The Oxford Compendium of National Legal Responses to Covid-19

Author Guidance Code (AGC)

Version 3.0

(12 January 2021)

Editorial Committee

Lex-Atlas: Covid-19
Author and Reader’s Introduction

• The *Oxford Compendium* is a general reader’s guide to state responses, indicating sources of controversy and novelty rather than provide a definitive list of contrasting national viewpoints and complete universe of measures. The use of detailed and accurate references in footnotes is therefore essential as it will assist other researchers to carry out deeper work on select themes, as will the possibility of contacting the LAC19 network for further information. All references will be permanently archived by Phase 2 of the project in order to avoid ‘link rot’.

• This AGC serves as the template of common questions that each Country or Territory Report will answer. Each report is structured identically using the categories given below.

• Each category is complex and the extent of detail will necessarily be constrained. We have asked authors to be extremely concise and to use citations in footnotes to refer readers to controversies.

• The tone of the County Report should aim to be strictly non-partisan and neutral. It should approximate a ‘civil service’ approach, remaining neutral between the political parties and avoiding any policy judgments. Country Rapporteurs will have the opportunity to blog and use the LAC19 forum more generally to express judgments about their or other countries’ performance.

• The preparation of reports on federal countries should follow the bespoke guidance inserted in the relevant parts of this AGC. As a general rule (1) authors will have chosen two sub-federal jurisdictions as exemplars; (2) the selection criteria should be a combination of geographical size and importance, representativeness of state-level policy, policy-variation and health impact of the pandemic, eg number of infections and deaths. Federal jurisdictions will have received more space than other reports and the selection of sub-national jurisdictions is carried out in consultation with the area editor for Federalism and Multilevel Government (Professor Nico Steytler).

• This AGC is kept under review and may be issued from time to time with updates.
Table of Contents

I. CONSTITUTIONAL FRAMEWORK ................................................................. 4
   A. Basic constitutional structure and division of powers: .................................... 4

II. APPLICABLE LEGAL FRAMEWORK ....................................................... 4
   A. Constitutional and international law ........................................................... 4
   B. Statutory provisions .................................................................................. 5
   C. Executive rule-making powers ................................................................ 6
   D. Guidance ................................................................................................... 6

III. INSTITUTIONS AND OVERSIGHT ............................................................. 7
   A. The role of legislatures in supervising the executive .................................... 7
   B. The functioning of the legislature where its ordinary business is disrupted .. 7
   C. Role and access to courts ........................................................................ 8
   D. Elections .................................................................................................. 8
   E. Scientific advice ........................................................................................ 9
   F. Freedom of the press and freedom of information .................................... 9
   G. Ombuds and oversight bodies .................................................................. 9

IV. PUBLIC HEALTH MEASURES, ENFORCEMENT AND COMPLIANCE .......... 10
   A. Public Health Measures: .......................................................................... 11
      1. Individual mobility restrictions on citizens (stay-at-home, curfews, etc).... 11
      2. Restrictions on international and/or internal travel ................................ 12
      3. Limitations on public and private gatherings and events ...................... 12
      4. Closure of premises and facilities (e.g. schools, shops, services, parks, churches, sport facilities) ................................................................. 12
      5. Physical distancing ................................................................................ 12
      6. Use of face coverings or personal protective equipment (PPE); ............ 12
      7. Isolation of infected individuals and quarantine of individuals suspected of infection; ............................................................... 12
      8. Testing, treatment and vaccination; ....................................................... 12
      9. Contact tracing procedures; .................................................................. 12
     10. Measures in long-term care facilities or homes for the elderly, restrictions on visitors etc. .......................................................... 12
   B. Enforcement and compliance: ................................................................. 12
      1. Enforcement: ......................................................................................... 12
      2. Compliance: ......................................................................................... 13

