# Exit Strategy – COVID19 crisis: National measures

**Austria**

**State of play of exit measures**

Due to the latest COVID-19 regulation “Lockerungsverordnung” for loosening the containment measures, the customer area of most business premises may be entered again from 1 May. Earlier entry and going out bans will thus largely cease to apply.

**Health & Safety requirements in the customer area of business premises:**

When entering the customer area of business premises, the following hygiene requirements apply from 1 May:

-Minimum distance of 1 meter between all persons present (e.g. customers, employees),  
-duty to wear mechanical protection devices (e.g. MNS masks, face visors etc.) for customers and employees,  
-simultaneous stay of a maximum number of customers, so that 10 m2 are available per customer.

The area regulation also applies to structurally connected business premises (e.g. shopping centres), whereby the areas of the customer areas of the individual business premises and the connecting structure are to be added together to form a total area. A maximum number of customers may be present both on the total area thus determined and in the customer area of each individual business premises so that 10 m² are available per customer.

If an establishment is smaller than 10 m², only one customer may enter the shop at a time. However, this customer may be accompanied by children.

At outdoor markets, the obligation to maintain a minimum distance of 1 metre and to wear a mechanical protection device (e.g. mask) also applies.

**Restaurants/Cafés/Catering establishments:** Restaurants/Cafés/Catering businesses may reopen on 15 May, daily from 06:00 – 23:00. Specific hygiene rules will apply for which you can find further information at [www.sichere-gastfreundschaft.at/gastronomie](http://www.sichere-gastfreundschaft.at/gastronomie)

**Tourism – accommodation facilities/hotel industry:** For recreational and leisure purposes, accommodation facilities will be open from 29 May. Further information can be found at [www.sichere-gastfreundschaft.at/beherbergung](http://www.sichere-gastfreundschaft.at/beherbergung)

**Leisure/recreational facilities:** Entering leisure facilities is generally prohibited. Recreational facilities are defined as businesses and facilities that serve entertainment, amusement or recreation. These are for example: amusement parks and amusement parks, baths and facilities, dance schools, betting shops, slot machines, amusement arcades and casinos, animal parks and zoos, theatres, concert halls and arenas, cinemas, variety and cabaret theatres, indoor playgrounds, etc; Further information on the leisure area can be found at [www.sichere-gastfreundschaft.at/freizeit](http://www.sichere-gastfreundschaft.at/freizeit)

**Framework for OSH**

Please find below specific OSH measures for the different sectors:

Restaurants/catering: [www.sichere-gastfreundschaft.at/gastronomie](http://www.sichere-gastfreundschaft.at/gastronomie)

Trade: <https://www.wko.at/branchen/handel/coronavirus-informationen-fuer-den-handel.html>

Security:<https://www.wko.at/branchen/gewerbe-handwerk/gewerbliche-dienstleister/corona-schutzpaket-bewachungsgewerbe.html>

Construction

* <https://www.wko.at/branchen/gewerbe-handwerk/bau/bauarbeiten-und-covid-19.pdf>
* <https://www.wko.at/branchen/gewerbe-handwerk/dachdecker-glaser-spengler/checkliste-verhaltenaufbaustellen.pdf>
* <https://www.wko.at/branchen/gewerbe-handwerk/bauhilfsgewerbe/unterweisung-massnahmen-covid-19.pdf>
* <https://www.wko.at/branchen/gewerbe-handwerk/bauhilfsgewerbe/aushang-covid-19.pdf>

Carework: <https://www.daheimbetreut.at/en/node/2123>

**General Protective measures to take in companies:** On the one hand, the employer is obliged to take appropriate operational measures and, on the other hand, to give appropriate instructions to the employees.

It must be ensured that a distance of one metre is maintained between the persons at the place of work. This also applies to common rooms and areas used by everyone (e.g. lifts). If it is not possible to maintain a distance of one metre, appropriate protective measures must be taken to minimise the risk of infection (e.g. provision of disinfectants, wearing protective masks, Plexiglas).

