



**Fifth quarterly report on
Covid-19 impact on industrial relations**

Preliminary results

October 2022

BARCOVID

The BARCOVID project aims to improve knowledge about the content of collective agreements in Europe and to undertake research activities to enhance the collection of comparative information on collective bargaining outcomes. The project takes in account the Covid-19 impact on industrial relations in Europe, which is approached from different angles, such as government measures and occupational health and safety. Lead partner is the University of Amsterdam/AIAS. The Central European Labour Studies Institute (CELSI), Sant'Anna School of Advanced Studies and WageIndicator Foundation are the project's key actors.

University of Amsterdam/AIAS-HSI

AIAS-HSI is an institute for multidisciplinary research and teaching at the University of Amsterdam (UvA), the largest university in the Netherlands. AIAS-HSI has as its objective the coordination, implementation and stimulation of interdisciplinary research into the practice of labour law and social security law. Therefore it combines insights from the social sciences, legal dogmas and legal theories in its research.

Central European Labour Studies Institute (CELSI)

Central European Labour Studies Institute (CELSI) is a non-profit research institute based in Bratislava, Slovakia. It fosters multidisciplinary research about the functioning of labour markets and institutions, work and organizations, business and society, and ethnicity and migration in the economic, social, and political life of modern societies. CELSI strives to make a contribution to the cutting-edge international scientific discourse.

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Sant'Anna School of Advanced Studies is a public university institute - with special autonomy - working in the field of applied sciences: Economics and Management, Law, Political Sciences, Agricultural Sciences and Plant Biotechnology, Medicine, and Industrial and Information Engineering. The School promotes the internationalization of didactics and research with innovative paths in the fields of university education, scientific research and advanced training.

WageIndicator Foundation

WageIndicator Foundation collects, compares and shares labour market information through online and offline surveys and research. Its national websites serve as always up-to-date online libraries featuring (living) wage information, labour law and career advice, for employees, employers and social partners. In this way, WageIndicator is a life changer for millions of people around the world.

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Bibliographical information

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Introduction and the methodology

This report adds to previous reports (see References) new preliminary results from data mining and text analysis of the newsletter outputs published by the selected stakeholders at the EU level. The goal of these quarterly reports is to address the first research question of the BARCOVID project: “*How have the Covid-19 crisis, the state-imposed measures and their consequences affected the industrial relations landscape in EU27 and 5 candidate countries?*” To respond to this question, text data (text extractions) were collected from social partners’ press releases and newsletters at the EU level and then further analysed. In total, **1,428 texts** were extracted from the newsletters of organizations, particularly WageIndicator ¹(20%), ETUI (12%), BusinessEurope (10%), UniEurope (5%), country-level newsletters letters (40%), and others (12%), between March 2020 and March 2022 based on the selected list of keywords (see Annex). As already explained in the First Quarterly Report, the methodology consists of the text mining techniques (using Python), supported by qualitative and quantitative text analysis of the newsletter outputs.

The analysis illustrated in this report presents **a qualitative analysis of the newsletter outputs that were published in 2020, thus, during the first year of the pandemic**. The data extractions were examined using the Dedoose software and, based on the coding of the key themes, 518 text items were selected and analysed. In this report, the focus is not only on the policy measures that were discussed during the designated time, but also on the whole discourse between social partners, including the channels of communications and the different key issues discussed.

The analysis also proposes a comparison of the findings observed at country level, within the theoretical framework of the welfare regimes. The countries in the sample were categorised according to the **welfare regimes classification** (Esping-Andersen, 1990; Ferrera, 1996.; Adascalitei, 2012) as follows: Conservative regimes (Austria, France, Germany, Luxembourg, Netherlands), Liberal regimes (Ireland and United Kingdom), Mediterranean countries (Greece, Italy, Portugal, Spain and Cyprus), Social Democratic Regimes (Denmark, Finland, Sweden and Iceland) and Central and Eastern Europe (Czechia, Croatia, Hungary, Poland, Slovakia, and Slovenia).