V. SOCIAL AND EMPLOYMENT PROTECTION MEASURES ......................... 13
   A. Social protection measures: ..................................................................... 14
      1. Social assistance .................................................................................... 15
      2. Social insurance .................................................................................... 15
      3. Tax relief and other social measures ...................................................... 15
   B. Employment protection measures: ......................................................... 15
      1. Economic support for employers ............................................................. 16
      2. Worker protection from dismissal and other contractual protections .. 16
      3. Other worker protections .................................................................... 16
      4. Health and safety .................................................................................. 16
      5. Activation .............................................................................................. 17
      6. Social partners ...................................................................................... 17
   C. Other legal measures .............................................................................. 17

VI. HUMAN RIGHTS AND VULNERABLE GROUPS ....................................... 17
   A. Civil liberties ............................................................................................ 18
   B. Privacy ..................................................................................................... 18
   C. Gender ...................................................................................................... 18
   D. Ethnicity and Race .................................................................................. 18
   E. Disability .................................................................................................. 18
   F. Elderly ...................................................................................................... 18
   G. Children .................................................................................................... 18
   H. Prisoners .................................................................................................. 18
   I. Non-citizens .............................................................................................. 18
   J. Indigenous peoples .................................................................................. 18
I. Constitutional Framework

- This section is expected to remain very brief and light on references as it in the main provides introductory institutional context to the reader. Federal countries will take more words but should still be concise, providing the reader with a brief explanation of the division of powers and competences among the federal units.

A. Basic constitutional structure and division of powers: Briefly outline the basic constitutional organisation of the state including:

1. Is the state parliamentary, presidential or semi-presidential?
2. Briefly describe the legal structure for executive powers.
3. Is the state federal, quasi-federal\(^1\) or unitary?
   i. If your jurisdiction is federal, you should identify here the two sub-federal jurisdictions (states, provinces etc) you have chosen as exemplars and the reasons for selecting them.\(^2\)
4. What is the division of health protection powers as between central/federal, provincial/state/regional, and municipal/local/city in respect of
   i. Rule-making;
   ii. Enforcement;
   iii. Resource allocation/priority setting.
5. Does the division of responsibility for response to emergencies differ, and if so, which organ of the state takes priority in the event of a conflict?
6. Did the response to the pandemic change the basic constitutional arrangements as detailed in this part? Briefly indicate how.

II. Applicable Legal Framework

- For Federal Countries: Please clarify, when answering the questions below, the role of the federal, state/province and municipal/local levels, including, when relevant, specific information about the two sub-federal units chosen.

A. Constitutional and international law:

---

\(^1\) Quasi-federal means that there is a significant lawful delegation of law-making power to a regional political body.

\(^2\) The selection criteria should be a combination of geographical size and importance, representativeness of state-level policy, policy-variation and health impact of the pandemic, eg number of infections and deaths.
1. Has there been a constitutional state of emergency or exception declared?
2. If so, which, if any, provisions concerning the protection of basic rights, the operations of legislatures, and access to courts have been suspended?
3. Notwithstanding a declaration of a state of emergency, are there provisions concerning the protection of basic rights, the operations of legislatures, and access to courts that are exempt from suspension?
4. Have any of the international conventions to which the state is a party been relevant to the state’s response to the pandemic (apart from those relating to the WHO (on which see point f below))?  
5. Did the state legally derogate from any of the provisions of international conventions?
6. Did national authorities directly quote standards developed by the World Health Organization in the legal instruments or official guidance promulgated to address Covid-19?

B. Statutory provisions

1. Has a public health emergency, or analogous measure, been declared? Did the legislature play any role in approving the declaration itself?
2. Has legislation that pre-dated the pandemic been relied on for the primary public health measures? Specify briefly here as the details will be examined in Part IV.
3. Was a new general law introduced providing emergency powers to respond to Covid-19? Specify briefly (will be examined in Part IV). If so,
   i. Was the legislation fast-tracked?
      • If so, specify number of parliamentary sitting days from introduction to passage of the bill.
   ii. Does the legislation create temporary powers use/sunset provisions?

