

March, 24th 2020

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#INDIA - Measures taken in India

1. Immigration

NO MORE INTERNATIONAL FLIGHT

To curb the spread of COVID-19, India has decided to close its borders. No scheduled international commercial passenger aircraft will be authorised to land in India after 00:01 hrs GMT of March 22, 2020 (*i.e. 05:31 hrs Indian Standard Time (IST) of March 22, 2020) until 00:01 hrs GMT of March 29, 2020.

No passengers (Foreigner or Indian) can be disembarked on Indian soil after 20:01 hrs GMT of March 22, 2020 (*i.e. 01:31hrs IST of March 23, 2020).

CANCELLATION OF ALL VISAS

From 13 March 12:00 GMT, all visa and e-visa issued by the government of India are invalidated till 15 April 2020.

This does not apply to:

- diplomatic, official, UN/International Organizations, employment, project visas; and
- airline crew.

Note: this does apply to dependants of valid visa holders (Entry Visa).

Visa free travel facility granted to OCI card holders is kept in abeyance till April 15th 2020.

2. Economic measures

The Central Government is working on a set of policy measures to combat the economic impact of COVID-19.

On 19 March 2020, the Government of Kerala announced a USD 2.6 billion economic relief package, which includes a Rs. 500 crore health package and Rs. 2,000 crore worth loans and free ration.

3. Announcements so far

Below is a snapshot of the measures taken in some of the main states as of 23 March 2020. Many states are going in lock-down:

CENTRAL

Notification	Summary	Effective date
Extension Of Payment Of ESI Contribution For The Month Of February and March	ESIC has extended the ESI contribution for the month of February 2020 and March 2020 to 15th April 2020 and 15th May 2020 respectively on account of COVID-19. Time limit for payment of contribution has been extended to 45 days instead of 15 days for February and March 2020	May 15, 2020
Press Release By National Security Council On COVID-19	National Security Council has declared restricted movement from 18th March to 31st March in furtherance of social distancing to deal with COVID-19.	No Effective End Date Available
Ministry Of Corporate Affairs Notice On Covid-19 To All Employers (refer to table below)	MCA has moved the dates with reference to meetings of board and holding physical meetings towards financial statement, board report, restructuring etc. upto 30th June 2020 as preventive measure towards curtailing COVID-19. MCA has also advised all companies to implement Work From Home policy as a temporary measure till 31st March 2020.	June 30, 2020
Government Of India Advisory To All Employers On Termination Of Employees Due To Covid-19	Ministry of Labour and Employment Government of India has advised the Employers of Public/Private Establishments not to terminate/reduce wages of employees, particularly casual or contractual workers. Leave during this period must be deemed to be on duty, without any deduction in wages. If the place of employment becomes non operational due to COVID - 19, the employees of that unit will be considered to be on duty	No Effective End Date Available

The Ministry of Corporate Affairs (MCA) and the Securities and Exchange Board of India (SEBI) have taken some measures in light of the global outbreak of SARS-CoV-2:

Measure	Details
Board meetings through audiovisuals (AV) means	<p>Considering the need to take precautionary steps to overcome the outbreak of SARS-CoV-2 and travel restrictions imposed on foreigners, the Government has decided to relax the requirement of holding Board meetings with physical presence of directors under section 173 (2) r/w rule 4 of the Companies (Meetings of Board and its Powers) Rules, 2014 for approval of the certain matters. Such meetings may be held through AV means till 30th June, 2020.</p> <p>These matters include inter alia:</p> <ul style="list-style-type: none"> - approval of financial statements; and - approval of board's report. <p>http://www.mca.gov.in/Ministry/pdf/Rules_19032020.pdf</p>
Companies Affirmation of Readiness towards COVID-19	<p>MCA released a new eForm CAR (Company Affirmation of Readiness towards COVID-19) to be filed by companies/LLPs to affirm their readiness towards the COVID-19 threat. There is no exclusion or exemption for OPCs, private companies or small companies. However, looking at the language of the applicability, partnership firms and proprietorship concerns have been kept outside the purview of filing CAR, 2020. eForm CAR, 2020 was deployed on 23 March 2020 and can be filed till 30th March, 2020.</p> <p>Filing of eForm CAR, 2020 does not require a DSC and does not involve payment of any fee.</p> <p>Since the advisory is not coming from any statutory requirement but out of a social obligation only, non-filing of eForm CAR, 2020 may not lead to any penal consequences.</p> <p>eForm CAR, 2020 : http://www.mca.gov.in/Ministry/pdf/Car_22032020.pdf</p>
MCA advisory on WFH	<p>Companies and LLPs are being advised to put in place an immediate plan to implement a 'work from home' (WFH) policy as a temporary measure to ensure social distancing.</p> <p>Such WFH policy will be reported in the eForm CAR, 2020.</p>
Relaxation of compliance under SEBI (Listing Obligations and Disclosures Requirements) Regulations, 2015	<p>SEBI has extended timelines by 21/45 days for quarterly and half yearly filings to be made by listed companies.</p>

