmission of the virus between people. The virucidal products authorized and registered in Spain that have demonstrated efficacy against viruses are listed in https://www.mscbs.gob.es/pr ofesionales/saludPublica/ccay es/alertasActual/nCov-China/documentos/Listado_virucidas.pdf</p> <p>Manufacturing: Order SND / 326/2020, of April 6, establishes special measures for the granting of licenses to operate facilities and for the</p>	<p>http://www.mscbs.gob.es/en</p> <p>https://www.ga-p.com/en/publications/analysis-of-the-state-aid-approved-by-the-spanish-autonomous-communities-to-try-to-mitigate-the-impact-of-covid-19/</p> <p>https://www.ga-p.com/en/publications/covid-19-y-efectos-contractuales-2/</p>



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	<p>Suspension of Deregulation Scheme: Royal Decree-law 8/2020, of March 17, introduced a new Art. 7 bis in the Capital Movements and Financial Transactions with Foreign Countries Act 19/2003 of July 4, modifying in certain cases the model for screening foreign investments, changing in such cases the current general system of deregulation by requiring express ex ante authorization to carry out such investments.</p> <p>Tax Deferment: Entities with a volume of transactions below €6,010,121.04 in 2019 may defer their tax debts (including withholdings, Value Added Tax, and Corporate Income Tax instalments) of less than €30,000 (in total)) for a period of 6 months, without any need to provide guarantees and without interest during the first 3 months (see RDL 7/2020 in the section on state taxes), provided that such tax debts arise from tax filings whose deadline falls between March 13 and May 30, 2020.</p> <p>The deadline for payment of tax debts resulting from tax filings or previously approved payment installments not due as of March 18, 2020, has been extended to April 30, 2020. Deadline for tax debts</p>	<p>Royal Decree-law 9/2020, of 27 March, adopted supplementary measures that correct and add new employment provisions in the context of the health emergency.</p>	<p>phone general meetings and board meetings.</p> <p>Face Masks: Wearing masks in the streets, closed spaces and public transport is compulsory unless social distance can be observed with limited exceptions.</p>	<p>commissioning of certain medical devices (in particular, masks and surgical gowns) without CE marking.</p>	



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	<p>due by March 18, 2020, were extended to May 20, 2020.</p> <p>Autonomous Communities: There are many economic and tax measures approved by the governments of the Spanish autonomous communities to help companies and the self-employed mitigate the impact of the COVID-19 health crisis.</p> <p>Tourist Sector Aid: the Government announce an economic package of €4,250 million, please see the guide published in https://www.lamoncloa.gob.es/serviciosdeprensa/notasprensa/industria/Documents/2020/20062020_PlanTurismo.pdf</p> <p>Automotive Sector Aid: this very relevant sector of the Spanish industry has a specific plan to support the car-manufacturers, please see details in https://www.lamoncloa.gob.es/serviciosdeprensa/notasprensa/transportes/Documents/2020/15062020_PlanAutomocion2.pdf</p>				



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<p>Thailand</p> <p>Tilleke & Gibbins</p> <p>John Frangos john.f@tilleke.com</p> <p><i>Updated as of June 29, 2020</i></p>	<p>Tax reductions: Withholding tax reduced from 3% to 1.5% on payment for services, hire of work, certain commissions, and professional fees for payments made from April 1, 2020, to September 30, 2020, increasing to 2% from October 1, 2020, to December 31, 2021. Individuals may claim a higher health insurance allowance.</p> <p>Tax Deductions: Eligible small and medium enterprises (SMEs) can claim a 150% deduction for actual loan interest paid in April to December 2020. SME employers can deduct 300% of eligible salary costs paid to employees from April to July 2020. A 90% reduction of the recently instituted land and buildings tax has also been granted.</p> <p>Tax Exemptions: Eligible medical and public health personnel involved in the prevention or treatment of COVID-19 are granted exemptions for special pay in 2020. Debtors are granted exemption from income tax on forgiven debts, and exemption from various taxes imposed on transfers of immovable property collateral to a third party under circumstances prescribed by the director-general of the Revenue Department. Both debtors and creditors are granted</p>	<p>Reduction in Contributions: The Board of the Social Security Office granted a three-month reduction in the level of contributions to the social security fund for both employers (reduced to 4%) and employees (reduced to 1%), effective through May 2020.</p> <p>Paid Leave / Force Majeure: The Social Security Office (SSO) has revised their definition of force majeure to include hazards from the COVID-19 pandemic. This enables the SSO to pay partial wages to employees who have to cease working temporarily between March 1 and August 31, 2020, and who do not receive wages from the employer during the temporary cessation. For cases of termination due to COVID-19 between March 1, 2020, and February 28, 2021, the SSO will pay partial wages to the qualifying former employees. However, these measures do not grant employers blanket discretion to cease operations without paying wages, temporarily or permanently; actual requirements must be determined on a case-by-case basis. According to current labor law, employers who decide to temporarily cease operations must pay 75% wages.</p>	<p>Business closures: Most business categories and public spaces have tentatively been allowed to reopen, provided they strictly observe the required precautionary measures.</p> <p>Public Gatherings: Public gatherings are banned under the Emergency Decree, which has been extended to May 31 and may be renewed if deemed necessary.</p> <p>Travel restrictions: All incoming international commercial flights are banned through June 30, 2020, and land borders are closed or severely restricted. Foreign nationals are not allowed into the country (other than a few very limited exceptions), and Thai citizens overseas may only enter the country if they have a medical certificate confirming fitness issued within the previous 72 hours. Visa holders already inside the country are granted an automatic extension until July 31, 2020.</p> <p>Corporate Meetings: Board and shareholders' meetings may now be conducted fully electronically, as the previous in-person quorum requirement and the requirement that remote attendees be inside Thailand have been canceled. Attendees may now participate</p>	<p>Export Controls: Exporting of masks is banned regardless of shipment size.</p> <p>Import Facilities: Import duties are exempted on goods imported by September 30, 2020, for the treatment, diagnosis, or prevention of COVID-19.</p>	<p>https://www.tilleke.com/resources/covid-19-resource-center</p>