Further information on hygiene measures can be found in the recommendations of the Federal Government for the gradual return to normal operation in enterprises: <https://www.wko.at/service/empfehlungen-buerobetrieb-corona-bmi.pdf>

**Gradual school reopening**

The government decided to reopen schools progressively starting from the 4th of May with the following timeline:

* Stage 1: From 4 May 2020, graduation students
* Stage 2: From 18 May 2020, primary schools, lower secondary schools, new secondary schools and VET schools and colleges.
* Stage 3: On 3 June 2020, all further classes/classes

**Belgium**

**State of Play**

The National Security Council announced the exit strategy on 24 April.

4th of May (phase 1A)

* B2B businesses reopen
* Mouth mask obligatory for public transport
* Working from home is still advised if possible
* B2C fabric shops can reopen because they sell fabric to use for mouth masks

**11th of May (phase 1B)**

* B2C reopens (Shops etc.)

Businesses not reopening, not even on the 11th; Bars & restaurants & Contact professions (hairdressers,…..)

**18th of May (phase 2) or later:** Contact professions might reopen (uncertain; has to be studied)

**8th of June**: Bars might reopen (uncertain, has to be studied)

**Framework for OSH**

A guide to fight against the propagation of the COVID-19 in the workplace can be found here: <https://emploi.belgique.be/sites/default/files/content/news/Guidegenerique_light.pdf>

The guide is the result of the collaboration between the Belgian government and social partners. It contains safety measures to be implemented in the workplace after the lifting of containment measures. It can be adapted to the specific sectors in order to take into account the specificities of a sectorial context.

**School reopening**

The national security council decided to reopen schools progressively starting from the 18th of May.

Priority will be given on the students in graduation years and on students with specific learning needs as well as on professional orientations.

Primary and / or secondary schools: classes will resume at school for a maximum of 3 years of study per level of education. This resumption will be done with a number of days per week which must still be determined and with classes which will be divided into small groups

**Testing & tracing**

Tracing: no consensus at the moment about using an app or manual tracing (recommended by the WHO). An extra 2000 heath workers responsible for mapping contacts of COVID-19 patients have been announced. <https://www.tijd.be/dossiers/coronavirus/expert-contactonderzoek-wie-vertrouwt-een-app-ik-alleszins-niet/10222199.html>

Most likely there will be a combination of both testing, tracing (via phone signal, apps, and manual). A lot of people warn that the 4th of may (when lockdown measures are expected to be loosened) will come to soon.

Testing:

Last week 7000 people were tested in Belgium every day.

There are no guidelines yet on how employees will be tested. At the moment some companies check the temperature of the employees, others do not do anything specific.

**Personal protective equipment**

Belgian companies started producing masks and will produce 4 million masks each week. They will produce both surgical masks and FFP 2 – masks.

**Other requests by organisations**

In order to generate liquidity for entrepreneurs the following actions should could be taken:

* Moratorium on sales and promotions: a period without sales and promotions in non-food retail until the 1st of august 2020. In order to prevent a shift in consumer behavior to the big online platforms, they should be adequately monitored to check whether they comply with the sales & promotions regulations in each member state.
* Temporary VAT reductions: Member states should be given enough flexibility to take action and reduce VAT rates accordingly for a limited period of time.

**Cyprus**

**State of play of exit measures**

The strategy to lift the restrictions and restart the economy has been divided into four phases which will be adjusted accordingly depending on the epidemiological data:

**Phase 1: May 4 to May 20, 2020**

**Economic measures:**

* Construction sector and all parallel activities
* Retail trade- reopening shops apart from those in malls. Days and hours will be set by the labour and health ministries
* Open markets, street vendors
* Tourist and travel agents

**Phase 2: May 21- June 8**

**Economic measures:** Hair and beauty salons; Restaurants but only in outside areas; Libraries – June 1; Museums, archaeological and historic venues – June 1; Betting shops – June 1; Full operation of ports with the exemption of passenger disembarkation

**Phase 3: June 9 – July 13**: Malls; Airports/airlines gradually and conditionally; Ports, cruise ship servicing; Restaurants, service in closed and open areas; Hotels; Beaches, on condition that safety distance will be kept; Open air cinemas and theatres; Gyms; Sporting leagues without spectators; University summer classes

**Phase 4: July 14**: Theatres and cinemas; Festivals and concerts; Casino;Play areas in closed and open areas.

**School reopening**

In Cyprus all schools have been closed since March 13. It has now been decided that all public schools will reopen on May 21 and the school year will be extended until June 26.

