

On Saturday, the central government established the nationwide State of Alarm for the next fifteen days, in order to face the sanitary emergency caused by the Covid-19 coronavirus.

Amongst other measures, the State of Alarm establishes limitations of the free flow of people. In this regard, **circulation on public thoroughfare will only be allowed** in order to perform activities listed in article 7.1 of the Royal Decree, which are, amongst others, **to access the work place in order to perform one's labor, employment or corporate duties**, always respecting all the recommendations and obligations issued by the sanitary authorities.

Moreover, meeting the recommendations of the sanitary authorities, we at MES ADVOCATS advise, whenever possible, for all companies to encourage and promote telework as much as possible.

On the other hand, the State of Alarm also entails the closing of commercial establishments, with the exception of specific retail stores, such as those selling groceries, first need items, pharmacies, clinics, optics and orthopedic products, hygienic products, press and stationary, fuel for the automotive sector, tobacco and stamp stores, technology and telecom equipment, pet food, e-commerce and telephone services, postal services and dry cleaners.

It also entails the closure of monuments, museums, archives, libraries, spaces dedicated to public entertainment, showbusiness and sports. Also, of all catering and restaurant activities, except for home deliveries. You may access the Royal Decree through the following [link](#).

It becomes obvious that this situation of emergency is having a significant impact on most businesses and employees, who must adapt to said situations, whether this means closing the business and establishments, or adapting and allowing flexibility in the workflow, in both cases, without having any certainty of how to proceed nor the possible consequences of each of those decisions.

Without prejudice of the labor law contemplating procedures in order to suspend employment contracts and/or reduce work hours for organizational, production, economic, technical and force majeure reasons, the Government is finalizing a series of economic and labor measures in order to support employees, self-employed workers and employers which will allow flexibility in regards to the staff adjustment mechanisms and procedures (ERTE) and thus, avoid dismissals while, at the same time, giving corporations guarantees of liquidity. It is expected for these measures to be approved during the next Ministries Cabinet which will be held on Tuesday, March 17th.

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