---

3 There is significant variation among countries in the terminology used for so-called states of emergency. By a constitutional declaration of a state of emergency or exception we mean any normative act that extends powers and/or suspends provisions concerning the protection of basic rights, the operations of legislatures, and access to courts beyond what is possible and acceptable in normal times. This is to be distinguished from declarations of public health emergencies that confer emergency powers to adopt measures to deal with health crises, which is discussed under B. Please provide the exact term used in your country and the closest translation to the English in brackets the first time you use the term. All following mentions should use the English term.

4 Please specify by listing the kind of rights that have been suspended instead of just giving article numbers (e.g. rights to life, freedom from torture, fair trial (criminal), fair trial (civil), privacy, religion, freedom of association, freedom of religion, to equal treatment/non-discrimination, the right to vote, to education etc.).

5 Such conventions may include membership of international organisations such as the European Union, trading pacts, international human rights or humanitarian law, and international refugee law.
• If so, specify the duration of the powers (or the duration of the main provisions of such powers).

iii. Was such legislation generally supported or opposed by the opposition parties and, if applicable, leading human rights and civil society organisations? (E.g. were the main opposition parties (if any) and/or leading human rights organisations alleging ‘significant impropriety’ or a ‘power grab’ by the executive branch?) Were there relevant amendments introduced to the original bill?

C. Executive rule-making powers

1. Did executive rule-making powers (i.e. delegated legislation, presidential decree-making powers, etc) play a preponderant role in providing the rules for dealing with the crisis?
   
   i. Explain the role for executive rule-making as a response to the crisis.
   
   ii. Introduce any applicable distinctions between varieties of executive rules here (e.g. regulations, executive decree laws, directions, instructions or executive decrees)\(^6\)

2. Please indicate the general duration of such measures/any applicable sunset provisions (or varieties thereof if there are multiple sets of rules).

3. Please simply indicate whether such measures may be challenged or have been challenged in a court of law (details of actual cases should be explored under substantive heading in Parts IV, V and VI).

4. To what extent were executive direction-giving powers relied on to implement public health measures?\(^7\)

D. Guidance

1. Please indicate any major reliance on directions or non-statutory (soft-law) guidance for the implementation of COVID-19 responsive measures.

2. Are there significant divergences between official guidance/recommendations and law?\(^8\)

---

\(^6\) Please indicate only the form of the power. Accountability is addressed further below.

\(^7\) The line between decree or regulation making powers and direction-giving powers is permeable. At their most basic end, direction-giving powers are used to issue specific instructions in relation to a limited class of persons or things (e.g. close port, shut business, close school, remain in quarantine etc.). Executive rule-making powers normally are used to set up more rules of more general application, and often entail some legislative scrutiny. The distinction blurs significantly and where in doubt avoid the terminology and describe the measure in its own terms.

\(^8\) The distinction between guidance and law is that while both are official the former is meant to be non-binding in a strict sense. If there are any curious combinations – such as where an otherwise binding set of measures also include non-binding recommendations – feel free to note this if you deem it relevant.
III. Institutions and Oversight

- **For federal or quasi-federal countries:** It may in your country’s case not be possible in the space provided to give a systematic exploration of the variation in performance for the federal and each sub-national jurisdiction. Where there is no significant jurisdictional variation between the chosen units, refer to both together. If there are variations of exceptional note, refer to them briefly within the word limit. In such cases, please focus in the main on one jurisdiction’s institutional performance, where possible noting jurisdictional variations of exceptional note, rather than drawing randomly from different jurisdictions’ institutions.

A. The role of legislatures in supervising the executive

1. Does the national or any regional legislature have an ongoing oversight role over decree or regulation-making powers of Government?
2. Can the legislature terminate the power at any time?
3. Do the powers come up for renewal before the legislatures?
   i. If so, at what interval?
4. Does the legislature engage in regular scrutiny of the exercise of such powers in speech and debate?
   i. Is it entitled to pass resolutions expressing confidence or opposition to the exercise of such powers?
5. Can the executive extend its own powers without further action on the part of the legislature?