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	<p>exemptions from various taxes on transactions or instruments related to debt restructuring.</p> <p>Extensions and Scheduling adjustments: Filing extensions granted for corporate income tax (limited), excise tax, and personal income tax. The Revenue Department will consider other tax extensions for affected businesses on a case-by-case basis. Eligible domestic businesses will receive any VAT refund owed within 15 days of filing online, or 45 days of filing manually. For businesses that take advantage of online filing for their monthly (March–August 2020) withholding tax, VAT, and specific business tax, the filing deadlines are extended by approximately two weeks each time. Companies under promotion by the Board of Investment are granted extensions and waivers on various application and compliance deadlines.</p> <p>Loan Facilities: Effective March 23, 2020, the Bank of Thailand (BOT) lowered the policy rate by 0.25 percentage points to 0.75%. On April 7, the BOT announced a six-month loan payment holiday for all SMEs with a credit line not exceeding THB 100 million. Soft loans—at a concessional rate of 2% per annum and</p>	<p>As for unavoidable layoffs, they must follow the standard timing and remuneration requirements for Thailand.</p>	<p>from anywhere in the world. Attendees’ identities must be verified, and records must be kept, including a full audio or audiovisual recording of the meeting.</p>		



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	<p>interest-free for the first six months—are available to SMEs with a credit line not exceeding THB 500 million. The usual mortgage registration fee has been waived for loans of this type.</p> <p>Utilities: The Ministry of Energy has announced a reduction in electricity bills through the May 2020 billing cycle, with the formula for reduction depending on the amount of electricity used.</p>				
<p>Turkey</p> <p>P A E</p> <p>Kerim Pelister kerim.pelister@pae-law.com Emre Atayilmaz emre.atayilmaz@pae-law.com</p> <p><i>Updated as of June 29, 2020</i></p>	<p>Economic Stimulus: On March 18, 2020, President Recep Tayyip Erdoğan announced an economic stimulus package worth 100 billion liras (approximately \$15.4 billion).</p> <p>Lease Payments: Failure to pay rentals for commercial real estate between 13 March 2020 and 30 June 2020 will not constitute a cause for termination of the lease agreement. This provision will be implemented with a retrospective effect of March 1, 2020.</p> <p>Tax: The payment of withholding and value added tax returns and social security contributions for April, May and June have been postponed for 6 months in certain sectors including retail, shopping malls, iron & steel, automotive,</p>	<p>Social Security Premiums: Social security premium payment obligations for employers in certain sectors are deferred.</p> <p>Short Term Employment Allowance: Employee-support system which might be applied in case of temporary shortening of the work period partially or as a whole by at least one-third due to suspension of operation for at least 4 weeks caused by an economic, sectoral or regional crisis or a force majeure situation is activated. The scope of employees who may take benefit from the Short-term Employment Allowance system is broadened.</p>	<p>Curfew: Curfew measures have been removed. The lockdown that was applicable to 15 provinces during weekends is abolished.</p> <p>The curfew imposed on individuals under the age of 20, over the age of 65 and those with chronic diseases were eased. Individuals over the age of 65 (including those of 65 years old) and those who suffer from chronic diseases, were allowed to go out for a walk within their neighbourhood on May 10, 2020 and May 17, 2020 for a couple of hours. Accordingly, individuals under the age of 15 on May 13, 2020; and individuals between the ages of 15 and 20 on May 15, 2020 were allowed to go outside between 11:00 a.m. and 3:00 p.m.</p>	<p>Export Controls: On March 4, 2020, the government imposed a permit requirement on the exports of protective masks; medical and surgical masks; overalls, protective workwear and liquid proof protective aprons; safety goggles; and medical gloves.</p> <p>On March 18, 2020, the government imposed a licensing requirement on the exports of ethyl alcohol, cologne, certain disinfectants, hydrogen peroxide, and melt blown nonwoven fabric.</p> <p>On March 26, 2020, the government introduced a</p>	<p>https://www.cnnturk.com</p> <p>https://www.globaltradealert.org</p> <p>https://www.icisleri.gov.tr</p> <p>https://www.ito.org.tr</p> <p>https://www.icisleri.gov.tr/sehir-giriscikis-tebirleri-ve-yas-sinirlamasi</p> <p>https://webdosya.csb.gov.tr</p> <p>https://www.aa.com.tr</p> <p>https://www.resmigazete.gov.tr</p> <p>https://www.icisleri.gov.tr</p> <p>https://www.sozcu.com.tr</p>



Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
	<p>logistics & transportation, cinema & theatre, accommodation, food & beverage, textile & garment and event-organizations.</p> <p>Annual advertisement and environment taxes of enterprises that have been forced to close or have not been able to continue business activities, will not be collected during this period.</p> <p>Distribution of Dividends: Distribution of dividends by Turkish companies with share capital has been restricted until September 30, 2020. Companies are still allowed to distribute up to 25% of their profits for 2019 as dividends; however, the previous years’ profits and the distributable reserves shall not be distributed to the shareholders nor is the general assembly allowed to authorize the company’s board of directors to distribute advance dividends. If the general assembly had already decided to distribute dividends for the 2019 fiscal year, but no payment or partial payment has been made to the shareholders, payments exceeding 25% of the net profit for the year 2019 must be postponed until September 30, 2020. The Ministry of Commerce may make exceptions to these restrictions and</p>	<p>The applications of the Short-Term Employment Allowance will be concluded based on the statements of employers and without completing the necessary requirements for eligibility assessments for within 60 days starting from the application date. The assessment for eligibility will be concluded later and any surplus or inadequate payments made based on the incorrect information and documents provided by employers will be collected from those employers with penalty.</p> <p>The Government is planning to extend the Short-Term Employment Allowance under separate financial modeling.</p> <p>Prohibition on Termination: Employment contracts may not be terminated by employers for a period of 3 months, excluding cases where termination is made due to actions contradictory to the ethics and goodwill rules applicable the workplace. Employers may request that employees go on unpaid leave.</p> <p>Employers who breach the abovementioned rule will be subject to</p>	<p>A nationwide curfew was imposed on June 27, 2020 between 09:30 a.m and 3:00 p.m. and on June 28, 2020 between 09:30 a.m and 6:30 p.m. due to the university entrance exams with certain exceptions.</p> <p>Stay at Home Orders: Individuals under the age of 20, over the age of 65 and those with chronic diseases were required to stay at home. Public employees, private sector employees who document their employment, and seasonal agricultural workers, who are between ages of 18 and 20 would be exempted from the curfew. Furthermore, the Government was imposing curfew regulations applicable to all the Turkish residents over the last weekends and it was announced that this would continue for the upcoming weekends regardless of any age (apart from exceptional groups such as security personnel, health personnel etc.).</p> <p>Intercity travel is now allowed for individuals over the age of 65 (including those of 65 years old) subject to the rules determined by the Government.</p>	<p>permission requirement on the export of certain medical equipment and devices namely ventilators, intubation tubes, oxygen concentrators, etc.</p> <p>Abolished Export Controls: On May 2, 2020 the government abolished the licensing requirement on the exports of ethyl alcohol, cologne, certain disinfectants, hydrogen peroxide, and melt blown nonwoven fabric.</p> <p>On May 2, 2020 the government abolished the permission requirement on the export of certain medical equipment and devices namely ventilators, intubation tubes, oxygen concentrators, etc.</p> <p>On May 13, 2020, the government announced that the permission requirement for the export of re-usable masks is abolished.</p>	<p>http://web.shgm.gov.tr/</p> <p>https://www.hurriyet.com.tr</p> <p>https://covid19.ticaret.gov.tr</p> <p>https://www.uab.gov.tr/haberler/bakan-karaismailoglu-ndan-dis-hat-ucuslari-icin-yogun-diplomasi</p> <p>https://www.dw.com/tr/avrupaya-u%C3%A7u%C5%9Flar-ba%C5%9Flad%C4%B1/a-53769906</p> <p>https://www.ito.org.tr/tr/duyurular/detay/sermaye-sirketlerinin-kar-payi-dagitimi-hakkinda</p> <p>https://www.turmob.org.tr/mevzuat/Detay/17715/-sgk-genelge-pdf?utm_source=Share&utm_medium=RSS&utm_campaign=-sgk-genelge-pdf</p> <p>https://www.icisleri.gov.tr/81-il-valiligine-lgs-ve-yks-tedbirleri-genelgesi</p> <p>https://www.icisleri.gov.tr/yks-tedbirleri-kapsaminda-81-ilde-uygulanacak-olan-sokaga-cikma-kisitlamasi</p>



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	<p>other principles related to implementation, by also seeking the advice of the Ministry of Treasury and Finance.</p> <p>The Ministry of Commerce has announced principles and rules regarding implementation of the above-mentioned financial measure on May 17, 2020.</p> <p>Communique on Distribution of Dividends: The following companies are exempted from the restriction on distribution of dividend with share capital:</p> <p>Companies distributing an amount of 120,000 Turkish Liras or less as dividend;</p> <p>Companies using more than half of the distributed dividend to pay their capital subscription debts to another company in cash and full, as per the provisions of the TCC; and</p> <p>Companies with shareholders that will use the distributed dividend to fulfill their liabilities within the scope of credit or project finance agreements, in cash, and which are due until 30 September 2020.</p>	<p>an administrative fine in the amount of the gross minimum wage. Employees may not use going on unpaid leave as a just ground for unilateral terminations of their employment contract.</p> <p>The Government is planning to extend the prohibition on termination period for 3 more months.</p> <p>Paid Leave: The government will pay a daily monetary support of TRY 39.24 to employees who go on unpaid leave or whose contract is terminated after March 15, 2020 who are not benefiting from the short-term employment allowance and did not previously qualify for unemployment benefit in the course of the non-working period.</p> <p>The Government is planning to extend the COVID-19 related benefits and Unpaid Leave periods for additional months.</p> <p>Suspension of Legal Periods: The suspension of all legal periods regarding entitlement, execution or termination of a right, including application, complaint, appeal, notice, submission, prescription period, statute of limitations and mandatory</p>	<p>The lockdown that was imposed for individuals who are over the age of 65 (inclusive) is eased. The relevant senior citizens were allowed to go outside on Sundays any time between 14:00 and 20:00. The same senior citizens who own artisan businesses or who are craftsmen are allowed to work provided that they comply with the social distancing and the other relevant rules.</p> <p>People over 65 years old (inclusive) are now allowed to travel with touristic purposes subject to the rules determined by the Government.</p> <p>The lockdown that was applicable to the individuals who are under the age of 20 was then revised to include only those who are under 18. Accordingly, individuals in the 0-18 age group would be free from the lockdown on Wednesdays and Fridays anytime between 14:00 and 20:00. Individuals in the 0-18 age group are allowed to travel with their parents. Children are allowed to go to the nurseries and child daycare centers.</p> <p>The curfew imposed on individuals under the age of 18 has been completely</p>		<p>https://www.hurriyet.com.tr/gundem/65-yas-ustune-tatil-izni-41550646</p> <p>https://www.dunya.com/gundem/ma-ske-takmayan-7-bin-kisiye-ceza-kesildi-haberi-473446</p> <p>https://www.resmigazete.gov.tr/eskiler/2020/06/20200626-1.htm</p> <p>https://www.resmigazete.gov.tr/eskiler/2020/03/20200315-10.htm</p> <p>https://www.resmigazete.gov.tr/eskiler/2020/06/20200613-10.htm</p> <p>https://www.resmigazete.gov.tr/eskiler/2020/06/20200613-11.htm</p>



