

## Category descriptions

Last updated: 21 December 2022

<b>Category descriptions</b>	<b>1</b>
Ensuring business continuity and support for essential services	2
Supporting businesses to stay afloat	3
Employment protection and retention	4
Reorientation of business activities	4
Protection of workers, adaptation of workplace	5
Income protection beyond short-time work	7
Measures to prevent social hardship	8
Promoting the economic, labour market and social recovery	9
<b>Responses to inflation</b>	<b>10</b>

## Ensuring business continuity and support for essential services

Cases in this category are aimed at ensuring that essential services obtain the required workforce and can continue to function smoothly. This includes, for instance, health and care-related services, agriculture, production of goods, information technology, transport services **or the energy and utility sector**. Such support could relate to the provision of specific or general labour market information, the mobilisation of a larger workforce, for instance through recruitment campaigns, setting incentives or easing restrictions for those currently not in work or employment, as well as faster skills recognition. It could also take the form of mandatory measures such as the temporary prohibition to take leave or the extension of maximum working time and new rota schemes. It also includes measures ensuring the smooth and speedy reallocation or redeployment of workers across industries, or between and within companies, and gathers cases on rewards for workers in essential services.

Subcategory	Description
Mobilisation of a larger workforce	Measures to support services of general public interest. This could be both: voluntary or paid; For instance: Student, military or similar civil reserves, retirees with specific qualifications, not fully trained personnel; <b>support personnel to deal with the incoming refugees</b> ; the set-up of dedicated portals or webpages to deal with the immediate labour demands due to the crisis. It can also include restrictions on workers in essential services to take leave or requirements to return from parental leave.
Smoothing frictions or reallocation of workers	Any measures aimed at supporting the rapid reallocation or redeployment of workers to activities of general public interest (e.g.: health, food supply, goods transport, logistics, IT, agriculture, commerce...). This would also include changes to the recognition of skills or qualification, e.g., relaxing requirements for tasks (not yet fully trained) health care staff are allowed to perform; or <b>fast skills recognition processes of refugees</b> .
Change of work-arrangements (working time, rota schemes)	Any forms of regulations (law or collective agreement), allowing employers to increase the maximum allowed working time (temporarily) as a response to the crisis.
Remuneration and rewards for workers in essential services	For instance: newly introduced or increased hazard pay; or additional rewards such as bonus payments, increase of pay, extra leave granted, etc. for those workers in essential services (healthcare, retail...) where social distancing is not an option.

Other	Specify other measures aimed at ensuring the continuity of businesses and support for essential services.
-------	---

## Supporting businesses to stay afloat

Cases in this category mainly include arrangements to support companies to stay afloat financially. This may include support for those companies that had to shut down their activities due to the public health measures, made to tackle the COVID-19 pandemic, **as of 2022, it could also include measures for companies affected by the sanctions imposed on trade with Russia, directly or indirectly**. The types of measures in this category relate to access to finance (including bank guarantees or easing access to credit), direct subsidies for companies (usually to cover fixed costs), as well as regulations concerning the deferral of payments (for instance tax or social security obligations), or changes to rescue procedures in case of insolvency or the adaptation of insolvency regulation.

Subcategory	Description
Access to finance	Special credit facilities, for instance: government funds (e.g., for SMEs) to grant credits at low interest for companies in need. Other measures would be bank guarantees, loans.
Direct subsidies (full or partial)	Direct financial support for companies in the forms of payments or write-off of social security or tax liabilities (partly or fully), excluding those related to foreign trade. This refers to payments (usually from the state) which do not need to be repaid.
Rescue procedures in case of insolvency or adaptation of insolvency regulation	Any adaptations to the legal framework around insolvency, aimed at avoiding that companies have to be closed immediately.
Deferral of payments	Direct/indirect support for companies in the form of suspension or deferral of payment liabilities including loan payments, social insurance or pension contributions, tax liabilities etc. This relates to liabilities which have not been cancelled but payments have been deferred to a later date. This also includes the delayed delivery of tax or company accounts.
<b>Foreign trade related measures</b>	<b>In the context of the war in Ukraine, for companies whose export or imports were greatly affected by the sanctions imposed on Russia and Belarus...</b>
Other	Specify other...

## Employment protection and retention

Cases in this category mainly relate to measures which ensure that employment is protected and maintained, at least in the short- to medium term through re-regulating temporary dismissals. It includes employment protection schemes for workers, such as short-time work, partial unemployment or other wage subsidy schemes, changes to dismissal and employment protection legislation, adaptations of working time arrangements, and measures to promote the employability of the workforce in downtimes. It also includes examples of collective agreements which aim at protecting and retaining employment, as well as some selected company examples on how such schemes are applied.