B. The functioning of the legislature where its ordinary business is disrupted

1. Has the legislature been able to meet during periods of disruption?\(^9\)
2. Were its operations suspended (e.g. recess, prorogation, etc.), and if so for what duration?\(^10\)
3. Has the legislature resorted to virtual meetings for any House or for committee meetings?
   i. Is the passage of legislation suspended during the period of virtual meeting?

---

\(^9\) It is anticipated that it will not be possible to provide an in-depth portrait of each legislature where there is a plurality. It is fine even in federal countries to choose one legislature as the leading exemplar. In the UK, for example, the Westminster Parliament is explored in depth whereas the Scottish Parliament is not.

\(^10\) Please indicate whether the legislature is ordinarily in recess during the applicable period, and whether that period was lengthened as a result of the pandemic.
ii. Do such meeting forms impose constraints on the process of voting?

iii. Do such meeting forms impose constraints on the number of persons permitted to participate in plenary debates?

iv. For those allowed to participate, are there substantial and abnormal constraints on the process for posing questions and offering rejoinders to answers?

4. Have there been significant complaints in the press or by opposition parties that there have been disproportionate political constraints imposed on parliamentary scrutiny during the pandemic?

5. Are parliamentary committees continuing to meet? Have they been able to conduct their business without significant and substantial interruption after a brief period of adjustment?

C. Role and access to courts

1. Is there provision for ensuring the ongoing operation of the courts during the pandemic?\(^{11}\)

2. Indicate whether and to what extent online proceedings have taken place in both civil and criminal proceedings.

3. Where access is provided by means of video link, is there evidence of a digital divide between users having skills in online usage and those who do not?

4. Is taking legal action considered a risk to health and hence a barrier to access to justice?

5. Is there any special provision in relation to access to such courts? (e.g. is there any relaxation of civil or criminal procedure or filing requirements, or alteration to courtroom practice so as to accommodate COVID-19 related disruption?)

6. Do courts have review powers over declarations of states emergency, states of exception, or public health emergencies? If so, are they mandatory, judge-initiated (proprio motu) or contingent upon cases being initiated by parties? Cite any existing examples and specify the likely extent of judicial restraint where review is in principle available, ideally with reference to any precedents.

D. Elections

1. Have any elections or referendums been suspended? (If so, indicate the number of each, level of government, and list in the text or a footnote. Where

\(^{11}\) Do not discuss substantive cases in this section – discuss them where they arise in other relevant parts of the Country Report (Parts IV, V and VI). Here, you may note the overall volume of litigation if you have insightful data or comments to share.
numbers are excessive use numbers alone and where possible cite to official publication for details).

2. Please indicate the duration of any delay to national and sub-national elections or referendums. Where numbers are large provide a sample spread and an indication of the outer range.

3. If elections have taken place during the COVID-19 pandemic, were they subjected to additional protective measures or modified procedures?
   i. If yes, please detail the most relevant of such procedures;
   ii. Is there any evidence that such measures amplified or hampered electoral access to polling?

E. Scientific advice

1. Please specify whether there is any legally protected or provided for role for scientific advice. For instance:
   i. Is there express mention of necessity for the Government to follow scientific advice in primary legislation or secondary legislation? Is there in practice any significant pressure, obligation or convention in respect of following such advice?
   ii. Is it required that such advice be published?
   iii. Are scientific advisers genuinely independent of Government in either a de jure or de facto sense?

F. Freedom of the press and freedom of information

1. Has reporting on COVID-19 by the media been constrained or obstructed in any way by government? If so, please detail how.

2. Have laws to access to information been suspended or modified?

G. Ombuds and oversight bodies

1. Briefly detail whether any existing oversight bodies played a crucial role in overseeing at a general level the actions of the executive in relation to any of the categories discussed in this Author Guidance Code.

---

12 If the examples are numerous a list can be provided with a citation either to a published list or a list of examples furnished in a footnote.

13 The role of special institutions, ombuds, special reviewers etc. that pertains to specific areas covered elsewhere in this guidance should be specified there. This section seeks data in relation to a general supervisory jurisdiction over executive (and/or legislative) responses to the Covid-19 pandemic.
i. Did any ombudsperson play a key role?

ii. Was any special reviewer of legislation or other public official appointed to monitor the public response to Covid-19?