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	<p>Companies distributing dividend under the exception, must postpone the payment of dividend distributions that exceeds the mentioned liabilities of the shareholders until September 30, 2020. However, companies that employ individuals who benefit from short-term employment allowance and/or daily monetary support during unpaid leave will not be able to distribute dividends.</p> <p>Constitution of Unfair Price Assessment Board and Fines: A new board is constituted with a view to monitoring the operations of manufacturers, suppliers and retailers within the frame of principles and rules on anti-stockpiling and unfair pricing as well as the provisions of the Law on Regulation of Retail Trade. The companies that conduct stockpiling will be imposed administrative monetary fines that vary in the range of TRY 50,000 and TRY 500,000 and companies exercising unfair prices on their goods will be subject to monetary fines in the range of TRY 10,000 and TRY 100,000.</p> <p>Formation of Contracts in Banking: In accordance with the amendment of Banking Law numbered 5411 the contracts with regards to banking</p>	<p>administrative application periods and periods for filing lawsuits and initiating enforcement proceedings have been extended until 15 June 2020.</p> <p>Classification of COVID 19 as Illness by the State Social Security Institution (SSI): Such classification will not cause a recourse from SSI to redirect employers for reimbursement of benefit for temporary incapacity which are paid to the employees. Hence, SSI may not provide a recourse to employer for the payments paid to the employees who were diagnosed COVID 19.</p>	<p>removed provided that their parents accompany them.</p> <p>Business Closures: Certain businesses, including cafes, theaters and cinemas were closed. The restaurants were permitted to remain open, but only for home deliveries and take-away services.</p> <p>Businesses such as barbershops, hair-dressers, beauty salons are permitted to commence their activities starting from May 11, 2020 provided that the necessary hygiene measures are taken, appointment system is applied and the services are provided in half capacity.</p> <p>Shopping malls are permitted to become operational including businesses selling products such as clothing, shoes, bags, and glassware on the condition that they comply with requirements specified by the Ministry of Health and Ministry of Commerce as of May 11, 2020.</p> <p>As of June 1, 2020, restaurants, cafes, patisseries, coffee houses, tea gardens, swimming pools and similar facilities such as spas are allowed to operate until 22:00 subject to the rules to be further specified by the government. The enterprises in tourism facilities that</p>		




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	<p>activities can be concluded via electronic devices.</p> <p>Open Banking: The term of open banking has been defined under Turkish law with Regulation on Banks’ Information Systems and Electronic Banking Services that will enter into force as of July 1, 2020.</p> <p>Easement on Mortgage Finance Company Issuances: In accordance with the amendments of Communiqué on Debt Securities and Asset-Backed and Mortgage-Backed Securities, Capital Market Board (“CMB”) has eased Mortgage Finance Company Issuances. Issuance ceiling limits and fee rates attributable to CMB shall not be applicable to issuances of Mortgage Finance Companies.</p>		<p>operate on a customer-only basis will not be subject to any time limit. Beaches, national parks and gardens, museums and archeological sites, libraries, youth centers, youth camps, nurseries and child daycare centers, driving courses are allowed to operate as of June 1, 2020. Restrictions on marine tourism, fishing and transportation have been lifted subject to the rules to be determined. Concerts may be held in outdoor performance areas until 24:00 of any given day.</p> <p>Restaurants, cafes, patisseries, coffee houses, tea gardens, swimming pools and similar facilities are allowed to operate until 24:00 as of June 9, 2020.</p> <p>Travel Restrictions: The restrictions on entries and exits from 15 provinces/cities is lifted as of June 1, 2020.</p> <p>Domestic flights were commenced subject to the rules specified by the government as of June 1, 2020. International flights were commenced on June 10, 2020 and are planned to resume in June and onwards.</p>		



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			<p>Hygiene Material Disposal and Waste: Buildings of institutions, organizations and enterprises are required to have separate disposal units, storage, and disinfecting procedures for mask gloves, and other hygiene material.</p> <p>Public Gatherings: Public gatherings are restricted. Other social distancing measures include maintaining 3 feet distance and wearing face masks in public areas.</p> <p>Wearing face masks has become mandatory in 62 cities (not necessarily metropolitan cities) where failing to wear one will be subject to administrative fines.</p> <p>Suspension of Strike and Lockout: The grant of authorization assessments, collective labor agreements, the resolution of labor dispute-disagreement as well as strike and lockout within the scope of Law on Trade Unions and Collective Labour Agreements (No. 6356) have been halted for 3 months.</p> <p>Abolishment of the Restriction on the Sale of Medical Masks: The prohibition on the sales of surgical and fabric masks</p>		