An earlier decision provides that final year high school students will go back to school on May 11, with a maximum of 12 students per classroom.

**Framework for OSH**

Hygiene and public health measures have been introduced comprising inter alia the keeping of a safe distance from others and relevant markings at the retail shops whose operation was not suspended, the maximum number of persons (3) in taxis and private vehicles and others. The measure was extended on 8 April until the end of April.

**Other requests by organisations**

The measures include horizontal ones:

* Strengthening public finances
* Securing the necessary liquidity for companies
* Fiscal measures
* Enhancing the digitalisation of the broader public sector
* Immediate promotion of infrastructural projects by the state
* Incentives for the promotion of innovative investments
* Privatisations
* Restart of the operations of the wider public sector

Measures needed also on sectors such as manufacturing, construction, tourism, services sector, commerce and attracting foreign investments

**Denmark**

**State of play of exit measures**

The Danish government has applied a cautious strategy that applies at the moment until May 10th.

The restaurants, hairdressers and other sectors where close contact with the customers cannot be avoided are still closed.

The public employees must also stay at home unless they are in a critical position.

**School reopening**

At the moment only kinder gardens and schools for the smallest pupils grade 0-5 will be opened and only in a limited version. The advice from the health authorities must still be observed. That means that a distance of 2 meters still apply and only 10 pupils in a class room. Therefore only half a school day as the classes will be divided into two groups – one group before noon and one group after noon. In every school they have to be very creative to fit the health regulations. As much of the school as possible must be outside.

School for the older pupils, high school and university are still closed. The health argument is that the youngest children are less likely to become infected, infect others and if they should get infected, they are less likely to become severely ill.

**Finland**

**State of play**

On 4 May, the Finnish government announced its exit plan for Corona. Some details still remain unclear, for example what is the governments position on protective masks – so far not obligatory in Finland.

**Cross-border mobility:** The current restrictions in cross-border mobility will be lifted from 14/05 onwards. Allowed will be labour mobility for permanent work and other necessary mobility (family relations?).

**Travelling abroad:** The foreign ministry upholds it’s advise on not to travel abroad. The ministry of internal affairs will draft a plan on restoring cross-border mobility. EU coordination is considered important here.

**Restaurants:** Restaurants, coffeeshops etc, will be opened gradually from 1st of June. There will be still certain restrictions (number of customers, opening hours etc).

**Outdoor activities:** Spots for outdoor activities will be reopened from 14/05 onwards.

**Sports competitions and series:** Sports competitions and series can start running again with special safety measures in place.

**Libraries:** Libraries will start running as from now – customers can only borrow books as “take-away”.

**Public indoor spaces:** Certain public indoor spaces (museums, theatres, opera, libraries, archives, swimming halls, sport centres, youth centers etc) will be opened gradually from 1/06 onwards.

**Events and mass gatherings:** Mass gatherings and events of over 500 people are banned until 31.7. From 1.6, gatherings of under 50 people will be allowed (now 10).

**Limitations to social and health institutions visits (hospitals, care- and elderly homes):** Restricted access to social and health work premises continue.

**Distant work:** Home working is advised throughout the summer if possible.

**School reopening**

**Primary education, day-care:** Will start working normally on the 15th of May.

**High-schools, Vocational schools, universities:**Government recommends that these educational institutes will continue distant-learning modules until the end of the term. However, the buildings of these institutions might be used from 14.5 onwards (with additional safety measurements).

**France**

**State of play**

Strict lockdown ended on 11 may, however the Government has said that the return to normality will take several weeks and follow a different pace according to the type of "zone" (green or red) a Region has been classified. Restaurants, high schools, and bars will remain closed until June.