IV. Public Health Measures, Enforcement and Compliance

- **Introductory text:** Provide a brief introduction, between one and three paragraphs maximum, summarising the general approach of your country in the public health measures responding to Covid 19, including whether such measures were introduced in key ‘packages’ and changes of approaches across time. Do not repeat information provided in Part II unless essential. The details will be provided under the ten subsections below. See the example taken from the Germany report as a guide:

  Germany

  51. The German approaches against the pandemic can roughly be categorized in three chronological stages: during a first phase as of mid-March 2020, severe restrictions on general mobility and the closure of most facilities were ordered throughout the Republic, the federal states implementing strategies that were closely coordinated in the regular meetings with the Federal Chancellor. A second stage, beginning at the end of April 2020, brought significant relaxations, while the uniformity of the measures taken by the states decreased as they took more and more autonomous political control. A third stage with new restrictions due to rising infection numbers began in October 2020, the approaches of the federal states getting more integrated again, culminating in the decision to impose once more extensive, nation-wide restrictions for the duration of November 2020.

- **For federal or quasi-federal countries:**
  
  - The narrative should start with a brief introduction reminding the reader of the federal variations explored in this Part and explain in outline the approach to be adopted. Do not repeat information provided in Part I unless essential.
  
  - Please discuss the actions of the federal and each sub-national jurisdiction in relation to each sub-category, within each sub-category. Also please note any prominent role of municipalities or local authorities here. No further sub-headings are required. The narrative should be organised under the ten sub-headings above. Where the regulations are substantively the same, note this briefly. Where there is a relevant variation, this bears more emphasis. By relevant here we mean the following: the adoption of an innovative and effective measure; the adoption of a significantly different approach; the adoption of a significantly disastrous approach and the adoption of an importantly complementary policy to the one adopted at the federal and/or other state/provincial level.
A. Public Health Measures:

- Discuss the main public health measures adopted and any significant issues related to those (i.e. political conflict, social unrest, court challenges etc). The narrative must include, at a minimum information about the measures listed below (1 to 10), 14 and
  - should indicate the level of jurisdiction where the measure was adopted 15,
  - the legal status of the measure (i.e. binding or guidance),
  - the duration of the measure, 16 and
  - the form of regulation. 17
  - important litigation that has arisen *discuss it in the specific section dealing with that public health measure.
  - Further: Please avoid to use the general term ‘lockdown’ as there is no universal definition of what a ‘lockdown’ is. Rather, please specify the details of the public health measures adopted according to the guidance and under the specific sections below. If you want to refer to the package of public measures adopted as a whole with the word lockdown, or quarantine, as some countries do, please use these terms in inverted commas to avoid confusion.

Minimum list of measures to be reported: 18

1. Individual mobility restrictions on citizens (stay-at-home, curfews, etc)
   - This section should focus on general measures such as stay at home orders and curfews rather than travel (section 2), gatherings and events (section 3), closure of premises and facilities (section 4), and medical isolation and quarantine (section 7).

---

14 Please do not delete or change the text of any of the headings of sections and subsections. If a particular measure was not adopted in your country, please state it in one brief sentence or, if relevant, explain the reasons (e.g. litigation, political conflict, etc).

15 Indicate “National/Federal/State/Local/Concurrent”.

16 Indicate duration by dates, including where provision has been intermittent. Use following format for dates: “11 Mar 2020 - 7 July 2020; 9 Sep 2021-present.” If highly variable, indicate as “11 March 2020-7 July 2020 (variable provision).”

17 Indicate here the form of regulation(s). Common English expressions that may be applicable include statute, regulation, bylaw, ordinance, order, direction, decree and guidance. Add a footnote to any of these (and if they appear in a series to each of them) and cite the title of the legislation, including a hyperlink to the official full text of the instrument.