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NCT OF DELHI

Notification	Summary	Effective date
Guideline To Restaurants And Sports Complexes In Delhi	Closure of all restaurants, sports complexes and events with more than 20 persons. Takeaway service are allowed to continue March 31, 2020	March 31, 2020
Delhi Order On Covid-19	Closure of all shops in malls in the NCT except shops dealing with items of daily needs (groceries, pharmacy, vegetables)	March 31, 2020
Delhi Order Related to Essential and Non Essential Services	Order describing the extent of operations that can be taken by various sectors including the government. A list has been provided with a table containing essential services and the extent of operations that are permitted	March 31, 2020
Delhi Guidelines To Private Establishments On COVID-19	All Private Sector Offices situated in Delhi are advised to allow employees to work from home till 31st March 2020.	March 31, 2020
Delhi Guideline On COVID-19	Order calling for closure of gyms, night clubs, theatres, weekly bazaars and other mass gathering in consonance with Delhi Epidemic Diseases, COVID-19 Regulations, 2020	March 31, 2020

GOA

Notification	Summary	Effective date
Goa Government Orders Section 144 In South Goa To Control COVID-19 Epidemic	Social distancing measures	No Effective End Date Available

HARYANA

Notification	Summary	Effective date
Announcement Of Lock-down Of Major Districts In Haryana To Stop The Spread Of COVID-19	Lockdown of major districts effective 22 March 2020 to 31st March 2020	March 31, 2020
Guidelines To Factories And Establishments In The State Of Haryana In Respect Of COVID-19	Guidelines to the management of Factories/Establishments in the State of Haryana in the view of prevailing epidemic situation of COVID-19.	No Effective End Date Available
Gurugram COVID-19 District Administrator Order	Suspension of operations of all general utilities, clubs, malls, theatres used by public except pharmacies and medical establishment, grocery stores and super markets. Restrictions on any mass gathering of more than fifty persons	March 31, 2020
All Private, Corporates, Establishments And Factories To Be Completely Shut Down In Gurugram	All Private Sector Offices situated in Gurugram are advised to allow employees to work from home till 31st March 2020. The General Public and particularly children, Senior Citizens and person with Medical conditions specified in the notification are also advised to stay at home	March 31, 2020
Order On Lock-down In Territorial Jurisdictions Of Revenue Districts In Gurugram To Stop Spread Of COVID-19	Haryana lock-down in the territorial jurisdiction of revenue districts of Gurugram, Faridabad, Sonipat, Panipat, Jhajjar, Rohtak, Panchkula from 9 pm on Sunday 22nd March 2020 to 31st March 2020	31st March 2020

KARNATAKA

Notification	Summary	Effective date
Announcement Of Lock-down Of Major Districts In Karnataka To Stop The Spread Of COVID-19	Restrictions in certain cities from 00.00 hrs of 23rd March 2020 to 00.00 hrs 1st April 2020. All shops and commercial establishment, workshops, godowns dealing with non essential services shall close their operations subject to certain exceptions	April 1, 2020
Karnataka Government Directive For Paid Leave For Employees Infected By Corona Virus	Karnataka has instructed Labour department to take necessary action. Since there is a need for leave for infected employees, if any, the concerned employees who are covered under ESI should obtain declaration from ESI hospital and submit to the employer to avail 28 days of leave with wages. Those employees who are not covered under ESI shall avail leave for twenty-eight days of paid sick leave along with other leave as per Section 15(3) of Karnataka Shops And Establishment Act 1961.	No Effective End Date

MAHARASHTRA

Notification	Summary	Effective date
Pune Guidelines For Establishments On COVID-19	Bans of activity in Pune	No Effective End Date Available
Pune Government Advisory to IT Software ITES Establishments COVID-19	Pune Administration has instructed all IT, Software, ITES Establishments to provide work from home to employees and advised to allow employees to work from home till 31st March 2020.	No Effective End Date Available
Maharashtra Labour Department Order To Employers On Termination Of Employees During Covid-19 Epidemic	Maharashtra has ordered all employers not to terminate any employees during COVID-19 outbreak	No Effective End Date Available

Notification	Summary	Effective date
Mumbai Guidelines On Covid-19	Maharashtra has issued a notification mandating closure of schools, cinema halls, swimming pools, gyms, malls, mills, spa centre, clubs, amusement parks etc. It has also directed all private, corporate, establishments to be completely shut down.	No Effective End Date Available
Maharashtra Mahanagar Palika COVID 19 Guidelines	Municipal Commissioner of Municipal Corporation Greater Mumbai issued these regulations to implement containment measures in the city such as restriction of vehicular movement in areas of isolation centres, closure of schools, offices, cinema halls, swimming pools, gyms and stipulating that non essential office services function at only 50% staff capacity	No Effective End Date Available

TELANGANA

Notification	Summary	Effective date
Telangana Issues Standard Operating Protocol For IT Companies/IT Parks	Standard operating protocol for IT companies/IT Parks in light of the COVID-19 outbreak	No Effective End Date Available
Announcement Of Lock-down In The State Of Telangana To Stop The Spread Of COVID-19	Telangana notifies a lock down in the whole State of Telangana with immediate effect till 31st March, 2020	

WEST BENGAL

Notification	Summary	Effective date
West Bengal Government Declares Complete Safety Restrictions	Notification stipulating certain restrictions to prevent the spread of COVID-19.	March 27, 2020

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#INDONESIA - Measures taken in Indonesia

So far, Indonesia has released two stimulus packages to counter the impact of the COVID-19 pandemic. The first package was introduced on February 25th 2020 for an amount of US\$725 million, and the second package was issued on March 13th 2020 for an amount of US\$8 billion.

