



UNIÓN GENERAL DE TRABAJADORES DE ESPAÑA

Área Europa

Secretaría de Política Internacional UGT

MEASURES TO FIGHT THE EMERGENCY OF COVID-19 IN SPAIN

Spain has been in a state of emergency since midnight on Saturday March 14. All citizens are confined at home, except those who must work outside. The Government has issued a decree which regulates from there the organization of the state and the lives of citizens. Four ministers are in charge of crisis management and the application of the decree (Health, Defence, Home affairs and Transport) and the autonomous communities are also under the authority of the central government to manage the crisis. The private health sector is now also under the supervision of the Ministry of Health to strengthen the means of public health.

The Spanish unions, UGT and CCOO, along with the employers' organizations CEOE (national employers) and CEPYME (employers in small and medium-sized enterprises) have worked together since last week in order to offset the effects of COVID-19 as soon as possible.

All the information is available, and constantly updated, on our website in Spanish:

<https://www.ugt.es/informacion-de-interes-sobre-el-coronavirus>

Tuesday March 17, 2020: The government approves a package of measures to offset the economic impact of COVID-19:

This Royal Decree Law is one of the most important in the democratic history of Spain and is intended to create a social and economic framework in our country. Anti-coronavirus measures concerning businesses, production, finance and consumption. We must fight in the health and economic front.

It is a question of working together, the public administrations with the trade unions and the employers' organizations which contributed to this result and the President of the Government thanked them for that.

Economic objectives:

- 1) To stop the fall in production and employment
- 2) To contain the economic curve
- 3) To initiate the recovery as soon as the health emergency is overcome, by reviving our economy.

Measures:

- Mobilizing up to 200,000 trillion euros (20% of annual GDP). 117,000,000,000 entirely public and the rest will be supplemented by the mobilization of private resources.

- Supporting measures for families in vulnerable situations; measures to support all workers; supporting measures for businesses and the self-employed; and measures to support scientific research against the coronavirus.
- 600 million to finance social services of Autonomous Communities and Cities, with attention to dependents and the elderly.
- Moratorium on housing loans payments for people with special difficulties. No one will be left behind because of this crisis.
- Job protection: For employees, they can adapt or reduce their working hours by up to 100% to reconcile and take care of dependent persons; encouragement of telework when authorized in the enterprise; temporary lay-off of staff thanks to the flexibility of the existing legal structure (ERTE), without waiting period.
- For the self-employed: facilitation of the benefit for cessation of activity, which will be complementary with the non-payment of contributions due to lack of activity.
- Workers should not be fired; companies should not take this opportunity. Companies will continue to need their workers when this crisis passes. In the case of ERTes, the employer will be exempt from social security contributions.
- The State will provide businesses with all the liquidity they will need to remain operational. The creation of a public credit line up to 100,000 million euros is approved, which will mobilize between 150,000 and 200 billion euros for our economy. Additional guarantee lines of 2,000,000,000 to exporting companies and aid to agricultural holdings affected by drought who will see these existing credits modified to adapt them to the new situation.
- Reform of the rules for imports from outside the European Union.
- Supporting Research and Development programs against the digital divide, to promote telework.
- Commitment to strengthen scientific research for a definitive cure for the coronavirus. 30 million euros will be donated to the National Research Centre for vaccine research.

Finally the Government continues to issue calls to say that we are in a temporary situation and we must all treat it as such, it is necessary to adapt to this difficult period and to be understanding so that we get out of it, the fastest and strongest way possible.

The Government has also adapted the Royal Decree-Law which establishes the state of emergency: to limit the free movement of people, for example at beaches. Permitted activities must be carried out individually, unless accompanied by vulnerable groups. Health services and hair salons can be restricted to the public or at home. The President also said that the national health system and the welfare state must be strengthened after this crisis.

⇒ Royal Decree-Law 7/2020, of March 12, by which urgent measures are adopted to respond to the economic impact of COVID-19.

<https://www.ugt.es/sites/default/files/boe-a-2020-3580.pdf.pdf>

Complements the Royal Decree of March 10, 2020 and adopts measures to strengthen the public health sector, support measures for families, support measures for the tourism sector,

temporary financial support measures and measures for the effective management of public administrations.

⇒ **Royal Decree-Law 6/2020, of March 10, by which certain urgent measures are taken in the economic field and for the protection of public health**

<https://www.ugt.es/sites/default/files/rdl-coronavirus.pdf>

Amend certain regulations and laws to introduce economic measures and measures to protect public health.

⇒ **Joint proposals from trade union organizations, UGT and CCOO, and business organizations, CEOE and CEPYME to address, through extraordinary measures, the labour problems caused by the incidence of the new type of coronavirus**

https://www.ugt.es/sites/default/files/propuestas_conjuntas_coronavirussindicato-empres_0.pdf

On Thursday March 12, 2020, the employer and union organizations CEOE, CEPYME, UGT and CCOO agreed on a series of extraordinary measures to present to the government in order to cover possible situations and possibilities derived from the coronavirus. The scenarios in which workers and their companies may find themselves since there is no adequate response in current labour and social security regulations when faced with such a situation.

Companies and workers are also affected by this situation, derived from the coronavirus, which has created a PUBLIC HEALTH problem.