Preliminary results

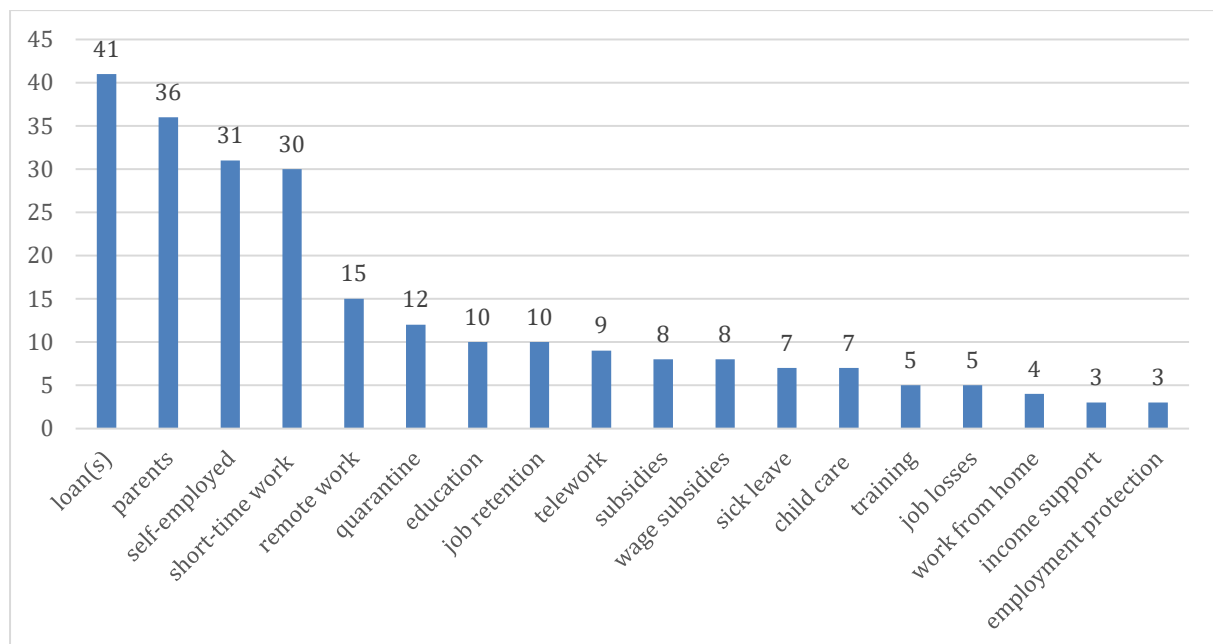
In total 1,428 text data were extracted by July 2020. The average number of text extractions per country is 42, with relevant differences between the most represented countries (i.e., Austria, Germany, Belgium, and Ireland) and the least represented ones (Malta, Iceland, and Liechtenstein).

¹ *The WageIndicator Foundations collects the news about collective bargaining and social dialogue in the EU Member countries and the Candidate countries. The newsletters include news about the collective bargaining on the national and EU level, relating also to policy measures that are being discussed in relation to the pandemic.*

In 2020, as Figure 1 shows, the most frequently used keyword is *loan(s)*. As mentioned above, this keyword is usually associated with governmental supports for companies to alleviate the adverse impact of the pandemic. In the context of school closures and distance learning policies, *parents* represent the second most frequently used word. This keyword is also associated with other measures related to workers with children, such as extended sick-leave and remote working (e.g., special measures that oblige employers to allow remote or teleworking).

The word *self-employed* is also very frequent in our newsletter sample. In fact, self-employed workers are frequently mentioned in two specific contexts: (1) as a specifically vulnerable group that has been adversely affected by the pandemic without appropriate social safety nets, and (2) with respect to specific policy measures tailored to the needs and interests of the self-employed workforce. These policies mainly consist in direct financial support, tax relief, loan, or short-time working schemes. Moreover, given the over-representation of precarious and vulnerable workers in tourism, agriculture, and care sectors, the “self-employed” keyword is also associated with these specific economic activities.²

Figure 1 The most frequent keywords in the first year of the pandemic (March – December 2020)



Source: Authors

² You can find more information about the frequency of keywords in relation to the welfare regimes in the Fourth quarterly report on Covid-19 impact on industrial relations. Preliminary results (see References).

Analysis based on the welfare state typology

In addition to what has already been shown in the previous report published in July 2022, this section of the report informs about qualitative findings based on the welfare regime typology.