Most of retails reopened from 11th May, and will have to respect health protection measures:

* Limited number of people in retails;
* 1 metre distance between people to be respected;
* Protection of workers;
* Recommendation for the workers as well as for clients to wear a mask when it will not be possible to respect distance between people. Employers will be allowed to require people to wear a mask in their retails.

**Framework for occupational safety and health**

On 3rd May 2020, the ministry of Work published a national protocol for exit strategy aiming at helping enterprises to start their activities again while ensuring health protection of their workers.

This protocol gives precision on the general doctrine of collective protection that employers have to implement.

It is divided into 7 parts and provide precisions regarding:

* recommendations regarding gauge per open space;
* flow management;
* personal protection equipments;
* screen tests;
* protocol for care of persons with symptoms and his close relatives;
* temperature check;
* cleaning and disinfection of premises.

The ministry of Work published advice cards, and professional branches guides to support employers and workers in the implementation of protection measures at work. They are available through the following link: <https://travail-emploi.gouv.fr/le-ministere-en-action/coronavirus-covid-19/proteger-les-travailleurs/article/fiches-conseils-metiers-et-guides-pour-les-salaries-et-les-employeurs>. New advice cards will be provided in the coming days.

Three platforms have the support from the government to respond to the needs for protective equipments in enterprises:

* platform [stopcovid19.fr](https://stopcovid19.fr/) connects makers and clients for hydroalcoholic gel and other protective equipments, for bulk purchase;
* La Poste created an purchase platform for masks for micro and small enterprises (<https://masques-pme.laposte.fr/>)
* platform Cdiscount provides masks.

Professional branches also organize personnal protection equipment purchase for companies they represent. U2P will create a platform.

As protective measures will have a high costs, support for smaller enterprises will be provided.

**School opening**

School and child care should open from 11th May, on a voluntary basis, following strict restrictions concerning the numbers of children per classroom and health-related measures. However, a large degree of discretion is left to local authorities.

Secondary schools will open from 8th May 2020 in departments where the situation improved sufficiently.

**Testing and tracing**

The aims of government is to make virological tests per week from 11th May. Public and private laboratories, including research and veterinarian laboratories, will be allowed to test people. Tests will be 100% covered by health insurance.

**Personal protective equipment:**

* Masks are compulsory for all workers working at less than one meter from each other. Employers "may" provide PPE. Gloves are discouraged.
* Enterprises in the textile industry can sell masks compliant to public health requirements to other professionals through the digital platform StopCOVID19 (cf [Link](https://stopcovid19.fr/customer/account/login/))
* Jointly with CMA France and CCI France, La Poste (French postal services) set up a [platform](https://cma-france.fr/2020/04/30/poste-plateforme-masques/) where enterprises can order reusable masks produced in France.

**Germany**

**Framework for OSH**

Guidelines of the skilled crafts for the economic recovery:

* There is no alternative but a step-by-step procedure. Gradual restart instead of stop and go. As long as no effective vaccine is available, all steps of such a restart must be dimensioned with regard to their epidemiological effects, while at the same time avoiding overloading intensive care capacities.
* Effective precautions such as the availability of protective measures, clear contact regulations as well as the further expansion of intensive care capacities
* Discrimination-free procedure: No approach based on value creation or company size. Avoidance as far as possible of abstract industry-specific restrictions (if necessary prohibition of particularly hazardous sub activities).
* Instead, industry-specific protection and prevention concepts in close cooperation with the employers' liability insurance associations (it should also be examined whether the latter can also become active in the procurement of protective equipment and employee training).
* Nationwide uniform, clear and transparent criteria for re-entry:
  + Determine in which economic sectors or structures potential risks of infection can be limited to an absolute minimum by clear rules of conduct and adequate protective measures.
  + Craft business can reopen their entire business operations again, of course in accordance with specific protective measures for employees and customers. Even for small businesses whose services are not possible without direct physical contact, such as hairdressers, it must be possible to reopen when implementing relevant protective measures, e.g. by means of specific procedures for the allocation of appointments in connection with protective measures for customer contact.
  + The prerequisite of uniform regulations is not contradictory to the fact that, depending on the regional development of infection, the concrete specifications may be tightened or relaxed again on site. The decisive factor is that they are rule-based, reliable, transparent and thus predictable, so that companies can adapt to them. This requires a suitable communication between politics, administrations and business.
* Crafts support the BMAS initiative to general, cross-sectoral Covid 19 occupational health and safety standards. However, it is important to keep in mind the operational feasibility, especially for SMEs. The protective measures will have to be concretized depending on the respective type and manner of operational processes and the specific forms of customer contacts. The trade associations of the skilled crafts sector are working on such trade-specific protection concepts with the employers' liability insurance associations as partners.

