

zfera

Measures taken in Nicaragua
during COVID-19 times.

Nicaragua

Labor

Agreement between representatives of companies under the Free Trade Zone (Zona Franca) Regime, representatives of all the employees of said companies and the Ministry of Labor (MITRAB).

- Leave of absence with partial pay may be granted.
- Work hours may be reduced.
- Advance payments may be made on account of vacation.
- Activities may be carried out remotely or by teleworking.
- Collective suspension of employment contracts may be carried out. Said collective suspensions must be done with the consent of both employer and employees through a bilateral commission formed by representatives of both parties. If no agreement is reached, the employer appeal to the administrative labor authority.
- In the case of workers over 60 years of age, or in a state of pregnancy or at high risk for chronic diseases, any interruption of work shall be fully paid.
- These measures are effective for thirty (30) days from March 24, 2020, with the possibility of extending them by mutual agreement between the parties.

*With regards to Administrative, Tax, Contracts, Migration and Public Services matters, the State of Nicaragua has not yet taken any official measures, but it is expected that they will do so as the situation in the country develops.