Conservative regimes³

Conservative regimes in this analysis include **Austria, Belgium, France, Germany, Luxembourg, and the Netherlands**. The core of the anti-pandemic policies discussed in the conservative regimes are mainly⁴:

- i) **wage support schemes to prevent lay-offs,**
- ii) **financial support for parents and people with caring responsibilities,**
- iii) **emergency plans for small and medium-sized companies (hereinafter SMEs),**
- iv) **measures for self-employed workers.**

Moreover, this cohort of countries also introduced sector-specific policy measures including pay rises for health care workers and other types of support for civil servants, including specific payments for remote working.

One of the most widely discussed topic in conservative countries was the rising unemployment rate. Consistently, the newsletters informed about discussions and negotiations among social partners and other key stakeholders about immediate and preventive measures. At the center of this debate, we find massive lay-offs prevention and actions to mitigate poverty. In some countries, such as France, the national trade unions launched several protests to denounce job losses as a result not only of the coronavirus, but also of the lack of political action by national government to adequately prevent increasing unemployment rate.

In this group of countries, sectoral-level unions' protests occurred, particularly, but not exclusively, in the health care sector. An increase of health care funding was demanded in several strikes of healthcare workers (Belgium, France, and the Netherlands). To be more specific, while healthcare workers in France were claiming more public resources to be better equipped to handle the pandemic emergency in hospitals; strikes of the education and health care sectors were recorded in Germany asking pay raises and more recruitment. Some other sectoral trade unions also launched protest actions, such as the industry of breweries and depots in France, demanding stronger health and safety measures to prevent the spread of the virus at the workplaces.

In comparison with other welfare regimes, in the spotlight of the policy discussion in the conservative cohorts of countries were measures **adjusting working conditions** (mainly

³ According to the Kammer, Neihues, and Peichl (2012), Belgium and the Netherlands are hybrid models having features of both Conservative and Social-democratic regimes.

⁴ These findings are based on 183 text extractions.

but not merely) for the civil servants. Most of the policies discussed were extra payments for those workers working from home (Netherlands and France), rescheduling of working hours for teleworking employees (France) and monetary benefits for teleworking employees via tax reliefs to purchase equipment and reimburse utilities (Austria).

As for **the vulnerable groups**, some countries adopted a series of interventions to support part-time workers in the public sector and trainees (Germany), a pay raise or extra payment for health care workers (Germany, France, Netherlands). As for the non-standard workers, the German government announced the financial aid for the self-employed and the vulnerable groups. In the Netherlands, the major trade unions criticized the slowdown in wage growth established in collective agreements and the attempt of employers to take advantage of the pandemic situation to keep wages at the pre-pandemic level, damaging most of all low-skilled and low-paid workers.

All the countries in this group provided and even extended (as the pandemic progressed in 2020) the parental or child-care allowances. In Luxembourg, the government allowed the parental leave to care for children in case of school closures. Care givers rights and allowances remain one of the most discussed topics, not only during the school closures, but also afterwards in late 2020, when schools remained opened despite the persistence of the pandemic. Indeed, **the social debate in some countries was shaped by a discussion on the necessity of balancing family and work life**. Several benefits, mainly in terms of paid leave, working hour flexibility and remote work, were provided to enable parents to take care of children staying at home, because of quarantine measures both in case of class closure (France) or not (Austria).

Liberal regimes

The policy debate regarding the anti-pandemic measures in the liberal welfare regimes, Ireland and United Kingdom, was shaped mainly by⁵:

- i) **job retention schemes** (mainly furlough schemes) for companies that faced economic downturns or had to close their business venues,
- ii) **modifications of sick pay for quarantined workers**.

In both countries, the first year of the pandemic was characterized by debates about the conditions of extension of the furlough scheme, which was supposed to cover a larger portion of salaries. The social partners in Ireland also asked for a further involvement in the policy-making process, regarding the definition of different policy designs of the furlough schemes.

In Ireland, a large share of the discussion was about the new *Employment Subsidy Scheme*, supposed to replace the Temporary Employment Subsidy Scheme to prevent lay-offs of

⁵ These findings are based on 64 text extractions.

workers across industries. Regarding this, the Irish national-level trade unions urged the government to take further measures to help business companies to retain jobs since the forecast data predicted a steeper increase in the unemployment rate.