**Testing & tracing**

Guidelines of the skilled crafts for the economic recovery:

* The data material available to politicians on the spread and the development of disease and must be urgently and rapidly improved by using a tracking app and significantly increased and regular testing for infections and immunisations, not only on a case-by-case basis but also in the form of extrapolatable sample surveys

**Other requests by organisations**

* The local authorities and offices must quickly regain their basic ability to work, on which craft enterprises depend to fulfil their orders. Approval bodies, road traffic and building authorities that cannot function in a timely manner threaten to cut up entire value chains. The pandemic has also shown how great the need to catch up in the digitalisation of administrative processes still is - although with great regional differences.
* Reactivate priority services of general interest: Childcare infrastructure for employees, essential administrative services for economic activity (supervisory and licensing authorities under trade law, building permit authorities, awarding authorities, vehicle registration offices, tariff committees, etc.), educational infra-structure including examination procedures.
* Continuation and, if necessary, extension of the acute aid measures for companies/industries/regions that have been affected for a longer period of time; moratorium on burdens until the end of the legislative period combined with targeted demand impulses and investment incentives.
* Strengthen liquidity support for self-employed persons, freelancers and companies with up to 10 employees, which is limited to material costs. These must be quickly supplemented by a specific offer from guarantee banks.
* Necessary to continue the deferral relief beyond April for the months of May and June.
* A comprehensive moratorium on burdens is indispensable, both in terms of regulation and, for example, social security contributions.
* In tax policy, too, impulses going beyond the current stabilisation measures must be re-leased. This includes a rapid overall abolition of the solidarity surcharge as well as, for ex-ample, an increase in the capitalisation requirement for minor assets, the reorganisation of the accumulation reserve to suit SMEs or the improvement of loss offsetting options (extension of the carry-back period, increase in the volume of the carry-back, abolition of the minimum taxation on loss carry-forwards).
* A particular sense of proportion is called for at the municipal level when determining the future rates of trade tax and real estate tax.
* Private consumption should also be stimulated. A proven instrument is the tax bonus for craftsmen's services. This could be extended for a limited period of time both in terms of the amount and the scope of application (including services outside the household).
* The maximum working hours per day that have been applied so far are currently proving to be an obstacle for many companies to adapt their operational requirements to current demands and circumstances. Urgent need to switch from a daily to a weekly definition of maximum working hours.
* Support programmes already in place in the fields of climate protection and energy should be further optimised in terms of their application period and speed of payment.
* The legal framework of the data economy must be designed in such a way that small and medium-sized craft enterprises can use the market potential it offers without discrimination.
* In order to make full use of the opportunities offered by digitisation and to better cope with future waves of infection, the expansion of broadband and mobile telephony networks must continue

**Ireland**

**State of play of exit measures**

The Irish government has presented the Roadmap for reopening society and business, which sets out how the COVID-19 restrictions will be lifted.

The roadmap does not begin until 18 May.

