

New Changes in the Job Protection Plan	Current partial unemployment scheme	Partial unemployment scheme as from 1 <sup>st</sup> October	Long-lasting partial unemployment scheme as from 1 <sup>st</sup> July
How to implement it	<ul style="list-style-type: none"> <li>Unilateral decision and administrative approval</li> </ul>	<ul style="list-style-type: none"> <li>Unchanged</li> </ul>	<ul style="list-style-type: none"> <li>Company-wide CBA or extended industry-wide CBA</li> <li>Unilateral document, if the company is covered by an extended industry-wide CBA providing for the scheme</li> </ul>
Duration	<ul style="list-style-type: none"> <li>Before Covid-19: 6 months maximum</li> <li>Since March 2020: 12 months maximum</li> </ul>	<ul style="list-style-type: none"> <li>3 months renewable</li> <li>Maximum: 6 months</li> </ul>	<ul style="list-style-type: none"> <li>6 months renewable</li> <li>Maximum: 2 years</li> </ul>
Working time	<p>The number of hours off work:</p> <ul style="list-style-type: none"> <li>determined by the employer</li> <li>approved by the administration</li> </ul>	<ul style="list-style-type: none"> <li>Unchanged</li> </ul>	<p>The number of hours off work, up to 40% of legal working time:</p> <ul style="list-style-type: none"> <li>determined by the employer or the CBA</li> <li>approved by the administration</li> </ul>
Compensation paid to the employees	<ul style="list-style-type: none"> <li>84% of the net salary</li> </ul> <p>(lower limit: guaranteed minimum monthly wage, i.e.: €8.03 per hour [SMIC]; upper limit: 4.5 SMIC)</p>	<ul style="list-style-type: none"> <li>100% of the net salary for employees paid the SMIC</li> <li>72% of the net salary for employees paid more than 1.3 SMIC</li> </ul> <p>(lower limit: €8.03 per hour; upper limit: 60% of 4.5 SMIC)</p>	<ul style="list-style-type: none"> <li>100% of the net salary for employees paid the SMIC</li> <li>84% of the net salary for employees paid more than 1.15 SMIC</li> </ul> <p>(lower limit: €8.03 per hour; upper limit: 70% of 4.5 SMIC)</p>
Reimbursement to the employer for the compensation paid to employees	<ul style="list-style-type: none"> <li>Up to 30 May: 100% of the compensation paid to the employees by application of legal rules</li> <li>As from 1st June: 85% of the compensation paid to the employees by application of legal rules (by exception the rate is 100% for certain sectors)</li> </ul>	<ul style="list-style-type: none"> <li>60% of the compensation paid to the employees by application of legal rules</li> </ul> <p>(Lower limit: 90% of the SMIC)</p> <ul style="list-style-type: none"> <li>Before renewing the scheme, each employee must have taken 5 days off</li> </ul>	<ul style="list-style-type: none"> <li>80% of the compensation paid to the employees by application of legal rules (85% if implemented before 1st October)</li> </ul> <p>(90% for employees paid only the SMIC)</p>
Commitments to maintain employment	<ul style="list-style-type: none"> <li>Requested only when an application for renewal is made within 36 months</li> </ul>	<ul style="list-style-type: none"> <li>No redundancy during the recourse to the partial unemployment scheme</li> </ul>	<ul style="list-style-type: none"> <li>Determined by the plan. Possible to implement redundancies, if anticipated in the plan</li> </ul>
Follow-up with the employees' representatives	<ul style="list-style-type: none"> <li>None</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly reports</li> </ul>	<ul style="list-style-type: none"> <li>Determined by the plan: quarterly reports at minimum</li> </ul>