In the UK, the furlough schemes were implemented in the first waves of the pandemic to prevent job losses. Later, in the fourth quarter of 2020, the British government announced a further support for *Job Support Scheme* that replaced the former furlough scheme. Such an adjustment resulted in an increase of the financial contributions to the employers, meaning that instead of a minimum requirement of paying 55% of wages for a third of hours, employers had to pay for a minimum of 20% of usual hours worked, and 5% of hours not worked.

Young people, women, the elderly, and non-standard workers were identified as the most vulnerable groups that required further attention by social partners and policy makers. In late 2020, the trade unions in the United Kingdom pointed out that especially young people aged 16-25 were vulnerable to the impact of the pandemic since they were more likely to lose the job and face a reduced income compared to older workers. Other vulnerable groups included women, the elderly, and the self-employed. In this respect, trade unions demanded further measures to protect these cohorts. In the United Kingdom, as a specific policy response to the discussion over the **economic downturns of the self-employed**, the debate on possible financial aid started in the second quarter of 2020 and resulted in the Self-Employment Income Support Scheme, that was enabling the eligible applicants to apply for liquidity grants.

The newsletters also informed about **a series of strikes that took place in both countries**. In September 2020 in the United Kingdom, the strike was announced by healthcare workers with respect to demands over pay raise and unfavourable job-contract, calling for wider industrial action. At the same time in the UK, social workers, children's services workers, environmental health workers and benefits office workers protested. They denounced, through the strike, employers' practices on temporarily dismissing and subsequent re-hiring of the same workers to avoid wage costs and impose less favourable conditions with respect to travel allowances, out-of-hours payments or severance payments.

Social Democratic Regimes

In **Denmark, Finland, Sweden, and Iceland**, the policy discussion in the first year of the pandemic was shaped by topics like⁶:

- i) **upholding and postponing negotiations** about collective agreements due to the outbreak of the corona virus;
- ii) **duration or eligibility of sickness leave;**
- iii) **job retention schemes;**

⁶ These findings are based on 62 text extractions.

- iv) **support of vulnerable groups**, particularly parents, non-standard workers, and people with migrant background.

In all the countries, **temporary lay-off schemes and job retentions schemes** were in the spotlight of the policy discussion, and, regarding this, adjustments of the schemes to provide an adequate coverage of labour costs and social security or to simplify administrative requirements. The Finnish trade unions of the education sector pointed out that the teachers were going to be negatively affected by the furlough schemes since some municipalities were unable to pay for salary costs of school personnel after the maximum temporary lay-offs period expired. In Finland, social partners jointly demanded the government to reduce the labour costs (via temporarily decreasing pension contribution) and increase flexibility of the labour code. Both Swedish and Finnish trade unions also demanded to improve social security of the workers who were laid off during the pandemic.

Some of the **procedural aspects of policy implementation** were at the center of the social policy discussion. For example, in Denmark and Sweden, the obligation to pay sick leave benefits were temporarily shifted from the employers to the public authorities. Also, the access to the unemployment benefits schemes were eased by lifting administrative requirements and relaxing unemployment eligibility requirements in this cohort of countries. Additionally, the Finnish government ensured a better access to the unemployment benefits for laid-off workers and reduce salary costs for the employers that had to lay-off workers due to the economic downturn, via shortening the notice period for temporary lay-offs.

Very soon with the pandemic outbreak, the social democratic regimes started to discuss the financial aid for **the self-employed** in the forms of tax or social security deferrals, liquidity loans, or direct financial compensation in case of revenues drops. As for other vulnerable groups, particularly in Norway as a non-EU country, the **social partners discussed the position of foreigners** that in the first two quarters of 2020 were not eligible for temporary lay-off or furlough schemes. The support of migrant workers was discussed in the context of keeping the skilled workforce in the Icelandic and Norwegian economy and mitigating the adverse impact on the economies. Financial support for one-person-business companies was discussed mainly in Sweden, while the extension of both sickness and unemployment benefits schemes was also discussed in Iceland.