Subcategory	Description
Working time flexibility	For example: Usage of existing instruments, such as working time banking, drawing on accumulated overtime, or de-facto implementation of same, by asking people to work additional hours in future.
Wage flexibility	Applying existing opening clauses in collective agreements or agreeing on (temporary) opening clauses; Temporary pay cuts or freezes, non-payment of bonuses, deferral of payments, etc.
Income support for people in employment (e.g., short-time work)	This includes schemes such as short-time working or partial unemployment scheme, where workers remain employed in the company and socially protected but work for a lower number of hours - or even zero hours for some time. Government or other funds pay parts of the workers income loss.
Other	Specify other measures related to employment protection and retention, not covered in the categories above...

## Reorientation of business activities

As a response to the pandemic situation, many businesses were forced to reorient their business activities. Additionally, **the war in Ukraine disrupted supply chains or altered market access**. The cases presented in this category include company examples where production was changed or innovations were made in terms of markets or processes. It also includes examples of support instruments to facilitate such changes, such as the creation of platforms to market the (new) products or support aimed at matching businesses, to alleviate the impact of disrupted supply chains.

Subcategory	Description
Transfer or redeployment of workers	For instance: regulations mandating that workers can also be deployed in fields outside their usual training. <b>Or: As a response to the war, companies with subsidiaries in Ukraine might have supported the transfer of employees to other countries.</b>

Creation of platforms for businesses aimed at customer	Measures aimed at companies affected by closures or significant restrictions due to containment measures or due to the war to allow them to market to trade their goods and services in different ways.
Matching/networking	Here good examples of major initiatives/company cases are reported, which bring businesses together; to change their business activities. This includes matching companies with new suppliers or customers.
Change of production/innovation	Here good examples of major initiatives/company cases could be reported. It could also include support schemes to promote change of production or to promote innovation in products, services and markets.
Other	Specify other...

## Protection of workers, adaptation of workplace

Cases in this category contain examples of emergency legislation, agreements or company practices concerning occupational safety and health (OSH) and worker well-being, particularly for workplaces with significant client contact where social distancing is difficult, such as the care sector, retail or banks. It also includes new work arrangements aimed at limiting the direct face-to-face contacts, in particular through teleworking, but also via new working time arrangements.

Subcategory	Description
Occupational health and safety	New (packages) of regulations prescribing COVID-related health and safety measures, including for instance: special procedures (i.e., including hygiene measures); closure of canteens or other social rooms; set-up of protective structures; provision of personal protective equipment; limiting client contact for particularly vulnerable groups of workers (if still at work); or new practices or regulations concerning the monitoring and surveillance of workers.
Teleworking arrangements, remote working	New regulations, on teleworking, including, for instance the easing of rules for employers to demand telework unilaterally, as well as the support for workers in home office (financial, practical).
Changes of working hours or work arrangements	This could be used for examples of company practices or regulations, which could prescribe new working hours or work-arrangements, as a response to the public health measures.

Well-being of workers	Measures supporting workers well-being for instance: Measures to offer (online) counselling.
Changes in work organisation	This includes all kinds of changes in work organisation that are not covered by any of the other categories such as collaboration and outsourcing practices, new technological implementations to facilitate remote working, deployment and related changes in workflows and work organisation (including attribution to new teams, role and tasks of the line manager), professional development and training (e.g., due to redeployment/down-time).
Changes of management approach	This could be used to describe changes in how work is performed in companies in terms of work autonomy (degree of command and control), performance measurement. Changes in forms of communication and information towards staff should also be covered by this category.
Other	Specify other...

## Income protection beyond short-time work

Cases in this category contain all types of income support measures beyond the short-time work schemes (which are listed under the category 'Employment protection and retention'). This category includes income support measures which had been recently extended or newly introduced for workers who would not have been eligible for such support otherwise. This includes predominantly the self-employed, but also fixed-term workers, seasonal workers and those with insufficient contribution records to be entitled to social protection. In addition, it includes other types of changes to income support benefits which workers affected may now receive: unemployment benefits, sick leave benefits while in quarantine or self-isolating, and changes to parental leave or childcare entitlements with the related benefits.

Subcategory	Description
Support for parents and carers (financial or in kind)	For instance: paid or unpaid leave days for parents or carers affected by creche and school closures and unable to work, vouchers for babysitting...
Income support for unemployed	Any adaptations to existing schemes in terms of level of benefits, procedures how to claim, etc.
Paid sick leave	Easing access to sick pay particularly for individual self-isolating, in quarantine or suffering from COVID-19; reducing waiting periods for benefits to be claimed, extending period of entitlement or increasing benefit levels. Changes to the distribution of financial burden (e.g., instead of the employer, the social security institutions pay for sickness benefit from day one).
Extensions of income support to workers not covered by any kind of protection scheme	Any schemes that support workers who would not be eligible for unemployment benefits, for instance self-employed, individuals with insufficient contribution records, atypical workers, <b>refugees</b> .
Other	Specify other...