Right now - the advice is still to stay at home as much as you can. [You can see the full list of measures in place right now by clicking here.](https://www.gov.ie/en/publication/cf9b0d-new-public-health-measures-effective-now-to-prevent-further-spread-o/)

The roadmap sets out Ireland's plan for lifting COVID-19 restrictions on:

* [18 May (phase 1)](https://www.gov.ie/en/publication/ad5dd0-easing-the-covid-19-restrictions-on-may-18-phase-1/)
* [8 June (phase 2)](https://www.gov.ie/en/publication/7ae99f-easing-the-covid-19-restrictions-on-june-8-phase-2/)
* [29 June (phase 3)](https://www.gov.ie/en/publication/d06271-easing-the-covid-19-restrictions-on-29-june-phase-3/)
* [20 July (phase 4)](https://www.gov.ie/en/publication/acc4de-easing-the-covid-19-restrictions-on-20-july-phase-4/)
* [10 August (phase 5)](https://www.gov.ie/en/publication/dd26a8-easing-the-covid-19-restrictions-on-10-august/)

**Italy**

**State of play of exit measures**

On March 14th , the “Shared protocol for regulating measures to counter and contain the spread of the Covid-19 virus in the workplace” was signed by the Italian government. It states that the continuation of production activities can only take place under conditions that ensure adequate levels of protection for those working. The Parties agreed on the possible use of social shock absorbers, with the consequent reduction or suspension of work, in order to enable companies in all sectors to apply such measures and the consequent safety of the workplace. It gives the possibility for the company to have recourse to agile work and social shock absorbers. these measures recommend:

* maximum use is made by companies of agile working arrangements for activities that can be carried out at home or at a distance;
* paid holidays and leave for employees are encouraged, as well as the other instruments provided for by collective bargaining;
* the activities of company departments that are not indispensable to production are suspended;
* adopt anti-accounting safety protocols and, where it is not possible to respect the interpersonal distance of one metre as the main containment measure, adopt individual protection instruments;
* encourage sanitization operations in the workplace, also using forms of social shock absorbers for this purpose;
* for productive activities only, it is also recommended that movements within sites should be limited as much as possible and access to common areas should be restricted;
* agreements between employers' and trade union organisations should be encouraged for productive activities only;
* for all non-suspended activities, maximum use should be made of agile working methods

**Framework for OSH**

The “Shared protocol” states:

* ENTRING THE WORKPLACE INTO THE COMPANY: It is foreseen, as a possibility (where therefore considered necessary), the verification of the body temperature of the staff when entering the workplace, with consequent prohibition of access in case of temperature above 37,5°. At the same time, are repeated the directions to be followed for those who in the last years 14 days had contact with subjects who tested positive for COVID-19 or come from risk areas as identified by the WHO.
* ACCESS MODALITIES OF EXTERNAL SUPPLIERS: For the access of external suppliers and visitors (whose access in the company must be limited as far as possible) very precise indications are provided, for which please refer to the reading of the Protocol. With reference to the drivers of the means of transport, it is foreseen, where possible, that they shall stay in their own vehicles
* CLEANING AND SANITATION ON THE FARM: commitment that each company must give to ensure the daily cleaning and periodic sanitization of the premises, of the environments, workstations and common and leisure areas. In case of presence of a person
* PERSONAL HYGIENE PRECAUTIONS: the obligation for all parties to comply with hygiene precautions is reaffirmed, in particular for the hands
* PERSONAL PROTECTIVE EQUIPMENT With regard to the use of the masks, it is specified that the practice should be done in compliance with the guidelines of the WHO
* MANAGEMENT OF COMMON AREAS (CANTEEN, CHANGING ROOMS,) There are provisions for cleaning, sanitation and ventilation of common areas, together with quota access itself and the obligation to observe the distance of interpersonal security of at least three feet.
* COMPANY ORGANIZATION (ROSTERING, TRANSFERS AND SMARTWORKING, RESHAPING OF PRODUCTION LEVELS)
* EMPLOYEE ENTRY AND EXIT MANAGEMENT In compliance with the known measures concerning the respect of interpersonal distance, and a ban on groupings, it is planned to encourage entry and exit times staggered from the common areas
* INTERNAL TRAVEL, MEETINGS, INTERNAL EVENTS AND TRAINING It is reiterated the indication to limit travel within the company's sites, and not to hold meetings in attendance.
* MANAGEMENT OF A SYMPTOMATIC PERSON IN THE COMPANY The provisions for the treatment of persons are reiterated (therefore also workers) with fever and symptoms of respiratory infection, for which it is obligatory, in the case of specific case of the working environments, declare your status to the office of the personal.
* HEALTH SURVEILLANCE/COMPETENT PHYSICIAN/RLS Health surveillance must continue in accordance with the Ministry of Health’s instructions and in collaboration with the competent doctor
* UPDATING OF THE SELF-REGULATION PROTOCOL It is planned to set up an implementation and enforcement committee verification of the rules of the Protocol providing for the participation of the company and RLS union representatives.