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			in the market is abolished and price caps are set for mask types as of May 8, 2020.		
<p>United Kingdom</p> <p></p> <p>Richard Spink Richard.Spink@borges-salmon.com Julie Book Julie.Book@borges-salmon.com</p> <p><i>Updated as of June 29, 2020</i></p>	<p>Measures introduced by the UK Government include:</p> <p>Grant schemes:</p> <ul style="list-style-type: none">One-off grants of up to £10,000 to certain small businesses.Up to £25,000 for retail, hospitality and leisure businesses calculated based on the ratable value of the trading property.£300 million of grants to community pharmacies. <p>Tax deferments:</p> <ul style="list-style-type: none">Valued Added Tax payments due between March 20, 2020 and June 30, 2020 can be deferred for three months and default interest rates for underpaid VAT have been reduced.Income Tax payments due in July 2020 under the Self-Assessment system may be deferred until January 2021.	<p>Sick Pay: the UK government will support SMEs and employers with the additional costs of paying COVID-19 related SSP by refunding eligible SSP costs. The refund will be limited to two weeks per employee and employers with fewer than 250 employees.</p> <p>Contributions: The tax threshold for National Insurance Contributions will rise from £8,632 to £9,500. The move, first announced in November, will take 500,000 employees out of the tax altogether.</p> <p>Income Support: all UK employers with a PAYE scheme will be able to access support to continue paying part of their employees' salary for those that would otherwise have been laid off during this crisis.</p> <p>Coronavirus Job Retention Scheme: This applies to employees who have been asked to stop working, but who are being kept on the pay roll, otherwise described as 'furloughed workers.' The UK Government will reimburse 80% of their wages, up to</p>	<p>Business closures: Non-essential retail premises now permitted to open with appropriate social distancing in place. Permission announced for pubs, restaurants, hairdressers and hotels to reopen from 4 July. The full list can be found here. Relaxation of 2 metre distancing also announced from same date.</p> <p>Working from home: Employers are required to facilitate employees working from home "wherever possible", but still owe H&S obligations to those doing so.</p> <p>Restrictions in working at employer premises: Devolved administrations and safety bodies have issued guidance including on social distancing within the workspace (2 metres), hygiene (e.g. regular handwashing) and hygiene facilities. Guidance is still to "consider who is essential to be on site" and "plan for the minimum number of people needed on site to operate safely and effectively".</p>	<p>On March 21, 2020, the Department of Health and Social Care of the United Kingdom added 82 goods to the medicines that cannot be parallel exported from the UK list. The export ban was introduced on the subject goods due to anticipated shortages in the country in response to the COVID-19 outbreak. Among the medicines that cannot be parallel exported from the UK list are adrenaline, insulin, ketamine, paracetamol and morphine.</p> <p>PPE: On March 28 and 31, 2020, the Business Secretary announced a relaxation of certain administrative requirements and barriers to imports for PPE and hand sanitizer. This includes the waiver of import taxes on medical equipment crucial to the fight against coronavirus (including ventilators,</p>	<p>https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19/covid-19-support-for-businesses</p> <p>https://www.gov.uk/government/news/regulations-temporarily-suspended-to-fast-track-supplies-of-ppe-to-nhs-staff-and-protect-companies-hit-by-covid-19</p> <p>https://www.gov.uk/government/news/companies-to-receive-3-month-extension-period-to-file-accounts-during-covid-19</p> <p>https://www.gov.uk/coronavirus</p> <p>https://www.globaltradealert.org/intervention/78818/export-ban/united-kingdom-export-ban-imposed-on-82-medicines-in-response-to-the-covid-19-outbreak</p> <p>http://www.legislation.gov.uk/ukpga/2020/7/contents/enacted</p> <p>http://www.legislation.gov.uk/wsi/2020/353/contents/made</p>