18 If there have been other relevant measures not covered in this list please add them at the end, under “11, 12, …”.
2. Restrictions on international and-or internal travel
3. Limitations on public and private gatherings and events
   - This section should focus on caps on numbers of people allowed to gather. Social distancing can be mentioned but should be reported in more detail under section 5.
4. Closure of premises and facilities (e.g. schools, shops, services, parks, churches, sport facilities)
5. Physical distancing
   - This section should focus on general physical distancing guidance/laws in shops, places of work, schools etc.
6. Use of face coverings or personal protective equipment (PPE);
7. Isolation of infected individuals and quarantine of individuals suspected of infection;
   - The focus here, unlike in section 1, is on isolation and quarantine in the specific technical medical definitions of the International Health Regulations 2005. As these definitions are not always followed in domestic laws, regulations and reports, please use the term as it was used in your jurisdiction with a brief explanation of its meaning in your jurisdiction.
   - When isolation and quarantine are specifically connected to travel please report it also, or exclusively, in section 2 above.
8. Testing, treatment and vaccination;
   - The focus here is on the sufficiency of testing offered as well as recommendation or imposition of testing, prophylactic treatment and vaccination on citizens, residents and travellers. We are particularly (but not exclusively) interested in mandatory requirements that may have given rise to controversy and challenges in courts.
9. Contact tracing procedures;
   - The focus here is on the adequacy of contact tracing procedures followed as well as whether participation is voluntary or mandatory and the extent of and any concerns around the use of digital contact tracing
10. Measures in long-term care facilities or homes for the elderly, restrictions on visitors etc.

B. Enforcement and compliance:

1. Enforcement:

---

19 “Isolation” means separation of ill or contaminated persons or affected baggage, containers, conveyances, goods or postal parcels from others in such a manner as to prevent the spread of infection or contamination; “quarantine” means the restriction of activities and/or separation from others of suspect persons who are not ill or of suspect baggage, containers, conveyances or goods in such a manner as to prevent the possible spread of infection or contamination; IHR 2005, art. 1, definitions.
• Please provide some detail on the role of front-line enforcement of such measures, including the role of:
  i. public health officials;
  ii. police;
  iii. local government;\textsuperscript{20}
  iv. military;\textsuperscript{21}
  v. civil sanctions; and
  vi. criminal sanctions.

2. Compliance:

• Please provide, if available, some information on general compliance with the public health measures reported under A, e.g. data of opinion surveys or mobile data analysis showing adherence to mobility restrictions, use of face masks, public transport etc.

V. Social and Employment Protection Measures

• For federal or quasi-federal countries:
  o The narrative should start with a brief introduction reminding the reader of the federal variations explored in this Part and explain in outline the approach to be adopted. Do not repeat information already provided in Parts I-IV unless essential.
  o Please discuss the actions of the federal and each sub-national jurisdiction in relation to each sub-category, within each sub-category, to the extent that there is important variation. Also please note any prominent role of municipalities or local authorities here. Please do not add further sub-headings as these are standardised across the Compendium. The narrative should be organised under the sub-headings provided. Where the regulations are substantively the same, note this briefly. Where there is a relevant variation, this bears more emphasis. By relevant here we mean the following: the adoption of an innovative and effective measure; the adoption of a significantly different approach; the adoption of a significantly disastrous approach and the adoption of an importantly complementary policy to the one adopted at the federal and/or other state/provincial level.

\textsuperscript{20} This category is under discussion and is expected to be amplified in the next version of the Author Guidance Code. Should it play a highly significant role in your jurisdiction, please note this and raise with the editors.

\textsuperscript{21} If the military played any role please detail the extent of its deployment.
A. Social protection measures:

- **Introductory text:** Provide a brief introduction, between one and three paragraphs maximum, summarising the general approach of your country in providing social protection in response to Covid-19, including whether such measures were introduced in key ‘packages.’ Do not repeat information provided in Part II unless essential. The details will be provided under the subsections below.

