

This resource is provided as companion content to episode 9 of our Global Solutions podcast series, and its information is current as of August 19, 2020. Employers may want to monitor applicable public health authority guidance and Ogletree Deakins' [Coronavirus \(COVID-19\) Resource Center](#) for the latest developments. This reference has been abridged from laws, government sources, court decisions, and administrative rulings and should not be construed or relied upon as legal advice.

Global Solutions, Episode 9: School's Out For ... Ever? School Status and Implications for Employers

Country	When new school year usually begins	COVID-19 impact on schools ¹	New employee rights / employer obligations related to COVID-19 school closures
Argentina	March	The government suspended classes on March 15, 2020, and classes have not been authorized to resume. Decree 641/2020 extended isolation and quarantine measures until August 16, 2020, and face-to-face classes will remain suspended until the ministry of education decides to reopen schools.	Employees caring for small children (defined as those under 12) for COVID-19-related reasons have additional rights to leave, schedule adjustments, and/or breaks.
Belgium	September	While schools were closed for most of March and April 2020, they reopened in May 2020. Schools are scheduled to open as planned in September 2020. Each state has published its own safety guidance.	Employees may reduce hours to 50 percent, 80 percent, or 0 percent, to care for children under 12 years old until September 30, 2020.
Brazil	February	In-person classes suspended in some states. Resumption will be determined by state and local authorities.	
Chile	March	Face-to-face classes have been suspended since March 15, 2020. Classes will resume upon reaching Step 4 and Step 5 of the reopening program, if the Ministry of Education determines it safe.	Law 21,247 allows eligible employees to suspend their employment contracts (equivalent to taking an unpaid leave) and collect unemployment if they are caring for a child born in 2013 or later, where school or daycare is closed and there are no reasonable alternative childcare arrangements.
China	September	Schools are scheduled to open as usual.	
Czech Republic	September	The school year will start on September 1, 2020, with in-person classes. Any measures against COVID-19, such as ventilation of classrooms, will follow the so-called "traffic light" system for areas with different risks of infection. However, in the event that an infection breakout occurs at a given school, the regional hygienic station can decide to	Under the Sickness Insurance Act, parents of children under the age of 13 are entitled to an allowance in the event schools are closed due to the COVID-19 pandemic.

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		close it based on the situation. The ministry of education has prepared a bill that addresses the possibility of distance learning in the event of an intensifying epidemic.	
Hong Kong	August - September	Schools are scheduled to open as planned in August 2020 for private schools and kindergarten, and September 2020 for elementary and middle schools. All in-person instructions is suspended.	
Indonesia	Mid-July	Schools in lower-risk areas (green zones) resumed in-person instructions on July 13, 2020 Schools in other areas of the country with more significant infection rates resumed via online learning policies.	
Ireland	September	Schools are scheduled to open as usual.	
Israel	September	Schools are scheduled to open as usual.	
Italy	September	Schools are scheduled to open as usual.	One parent of children under the age of 16 may take leave without pay, with job security while schools are closed.
Japan	April	<p>Schools across Japan closed at the direction of the Japanese central government in early March 2020. After the central government lifted its national emergency declaration in early May 2020, schools resumed at various times, with more populated cities waiting until June 2020 to resume full schedules.</p> <p>Following a truncated summer vacation (ranging from 2 weeks to 4 weeks), most schools in Japan resumed the week of August 17, 2020.</p>	A COVID-19 specific subsidy program is available for employers that provide additional paid leave to parents of school children from February 27, 2020, and September 30, 2020, in conjunction with school closures. For each such additional paid leave (in addition to annual paid leave), employers may be reimbursed up to JPY 8,330 for providing paid leave between February 27, 2020, and March 31, 2020, and up to JPY 15,000 for providing paid leave between April 1, 2020, and September 30, 2020.
Korea	March	Schools are on summer break but most schools are expected to resume on	Employees may apply for government-subsidized time off for up to 10 days.

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		August 18, 2020, or soon after, with restrictions.	
Netherlands	August	Schools are scheduled to open as planned at the end of August 2020. Orientation sessions will, however, be held via online media.	Netherlands law provides employees with leave to take care for a sick family member (totaling approximately 2 weeks within 12 months for short-term leave, paid at 70 percent), and fully-paid emergency leave, which employers must grant as reasonably requested whenever there is an urgent matter (including COVID-19-related matters), with no maximum.
Philippines	June	All in-person instruction was suspended on March 15, 2020 (save for 4th- quarter examinations that could safely be administered between March 16 and March 20, 2020). The Department of Education has since issued a comprehensive education continuity plan and orders that provide for in-person instructions to resume on August 24, 2020, only in low-risk areas. The Department of Education has deferred to the president the authority to declare resumption of in-person instructions.	
Poland	September	All schools will open for in-person classes on September 1, 2020. Each school's administration, in coordination with local authorities, will have the ability to limit or close a given location for in-person classes if the situation in a given location warrants. If that occurs, individual schools can implement distance learning or a hybrid in-person/distance learning curriculum.	Employees who miss work because of the unforeseen closure (including for COVID-19-related reasons) of a nursery, kindergarten, or school, which their child attends, are entitled to a care allowance paid by the social security fund of up to 74 days per calendar year. (The care allowance totaled 60 days under pre-COVID-19 legislation).
Russia	September	Schools will reopen for in-person classes on September 1, 2020, with various limitations (such as, rules restricting student movement between classes, imposing one-way traffic	

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		patterns, or permitting temperature checks).	
Saudi Arabia	September	Schools are scheduled to start August 30, 2020, for an initial 7-week period, and then will be re-evaluated.	
Singapore	Year-round (quarters)	Schools are scheduled to open as usual.	Singapore has not imposed any specific changes, but employers are encouraged to grant additional paid leave days for any COVID-19-related reasons or allow employees to use existing leave entitlements (which can include sick / hospitalization leaves).
South Africa	Year-round (quarters)	Schools were suspended on July 27, 2020, but students will return incrementally by grade. Parents may apply for exemption status if they do not want their children to return when scheduled.	
Spain	September	Schools are scheduled to open as usual.	
Taiwan	End of August	Schools are scheduled to open as usual.	Parents who cared for a child under the age of 12 during the school closure period were entitled to special care leave. Wage entitlements were subject to the employer's discretion.
United Kingdom	September	Schools are scheduled to open as usual.	Parents of children aged under 18 may take up to 18 weeks unpaid leave per child to provide childcare.
United States	August - September	Most school districts ended in-person instruction in the spring. School reopenings vary by state and school district, with many districts starting virtual-only.	Parents with childcare obligations due to school closures may apply for subsidized leave (at two-thirds the regular rate of pay) for up to 12 weeks.

ⁱ "As usual" indicates in-person school as in a typical year, though safety guidance may apply, and closures may still occur under certain circumstances such as outbreaks or widespread community transmission.