Alongside the *stimulus* packages, the Indonesian Government has taken several other measures to manage the underlying crisis, as follows:

4. Immigration

The Ministry of Law and Human Rights alongside with the Minister of Foreign Affairs and the Directorate General of Immigration have implemented the following emergency measures and recommendations as of Friday 20th March at 00.00 Western Indonesia Time (GMT+7):

- For Indonesian citizens currently travelling abroad: it is advised to return to Indonesia at the earliest possible time to avoid further travel disruptions.
- The Indonesian government has suspended its visa exemption policy for short-stay visit, visa-on-arrival and diplomatic/service visa-free facilities for all countries, for a period of 1 month.
- All foreigners/travellers who wish to visit Indonesia must obtain a visa from Indonesian missions in accordance with the purpose of their visit. Upon submission, applicants must provide health certificate issued by relevant health authorities from their respective countries.

In addition, a number of country-specific policies are as follows:

- measures for visitors from China remain in effect:
 - direct flights to and from China have been temporarily suspended;
 - all passengers arriving from Mainland China and had been there for 14 days are temporarily not permitted to enter and transit in Indonesia;
 - the policy of granting visa-free and on-arrival visa facilities for Chinese citizens residing in Mainland China is temporarily suspended;
 - the government asks Indonesian citizens to temporarily not travel to Mainland China.

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- measures for visitors from South Korea, Daegu City and Gyeongsangbuk-do Province remain in effect,
 - Beside China and South Korea, the Government of Indonesia denies entry or transit to Indonesia for visitors/travellers who have travelled to the following countries, in the last 14 days: Iran, Italy, Vatican, Spain, France, Germany, Switzerland and the United Kingdom.
 - all visitors/travellers must complete and submit a Health Alert Card to the Port Health Authority upon arrival at Indonesian airports.
 - Should the travel history indicate that a person has travelled to the countries above in the last 14 days, such person may be refused entry to Indonesia.
 - for Indonesian citizens who have travelled to the countries above, an additional screening shall be carried out by the Port Health Authority upon arrival:
 - if the additional screening shows initial symptoms of COVID-19, a 14-day observation in a government facility will be applied;
 - If no initial symptom is found, a 14-day self-quarantine will be strongly recommended.
 - The extension of Short Visit Pass for foreign travellers who are currently in Indonesia and have expired, shall be conducted in accordance with the Regulation of the Ministry of Justice and Human Rights No. 7 of 2020.
 - The extension of Residence Permit for holders of Temporary Stay Permit Card (KITAS)/ Permanent Stay Permit Card (KITAP) and holders of Diplomatic Visa and Service Visa who are currently overseas and will expire, shall be conducted in accordance with the Regulation of the Ministry of Justice and Human Rights no.7 of 2020.

5. Business Operations


BUSINESS RESTRICTIONS

Starting 23rd March, all business activities in the province of DKI Jakarta should implement a Temporary Cease of Business or a Work From Home policy for at least 14 days.

Such restriction should not include business sectors of health, energy, and food distribution.

COMMERCIAL INCENTIVES

- Incentives for the tourism and airline industries:
 - The government has provided 98.5 billion rupiah (US\$6 million) worth of incentives to airlines and travel agencies, 103 billion rupiah (US\$7.1 million) towards tourism



marketing and promotions, and an estimated 72 billion (US\$5 million) to social media influencers to also promote the country's tourist destinations;

- The government has provided 443-billion-rupiah (US\$27 million) worth of discounts available for domestic tourists visiting one of the 10 tourist destinations promoted by the government to conduct a 30% discount for flights from March to May 2020;
- State-owned oil company PT Pertamina will apply discounts on jet fuel equivalent to 265 billion rupiah (US\$18 million) at nine airports to support airlines providing the 30% airfare discounts.

■ Extra funding for the Affordable Food Program:

- The government has provided 4.6 trillion rupiah (US\$324 million) for the Affordable Food Program (Sembako Murah). This program aims to enable 15 million low-income households to purchase staple food products at discounted prices.
- Low-income households will also receive 200,000 rupiah (US\$13.97) per month in financial benefits, an increase from 150,000 rupiah (US\$10), for the next six months.

6. Labour law

INCENTIVES


As of 20th March 2020, the Indonesian government has launched the disbursement of training funds for workers through the pre-employment card as defined in Presidential Regulation No. 36/2020, as part of its broader efforts to cushion the economy from the impacts of the COVID-19 pandemic. The pre-employment cards aim to aid job seekers and laid-off workers by granting them access and funding to a broad range of trainings.

Due to the income tax relief applicable starting 1st April 2020, for a period of 6 months and for the eligible employers from the manufacturing industry (please refer to paragraph 2.4.), employees may receive a full amount of salary without income tax deduction.