- Note that the World Bank (WB) and other institutions have tracked which benefits are provided in our participating countries. The terminology used in the queries below is intentionally adapted from that employed by the WB. The WB database reports also indicate at a glance which of the benefits your country is likely to provide, and a single page provides links to the brief individual country summaries (which will contain further references assisting LAC19 authors).

- The value of the LAC19 contribution relates to information concerning the legal form and socio-legal context. We are therefore seeking a narrative that satisfies certain formal criteria and contextual criteria. The formal criteria include indicating the type and novelty of the measure, the jurisdiction, and the legal form of the measure. The contextual criteria, in addition to what seems salient in your judgment, would include any evidence of whether (i) the measure was borrowed from another jurisdiction; (ii) social actors played any significant role in policy formation; (iii) there was cross-party support or significant opposition to the measure; (iv) whether federalism was an impediment (e.g. veto point) or aid (e.g. experimentation) to the adoption of social policy measures or packages; (v) any distinct constitutional or legal framework that is material to the measures; and (vi) any litigation in relation to them. At the option of the author, this contextual information can be given either in the answers to the categories below or in the introduction or distributed between them.

---


23 The overview table is at PDF p.16ff for the December version of the living paper; the index of links to country studies is at PDF p.26.

24 Please indicate whether this is a new programme, (e.g. emergency payments), vertical expansion of an existing programme (increasing social benefits’ size) or horizontal expansion of an existing programme (incorporating new beneficiaries into the programme).

25 Please indicate whether the measure is “National/Federal/State/Local/Concurrent”. If the sub-national unit is a province, region, or uses other terminology, use the locally used term but keep brief.

26 Please indicate here the form of regulation(s), choosing from the following categories: statute, regulation, bylaw (municipal law), guidance (non-binding recommendation). Add a footnote to any of these (and if they appear in a series to each of them) and cite the title of the legislation, including a hyperlink to the official full text of the instrument.

27 Social actors may comprise, for example, lobbies (NGOs, pressure groups, interest groups), media, labour (trade unions, employees), the electorate (voters, taxpayers), and business association.
1. Social assistance

i. Please provide information relating to cash-based social assistance including, but not limited to:
   a. cash transfers (conditional, unconditional, and one-off cash transfers);
   b. social pensions (non-contributory);
   c. child-care support; and
   d. cash-for-work schemes.

ii. In-kind assistance, including, but not limited to:28
   a. school feeding/meals and food vouchers; and
   b. housing and utilities support (such as utility waivers, payment deferrals and exemptions, suspension of evictions).

2. Social insurance

i. Please provide information relating to contribution-linked benefits, including, but not limited to:
   c. unemployment benefits;29
   d. paid sick leave;
   e. pensions;
   f. health insurance support; and
   g. social security contributions (waiver/subsidy).

3. Tax relief and other social measures

i. Please indicate any other important social measures not captured by the categories mentioned above, such as, for example, income- or wealth-related tax relief, etc.

B. Employment protection measures:

- **Introductory text:** Provide a brief introduction, between one and three paragraphs maximum, summarising the general approach of your country in providing employment protection in response to Covid 19, including whether such measures were introduced in key ‘packages.’ Do not repeat information provided in Part II unless essential. The details will be provided under the subsections below.

---

28 Expanded provision of medical benefits can be covered here, however discussion of vaccinations and primary care will be covered primarily in Part IV.

29 Please also indicate whether such benefits were modified to respond to economic dismissals implemented due to Covid 19.
1. **Economic support for employers**  
   i. Which measures (if any) were introduced to provide economic support to employers to avoid job losses during the pandemic? Describe the form of these measures and in particular: a) legal basis; b) form of support (payments directly to workers or payments mediated through the employer); c) level of support (corresponding to normal remuneration or reduced remuneration); d) triggering of support (employer; worker; representative trade union); e) any other restrictions or conditions.  
   ii. Did these economic support measures modify any existing statutory or contractual labour rights, or did they operate without implementing any legal changes?  

