

PRESENTATION OF MEASURES TO SUPPORT EMPLOYEES AND THE ECONOMY BY THE MINISTER OF LABOR, WELFARE AND SOCIAL INSURANCE MS. ZETA AIMILIANIDOU

1. Special Plan for Complete Suspension of the Company's Operations

Period	Beneficiaries	Number of employees of enterprise	% of Employees Covered	Salary Support %
January 2021	The beneficiaries of the Special Plan are:			
	legal entities or natural persons (employers) who are under mandatory full suspension according to the Decrees here of the Minister of Health for the period 1 to 31 January 2021 and do not work either by telework, by home delivery or by delivery to a professional establishment.	Up to 9 employees	100%	60%
	ii. legal or physical persons (employers) who are under mandatory full suspension according to the Decrees of the Minister of Health during the period 10 to 31 January 2021 and do not work either by telework, by home delivery or by delivery to a professional estate.			
	iii. Economic activities (and with a separate employer registration number) located in shopping malls and which are on mandatory full suspension and do not work either by teleworking, home delivery or delivery to business premises, for the period from 1 to 9 January 2021 or for the period from 1 to 31 January 2021.	Over 9 employees	97%	

- The allowance for each employee will be 60% of the salary with a minimum of € 360 and a maximum of € 1,214 euros for a period of one month.
 - **Beneficiaries will be only persons whose purpose will be profit-based.**
 - Certified Public Accountant Report required.

2. Special Plan for Partial Suspension of the Company's Operations

Beneficiaries are legal or natural persons (employers) who can work only by teleworking or by home delivery or by delivery to a professional establishment.

Period	Turnover Reduction	% of Employee Coverage	Salary Support %
January 2021	For companies that have a turnover reduction of 30% - 40%	45% of all employees.	60%
	For companies that have a turnover reduction of 40% - 65%	65% of all employees.	
	For companies that have a turnover reduction of 65% - 80%	75% of all employees.	
	For companies that have a turnover reduction of over 80%	97% of all employees.	

- To support small businesses, for companies that employ up to 3 people, all 3 employees will be subsidized.
- The allowance for each employee will be 60% of the salary with a minimum of € 360 and a maximum of € 1,214 euros for a period of one month.
- Beneficiaries will be only persons whose purposes will be profit-based.

Certified Public Accountant Report required.

3. Special Plan for Hotel Units and Tourist Accommodations

The mentioned Plan is addressed to any hotel unit or tourist accommodation that carries out economic activity in any Province of the Republic. Participation in the Project can be done as follows:

Period	Turnover Reduction Rate / Occupancy Rate	Employee Coverage Rate for Companies that will be reactivated	Employee Coverage Rate for Businesses that will not be reactivated	% of Salary Support
January 2021	more than 40% reduction in turnover VS the corresponding winter period of the previous year for companies that were active OR Less than 60% occupancy for companies that were not active during the corresponding winter period of the previous year. <u>The turnover reduction rate / occupancy rate should relate to the entire reporting period (monthly).</u>	90%	97%	60%

Conditions for participation in the Project:

- Non-dismissal of any employee until the end of March 2021, except for reasons justified by dismissal without notice. It is understood that companies will not be able to lay-off employees for financial reasons during the above period.
- The employer will have the obligation to pay contributions to the Funds for which the Social Insurance Services are responsible for collection, 2.8% of the amount of the Special Allowance to be paid to the employees who will participate in the Plan. In the balance of the salary paid by the employer for those who work in the company, the corresponding contributions will be paid, as it was valid until now in the Plans.
- Businesses (hotels / tourist accommodation) that will operate only cafes and restaurants will be considered reactivated.
- Non-reactivated Enterprises will also be considered enterprises (hotels / tourist accommodation) that perform maintenance / repair work or other related work that cannot be considered as normal work in the object of the mentioned enterprises.
- The periods of paid accumulated days of leave and the balance of the paid annual leave of the employees will not be included in the dates for which applications are submitted. *(δεν θα περιλαμβάνονται στις ημερομηνίες για τις οποίες υποβάλλονται οι αιτήσεις, οι περίοδοι των πληρωμένων συσσωρευμένων ημεραργιών και το υπόλοιπο της πληρωμένης ετήσιας άδειας των εργοδοτούμενων.)*
- **Certified Public Accountant Report required.**