PREVENTIVE MEASURES AND EMPLOYMENT MANAGEMENT

Several measures have been taken in different areas of Indonesia, according to the relevant Governor Policy, below is a description of the applicable policy in DKI Jakarta. In its decision No. 6 Tahun 2020, as of 23rd March 2020, the Governor of DKI Jakarta has advised:

1. to stop all office activities for a certain amount of time, closing operational facilities, and conducting business activities from home;

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2. for companies that cannot stop their total office activities, those are asked to reduce these activities to a minimum (number of employees, time of activities, and operational facilities); and,
 3. to comply with recommendations of Decision of Ministry of Labor No. M/3/HK.04/III/2020 dated 17th March 2020 (the “**MOL Decision**”).

It is to be noted that such measures are not applicable to the following business sectors: health, energy, food distribution and to some extent transportation.

The MOL Decision, read with the recommendations for the prevention of health within the work environment (eg. information, providing safety measures, travel restrictions, reporting obligations etc.), provides instructions concerning the payment of wages during this period of time, as follows:

- For employees who are categorized as Monitoring Insiders related to COVID-19, based on doctor's recommendation, so that they cannot enter the employer's premises for a maximum of 14 days or according to the Ministry of Health (“**MOH**”) standards, their wages should be paid in full.
- For employees who are categorized as COVID-19 suspected cases and quarantined / isolated according to doctor's statement, their wages should be paid in full during the quarantine / isolation period.
- For workers who do not come to work due to COVID-19 illness and as evidenced by a doctor's statement, the wages are paid according to illness regulations: 100% from 0 to 4 month; 75% for the following 4 months period; 50% for the following 4 months period and 25% for each remaining months.
- For companies that restrict business activities due to government policies in their respective regions for the prevention and control of COVID-19, so as to cause some or all workers not to come to work, taking into account business continuity, changes in the amount and method of payment of wages for workers are carried out in accordance with an agreement between employers with employees. Such agreement may include a reduction of work and salary.


Also, in both case of implementation of Work from Home or Cease of Operation policies by the employers, it is to be noted that when implementing this measure, unless the employees (or the labor union, if any) agree on a different arrangement, the employer must continue paying the salary and other benefits.

In addition, it is to be noted that mandatory paid or unpaid-leave must obtained the agreement of the employee.

There are no specific requirements with regard to redundancies taking place during the current COVID-19 situation. The general issues, process and obligations on termination of employment apply.

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For employers who are not able to pay the minimum wages as per provincial regulations, a suspension of the implementation of the minimum wage may be filed with the Governor through the relevant agency (the “**Suspension Request**”).

Such Suspension Request should be based on a written agreement with the employees and the Labour Union, if any, and should follow the process prescribed in MOL regulation KEP.231/MEN/2003.

The authorization or rejection from the responsible agency should be provided within one month. Should no answers being provided within one month, the authorisation is deemed to be provided.

7. Tax


CORPORATE INCOME TAX & VAT

As of 1st April 2020, the Ministry of Finance will provide release of income tax for the next 6 months, ie. to September 2020, in the conditions below:

- PPh 21 – employee income tax: income tax for employees from the manufacturing industry (Kode KLU Kategori C) with an annual income of less than IDR 200 million (USD 13.000) will be relieved.
- PPh 22 – withholding taxes & import: 19 business sectors (as defined below) will be exempted from paying PPh 22 and to some extent, import duties (as defined below).
- PPh 25 - corporate income tax: 19 business sectors (as defined below) will be relieved of 30% for PPh 25.
- Value Added Tax: The government also provides an accelerated six-month Value Added Tax (VAT) restitution for exporters without restrictions and non-exporters with a maximum value of Rp5 billion in restitution.

The 19 business sectors included in this tax exemptions are as follows: Chemical materials and products industry; Electrical equipment industry; Motorized vehicle industry (trailer and semi-trailer); Pharmaceutical, chemical, and traditional drugs industry; Basic/non-ferrous metal industry; Food industry; Paper and paper-based products industry; Computer, electronics and optical industry; Textile industry; Rubber industry and rubber and plastic-based industry; Furniture industry; Beverage industry; Leather, leather-based products, and footwear industry; Printing and reproduction of the recording media industry; Non-metal mining industry; Metal industry, not concerning its' machines and equipment; Other transportation equipment industry; Machinery and equipment industry; and Finish goods industry.

In addition to these 19 business sectors, Hoteliers and restaurants located in the 10 priority tourism destinations will also have their income taxes relieved for the next 6 months. Such 10 destinations



are including: Denpasar (Bali); Batam; Bintan; Manado; Yogyakarta; Labuan Bajo; Belitung; Lombok; and Malang.