2. **Worker protection from dismissal and other contractual protections**  
   i. Have there been any modifications to the freedom of employers to dismiss workers as a result of the pandemic (including but not limited to its economic consequences)?  
   ii. Have there been any other alterations that allow or restrict the variation of contractual terms as a response to the economic effects of the pandemic?  

3. **Other worker protections**  
   i. Did labour market interventions distinguish between ‘employees’ (or other ‘intermediate’ categories such as ‘worker’) and the ‘self-employed’? Describe the main features of each scheme, and the similarities and differences between them.  
   ii. Are there any examples of special interventions targeted at groups in the labour market with particular needs or vulnerabilities? (Non-standard workers; casual or ‘zero hours’ workers; workers with protected characteristics; women; parents with caring responsibilities). Are there any examples of sectoral interventions to address issues in sectors particularly affected by the pandemic?  
   iii. To what extent did the law support ‘short-time’ working arrangements? Were these ‘short-time’ arrangements implemented through statutory adjustments or through collective bargaining?  

4. **Health and safety**  
   i. Have there been any changes to health and safety laws to meet the particular situation of the pandemic?  
   ii. To what extent are employees protected where they refuse to undertake unsafe or dangerous work? Have these protections been modified during the pandemic?
5. Activation
   i. Are there any examples of labour market policy interventions or ‘activation’ policies (e.g. retraining, education) providing targeted support to unemployed workers?

6. Social partners
   i. Have the social partners (at a centralised or sector level) been consulted or otherwise involved in the establishment and/or delivery of any of the measures described in the previous sections?

C. Other legal measures
   i. Are there any other examples of legal measures responding to particular issues arising out of Covid-affected work? (e.g. rights associated with homeworking, privacy rights and new forms of surveillance for remote work)

VI. Human Rights and Vulnerable Groups

- The primary aim of this Part is to provide the reader with an overview of legal measures, any litigation, and key government guidance that may have impacted (positively or negatively) on human rights and vulnerable groups. A subsidiary aim, space permitting, is to record references to prominent allegations of state failure to protect human rights and in particular those of certain vulnerable groups.31 We are aware that the topics below could form reports in themselves. Please be as concise as the word limit demands, using references to direct readers to further controversies.

- Authors will need to exercise judgment about how much facts and allegations can figure within this discussion without compromising the Compendium’s objective of presenting a neutral report on the state of affairs within the country.

- Where there is no relevant information in a particular topic to be reported, please do not delete the heading but rather provide a statement such as ‘There is no relevant information to be reported.’

- Please do not duplicate information already provided in Parts III and IV of the report (make a cross-reference instead). In particular, where possible address civil liberties and measures to protect the elderly in Part IV and cross refer here.

---


31 A prominent allegation would issue from opposition parties; other public bodies; professional associations, universities or learned societies; major civil society organisations, and UN or regional organisations. If there is public or otherwise reliable evidence please include reference to it.
A. Civil liberties: (e.g. freedom of movement and association; personal liberty/habeas corpus; suppression of dissent, etc).

B. Privacy: (e.g. data protection and retention, with specific reference to contact tracing and general surveillance, etc).

C. Gender: (e.g. exposure to violence in the household, disproportionate health risks assumed, uneven distribution of household work, etc).

D. Ethnicity and Race: (e.g. exposure to discrimination, disproportionate health risks assumed, etc).

E. Disability: (e.g. special educational provision, extra resources to address physical and mental disability during mobility restrictions, etc).

F. Elderly: (e.g. special (or lack of) measures to protect the elderly beyond those covered in Part IV, 10)

G. Children: (e.g. special measures to protect against abuse, right to education, recreation/right to play, etc).

H. Prisoners: (e.g. special guidance on habeas corpus during the pandemic, extra resources to minimise the risks of Covid-19 inside prisons, etc).

I. Non-citizens: (e.g. special measures to protect permanent residents, migrant workers and refugees compared to nationals, including conditions in asylum and refugee centres or camps, etc).

J. Indigenous peoples: (e.g. special protective measures aimed at indigenous groups, such as prohibition of transit via indigenous lands, eviction of illegal occupiers, etc).