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	<p>Loan and finance facilities:</p> <p><u>COVID Corporate Financing Facility:</u> Support for large, investment grade or equivalent UK corporates provided by a UK Government Fund (COVID Corporate Financing Facility Limited) purchasing sterling-denominated commercial paper issued by the relevant company, with maturity of up to 12 months from issue.</p> <p><u>Coronavirus Business Interruption Loan Scheme (CBILS):</u> Support for small and medium enterprises. Debt funding is provided by UK Banks and a growing list of alternative debt providers by way of new term debt, overdrafts, invoice finance and asset finance of up to £5m (the term loan must be for a minimum of £50,001) and term of up to 6 years (up to 3 years for invoice discounting facilities and overdrafts). The loans are interest free for 12 months. An integral part of this scheme is the guarantee by the UK Government in favour of the relevant financier for 80% of the new debt.</p> <p><u>Coronavirus Large Business Interruption Loan Scheme (CLBILS):</u> The government has extended the above loan scheme to large businesses. The CLBILS will provide a government guarantee of 80% of the</p>	<p>£2,500 per month. This is to safeguard workers from being made redundant. Initially in place for 3 months from 1 March 2020, the scheme has now been extended until the end of October. Employees are now able to work part-time for their employers and be furloughed for the remainder of their hours. Whilst employees will continue to be entitled to receive 80% of pay (up to the cap), from August, employers must pay the NICs and pension contributions on this pay. From September employers will, in addition, have to pay 10% of the furlough pay rising to 20% from October with the Government’s contribution to the pay tapering do commensurately.</p>	<p>Specialist sector guidance: 12 sector guides produced by government to help safe working, most notably for offices, hotels, close contact industries and those working in others’ homes. Full list of guides here. There is also specialist guidance for those using (and separate guidance for those operating) public transport, including a legal requirement for the travelling public to wear face coverings (note this is not the same as respiratory PPE) on public transport in England and Scotland.</p> <p>Reporting illness at work: Throughout Great Britain, employers are required to make a report under RIDDOR if a worker is diagnosed as having Covid-19 attributed to an occupational exposure, a worker dies as a result of occupational exposure. If there is more than one case of COVID-19 associated with a workplace, employers should contact their local health protection team to report the suspected outbreak.</p> <p>Public gatherings: In England, meetings outdoors in a group of up to 6 people who do not live together is permitted as long as social distancing is observed and all those attending keep at least 2 metres apart. Meetings indoors still not</p>	<p>coronavirus testing kits and protective clothing) and providing new guidance for local authorities and ports and borders enforcement officers on the import and safety testing of hand sanitizer. It was announced on 26 June 2020 that you no longer have to apply for an export licence to export personal protective equipment (PPE).</p> <p>On 1 April HM Revenue and Customs published changes to customs border processes, moving goods and clearing customs during the COVID-19 outbreak.</p>	<p>http://www.legislation.gov.uk/ssi/2020/103/contents/made</p> <p>https://www.health-ni.gov.uk/sites/default/files/publications/health/Coronavirus-Restrictions-Regs-2020.pdf</p> <p>https://www.gov.uk/government/collections/coronavirus-covid-19-transport-and-travel-guidance</p> <p>https://www.gov.uk/government/publications/full-guidance-on-staying-at-home-and-away-from-others/full-guidance-on-staying-at-home-and-away-from-others#going-to-work</p> <p>http://www.legislation.gov.uk/uksi/2020/350/contents/made</p> <p>https://www.england.nhs.uk/coronavirus/</p> <p>https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19</p> <p>https://www.gov.uk/government/publications/further-businesses-and-premises-to-close/further-businesses-and-premises-to-close-guidance</p>



Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
	<p>new debt to enable banks to make loans of up to £25 million to businesses with an annual turnover of between £45 million and £250 million, and loans of up to £200 million to businesses with an annual turnover of over £250 million, who have not benefitted from funding under the COVID Corporate Financing Facility. <u>Innovation</u>: a new financial package to protect firms that drive innovation, which launched in May 2020, including (a) £500 million investment fund for high-growth companies impacted by the crisis (Future Fund) providing UK-registered unlisted companies with between £125,000 and £5 million from the Government, with private investors at least matching the Government commitment; and (b) £750 million of grants and loans for SMEs that focus on research and development.</p>		<p>permitted. Changes announced in the Prime Ministers Statement to the House on 23rd June 2020, including relaxation of 2 metre distance to take effect from 4th July 2020. See links below.</p> <p>Travel restrictions: The Foreign and Commonwealth Office advises against all non-essential travel worldwide. Legally mandated 14-day quarantine for all international arrivals into the UK. UK government in talks to create air-bridges with European countries.</p> <p>Note that Health and Safety measures applicable to businesses, taken in response to COVID-19, are not uniform across the UK. A central piece of public health legislation (the Coronavirus Act 2000) is UK-wide. However, each devolved administration has passed its own laws addressing the public health implications of COVID-19. In particular, there are separate health protection Regulations applicable to England, Wales, Scotland and Northern Ireland. These have been updated by amending regulations as certain restrictions have been loosened.</p>		<p>https://www.gov.uk/government/speeches/prime-ministers-statement-to-the-house-on-covid-19-23-june-2020</p>



Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
<div>United States</div> <div></div> <div>Francesca M.S. Guerrero Francesca.Guerrero@thompsonhine.com Stephen Penrod Stephen.Penrod@thompsonhine.com Edward Redder Edward.Redder@thompsonhine.com Eric Clark Eric.Clark@thompsonhine.com Sarah Chambers Sarah.Chambers@thompsonhine.com Laura Watson Schultz Laura.Schultz@thompsonhine.com</div> <div>June 30, 2020</div>	<p>The Coronavirus Aid, Relief, and Economic Security Act (CARES Act), a roughly \$2 trillion coronavirus response bill signed into law on March 27, 2020, is intended to provide widespread emergency relief for Americans and the country’s economy. Below is a summary of certain economic measures taken that benefit corporations:</p> <p>Trade Facilities: The CARES Act expands State Trade Expansion Program (STEP) subsidies to states to assist small businesses in their export sales and sales in their states.</p> <p>Loan Facilities: The CARES Act sets aside \$454 billion for programs and facilities established by the Federal Reserve for businesses that have not otherwise received adequate relief through the CARES Act as well as for states and municipalities and will be administered through the U.S. Treasury’s Exchange Fund.</p> <p>Financial Stimulus: The CARES Act provides for “stimulus payments” to certain U.S. citizen and resident individuals in 2020 equal to: \$1,200 (\$2,400 if married filing jointly), plus \$500 per dependent child. The rebate is</p>	<p>Employee Benefits: The federal government has implemented a variety of legislative and regulatory measures, including the following:</p> <ul style="list-style-type: none">• Requiring employer-sponsored group health plans to cover certain COVID-19 testing and related health care visits at 100% with no deductibles, coinsurance, or copays and no prior authorization, utilization review, or medical management;• Encouraging the use of telehealth services by permitting High Deductible Health Plans to provide pre-deductible coverage for telehealth and other remote care services without disqualifying the Plan for Health Savings Account eligibility purposes;• Expanding medical expenses reimbursable under Healthcare Flexible Spending Accounts, Health Savings Accounts and Health Reimbursement Accounts to include over-the-counter drugs without a prescription and menstrual care products;• Enhancing the ability of participants in employer-sponsored retirement plans to access their assets;	<p>Stay at Home Orders: As of June, many of the state and local stay-at-home orders have expired or will expire, and state governors have announced various plans to gradually reopen businesses in phases , including specifying when and how retail establishments, restaurants, construction, and salons/barbershops may open; many based on Center of Disease Control (CDC) and White House re-opening guidance. Most states are in the first phase re-opening, while others are in phase two or three. However, given the recent rise in COVID-19 cases in some areas of the country, some states have reversed their reopening of bars and restaurants (Florida and Texas) or have otherwise paused reopening (Arkansas, Delaware, Idaho, Louisiana, Michigan, Nevada, New Mexico, North Carolina, Oregon).</p> <p>Business Closures: While each state has issued unique local executive orders on what “essential businesses” are allowed to remain open, on March 28, 2020, the U.S. Department of Homeland Security’s Cyber Infrastructure Security Agency issued guidance on what essential and critical infrastructure means. The memorandum includes an advisory list of essential critical infrastructure sectors,</p>	<p>Export Controls: Under the Defense Production Act of 1950 (“DPA”), on April 7, 2020, the U.S. Department of Homeland Security’s Federal Emergency Management Agency issued a temporary final rule (“Rule”) to establish export restrictions on certain types of personal protective equipment products (“PPE”) used in the response to the COVID-19 pandemic:</p> <ul style="list-style-type: none">• N-95 Filtering Facepiece Respirators;• Other Filtering Facepiece Respirators;• Elastomeric, air-purifying respirators and appropriate particulate filters/cartridges;• PPE surgical masks; and• PPE gloves or surgical gloves. <p>All covered PPE shipments will be temporarily detained by U.S. Customs and Border Patrol until FEMA makes a final determination of whether it will revert the materials for</p>	<p>https://www.governor.ny.gov/news/governor-cuomo-signs-new-york-state-pause-executive-order</p> <p>https://www.cdc.gov/coronavirus/2019-ncov/community/large-events/mass-gatherings-ready-for-covid-19.html</p> <p>https://s3.amazonaws.com/public-inspection.federalregister.gov/2020-07659.pdf</p> <p>https://www.thompsonhine.com/publications/cares-act-implications-for-businesses</p>



Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
	<p>reduced gradually for persons with adjusted gross income in excess of \$75,000 (single), \$112,500 (head of household), or \$150,000 (married filing jointly).</p> <p>Loan Guarantees: The CARES Act also provides \$350 billion in available funds to guarantee loans made to certain small businesses with fewer than 500 employees, hotels/motels, restaurants and service franchises with 500 or fewer employees at each physical location, sole proprietors, independent contractors, and nonprofit entities (501(c)(3) nonprofits, 501(c)(9) veteran’s organizations, Tribal businesses).</p> <p>Payroll Tax Deferrals an Employee Retention Credits: The CARES Act provides a quarterly refundable payroll tax credit equal to 50% of qualified wages paid to employees during the COVID-19 crisis by employers that were carrying on a trade or business in 2020, where the employer’s (1) operations were fully or partially suspended due to a COVID-19-related shutdown order or (2) gross receipts declined by more than 50% when compared to the same quarter in the previous year. The credit is provided for the first \$10,000 in</p>	<ul style="list-style-type: none">• Providing relief to certain retirees that otherwise would be required to take distributions from retirement plans in a down market;• Providing temporary funding relief for single-employer defined benefit pension plans; and• Providing fiduciary and plan participant relief during the period beginning March 1, 2020 and ending 60 days after the announced end of the COVID-19 National Emergency, including (i) plan fiduciary relief from certain disclosure and administrative obligations, and (ii) tolling various otherwise applicable deadlines imposed on plan participants to exercise plan enrollment rights, medical plan continuation rights (also known as COBRA rights), and filing and appealing claims for benefits. <p>Paid/Unpaid Leaves: The Families First Corona Response Act was passed by the Federal government. Employers with fewer than 500 employees must provide Paid Sick Leave for 14 days for COVID 19 related absences, and unpaid leave under the EFMLA for COVID-19 related reasons.</p>	<p>workers, and functions that should continue during the COVID-19 response across all jurisdictions. The list identifies workers who are typically essential to continued critical infrastructure viability and support crucial supply chains and enable functions for critical infrastructure. The following industries are included: medical and healthcare, telecommunications, information technology systems, defense, food and agriculture, transportation and logistics, energy, water and wastewater, law enforcement, and public works. Many local state executive orders cite to this guidance to defined essential and critical businesses.</p> <p>However, businesses are almost universally reopening in accordance with restrictions, such as allowing fewer customers, requiring workers and customers to wear masks, and enforcing social distancing. Even as governors lift orders, stricter local orders may remain in place.</p> <p>Travel Restrictions: On March 31, 2020, the U.S. Department of State issued a global level 4 health advisory urging U.S. citizens to avoid all international travel due to the global impact of COVID-19. In</p>	<p>domestic use, issue a rated order, or allow the export. There are 11 exemptions to the Rule for certain types of exports from the U.S. including certain types of intercompany transfers and exports to Canada or Mexico. Those claiming an exemption must submit a letter of attestation to FEMA.</p> <p>Imports: <u>China:</u> USTR has granted “Section 301” tariff exclusions for certain medical products from China, including medical masks, examination gloves and antiseptic wipes.</p> <p><u>FDA Policy:</u> U.S. Food and Drug Administration (FDA) developed new licensing and enforcement policies to expedite the importation of PPE, including masks, respirators, gowns, and gloves.</p> <p><u>Duty Deferrals:</u> U.S. Customs and Border Protection (CBP) postponed deadlines for payment for the deposit of</p>	