IMPORT DUTIES

The following measures have been taken:


- **Deferral of import tax payments** for the 19 business sectors mentioned above for the next six months;
- **Simplification and acceleration of import and export activities** by reducing the Restriction and Prohibition measures. Under such measures, certain products are either restricted or prohibited from being imported or exported. Such measure includes 749 Harmonization Codes (HS) products, consisting of 443 HS codes for fish and fish products, and 306 HS codes for forestry and forest products.
- **Simplification of import process for raw material:** the Ministry of Trade has mandated that certain goods have to be inspected prior to export by a registered surveyor to demonstrate they are compliant with national regulations. This process should be simplify for the following goods: Iron and steel; Oil and Gas; Ceramics; Cellphones; Sugar; Food and beverages; Electronics; Horticultural products; Nitro-cellulose; Toys; Tires; Salt; Textiles and textile products; Tobacco; Sugar; Rice; Precursor goods (for drug production); and Herbal medicine.
- **Assisting reputable traders:** acceleration of the licensing application for the import and export of goods classified as restricted for 'reputable traders'. The government has named 735 companies as being 'reputable' and thus eligible for this incentive as complying with good practices.
- **Accelerate the implementation of the National Logistic Ecosystem ("NLE"):** The NLE is an electronic system established by the Directorate General of Customs and Excise to integrate the logistics community in the supply sector. Through the NLE, all logistic platforms, such as warehousing, shipping, and forwarders can access and share information. This enables importers and exporters to choose and check the price and availability of trucks, vessels, and warehouses, among others, under one application.

8. Financial regulations

The Ministry of Finance, Financial Services Authority of Indonesia ("OJK") and Bank of Indonesia have taken the following measures to stabilize Indonesian markets, among others:

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- **OJK has postponed deadlines for certain obligations of public listed companies:** they have until May 31st to provide their financial report and until June 30th to provide their annual report and until August 31st to hold their General Meeting of Shareholders, which may be held through teleconference;
 - **OJK has relaxed credit risk assessment and credit restructuring rules for banks;**
 - **Bank of Indonesia has announced a further cut in its key rate (BI7DRRR) by 25 basis points to 4.5%:**
 - **The Jakarta Stock Exchange (IDX) has revised its suspension rules:** it will now stop trading for 30 min if the JCI (benchmark index) loses more than 5%. If after 30 minutes, the index continues its fall beyond 10%, a new 30 min break will take place. Above 15% the session will be suspended.
 - **SMEs that have a good credit history are eligible for loans of up to 10 billion rupiah (US\$655,000).**

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#SINGAPORE - Measures taken in Singapore

Singapore has been on DORSCON (Disease Outbreak Response System Condition) Orange since 7th February 2020.

On 18th February 2020, Singapore announced a S\$4.0 billion Stabilisation and Support Package to provide assurance and support to workers and enterprises in this time of economic uncertainty. In addition to providing cash flow support, the Package supports firms to retain and retrain workers, and share productivity gains with them. Sectors more directly affected by the COVID-19 outbreak will receive additional support.

9. Economic measures

ECONOMY-WIDE MEASURES FOR WORKERS

- Jobs Support Scheme to help enterprises retain local workers (JSS)

Temporary scheme for 2020 to help enterprises retain local employees during this period of uncertainty. Employers will receive an 8% cash grant on the gross monthly wages of each local employee (Singapore Citizens and Permanent Residents) for the months of October 2019 to December 2019, subject to a monthly wage cap of \$3,600 per employee.


Employers do not need to apply for the JSS. The grant will be computed based on CPF contribution data.

- Wage Credit Scheme

The Wage Credit Scheme (WCS) is a transition Support Package introduced in Budget 2013. Under the WCS, the Government co-funds 40% of wage increases given to Singaporean employees earning a gross monthly wage of up to \$4,000

WCS has been extended with an increase of the government co-funding ratios for wage from the current 15% and 10%, to 20% and 15% respectively in 2019 and 2020. The qualifying gross wage ceiling will also be raised to \$5,000 for both years, up from the current \$4,000.

Employers do not need to apply for WCS.



Employers will receive payouts automatically in the month of March after the qualifying year (Y+1), for qualifying wage increases given to their employees in the qualifying year (Y).

ECONOMY-WIDE MEASURES TO HELP BUSINESSES WITH CASH FLOW

■ Corporate Income Tax (CIT) rebate

To help companies with cash flow, a CIT rebate of 25% of tax payable, capped at \$15,000, will be granted for Year of Assessment (YA) 2020.

■ Enhancements of Tax Treatments under the Corporate Tax System

These tax treatments will be enhanced under the corporate tax system for one year.

- (i) Companies paying their CIT by GIRO can automatically enjoy an additional two months of interest-free instalments, when they file their Estimated Chargeable Income (ECI) within three months from their Financial Year End;
- (ii) Allow up to \$100,000 of the unabsorbed capital allowances and trade losses for YA2020 to be carried back up to three immediate preceding YAs, instead of one preceding YA;
- (iii) Provide an option to accelerate the write-off of the cost of acquiring plant and machinery in financial year 2020 (i.e. incurred for YA2021) over two years; and
- (iv) Provide an option to accelerate the deduction of expenses incurred on renovation and refurbishment in financial year 2020 (i.e. incurred for YA2021) in one year.

■ Enhancements to Enterprise Financing Scheme – SME Working Capital Loan

The Enterprise Financing Scheme – SME Working Capital Loan (EFS-WCL), which is available to SMEs across all industries, will be enhanced for one year to help SMEs with their working capital needs. The Government will raise the maximum loan quantum from \$300,000 to \$600,000, and enhance the Government's risk-share to up to 80% (from the current 50% to 70%) for SMEs borrowing from Participating Financial Institutions under the scheme.

