



April 2020

COVID-19 – State contributions in relation to obstacles to work (Antivirus Program)

With regard to the current situation and measures against COVID-19 infection spread we provide further important information in the area of the state contributions related to obstacles to work.

On 31st March 2020 the Government has approved details of the contributions provided by the state in relation to the obstacles to work within the “Antivirus” program administered by the Ministry of Labour and Social Affairs. Two regimes have been approved. - regime “A” and regime “B” with individual types of obstacles to work.

Employer will be entitled to receive the contributions provided that the given obstacle occurred due to the COVID-19 infection whereby it is anticipated that the obstacles which have arisen on the part of the employer are related to COVID-19 infection. The program applies on employees in employment law relationship who are not within the notice period and to whom notice has not been given.

Regime A

A1 – Employee in quarantine

- Applies to employees to whom a quarantine has been ordered.
- Employee receives a salary compensation amounting to 60 % of the reduced average earnings.
- State will provide a contribution in the amount of 80 % of the salary compensation paid to the employee.
- Maximum amount of the contribution makes CZK 39,000 per month.

A2 – Closure of business operation due to Government order

- Applies to cases where the employer was ordered to close its business operation.
- Employee receives a salary compensation amounting to 100 % of the average earnings.
- State will provide a contribution in the amount of 80 % of the salary compensation paid including contributions.
- Maximum amount of the contribution makes CZK 39,000 per month.

Regime B

B1 – Missing employees – “sickness rate”

- Applies to cases where the employer is unable to assign work to an employee who is ready to work, because a substantial part (30 % and more, according to the website of the Ministry) of the employees is not present at the workplace because of obstacles to work on their part (illness, quarantine, caring for children).
- Employee ready to work receives a salary compensation amounting to 100 % of the average earnings.
- State will provide a contribution in the amount of 60 % of the salary compensation paid including contributions.
- Maximum amount of the contribution makes CZK 29,000 per month.

B2 – Idle Time

- Applies to cases where the employer has a limited access to inputs for production or provision of services (missing material, raw material, working documents).
- Employee receives a salary compensation amounting to 80 % of the average earnings.
- State will provide a contribution in the amount of 60 % of the salary compensation paid including contributions.
- Maximum amount of the contribution makes CZK 29,000 per month.

B3 – Partial unemployment – Kurzarbeit – reduction of orders

- Applies to cases where the employer is affected by reduction in orders, sales, demand.
- Employee receives a salary compensation amounting at least to 60 % of the average earnings.
- State will provide a contribution in the amount of 60 % of the salary compensation paid including contributions.
- Maximum amount of the contribution makes CZK 29,000 per month.

An additional regime for continuous operations is being also prepared.

Administration of applications

The program commences on 6th April 2020; however, it will be possible to apply for contributions already for the month of March 2020. The contribution will be provided by the Labour Office. The contribution is always applied for after the end of the reporting period; i.e., after the end of the calendar month, which the contribution is applied for.

The applications will be submitted electronically via a web application. A document proving opening of the applicant’s bank account to which the Labour Office will transfer the financial means has to be enclosed to the application. On the basis of the application, a draft agreement between the applicant and the Labour Office will be automatically generated. The agreement is deemed to be concluded if signed by the Labour Office and sent back to the applicant.

On the basis of the submitted account of paid salary compensations including contributions, the Labour Office will, after verification, pay the contribution to the bank account of the employer.

In case of any additional questions we stay at your disposal.