



# *COVID-19 Mitigating Impact and Overcoming the Crisis – Fundamental rights and Rule of Law aspects*

*Emergency measures: what impact for employers?*

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# Legal background



Spanish constitution  
(article 116.2)



State of alarm

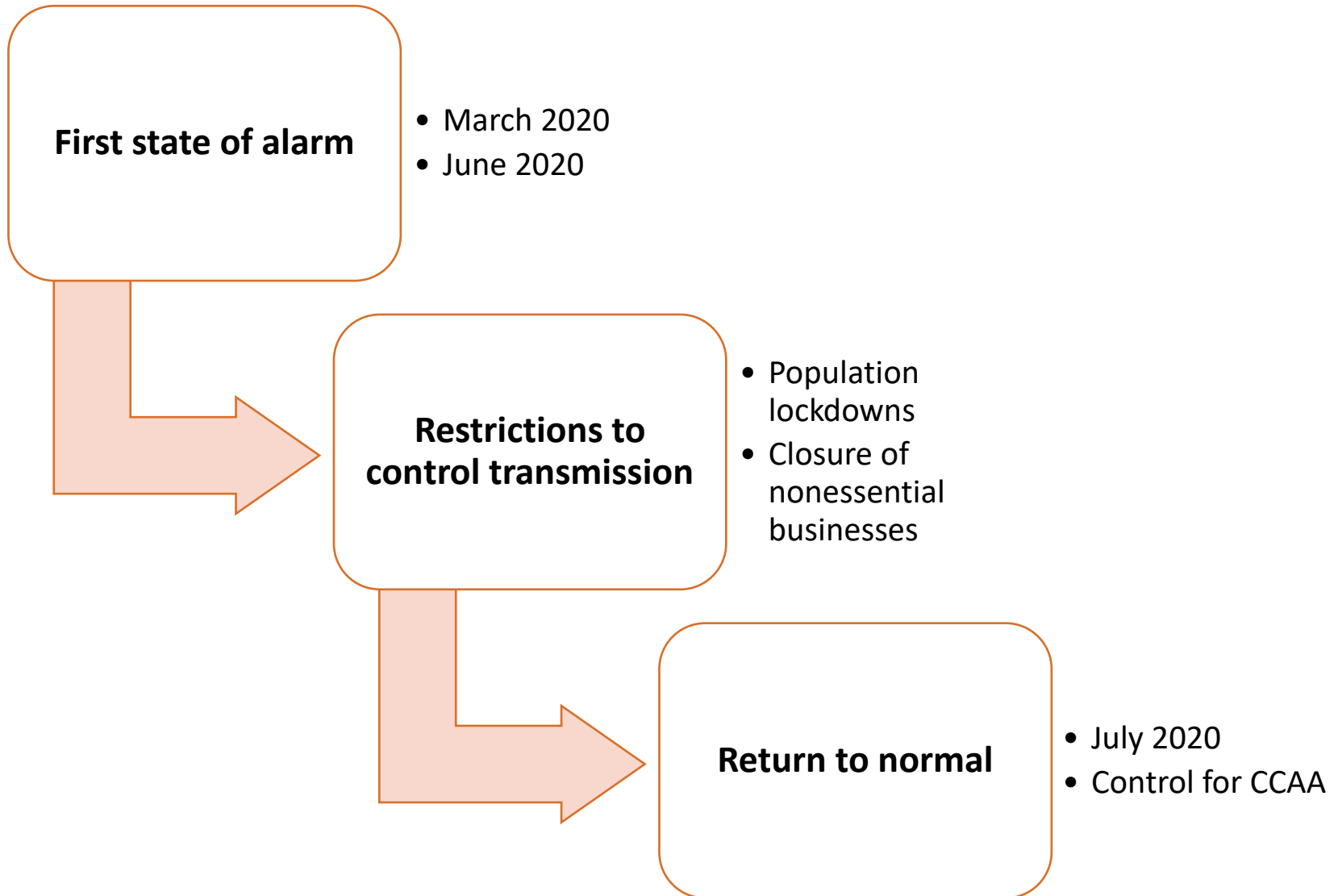


Significant alteration of the  
normality (natural  
catastrophe, sanitary crisis,  
etc.).