The Enhanced EFS-WCL will start in March 2020, and is available for one year till March 2021.


SECTOR SPECIFIC SUPPORT

In addition to the economy-wide measures to help workers and businesses, sectors directly affected by the COVID-19 outbreak will get additional support.

■ Enhancement to Adapt and Grow Initiative

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WSG will enhance support under the Adapt and Grow initiative for more directly impacted sectors, such as hotel, retail, food services, tourism, and air transport. As a start, funding support duration for the certain existing redeployment programmes will be extended from the current three months to a maximum of six months.

■ Property Tax Rebate for Qualifying Commercial Properties

Qualifying commercial properties will be granted a rebate up to 30% for Property Tax (PT) payable for the period 1 January 2020 to 31 December 2020.

■ Temporary Bridging Loan Programme for Tourism Sector Enterprises

A new Temporary Bridging Loan Programme (TBLP) will be introduced to provide additional cash flow support for tourism sector enterprises. Under the TBLP, eligible enterprises can borrow up to \$1 million, with the interest rate capped at 5% p.a., from Participating Financial Institutions. The Government will provide 80% risk-share on these loans.

The TBLP will start in March 2020, and is available for one year till March 2021.

■ Aviation Sector Measures

The Aviation Sector Assistance Package, co-funded by the Government, the Civil Aviation Authority of Singapore (CAAS) and the Changi Airport Group (CAG), aims to help defray business costs and protect jobs, as well as safeguard Changi's air connectivity. The assistance will be provided for a 6-month period. The package will provide immediate relief to affected companies during the COVID-19 outbreak period.


(i) *Airlines*

All airlines that had operated scheduled passenger flights between mainland China and Singapore before the COVID-19 outbreak will receive landing credits.

In addition, those that continue to operate scheduled passenger flights between mainland China and Singapore during the COVID-19 outbreak period will receive 100% Landing Charge Rebates for these flights.

Further support will also be provided to defray airlines' other operating costs:

- 100% Parking Charge Rebate for all scheduled passenger flights;
- 10% Landing Charge Rebate for all scheduled passenger flights to Singapore from points in Southeast Asia;

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- 50% Rebate on CAAS's regulatory fees for new and renewed Certificates of Airworthiness paid by Singapore carriers flying scheduled flights in FY2019; and
 - 6-month waiver of the planned 1% annual increase in Landing, Parking, and Aerobridge (LPA) Charges for all flights, which had been previously announced on 28 February 2018 and is scheduled to take effect from 1 April 2020.

(ii) Cargo Industry

Freighter airlines and cargo agents impacted by the disruption in supply chains will receive the following assistance:

- 10% Landing Charge Rebate for all scheduled freighter flights;
- 10% Rental Rebate for cargo agents tenanted in Changi Airfreight Centre; and
- 6-month waiver of the planned 1% annual increase in LPA Charges scheduled to take effect from 1 April 2020.

(iii) Other Airport Stakeholders

Ground handling agents and retail/F&B tenants at the airport are also affected by the decline in traffic. They will receive assistance, such as rental rebates.


■ 50% Port Due Concession

The Maritime and Port Authority of Singapore (MPA) will be giving 50% port dues concession to cruise ships and regional ferries with a port stay of not more than five days, and passenger-carrying harbour craft. This will be on top of any existing concessions. This measure will be implemented from 1 March 2020 to 31 August 2020.

■ Rental Waivers for Commercial Tenants in Government-owned / managed facilities

To support hawkers, NEA will provide one month's worth of rental waivers to stall holders of NEA-managed hawker centres and markets, with a minimum waiver of \$200.

To help alleviate costs for businesses located in other Government-owned / managed facilities, Government agencies such as HDB, PA, SLA, NParks, JTC, URA, STB and SDC will provide half a month's worth of rental waivers to eligible commercial tenants/lessees who are on leases not exceeding three years, and do not pay Property Tax. Eligible tenants/lessees may include those providing commercial accommodation, retail, F&B, recreation, entertainment, healthcare and other services.



The rental waivers do not apply to any premises or a part of any premises used for a residential, industrial or agricultural purpose, or as an office, a business or science park, or a petrol station.

Commercial tenants with cash flow concerns may apply to SLA for assistance including flexible rental payments such as instalment plans.

- Tourism

Licence fees for hotels, travel agents and tour guides to be paid to the Singapore Tourism Board will be waived as part of measures to help the tourism sector.

- Taxis and Private Hire Car drivers


A \$77-million package to help taxi and Private Hire Car drivers

- Help for employers affected by 14-day Leave of Absence (LOA) and Stay-Home Notices (SHN)

Employers affected by LOA/SHN can apply for the Leave of Absence Support Programme. It gives the employer \$100 daily per affected worker for the duration of the LOA/SHN.

