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Factsheet for case **PL-2020-14/526**

Anti-crisis shield: employment protection and wage subsidies

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Country	Poland, applies nationwide
Time period	Temporary, started on 01 April 2020
Type	Legislation or other statutory regulation
Category	Employment protection and retention – Income support for people in employment (e.g. short-time work)
Case created	13 April 2020 (updated 01 May 2020)

Background information

Following the outbreak of the COVID-19 pandemics the government proposed the legislative package of measures intended to counter-act the direct economic effects of the public health crisis. The package, commonly referred to as the Anti-crisis Shield, consist of three legislative acts which all came into force on 1 April.

Of the three acts, the Act amending the Act on Special Measures regarding Prevention, Counteraction and Combating COVID-19 Other Contagious Diseases and Crisis Situations Related and Some Other act of Law is the key piece of legislation regarding the unfolding economic crisis. The Act (abbreviated as the “Special Act”) is a follow-up to the initial ad-hoc regulation introduced in early March.

Ustawa z dnia 31 marca 2020 r. o zmianie ustawy o szczególnych rozwiązaniach związanych z zapobieganiem, przeciwdziałaniem i zwalczaniem COVID-19, innych chorób zakaźnych oraz wywołanych nimi sytuacji kryzysowych oraz niektórych innych ustaw

Content of measure

The original act deals mostly with reorganization of work (allowing for a wide use of online work, not to be confused with telework of home-office) and care allowances for parents of children aged up to 8 forced to temporarily provide personal care due to closing of care facilities and schools.

In the area of job protection by subsidising wages the Special Act offers i.a. public financial support for employers to pay wages in cases of work stoppage or reduced working time. In such cases the state offer to step in and partially cover wages. The aid is on request, some conditions apply.

In the area of wage subsidising and job protection specific measures of the Special Act are as follows.

1. Employers may request the public aid due to halting operations in the event of:

- decrease in sales by at least 15% experienced over two consecutive months after 1 January 2020 (the reference period comprised the same two months of the previous year) due to COVID-19 outbreak;
- decrease in sales by at least 25% experienced on a month-to-month basis after 1 January 2020 (no specific reason required).

If granted, the aid will cover the wages in the amount equal to minimum wage and the social security costs borne by employer in the amount of 50% of minimum wage for three months:

2. Employers may request the public aid due to introduction of shortened working time on the following conditions:

- Working time reduction by no more than 20%;
- As a result of working time reduction, the employee's working time is no less than 0.5 FTE, provided that the employee's wages still amount to at least minimum wage

If the conditions are met, the state will supplement the wages in the amount of 40% of the average pay including social security dues for three months.

Use of measure

No information to date (May 2020).

Actors, target groups and funding

Actors	Target groups	Funding
Company / Companies	Employees All companies One person or microenterprises	National funds

Social partners

Role of social partners	Informed
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Form of involvement	Unknown
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Information provided to Social Dialogue Council, yet no consultations carried.

Sectors and occupations

This case is not sector-specific.

This case is not occupation-specific.

Sources

- 01 April 2020: The Act amending the Act on Special Measures regarding Prevention, Counteraction and Combating COVID-19 Other Contagious Diseases and Crisis Situations Related (Ustawa z dnia 31 marca 2020 r. o zmianie ustawy o szczególnych rozwiązaniach związanych z zapobieganiem, przeciwdziałaniem i zwalczaniem COVID-19, innych chorób zakaźnych oraz wywołanych nimi sytuacji kryzysowych oraz niektórych innych ustaw (prawo.sejm.gov.pl))