Mediterranean countries

Mediterranean countries governments (which include **Greece, Italy, Portugal, Spain, and Cyprus**) share the provision, during the first year of the pandemic, of an extensive support scheme, tailored to the needs of different cohorts of society (such as non-standard workers), together with sector-specific measures.

In the first weeks of the pandemic, the newsletters informed about promptly adopted policies to mitigate the economic downturns as the business and school venues closed. Among these measures, we find⁷:

- i) **sickness benefits, benefit schemes for people with parental or care responsibilities,**
- ii) **tax deferrals or deferrals of social contributions,**
- iii) loans for companies.

Similar to other welfare regimes, also Mediterranean countries provided **different types of wage subsidies** in case of reduced worked hours. As the pandemic progressed in 2020, trade unions and employers' associations emphasized difficulties faced by firms to preserve employment contracts, despite implementation of the short-time work schemes (Cyprus, Spain, and Italy). This problem was particularly relevant in the entertainment and hospitality sector, that resulted to be more heavily impacted by the pandemic in comparison with other sectors. Indeed, social partners from these sectors widely discussed employers' hesitation to retain workers due to the pandemic unpredictable development. Employers' preference towards a work staff reduction to avoid future economic losses was heavily denounced. In this respect, the Italian trade unions stressed the necessity to loosen the administrative burden faced by companies willing to participate in wage subsidizing schemes.

Since the Mediterranean countries, especially Italy and Spain, were hit hardest by the pandemic during its first year, both the impact and the duration of business venues closures was more extensive than in other EU Member states. The major employers' associations in these two countries urged the government to **allow re-opening the factories and other business venues** supposed to prevent further economic downturns.

The analysis of the newsletters also showed information about **different strikes and other strategies adopted by trade unions at the sectoral or national level**. These strikes and protests were accompanied by the increasing presence of trade unions representatives in mainstream media. Moreover, several demonstrations of front-line workers broke out, demanding the implementation of a wide range of measures, such as better pay for health care workers and teachers, recruitment in the public sector (public transport, health care, education, civil sectors) and improving working conditions, starting from the provision of protective equipment for workers at higher risk of contagion, together with further health and safety measures. In the context of the pandemic, the trade unions and employers in Italy and Greece also **emphasized a long-lasting problem of shortages of jobs within the health care and education sector that, together with other critical sectors,** demonstrated their structural inadequacy during the health crisis.

The newsletters also informed about **the aid introduced for the most vulnerable cohorts of the population**, such as families in material need (mainly in Italy, Greece, and Spain), small enterprises, and non-standard workers, including the self-employed and seasonal

⁷ These findings are based on 106 text extractions.

workers. Particularly, **the self-employed and seasonal workers appeared to be in the spotlight of the policy discussion** in this cohort of countries, also because of the specific productive structure, dominated by the hospitality, tourism, and agriculture sector. The measures referred to one-off payments (esp. Italy, Greece, Spain), wage subsidies, sector-specific subsidies, insurance contributions covered by the state (esp. Italy). At the same time, the social partners in Italy welcomed measures adopted by the government to promote the regularization of migrants employed in the agriculture sector and to make them eligible for possible public schemes.

Importantly, trade unions in Spain, Italy, and Greece, **emphasized how women were exceptionally exposed to the socio-economic consequences of the pandemic**, since they had less stable employment prospects, they were more frequently employed with part-time job contracts, and they were more likely to stay at home as the school venues closed. In this respect, the Italian newsletters informed about very concrete outcomes of such gender unbalanced impact of the pandemic, as illustrated by the higher portion of female job losses by the end of the year.

In respect to the vulnerable groups, aging population and the access to digital services also played an important role in anti-pandemic policy negotiations. In Italy, the trade unions informed about the need to provide help to the elderly living in the small municipalities in which the access to the care but also bank services was immediately restricted after the outbreak of the pandemic.

Central and Eastern Europe

The last cohort of countries includes the Member States of Central and Eastern Europe, particularly **Czechia, Croatia, Hungary, Poland, Slovakia, and Slovenia**⁸. All these countries adopted in the early stages of the pandemic a series of interventions to prevent extensive lay-offs. The pandemic in these countries also triggered adoption of permanent measures, such as short-time work schemes (Slovakia, and Czechia) or at least some forms of the temporary job retention measures (all countries). In general, social partners put emphasis on **a lack of support to non-standard workers** (mainly the self-employed or people with short-term contracts), **small business companies** (including one-person companies and micro-companies) **and other vulnerable and impoverished groups**.