10. Immigration

- As of 23rd March 00:00 GST, all short-term visitors will not be allowed to enter or transit through Singapore. Visitors who need to visit Singapore due to extenuating reasons may submit the completed [Form 14](#).
- Returning Singapore residents (i.e. Singapore citizens, permanent residents) and long-term pass holders (including Student's Pass, Dependant's Pass, Long-Term Visit Pass) and foreign employees issued with a work pass will be issued with a 14-day Stay-Home Notice (SHN) upon entry into Singapore.
- -
- New and existing work pass holders are only allowed to enter Singapore with the Ministry of Manpower's (MOM) prior approval. They are required to show the MOM's approval letter to airline staff upon check-in and before boarding, as well as to the Immigration & Checkpoint Authority (ICA) officers at the immigration checkpoint upon their arrival in Singapore. priority will be give to employees working in sectors deemed essential. **The Ministry of Manpower takes**



enforcement measures against employees and employers who do not comply with these requirements, including revocation of work passes and suspension of work pass privileges.

- Since 31 January 2020, MOM rejects all new work pass applications for foreign workers from mainland China. Renewal applications for existing work pass holders is not affected.

11. Employment

No confinement has been put in place since January. However the Ministry of Manpower regularly issues updated general advisory for workplace measures in response to DORSCON Orange situation in Singapore.

- Business Continuity Plans and managing operations

Employers should step up their Business Continuity Plans (BCPs) and prepare for widespread community transmission. BCP measures include flexible work arrangements split team arrangements, work from home, temperature screening, control of visitors/customers access, special attention to vulnerable employees (older employees, pregnant employees and employees who have underlying medical conditions)

- Employees with caregiving needs

Employers are encouraged to adopt flexible work arrangements to allow the employee to work from home. If working from home is not possible, employers can consider the following options, or a combination of the options, for the employees:

allow employees to use their leave entitlements such as hospitalisation leave, outpatient sick leave, annual leave, childcare / family care leave;

for employees who have used up their leave entitlements, be flexible in granting paid time-off or allow them to use advanced paid leave or no-pay leave; or

Other mutually agreed arrangements between the employers and employees / unions.

- LOA/SHN

Employers may allow employees to work from home. If working from home is not possible, employers should provide additional paid leave for the SHN period. If this is not feasible, employers can consider the above options.

- Quarantined employees

Employees who are served a Quarantine Order will be deemed to be on paid hospitalisation leave for the duration of the Order.

March, 24th 2020

#VIETNAM - Measures taken in Vietnam

12. Immigration

■ Halt of foreigner's entry into Vietnam

In order to implement the measures to curb the spread of COVID-19, Vietnam decided to halt the entry of the foreigner into Vietnam as from 00:00 (GMT +7) March 22nd, 2020.¹

This decision would not include the entrants for diplomatic purposes, official duties and special cases (foreign guests attending, serving important external activities; experts, business managers, high-tech workers). However, the consent of the Vietnamese competent authorities must be approved for such cases if they have intention to get into Vietnam.

■ Suspension of visa issuance for foreigners

As from 00:00 March 18th, 2020, The Government has decided to temporarily halt visa issuance to foreigners for 30 days.²

Foreigners enjoying visa-waiver program or overseas Vietnamese and their spouses and children having been granted with certificate of visa exemption shall only be allowed to enter Viet Nam if they can submit papers certifying they are not positive for the virus. The aforesaid measures shall also be applied to foreigners who are experts, business managers, highly skilled workers upon arrival to Viet Nam.

Both of those regulations do not apply to diplomatic purposes and official duties.

In addition, due to COVID-19, Vietnam has temporarily suspended visa-waiver program for the following countries:

No.	Name of the country	Date of effective
1.	South Korea	February 28 th , 2020
2.	Italia	March 2 nd , 2020
3.	Denmark	
4.	Norway	
5.	Finland	
6.	Switzerland	
7.	England	
8.	France	

¹ Notification No. 118/TB-VPCP of Office of the Government dated March 21st, 2020

² Notification No. 102/TB-VPCP of Office of the Government dated March 17th, 2020

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9.	Germany	March 21 st , 2020
10.	Spain	
11.	Belarus	
12.	Russia	
13.	Japan	

- **Compulsory concentrated medical isolation**

From 00:00 March 21st, all passengers entering into Vietnam is required to take the order of concentrated medical isolation for a period of 14 days.

- **Restriction of international flights**

Many airline companies have stopped to exploit the international flights until April 30th, 2020 such as Vietnam Airlines, Jetstar Pacific. There are still some international flights run by Vietjet Air but this company is considering to stop these flights.

13. Economic measures

- **Releasing the credit support package**

Following the instruction of the Prime Minister, a credit support package of VND 250k billion (equivalent to USD 10.6 billion³) has been released to support the enterprises affected by COVID-19.⁴

- **Rescheduling of the term to repay the loan**


Following the instruction of the State Bank of Vietnam, the term to pay the loan might be rescheduled if the following condition are met:⁵

- (i) Arising from lending, financial leasing activities;
- (ii) Arising the obligation to repay the principal and/or interest within the period from January 23rd, 2020 to the next day after 3 months from the date the Prime Minister announces the end of the Covid-19; and
- (iii) Clients are unable to pay the loan principals and/or interests on time according to the

³ Exchange rate: USD 1 = VND 23,500

⁴ Directive

⁵ Article 4 of Circular No. 01/2020/TT-NHNN dated March 13th, 2020



executed loan or financial leasing contracts, agreements, due to the decrease in revenue and income by Covid-19.

