

**Measures approved by the Spanish Government due to the COVID-19
(Royal Decree-law 11/2020 of 31st March)**

EMPLOYEES

1. End of contracts, exceptional unemployment benefit

- a) The employees, which fixed-term contracts, of at least 2 months duration, that finalize after the state of alarm was declared, not entitled to perceive any unemployment benefit and having no other incomes, can apply for the unemployment benefit; providing that such benefit will be not compatible with any other allowance as minimum incomes, minimum guaranteed incomes, social wage or any other similar benefit granted by any Public Administration.
- b) This benefit will be a monthly allowance of the eighty per cent of the Public Income Indicator of Multiple Effects (IPREM) in force. With a total validity of one month, extensible in case it is approved by the corresponding royal decree-law.
- c) The beneficiaries must submit their applications within 10 days after the approval by the Social Security Authorities of such procedure, once the fact occurred.

2. Extraordinary subsidy for activity cancellation to household assistants

- a) Beneficiaries:
Due to the suspension of activities, it will be entitled to an extraordinary benefit the employees in the following situations:
 - Being obliged to stop, total or partially, their activities temporally for reasons beyond their control and because of the current sanitary crisis.
 - Their working contracts have been cancelled due to the state of alarm.
- b) Documentary credentials:
 - Regarding the total or partial cancellation of the services, this fact must be justified through an affidavit, duly signed by the employer or employers.
 - In case of dismissal, letter from the employer communicating the employee the work termination, or supporting documents from the Special Scheme for Domestic Workers of the General Social Security Regime.
- c) Benefit amount:
 - The daily regulatory base of this benefit will be the contribution base of the preceding month, divided by 30. In case of several employers, the daily regulatory base will be calculated separately for each one.
 - The benefit amount will be the 70% of the said regulatory base, not exceeding in any case the minimum inter-professional salary (SMI). In the case of partial cancellation of the activity, the benefit amount to perceive will be calculated in direct proportion to the reduction in working hours.

d) Compatibilities:

- This benefit is compatible with reduced working hours and perceiving the benefit for suspension of the activity, providing the limits of incomes established by the minimum inter-professional salary (SMI).
- It is not compatible with the temporary incapacity benefit or the paid and recoverable leave for employees working for non-basic or essentials sectors.