From this point of view, companies and unions consider it essential to approach this question from common objectives which allow the compatibility of interests.

Therefore, given the urgency of the situation and its exceptional nature, as has been established in other countries, it is necessary to publish a royal decree-law in addition to articulating a set of labour measures and social security which will provide legal security for businesses and workers and an extraordinary aid fund will be set up to cover them.

The aim is to put in place measures to deal with this situation, avoiding irreversible consequences for businesses and employment, and ensuring adequate protection for workers.

These are temporary and exceptional labour and social security measures which, in any case, must be negotiated with the most representative trade unions and employers' organizations.

List of measures:

- Partial unemployment by force majeure
- Economic, technical and organizational causes of production
- Protection of intermittent workers
- Situation of isolation or contagion of workers
- Measures to compensate for the closure of school centres, dependent persons centres and restrictions on mobility
- Work at home

⇒ **Basic union information for delegates for the prevention of occupational hazards in the face of the coronavirus**

<https://www.ugt.es/sites/default/files/informacion-sindical-basica-delegados-coronavirus.pdf>

It is a UGT union guide for occupational health and safety delegates in the context of the new situation and the measures to be adopted to fight COVID-19 in the workplace and which also explains the workers' rights in this new contingency.

⇒ **Guide: Work obligations in state emergency**

<https://www.ugt.es/sites/default/files/guia-coronavirus-fic-a-ugt.pdf>

UGT's flyer explaining the obligations of citizens, companies and workers in the context of the state of emergency

⇒ **Questions and Answers**

<https://www.ugt.es/sites/default/files/prres.pdf>

This document focuses on the implications of Covid19 in labour relations and has been prepared to provide an agile answer to some of the most common and important questions workers face. To answer these questions, the regulations at work and the social security criteria are taken into account, in our opinion, clearly insufficient to deal with all the situations that companies and workers must face in this context.

⇒ **Questions and Answers (Summary Slide Format)**

<https://www.ugt.es/sites/default/files/preguntasypuestas.pdf>

Summary and slide presentation of the previous document.

⇒ **New Social Security benefit for workers affected by coronavirus**

<https://www.ugt.es/sites/default/files/prestaciosscoronaugt13.pdf>

UGT's flyer explaining this new benefit.

⇒ **Joint proposals from UGT and CCOO to address the labour problems caused by the incidence of the coronavirus**

https://www.ugt.es/sites/default/files/propuestas_ccoo_ugt_incidencia_coronavirus_con_logos.pdf

Temporary and exceptional measures in terms of work and social security, which UGT and CCOO have proposed to be negotiated with employers.

⇒ **Protocol of action for UGT workers COVID-19 context**

<https://www.ugt.es/sites/default/files/protocolo-actuacion-trabajadores-ugt-coronavirus.pdf>

Internal standards of the union for its permanent workers and professional collaborators.

⇒ **Union and business proposals to tackle the coronavirus crisis**

<https://www.ugt.es/sites/default/files/infografia-coronavirus-2-v3-14032020.pdf>

Flyer which summarizes the joint proposals from unions and employers in response to the coronavirus crisis.

⇒ **The financial sector, insurance and offices FeSMC-UGT (our federation of private services) requires the protection of workers and customers**

<https://www.fesmcutg.org/2020/03/16/el-sector-financiero-seguros-y-oficinas-de-fesmcutg-exigimos-la-proteccion-de-los-trabajadores-y-clientes/>

Statement of our federation of services in which we detail new requests for the protection of workers in the sectors mentioned after the decree of the state of emergency.

⇒ **The UGT requests that the reception capacity of supermarkets and department stores be limited**

<https://www.fesmcutg.org/2020/03/14/ugt-pide-que-se-limite-el-aforo-en-los-supermercados-y-grandes-superficies/>

Faced with many consumers in supermarkets in recent days, workers in this sector have been overexposed to the virus and in a situation of extreme stress. The state of emergency decree now limits access (one to one person only) to make purchases and with a safe distance.

⇒ **Information from the European Trade Union Confederation on coronaviruses**

<https://www.etuc.org/en/trade-unions-and-coronavirus>

Complete information from the European Trade Union Confederation (ETUC) on the coronavirus crisis with official press releases and information on the different countries.

⇒ **UGT recognizes the work of supermarket professionals in an exceptional situation**

<https://www.fesmcutg.org/2020/03/13/ugt-reconoce-el-trabajo-de-los-profesionales-de-los-supermercados-en-un-situacion-de-excepcionalidad/>

⇒ **UGT warns that it will adopt the necessary measures to avoid the risks that affect the health of workers in the industrial sector**

<https://www.ugt-fica.org/101-destacadas/3649-ugt-fica-advierte-de-que-va-a-adoptar-las-medidas-necesarias-para-evitar-riesgos-que-afecten-to-the-salud-of-los-trabajadores>

Statement from the Federation of Industry of the UGT (FICA-UGT) on the risks and measures for workers in all industrial sectors.

⇒ **Work at home, care and homeworkers, without protection**

<https://www.fespugt.es/sectores/salud-sociosanitario-dependencia/noticias/26822-las-trabajadoras-de-ayuda-a-domicilio-desprotegidas>

The federation of public services of the UGT (FESP-UGT) warns of the very precarious and high-risk conditions of homeworkers.