The text analysis showed that during the first wave of the pandemic, the policy discourse in this European region was dominated with discussions about **packages of the anti-pandemic measures aiming mainly at preventing massive lay-offs and job perseverance measures**. At the same time, during the first months of the pandemic, the national governments were likely to adopt a series of *helicopter* measures such as loans, tax deferrals or deferrals of health and pension contributions for businesses and self-employed to prevent insolvency and lower the financial burden of the firms and self-employed during venue closures. A substantial part of the policy discourse in the whole Central and Eastern Europe was **an institutionalisation of the *kurzarbeit* model**, thus, a permanent policy

⁸ These findings are based on 103 text extractions.

measure on short-time work schemes, particularly in Slovakia and Czechia. The discussion about institutionalizing the *kurzarbeit* progressed during the autumn 2020; while in Slovakia the *kurzarbeit* model was enacted by the government in late 2020, in the Czech Republic the discussions continued in 2021 and resulted in adoption of the *kurzarbeit* model in mid-2021.

Nevertheless, one of the features of the policy discussion in the first wave of the pandemic was **a lack of presence or, even, the exclusion of social partners from policy-making** over the anti-pandemic interventions. Other research studies about the involvement of social partners in negotiations regarding anti-pandemic measures in CEE also showed that the social dialogue in the CEE (and particularly in V4 countries) was side-lined with the State holding control over the public policies while stakeholders were only poorly involved in the anti-pandemic policy making process (e.g., Lukáčová, Kováčová, and Kahanec, 2022). The newsletter analysis showed that this was justified mainly by a need of national governments to adopt policies promptly to prevent job losses.

The content of the newsletters focused on the fact that **the state of social dialogue even deteriorated in Poland, Slovakia, and Hungary** in multiple ways. In Slovakia, the national-level trade unions were side-lined in the social dialogue and even partially excluded from some of the negotiations especially during the very first weeks of the pandemic when the Ministry of Labour held negotiations almost exclusively with the employers' representatives. The newsletters about the Hungarian policy discourse highlighted **further restrictions of the rights of the Hungarian trade unions**, such as the right to strike, and also pointed out a lack of presence of the trade unions in negotiations on the tripartite or bipartite measures. In Poland, the newsletters informed that no regular tripartite meetings were held during the first months of the pandemic and the right to dismiss the tripartite members were imposed. Nevertheless, the analysis indicated that the **trade unions in most of the CEE countries were able to find other channels of communication** (marches, higher level of the media presence) and, as the pandemic progressed, they became more involved in the negotiations with the State.

Like other regimes, **the self-employed** became a part of discussion only later, as the pandemic progressed. This institutional delay was highly criticized in the public discourse. The self-employed were provided with a support in a form of one-off or regular financial contributions and deferrals of social security contributions. Nevertheless, the criticism of the anti-pandemic aid provided to the self-employed emphasized that they were not included in the *kurzarbeit* policy measures, nor within short-term *kurzarbeit* schemes (as a part of the anti-pandemic aid packages), neither within the permanent form of *kurzarbeit* model that was adopted in 2020 (Slovakia) and 2021 (Czechia). Additionally, other types of non-standard workers, such as workers with a short-time employment contract or platform workers, were provided with just a little financial aid, usually from emergency fund and one-off payments, due to their instable status in the labour market. An aid to microentrepreneurs was implemented merely in Croatia and Slovenia.

Another important element of criticism that emerge from the newsletter is the lack of support for **the front-line workers** (such as health care workers, social workers, retail

workers) exposed to the virus to the greatest extent and which therefore required extra protection aid. The exception was Slovenia, where the policy discussion oscillated around adopted measures for reimbursement of the protective equipment for at-risk workers.

Conclusions

The text analysis of the newsletter outputs showed interesting patterns about how different topics were discussed during the first year of the pandemic 2020. Although *loans* present the most frequent policy according to the quantitative analysis (see Fourth quarterly report on Covid-19 impact on industrial relations), their policy aspects do not appear to be highly disputed and discussed, suggesting that the newsletters merely informed about national governments' adoption and implementation of these measures to support business companies. Social partners, indeed, were focusing on different issues related to working conditions, wage conditions, etc.

