

## DANISH INITIATIVES 2020 - COVID-19 CRISIS:

### Tripartite agreement regarding the private sector (March 15th):

Companies facing a situation where they must lay off more than 30% of their employees (or 50+ people) can retrieve a compensation of salary from the government should they decide on sending their employees home for a period rather than laying them off.

The compensation equals 75% of the salary, however, there is a max of 23.000 dkr/month. Companies can achieve this compensation during a three month period - starting march 9th, ending July 9th.

Employees who are asked to stay at home as a consequence of this agreement must take 5 days of vacation during the period. If they have no vacation-days left they must take 5 days off with no pay.

### Tripartite agreement regarding the public sector (March 27th)

All public workers carrying out non-essential functions have been sent home. If they cannot carry out their work from home they must now take 5 days of vacation during this period.

The aim of this agreement is to secure that all parts of society contribute to steer Denmark through the crisis - and to make sure that public servants do not accumulate a bulk of vacation to spend after the re-opening of the Danish society.

### Aid-packages for the businesses:

In addition to the two tripartite agreements a series of so-called 'aid-packages' have been activated in order to keep Danish companies in business. It is expected that there are more to come, but this is a status so far:

- **March 10th:** Planned or delayed events will be compensated. Also fixed expenses will be compensated.
- **March 12th:** Business can obtain state-guaranteed bank loans.
- **March 16th:** Temporary postponement of payment of VAT, labour market contributions and taxes
- **March 19th:** Compensation for self-employed / small businesses (comparable to the tripartite agreements regarding larger companies).
  
- **To be announced:** Government is currently working out an aid-package aimed at the cultural institutions that are not currently covered by the existing agreements and aid packages.