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Country	Economic Measures	Labor & Employment Measures	Health & Safety Measures	Export/Import Measures	Resources
	<p>compensation (i.e., up to a \$5,000 tax credit), including health benefits, paid to an eligible employee, and is provided for wages paid or incurred after March 12, 2020, through the end of the year. The payroll tax credit is not available if an employer receives a guaranteed loan described above.</p> <p>The CARES Act also allows employers to defer payment of the 6.2% employer share of the Social Security tax payable through December 31, 2020 and requires that the deferred payroll tax be paid over the following two years, with half of the tax amount required to be paid by December 31, 2021, and the other half by December 31, 2022. An employer must cease deferring payroll tax if it receives forgiveness of a guaranteed loan, described above.</p> <p>Business Taxes: Net operating losses (NOLs) from 2018, 2019 or 2020 may now be carried back five years.</p> <p>The CARES Act removes limitations on excess business losses applicable to non-corporate businesses such as pass-through businesses and sole proprietorships for tax years ending before January 1, 2021.</p>	<p>Payroll Protection Measures: The federal government implemented the Payroll Protection Program which provided enhanced unemployment compensation.</p>	<p>countries where commercial departure options remain available, U.S. citizens who live in the United States should arrange for immediate return to the United States, unless they are prepared to remain abroad for an indefinite period.</p> <p>Starting with late December 2019, President Trump issued several Presidential Proclamations restricting the entry of foreign nationals from China, Iran, and most European countries, including United Kingdom and Ireland. On March 20, 2020, non-essential travel across Mexico and Canada was restricted. CDC also issued a domestic travel advisory for New York, New Jersey, and Connecticut, which has since expired. On May 25, 2020, another proclamation was issued restricting the entry of foreign nationals from Brazil.</p> <p>Public Gatherings: CDC recommends cancellation of community-wide gatherings (e.g., >250 people) and gatherings of more than 10 people for organizations that serve high-risk populations. Many state and local governments issued shelter-in-place and stay-at-home orders prohibiting non-</p>	<p>certain estimated duties, taxes, and fees for importers experiencing a significant financial hardship due to COVID-19.</p>	



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	<p>The business interest deduction limitation is increased to 50% of taxable income for tax years beginning in 2019 and 2020. Special rules apply to suspend interest disallowed at the partnership level and passed through to the partners unless the partnership elects out.</p> <p>The CARES Act suspends the excise tax on alcohol used to produce hand sanitizer for production beginning after December 31, 2019 and ending before January 1, 2021.</p>		<p>essential gatherings of any size (e.g., New York).</p>		
<p>Vietnam</p> <p>Tilleke & Gibbins</p> <p>John Frangos john.f@tilleke.com</p> <p><i>Updated as of June 29, 2020</i></p>	<p>Tax: For certain business sectors, the deadlines for payment of VAT, corporate income tax, personal income tax, and land rental have been extended by 5 months. SMEs with annual revenue below VND 200 billion (USD 8.6 million) are eligible for a 30% reduction of corporate income tax for 2020. Contributions to COVID-19-fighting activities can be deductible expenses when calculating corporate income tax.</p> <p>Loan Facilities: Companies who are unable to meet payroll obligations due to COVID-19 are eligible for no-collateral, zero-interest loans for up to 50% of the</p>	<p>Layoff and Salary Reduction: Companies can lay off employees for restructuring purposes due to economic reasons. Temporary salary reduction can be negotiated with employees but cannot be lower than the regional minimum wage.</p> <p>Suspension of Contributions: Mandatory contributions for social insurance and trade union fees have been suspended until June 30. Contributions to pension and survivor funds can be suspended for up to 12 months for affected employers and employees.</p>	<p>Public Gatherings: Public gatherings, including religious activities and sporting events, have been allowed since early May, provided that good hygiene and safety practices are observed (such as wearing facemasks and washing hands frequently).</p> <p>Business Closures: There are no longer any restrictions on businesses being open.</p> <p>Education: All schools have reopened. Social distancing is not required, but high levels of hygiene and sanitation are strongly encouraged.</p>	<p>Trade Facilitation: Rules on certificates of origin have been relaxed to allow electronic signatures or seals, or scanned copies.</p>	<p>https://www.tilleke.com/resources/covid-19-resource-center http://news.chinhphu.vn/Home/2019-nCoV-combat.vgp</p>



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	<p>regional minimum wage for their employees.</p> <p>Government Fees: An assortment of official fees have been reduced through the end of December 2020.</p>	<p>Lay-off / Leave Pay: Employees whose contracts have been suspended due to COVID-19 are eligible for monthly payments of VND 1.8 million (about USD \$70) for up to 3 months. Those who have lost their jobs and are not covered by unemployment insurance will receive VND 1 million (about USD \$43) per month for up to 3 months.</p>	<p>Facemasks: Facemasks are strongly encouraged in public places.</p> <p>Travel Restrictions: Domestic air travel, along with local and interprovincial bus, train, and boat transportation, has returned to near-normal in terms of routes and frequency. A small number of outbound international flights have resumed.</p> <p>The government is considering resuming inbound commercial flights from “safe” regions. For now, foreign entry is still suspended, except for Vietnamese nationals, foreigners on diplomatic or official business, and highly skilled workers; all are subject to health checks and 14-day quarantine.</p>		