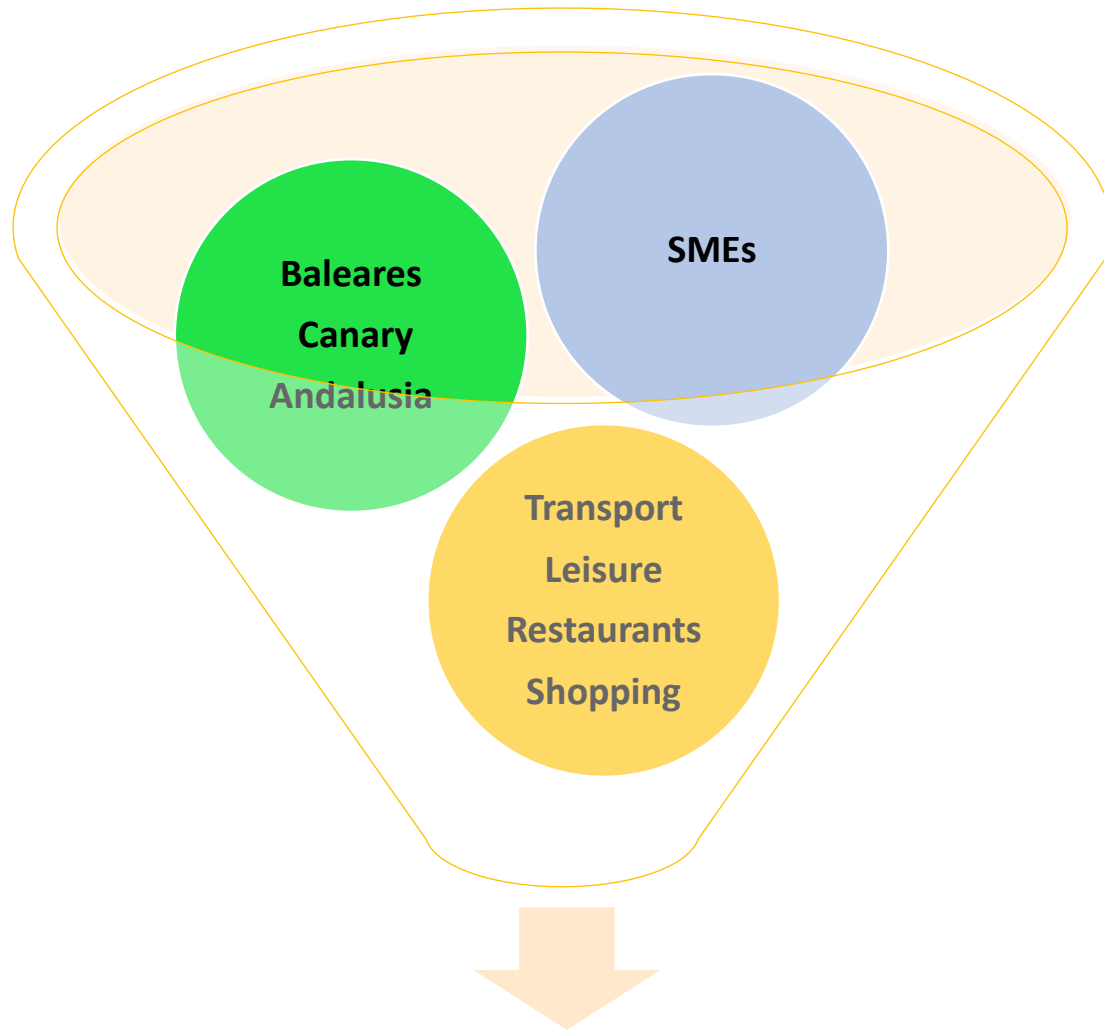


Must be endorsed by a  
majority of the congress

# State of alarm



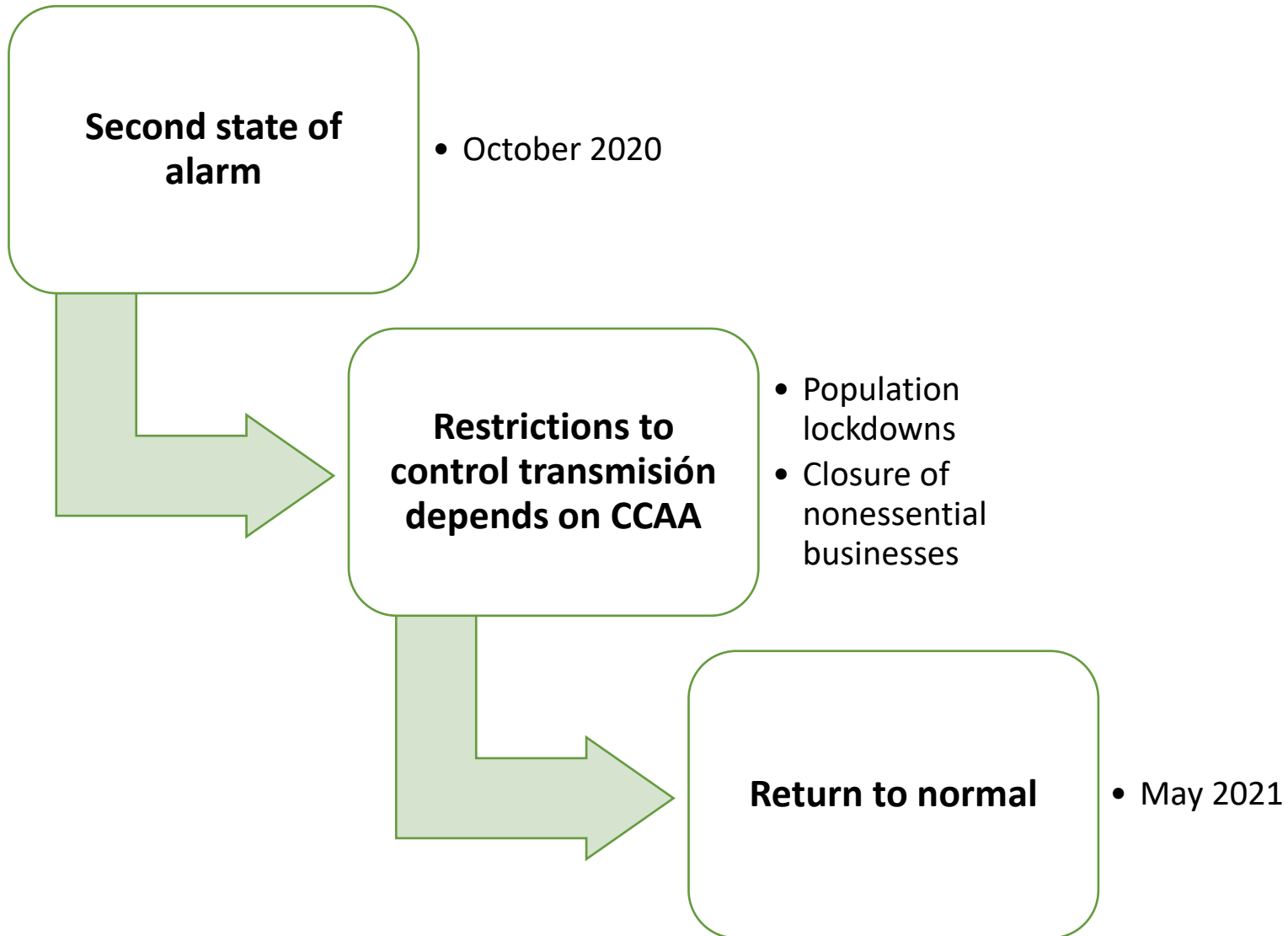
# Consequences of the first state of alarm



**100,000  
Companies  
closed!**

**“Out of business”**

# Second state of alarm



# Measures to help companies

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**Loans**

**Moratoria of  
payments**

**Temporary  
employment  
adjustment  
schemes**

**Fractionating of  
payments**

**Bureaucracy  
improvements**

# Other potential solutions

## Madrid region



Madrid is being able to control the pandemic



Madrid has not obliged to close bars, restaurants, shops, etc.



# Immediate measures

**Companies only want to work, to run their businesses!**

Stop tax collection

Provide direct funding to companies, not loans!



# LIQUIDACIÓN POR CIERRE

ÚLTIMO DÍA  
SÁBADO 27

A graphic advertisement with a bright yellow background. The text 'LIQUIDACIÓN POR CIERRE' is written in large, bold, black letters. Below it, 'ÚLTIMO DÍA SÁBADO 27' is written in a smaller font. The bottom of the graphic shows two women wearing face masks, one in blue and one in white, looking towards the left. In the background, a mannequin is wearing a green t-shirt with the text 'MAKE SOME WAVES'.

Why you  
wanna treat  
me so bad?



# CEPYME

CONFEDERACIÓN ESPAÑOLA DE LA PEQUEÑA Y MEDIANA EMPRESA

**¡Thank you for attention!**

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