



Germany

Impact of the COVID-19 outbreak in the EFFAT sectors and measures taken to deal with the consequences of the pandemic

EFFAT affiliates: NGG, IG BAU

Governmental measures

On 23 March 2020, the German government approved a "[Protective shield for the economy](#)" with the following measures:

- Emergency aid for small businesses, including grants that are not repaid, with up to 50 billion euros
- Unlimited liquidity support for companies
- Economic Stabilization Fund: State guarantees with 600 billion euros for companies
- Flexible short-time work allowance

In case of losses of work and substantial revenues due to closures, cancellations of bookings, missing material, etc., companies can apply for short-time work allowance (Kurzarbeitergeld - KUG). Workers get 60 to 67% of their net income for max 12 months, employers get social security contributions reimbursed. The access to KUG has been made easier from 1 March to 31 December 2020 https://www.arbeitsagentur.de/datei/kug-corona-virus-infos-fuer-unternehmen_ba146368.pdf.

Information for workers: <https://www.arbeitsagentur.de/finanzielle-hilfen/kurzarbeitergeld-arbeitnehmer>

More information on the governmental measures can be found on the ETUC webpage [here](#).

Impacts in the EFFAT sectors and specific measures adopted to deal with them

Agriculture sector:

IG BAU gives information to their members in the agriculture sector, e.g. on how to protect agriculture workers from an infection with the Coronavirus, on hygiene rules in the fields, etc. <https://igbau.de/Informationen-zu-Corona.html#section20588>

IG BAU calls upon the federal government to increase short-time work benefits to 90 percent, as the current level of short-time work benefits leads workers directly into poverty, particularly in the low-wage sector. Companies are asked to top up short-time work benefits to full wages.

Food, Drink and Tobacco sector:

NGG gives general advice to members on questions relevant for workers in times of the Coronavirus pandemic, e.g. rights and duties of workers and employers in case of a pandemic, role of works councils, short-time work allowance:

<https://www.ngg.net/artikel/2020/coronavirus-was-arbeitnehmer-wissen-sollten/>.

HRCT sector:

NGG has concluded an agreement on short-time work allowance with the fast food employers association BdS. Valid from 1 March 2020 until 31 March 2021, the collective agreement foresees that employers will stock up the short-time work allowance to 90% of the net wages, and that no staff will be laid off during the period of short-time work and 2 months beyond <https://www.ngg.net/pressemitteilungen/2020/systemgastronomie-absicherung-von-unternehmen-und-beschaeftigten-in-krisezeiten/>.



NGG strives for a similar agreement with the hotel and restaurants employers association DEHOGA.

Measures adopted in specific companies

- **BAT (British American Tobacco)**

On the one hand, there is an increased demand for cigarette products, on the other hand, the supply of goods is delayed due to problems at the border with Poland.

Impact on work organisation:

Sales: restricted working possibilities, partial relocation to home office with telesales; administration: work from home; production: challenges of caring for relatives are dealt with pragmatically, shifts are swapped, if needed, so that there is no shift change anymore.

Health & safety:

Decision in each case at company or site level: As far as possible, work from the home office. Closing canteens or significantly reduce the number of meals on offer. Ban on business trips. Additional hygiene measures (e.g. more frequent wiping of shared equipment/areas). In case of suspicion or potential contact, quarantine of 2 weeks. Equipping the field staff with hygiene articles (spray & masks). In production, more attention is paid to maintaining distances of 2-3 m.

Job protection:

So far, the use of short-time work allowances in the sector is not known. For the time being, the time required to care for children or relatives is regulated by reducing overtime, left over holidays, etc. More variable use of the existing working time regulation is possible on a voluntary basis.

Regular exchange between the works councils of the 4 large companies is organised.

- **Others**

NGG is actually in negotiations with a number of companies to achieve agreements on job security.

Additional information

Short time arrangements at Coca Cola EP Germany | [EN](#) | [ES](#) |

For more information on the measures adopted in transnational companies please check the main page.