## Measures to prevent social hardship

Cases in this category contain measures aimed at supporting those in urgent need because of the pandemic and deteriorating economic situation or international crises. It gathers policy initiatives aimed at protecting vulnerable groups of peoples (beyond employment support), preventing over-indebtedness, securing 'a safe home' by restricting evictions or via deferrals of rent and mortgage payments, providing humanitarian aid, as well as examples of measures to provide services in kind to the most vulnerable.

Subcategory	Description
Keeping <b>or obtaining</b> a safe home	Rents or mortgages: Freeze, moratoriums or suspensions; Prohibitions of evictions; Suspensions/postponements of utility bills; <b>support for obtaining a suitable accommodation; (Note: support for energy bills and heating as well as rent caps or mortgage reliefs as a response to the rise of inflation are (re-)categorized into the main category 'Responses to inflation' and its related sub-categories.</b>
Provision of services in kind (e.g., food vouchers)	For instance: direct assistance and support to parents/carers, <b>migrants and refugees</b> ; care of dependent people.
Preventing over-indebtedness	Freeze, moratoriums or suspensions of payment obligations (for instance on loan payments, excluding housing). Guidelines for banks how to deal with outstanding loans and interest charges.
Access to healthcare.	Special support for groups at risk (elderly, those with chronic diseases and disabilities, <b>migrants and refugees</b> ); extension of e-healthcare.
Protection of vulnerable groups (beyond employment support)	Special hardship funds and allowance; measures to support undocumented migrants; addressing victims of domestic violence, etc.
<b>Access to childcare and education</b>	<b>Additional child-care places, e.g., in kindergartens, schools, adult education, language training, which could be addressed for instance at migrants and refugees.</b>
<b>Other humanitarian measures</b>	<b>Measures to address the needs of displaced populations, including for protection of civilians in armed conflicts, beyond housing, access to education, labour-market access, and healthcare. This could include, for instance, psychosocial or legal support, integration initiatives, etc.</b>
Other	Specify other...



## Promoting the economic, labour market and social recovery

Measures in this category are aimed at promoting the recovery of economies, labour markets, as well as the social recovery – after the emergency phase. It includes measures aimed at stimulating consumption and investment, with particular focus on the extent to which these promote the transition to a green and digital economy. As for the labour market recovery it focuses on increased, changed or new initiatives of Active labour market policies (including job creation, training, public works, subsidised employment, etc.), as well as measures related to the flexibilisation and security of employment, including new regulations on remote and digital work.

Subcategory	Description
Flexibilisation and security	Any changes to dismissal legislation and other amendments linked to employment protection legislation for workers on open-ended and temporary contracts; it can also include measures regulations concerning remote and digital based work.
Support for spending, stimulus packages	Measures to encourage spending for citizens and businesses across the economy or in certain sectors or to reduce the cost of running businesses not directly linked to employment protection legislation; public or private investments, including in digital infrastructure or greening the economies. For example: Subsidies for retrofitting houses, investments in smart grids, etc.
Active labour market policies (enhancing employability, training, subsidised job creation, etc.)	Measures such as job creation, for example through public works; subsidised employment; training and qualification measures; other ALMPs. It could also include company specific training schemes for refugees. This category includes labour market support measures organized by public employment services.
Measures to support a gradual relaunch of work	Strategies and measures for the re-commencement of activities after COVID-related closures, including routines to protect workers from contracting COVID-19, as well as financial support measures for the restart of activities, for instance through stimulating consumer demand. This can include training measures, work placements and other ALMP measures. Focus is on additional funding or measures specifically for those affected by COVID-19 or other emergency situations and not general ALMPs.
Other	Specify other...

## Responses to inflation

This category includes measures to keep inflation or its impacts on citizens or businesses at bay, for instance via price controls, fiscal measures (e.g., subsidies or reduction of taxes on certain goods). This category also includes measures to increase income in general, for instance by indexing social benefits to inflation, or by providing one-time benefits.

Subcategory	Description
Increasing income in general	Measures to increase incomes that are not targeted to fuels or energy prices. This could include for instance, one-time cash payments, increases to allowances, indexing social benefits to inflation, promoting the increase of real wages, changes to taxation or social security contributions, etc.
Support for energy bills	Any measure aiming to support energy consumption (except for fuels, which has its own subcategory). This could include for instance price controls, measures to improve energy efficiency or promote energy saving, or direct payments to energy bills, as well as any measures to guarantee access to energy (for instance, prohibition to disconnect services for lack of payment).
Support for fuel expenses	Any measure destined to control fuel prices, for instance price controls, subsidies at the pump, tax reliefs for commuters, etc.
Support for other basic items (e.g., food, housing, public transport, medicines)	Any measure aiming to support people's basic needs, including food and housing, but possibly other items. Beside direct subsidies or price caps for such items, this could also include the reduction of VAT on selected goods, for example, but also the provision of such items in kind, e.g., school supplies, public transport, or medicines.
Other	Specify other...