

	Individual legal holiday	Collective holiday	Unpaid leave	Paid leave	Suspension of employment due to unforeseen circumstances or force majeure	Suspension of employment relationship. Project law "Protection of Employment".
Source Requirements	Agreement with the worker. If a worker is not entitled to leave, it can be anticipated.	Unilateral power of the employer, can operate at any time, once a year.	Agreement with the worker.	Agreement with the worker.	(i) Occurrence in fact beyond the control of the parties; (ii) Unforeseeable event; and (iii) Irresistible or unavoidable event.  According to DT's case law, an act of authority could fall into this category.	(i) That workers are unable to perform their duties under the telework mode; and (i) That there is a mandate from the health authority that prevents them from carrying out their work.
Advice	Worker's consent is required.	No worker's consent is required.	Worker's consent is required	Worker's consent is required.	No worker's cosent is required	Worker's consent is required.
Formalities	Signature of holiday voucher.	Written communication to workers (by registered letter, e-mail and display of the communication in visible parts of the workplace) before the start of the respective holiday.	Conclusion of a written unpaid leave agreement.	Conclusion of a paid leave agreement in writing.	Written communication to workers (by registered letter , e-mail and display of the communication in visible parts of the workplace)	A written termination agreement is suggested
Deadline	As agreed by the parties. By law, it must be continuous for at least 10 days. The remaining days may be split up.	No less than 15 days. If this period is exceeded, the excess of days over 15 cannot be attributed to the individual holiday of each worker.	As agreed by the parties.	As agreed by the Parties.	As long as the event giving rise to the fortuitous case or force majeure lasts.	It is not specified, but it should be at least while the health authority decree is in force.
Payment of remunerations	Yes.	Yes.	Yes.	Yes. But it can be 100% of the salary or a smaller percentage, as agreed by the parties.	No.	No. The worker will receive a monthly compensation from the unemployment insurance fund.
Payment of contributions	Yes.	Yes.	No. But there is nothing to prevent the parties from agreeing to pay it even if it is not paid remuneration.	Yes.	No.	Sí.

1 Government proposal dated 19 March 2020 within the framework of the Emergency Economic Plan by COVID-19 It cannot be used until it is approved and published as a law of the Republic.