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Factsheet for case CZ-2020-15/454

Antivirus Employment Retention Program

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Country	Czechia, applies nationwide
Time period	Open ended, started on 06 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	10 April 2020 (updated 23 April 2020)

Background information

The employment protection programme Antivirus is designed to help companies to protect jobs. The state will compensate companies – through the Labour Office of the Czech Republic – for wages paid out to employees. This measure will help employers better manage the current situation so that they will not have to resort to layoffs. The wage reimbursement is intended for employers who have to cope with restrictions due to COVID-19 crisis resolutions of the Czech government or whose employees are quarantined. There are two models/regimes of reimbursement depending on the reasons for the obstacle to work (see content of measure).

The government has approved the Antivirus programme to compensate employers' salary costs from March 12 until the end of April 2020 (for now). The applications for wage compensations refunds have been opened since April 6, 2020 by the Labour Office.

The compensation model is based on the German Kurzarbeit model.

Content of measure

Regime A - Forced limitation or closure of business operation and ordered quarantine.

- In the event of ordered quarantine the employee receives from the employer a wage compensation amounting to 60 % of the average earnings (the first 14 days paid by employer).
- In the event of business closure due to governmental orders the employee receives a wage compensation of 100% of the average earnings from the employer.

A state contribution under Regime A will amount to 80% of the paid wage compensation, including insurance contributions (max. CZK 39,000 (€1.415) per employee and month).

Regime B - Connected economic difficulties (Obstacles to work on the part of an employer due to the connected economic difficulties because of the spread of the coronavirus).

Depending on the type of obstacle the employee receives a wage compensation amounting to 60-100% of the average earnings

Contribution under Regime B will amount to 60% of the paid wage compensation, including insurance contributions (max. CZK 29,000 (€1052) per employee and month).

Basic subsidy conditions:

- Only employees with employment contract; (Temporary Agreements on work "DPP", "DPC" are excluded)
- Salaries and insurance contributions were regularly paid.
- The employer complies with the Labour Code and does not have overdue debts towards the state.

Use of measure

The program was launched on April 6th. The extent of use of refunds is not yet known.

Actors, target groups and funding

Actors	Target groups	Funding
National government	Employees All companies	National funds

Social partners

Role of social partners	Consulted
Form of involvement	Unknown

No information.

Sectors and occupations

This case is not sector-specific.

This case is not occupation-specific.

Sources

- 31 March 2020: ANTIVIRUS -employment retention (www.mpsv.cz)
- 02 April 2020: Antivirus - support for employment (www.mpsv.cz)
- 04 April 2020: Targeted Programme for Employment Support: "Antivirus" HANDBOOK FOR EMPLOYERS (www.mpsv.cz)