**Communication**

It is provided the employer's obligation to inform workers (and anyone who enters the working reality) about the provisions of the Authorities which they must necessarily follow, by means of appropriate communication methods.

**Luxembourg**

**Framework for OSH**

Construction sector:

From 20 April 2020, on-site activities can resume. It is important to note that the resumption of activities will be accompanied by very strict ban on contact and supplemented by the compulsory wearing of a mask or any other device allowing to cover the nose and mouth for situations of interpersonal contact if the distance of sanitary security (2 meters) cannot be guaranteed.

A whole series of recommendations, technical sheets and practical information for companies and their employees can be found at the following link: <https://www.fda.lu/coronadownloads>

**Spain**

**State of play of exit measures**

The Spanish Government announced an Exit Plan on April 28, comprising four phases of 1-2 weeks each, from May 4 until June 24. The plan will be implemented unequally between “Provincias” (NUTS3 regions), with island regions being the first to progress. Moving into each next phase will also be conditional on complying with certain medical indicators in each Province.

The Plan is not yet on the Official Gazette, as it will be published stage by stage. The first phase between May 4 and 11 includes the opening of stores, but with only one customer upon appointment. On Phase 2, stores may be open to the general public but with limited capacity (one-third).

In general, PIMEC welcomes the exit strategy, but has called for more concrete implementation details and compensations for SMEs operating with severe restrictions, mainly through tax rebates (which have been very scarce in Spain during the entire Covid-19 crisis).

**Framework for OSH**

The Spanish Government published on 11th April a [guide](https://www.lamoncloa.gob.es/serviciosdeprensa/notasprensa/presidencia/Documents/2020/GUIACENTROSTRABAJOCOVID19b.pdf) of good practices for companies, this guide has not been in agreement with the social partners.

In Catalonia, social partners are discussing with the Catalan Government the update of recommendations for enterprises that was released at the beginning of the crisis.

The organisation is worried that many enterprises do not have masks or other individual protection equipment or tests to detect the asymptomatic cases.

Most sectorial organizations are making their own OSH guidelines with little or no guidance from the Government. So far, we are aware of protocols in sectors such as cinemas, hotels and restaurants. However, at this stage, most sectors still lack concrete instructions on OSH.

**School reopening**

In the mentioned Exit Plan of April 28, the Spanish Government confirmed that schools will re-open in September for the new course. Until then, pupils will continue to use online learning tools, but it is still unclear how and when they will be evaluated. The only clear thing is the official exam for university access, which has been set for early July.

**Testing & Tracing**

The Spanish Government is conducting an ambitious serological test exercise on 70,000 random citizens to evaluate the current level of immunity in the population. Besides this, tests continue to be restricted to hospitals and elderly homes. PIMEC has called the Government to allow private testing on workers to take place in pharmacies, private clinics and laboratories, dental and other healthcare establishments.

**Personal protective equipment**

While local SMEs strived to manufacture PPEs and other equipment in the first weeks of the Covid-19 outbreak, Spanish Government has recently capped the price of masks and gels, so that many local suppliers exited this market and imports from China are again flooding the country.

**Communication**

Such campaigns are in Spain an issue of regional governments. In Catalonia, several campaigns have been conducted along with social partners.

**Other requests by organisations on exit strategy**

The organisations are asking:

* Direct aid to the sectors that will open with restrictions to offset their current expenses and the lower income that could make their business unviable.
* Tax relief and public aid for the purchase of PPEs, hydroalcoholic solutions and disinfectants that guarantee safety and hygiene in the workplace.
* Maintenance of the special conditions of the “force majeure” temporary redundancy scheme (ERTE) in the sectors that will open with restrictions and, therefore, will not be able to count on all their personnel.
* Ambitious measures for the rental of commercial premises, beyond what is already provided for in Royal Decree 15/2020, such as tax credits granted in Italy to landlords who have lowered or exempted their rent.
* Tax incentives for the recovery of demand, such as deductions on the personal income tax of consumers, reduced VAT rates (as much as the Annex III of VAT Directive allows) and subsidized service vouchers in the activities most affected so far by the closure and later by the restrictions of capacity (restaurants, tourism, culture, etc.).