On the basis of request by the client and the consideration of the credit institution on the client's ability to fully repay the principal and/or the interest, the credit institution shall decide to reschedule the term to repay the loan to an period not exceed 12 months from the last day of the loan or financial leasing term (the time when the client has to pay all the principal and/or interests under executed loan or financial leasing contracts, agreements).

■ **Exemption and reduction of interests and fees of the loan**

Credit institutions shall decide on the exemption and reduction of interests and fees according to internal regulations for outstanding loans arising from credit extension activities (except for activities of buying and investing in corporate bonds) which the principal and/or interests is due within January 23rd, 2020 to the next day after 3 months from the date the Prime Minister announces the end of the Covid-19 and Clients are unable to pay the loan principals and/or interests on time according to the executed contracts, agreements due to the decrease in revenue and income by Covid-19.⁶

■ **Exemption of import tax**

The following products shall be exempted from import tax for the purpose of preventing and fighting COVID-19:⁷

No.	Product	HS Code
1.	Medical masks.	6307.90.40 6307.90.90
2.	Antiseptic hand sanitizer (hand gel or liquid hand sanitizer).	3808.94.90
3.	Materials to produce medical masks.	
3.1	Nonwoven fabric for manufacturing medical masks.	56.03
3.2	Antibacterial filter for manufacturing medical masks.	56.03
3.3	Elastic for producing medical masks.	5604.10.00 5606.00.00 6002.40.00 6002.90.00

⁶ Article 4 of Circular No. 01/2020/TT-NHNN dated March 13th, 2020

⁷ Decision No. 155/QĐ-BTC dated February 7th, 2020 of the Ministry of Finance

3.4	Nasal splint for the production of medical masks (bars/rolls).	3916.10.20
		3916.20.20
		3916.90.42
		3916.90.92
		3926.90.99
		7217.90.90
		7326.90.99
		7604.10.10
		7604.29.10
		7616.99.90
4.	Antiseptic water (liquid bactericidal preparation).	3808.94.20
		3808.94.90
5.	Other necessary materials and equipment.	
5.1	Outfits against epidemic prevention (including: pants, shirts, glasses, medical masks, helmets, gloves, shoes)	6210.10.90

- **Extension of tax payment and Exemption of late payment**

The tax payer suffering the material damage directly affecting production and business due to COVID-19 might be considered to have an extension of tax payment and exemption of late payment.⁸

Upon the application dossier of the tax payer, the competent authorities will decide the amount and the term of tax payment to be extended, as well as the exemption of late payment.

14. Labor Policies


- **Partly suspension of contribution to the Compulsory Social Insurance**

With 12 months from March 9th, 2020, provided that any enterprises fulfilled with one of the following conditions, they might suspend the contribution to the fund of retirement and survivorship:⁹

⁸ Official letter No. 897/TCT-QN dated March 3rd, 2020 of the General Department of Tax

⁹ Official Letter No. 797/LDTBXH-BHXH dated March 9th, 2020 of the Ministry of Labors, Invalids and Social Affairs

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- 
- (i) Failing to provide works for employees, in which there are 50% or more of total employees determined before the business suspension that are subject to social insurance; or
 - (ii) Suffering damage of 50% of total assets' value due to COVID-19.

Upon the expiration of the suspension period prescribed above, the employer and the employee shall continue paying social insurance and make a supplementary payment for such suspension period, the supplementary amount shall not be charged late-payment interest.

■ **Inspection on the contribution status to the Compulsory Social Insurance**

During the suspension of contribution to the Compulsory Social Insurance, in case there is no sign of violations, the enterprises affected by COVID-19 will not be subject to the specialized inspection of the authorities on the payment status and the compliances on the contribution of social insurance, medical insurance and unemployed insurance.

■ **Employees subject to the order of concentrated medical isolation**

During the compulsory concentrated medical isolation, the employees subject to such orders will receive an amount of wage in case of work suspension, paid by the employer.¹⁰

The exact amount will be agreed by the employee and the employer, but it must not be lower than the regional minimum wage stipulated by the Government. The regional minimum wage applied from January 1st, 2020 in Vietnam is as follow:

- (i) For enterprises located in region I: VND 4,420,000 per month.
- (ii) For enterprises located in region II: VND 3,920,000 per month.
- (iii) For enterprises located in region III: VND 3,430,000 per month.
- (iv) For enterprises located in region IV: VND 3,070,000 per month.

¹⁰ Article 98 of Labor Code 2012



15. Force Majeure

Under the laws of Vietnam, an event of force majeure is an event which occurs in an objective manner which is not able to be foreseen and which is not able to be remedied by all possible necessary and admissible measures being taken.¹¹

Covid-19 is classified as the class-A infectious disease, which would be announced by the Prime Minister for the certain infected epidemic zones. At present, there are only 3 epidemic zones being officially announced by the Prime Minister, including: Khanh Hoa, Vinh Phuc, Thanh Hoa.

Hence, the classification of COVID-19 as a force majeure might be challenged due to the lack of the authority's official announcement in a certain area.

Our teams remain mobilized to answer your questions. Please contact:



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¹¹ Article 156 of Civil Code 2015

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