4. Special Plan of Economic Activities Related to the Tourism Industry or Economic Activities which are directly affected by Tourism

The Scheme in question is addressed to any company (legal entity or separate Employer Registration Number):

1. whose economic activity is linked to the tourism industry or
2. carries out economic activity that is directly affected by Tourism

Participation in the Project can be done as follows:

Period	Turnover Reduction %	Number of Employees	% of Employee coverage for enterprises that will reactivate	% of Employee coverage for enterprises that will not reactivate	Salary Support %
January 2021	<p>The following can be included in this Plan:</p> <p>(a) Those companies that will not be active during the period from 1 January 2021 to 31 January 2021 (Form EEA 11),b) Those companies mentioned above and are active if they have or anticipate a decrease in turnover of more than 40% for the period from 1 January 2021 to 31 January 2021 compared to the corresponding period of the previous year and a decrease in their turnover is solely due to the state of their business due to the COVID coronavirus pandemic 19. In case the company did not operate during the corresponding winter period of the previous year, then the comparison will be made with September 2019 and the month in question (Form EEA10).</p> <p>c) Any company during the period from 1 January 2021 to 31 January 2021, for some time was active and for some time was inactive, must submit a separate application for each period depending on the case (Form EEA10 or Form EEA 11)</p>	<p>Up to 3 Employees</p> <p>Over 3 Employees</p>	<p>100%</p> <p>65%</p>	<p>97%</p>	<p>60%</p>

Conditions for participation in the Special Plan:

- Not to have dismissed any employee until the end of March 2021, except for reasons justified by dismissal without notice. It is understood that companies will not be able to lay off employees for financial reasons during the above period.
- The amount that can be paid as Special Unemployment Benefit for a period of one (1) month, not including Sunday, cannot exceed € 1,214 or be less than € 360.
- The employer will be obliged to pay contributions to the Funds for which the Social Security Services are responsible for collection, 10% of the amount of the Special Allowance to be paid to the employees who will participate in the Plan. In the balance of the salary paid by the employer for those who work in the company, the corresponding contributions will be paid, as was valid until now in the Plans
- The periods of paid accumulated days of leave and the balance of the paid annual leave of the employees will not be included in the dates for which applications are submitted. *(δεν θα περιλαμβάνονται στις ημερομηνίες για τις οποίες υποβάλλονται οι αιτήσεις, οι περίοδοι των πληρωμένων συσσωρευμένων ημεραργιών και το υπόλοιπο της πληρωμένης ετήσιας άδειας των εργοδοτούμενων.)*
- **Certified Public Accountant Report required.**

5. SPECIAL UNEMPLOYMENT SUPPORT PLAN

The Plan is addressed to:

- any person who is registered as a regular unemployed person in the Public Employment Service Register throughout the month of January 2021.
- received an unemployment benefit for which he has exhausted the right to payment within the period from January 2020 to December 2020 and
- is in the Republic of Cyprus at the time of implementation of the Special Plans.

The Special Allowance is equal to € 500 for a period of one month and is not provided for any period for which the unemployed person receives unemployment benefit, sickness allowance, maternity allowance, paternity allowance, statutory pension, or any allowance from the Special Plans.

6. SPECIAL PLAN FOR CERTAIN CATEGORIES OF SELF-EMPLOYED

The application for this Special Allowance is submitted by the self-employed:

- i. who are not employers and are registered in the Register of Social Security Services or and
- ii. who are employers and employ up to two (2) employees and are registered in the Register of Social Security Services, in one of the following professional categories:

1.	Photographers
2.	Rental Car Owners
3.	Tourist Guides and Tourist/Visitor escorts (e.g., to archeological sites, museums, galleries, etc.)
4.	Taxi Drivers
5.	Tourist Bus Drivers
6.	Street Food Vendors
7.	Non-food street vendors
8.	Self-employed in the Hotel Sector
9.	Self-employed whose companies are subject to mandatory, complete suspension in accordance with the applicable within the period under reference (1st to 31st of January 2021) Decrees of the Ministry of Health and / or the relevant Decisions of the Council of Ministers
10.	Self-employed persons whose business is subject to mandatory suspension in accordance with the Decrees of the Minister of Health for any period within January 2021, but is active in similar economic activities (e.g., home delivery from a restaurant) - Report of Certified Public Accountant is required
11.	Employees whose company has or expects a turnover reduction of more than 80% for the period from 1 January 2021 to 31 January 2021 compared to the corresponding period of the previous year and the decrease in their turnover is due solely to situation of their business due to the pandemic - Certified Accountant Report is required

and

iii. if they have or anticipate a reduction in turnover of more than 40%, or 80% for those pursuing an economic activity falling under point (11) above, for the period from 1 January 2021 to 31 January 2021 or 10th to 31st January 2021 compared to the corresponding period of the previous year and the decrease in their turnover is due exclusively to the situation of their company due to the coronavirus COVID 19. If they were not employed as a self-employed person in the previous year, then the comparison will be made with a period preceding 1 January 2021 without considering any reduction in turnover for the period from 16 March 2020 until 31 December 2020.

It is understood that for the self-employed persons who fall into category (10) above, the reduction of the turnover will concern the period during which according to the Decrees of the Ministry of Health they were under mandatory suspension for the period January 2021, in relation to the corresponding period of the previous year.

This Special Allowance (weekly) will be equal to 60% of the amount of the weekly amount of insurable earnings, based on which the beneficiary was obliged to pay contributions to the Social Insurance Fund for the fourth quarter of 2019. This Special Allowance is not less than € 300 and more than € 900 if it covers a period of four weeks.

7. Special Work Absence Allowance

The application for the Special Work Absence Allowance is submitted by private sector employers who employ employees who are on the list of patients with risk factors for serious illness from COVID-19, which have been determined by the Ministry of Health in a Press Release date December 29, 2020 or in any future revision and these employees hold a certificate from their personal physician as to the nature of their illness, in a special form posted on the website of the Ministry (www.coronavirus.mlsi.gov.cy), provided that their employer certifies that the employee may not, because of the nature of his work, work remotely or in a place where they do not interact with the public.

Employers participating in any of the Special Plans for the period from 1 January 2021 to 31 January 2021 may not apply for their employees in accordance with the provisions of this Plan but are required to include them in their applications in these Special Plans.

For the period for which the Special Absence Allowance will be paid, the employer is released from the obligation to pay the salary to his employees who received the said Special Absence Allowance from Work.

The period of the Special Absence Allowance from Work will be considered a period of simulated insurance for the purposes of contributions to the Social Insurance Fund and the insurance account of the beneficiary will be credited accordingly.

8. Special Work Absence Allowance for Child Care

The application for the Special Child Absenteeism Allowance is submitted by private sector employers who employ employees who are responsible for caring for children up to the age of 15 and / or children with disabilities regardless of age and cannot work with either teleworking or working from home or with flexible hours and if there is no babysitting / childcare provision.

Employers participating in any of the Special Plans for the period from 1 January 2021 to 31 January 2021 may not apply for their employees in accordance with the provisions of this Plan but are required to include them in their applications for these Special Plans.

For the period for which the Special Absence Allowance will be paid, the employer is released from the obligation to pay the salary to his employees who received the said Special Absence Allowance from Work.

The period of the Special Absence Allowance from Work will be considered a period of simulated insurance for the purposes of contributions to the Social Insurance Fund and the insurance account of the beneficiary will be credited accordingly.

The Special Work Absence Allowance for Child Care is calculated at 60% of the beneficiary's salary, with a maximum of € 1,214 euros for a period of one month.

The period of provision of the Special Work Absence Allowance for Child Care may not exceed three (3) weeks in total for both parents and the method of calculation presented above will be applied in proportion to the days for which the applicant becomes a beneficiary.

If one parent receives the Special Work Absence Allowance, the other parent may not receive it for the same period.