**The Netherlands**

**State of play**

**From 11 May the gradual reopening and resuming of activities will apply:**

* Sports and play
* Contact-based roles
* Libraries

**Going forward: Expected measures from 1 June**

* secondary schools will reopen (the details still have to be worked out);
* cafés/ restaurants may reopen outdoor seating areas as long as people can stay 1.5 metres apart;
* cinemas, restaurants, cafés and cultural institutions (such as concert venues and theatres)
* everyone travelling on public transport will be required to wear a non-medical face mask.

**Expected measures from 15 June**

* vocational education (MBO) schools can reopen for exams and practical training.

**Expected measures from 1 July**

* shared toilets and shower blocks at campsites and holiday parks can reopen
* The maximum number of visitors to cinemas, restaurants, cafés and cultural institutions can hopefully be increased to 100.

**Expected measures from 1 September**

* gyms, saunas, health spas, club canteens will reopen.

**Framework for OSH**

The protocol has the objective to create clarity for companies, clients, customers and all workers about working safely during the corona crisis. The protocol also gives clarity for constructors working for people at home safely.

The starting point of the protocol are the current opinions and measures of the National Institute for Public Health and Environment (RIVM). The protocol will be updated if necessary. The protocol is meant to be used as guiding principles for the execution of the work. In specific working circumstances one can deviate from the protocol with expressing the reasons for deviation.

The protocol is based on the occupational hygiene strategy. This approach guarantees that the use of personal protection equipment can be limited to a minimum. The first action is to take measures to prevent contamination. Specific caution is advised while working in buildings and homes where people are working/at home.

**School opening:**

From the 11th of May, primary schools and day care will be opened again. Children will also be able to go to after school day care. Schools are advised to half the size of the class by allowing 50% of the children to come to school one day, and the other 50% on another day.

High schools can take necessary precautions to open up (partially; if all goes well) from Tuesday June 2nd onwards. High schools are allowed open in case of exams (1,5 m distance). Universities etc. remain closed.

**Testing & Tracing:**

The Netherlands will increase its testing and contact-tracing capacity. From June, everyone in the Netherlands who has symptoms can be tested. If someone tests positive for coronavirus the municipal health service (GGD) will carry out in-depth source and contact tracing. The Netherlands is looking into the use of digital tools (such as apps) in order to quickly gather as much relevant data as possible.

**Other requests by organisations on exit strategy**

Now that restrictive measures have been extended and we know that the impact of corona will last longer, a second stimulus package is needed. It should also take into account loss of turnover in sectors like horeca, tourism, manufacturing etc. And while paying a large percentage of employee's wages is very helpful, it is not enough in all situations. A second package should also accelerate the implementation of planned procurements, such as infrastructure- or construction projects.

**FOR FEEDBACK**

If you would like to give your feedback to this document, we kindly ask you to indicate:

1. **State of play**: in a short paragraph (max 10 lines) what the lockdown situation is in your country – what is open / closed, allowed / not allowed, etc.
2. **Framework for Occupational Safety and Health - OSH:** Which guidelines are provided by government, interprofessional and sectoral social partners? Having information on this can provide much needed inspiration to colleagues in other Member States
3. **School opening:** Information on how schools are reopening and this is combined with getting people back to work can provide inspiration to colleagues in other Member States
4. **Testing & Tracing:** How will companies assess workers health? In which way can SMEs contribute to the development of tracing tools?
5. **Personal protective equipment:** How do SMEs contribute to production of PPE? What is still required?
6. **Communication** Which communication campaigns to inform people on getting back to work in a healthy way – by government, in cooperation with employers and trade unions, by member itself, …
7. **Other requests by organisations on exit strategy**

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