In this respect, the research showed the emergence of some convergence in the topics discussed among the different welfare regimes, in terms of **(1) job retention schemes, and (2) support for health care sector or workers.**

On the other hand, a relevant **variation is observed concerning the extent to which non-standard workers were involved in the policy discussion.** The specific socio-economic condition of non-standard workers were mostly discussed in Mediterranean countries (due to the structure of the market with a dominance of agricultural sector and tourism), Social Democratic regimes, and partially to Conservative regimes.

The newsletters also substantially informed about **strikes and protest actions of the trade unions, mainly in the Mediterranean countries and Conservative regimes** (esp. in France) that seem to serve as very core communication channels for the trade unions. On the contrary, in Central and Eastern Europe strikes did not play a pivotal role.

The specific condition of care givers and, in particular, parents, was qualitatively more discussed in Social Democratic countries and Conservatives countries. Unlike in other welfare regimes, in countries belonging to these two regimes, the social partners continued to discuss about further support and extension of the benefits during the first waves of the pandemic even when schools remained opened.

The policy discussion in **Central and Eastern Europe was characterized by a turmoil in industrial relations,** since social partners, especially trade unions, were excluded or marginalised from the tripartite discussions about the anti-pandemic measures at the earliest stages of the pandemic. Nevertheless, in most of the countries, trade unions were able to find and create other channels of communication as the pandemic progressed.

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ANNEX

Table 1: Main policies based on the text analysis of the newsletter outputs (data for 2020)

Conservative regimes	Liberal regimes	Mediterranean countries	Social democratic regimes	Central and Eastern Europe
Salary support schemes Amendments of short-time work schemes (cap of support, eligibility criteria, inclusion of self-employed and SMEs) Support of parents in case of school closures Support for civil servants (specific payments for remote working) Emergency plans for SMEs and self-employed Pay rises for health care workers	Job retention schemes (introduction of temporary wage compensation schemes) Sick pay for sick or quarantined workers at the company level	Job perseverance schemes mainly short-time work schemes and temporary layoffs schemes (including regional level ones) Reduction of social contributions Support for sick and quarantined workers Health and safety regulations (both national and company level; industry specific – health care sector, transport) Flexibilisation of teleworking; regulation and tax incentives for remote working	Payment for quarantined workers including freelancers and self-employed Parental allowances or extension of maternity leave Enhanced unemployment benefit scheme Compensation scheme for the self-employed Job retention schemes – wage compensation, short-time work schemes, temporary layoffs Attention on the long-lasting issues such as reform of sickness leave	Job preservation policies: subsidy programmes to preserve jobs Tax deferrals or deferrals of health and pension contributions for businesses and self-employed Sickness benefits for parents and sick workers Financial support for the self-employed

Source: Authors

List of keywords

1. **Covid-19:** pandemic, corona, COVID-19, COVID, vaccine, vaccine refusal, vaccination, virus, syndemic, patent waiver, green pass.
2. **Policy responses (mitigating exposure to the virus):** masks, sanitisers, closure, distance measures, protective clothes, protective equipment, disinfectant, antibacterial, thermometer, test, testing.
3. **Policy measures (labour market):** green pass, kurzarbeit, short-time work, remote work, telework, work from home, flexible work arrangements, online work, hybrid work, sick leave, ergonomic tools, training, liquidity loan(s), loan(s), stimulus package, income support, income maintenance, wage subsidies, subsidies, employment protection, job retention, occupational health, health and safety, childcare, grace period, tax break, tax exemption, tax deferral, helicopter money, emergency payment/one-off payment, self-isolation, coronacheck, 3G, QR code.
4. **Impact of the pandemic:** bankruptcy, job losses, quarantine, understaffed, burnout/burned out;
5. **Industrial relations:** trade unions, employers, employer's association, social partners, industrial relations, collective bargaining, wage bargaining, salary bargaining, tripartite, social dialogue, labour union, social impact;
6. **Other:** self-employed, parents, sick workers, health care workers, essential workers, female workers, education, quarantine workers.