

27th May

# RETURN TO WORK

## IOE Business response in the times of COVID-19



A powerful  
and balanced  
voice for business

# Who are we?

1920

Established for nearly one hundred years...

150 +

We have more than 150 employer and business organisation members...

140 +

in more than 140 countries spanning the globe...

50 million +

We represent the interests of more than 50 million companies...

100s of millions

that employ hundreds of millions of workers...

1

We are one global employer community...

# Impact of the crisis on labour markets

- Around **436 million enterprises** in the hardest-hit sectors worldwide are currently facing high risks of serious disruption.
- More than half of these – some **232 million** –are in wholesale and retail trade
- Small enterprises account for more than **70% of global employment in retail trade** and nearly **60% in the accommodation and food services sector**

68%

EMPLOYED IN COUNTRIES WITH  
WORKPLACE CLOSURES

As of 29 April 2020, ILO estimates show that the proportion of workers living in countries with recommended or required workplace closures has decreased from 81 to 68 per cent over the last two weeks.

37.5%

EMPLOYED IN AT-RISK SECTORS

Sectors considered at high risk of disruption include accommodation and food service activities; retail trade; manufacturing; and real estate, business and administrative activities.

10.5%

DECLINE IN WORKING HOURS

Global working hours in the second quarter are expected to be 10.5 per cent lower than in the last pre-crisis quarter. This is equivalent to 305 million full-time jobs, which represents a significant deterioration on ILO's previous estimate of 195 million for the second quarter. This has been driven mainly by prolongation and extension of containment measures.

# Strategies to lift confinement

## COVID-19 México: Actividades por color de semáforo

13 mayo, 2020

ACTIVIDADES			
Medidas de salud pública y del trabajo			
Laborales Esenciales   No Esenciales		Reducida	Reducidas
Espacio Público Abierto   Cerrado		Reducida	Reducidas
Personas vulnerables		Máximo cuidado	Cuidado medio
Escolares			



À partir du 11 mai (2<sup>e</sup> étape)

Ouvert ou autorisé

 Écoles obligatoires (niveau primaire et secondaire II)	 Enseignement présentiel jusqu'à cinq personnes (secondaire II, niveau tertiaire et autres établissements de formation)	 Examens dans les centres de formation
 Magasins et marchés	 Agences de voyage	 Musées, bibliothèques et archives (sans salles de lecture)
 Sport de masse sans contact corporel (en groupe de cinq personnes au maximum, sans match)	 Sports de compétition et sports dans les ligues professionnelles (sans match)	 Restaurants pour les groupes de 4 personnes, les parents pouvant être accompagnés de leurs enfants
 Installations sportives pour les entraînements	 Transports publics selon l'horaire normal	

Les consignes suivantes demeurent

 Garder ses distances	 Observer les règles d'hygiène	 Télétravail si possible
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Depuis le 27 avril (1<sup>re</sup> étape)

Ouvert ou autorisé

- Magasins de bricolage et de jardinage
- Salons de coiffure et de cosmétique
- Installations en libre-service
- Physiothérapie, massage
- Toutes les interventions effectuées dans tous les établissements de soins

Assouplissements prévus pour le 8 juin (3<sup>e</sup> étape)

Ouvert ou autorisé

- Rassemblements de plus de cinq personnes
- Autres écoles et établissements de formation
- Théâtres et cinémas
- Jardins zoologiques et botaniques
- Piscines
- Offices religieux
- Remontées mécaniques

# Managing Return to Work

- Support and guidance from your EO
- The decision to return to work
- Implementation and execution
- Coping with after-effects
- Sustaining the right culture post-Covid-19
- Embracing the new realities of work

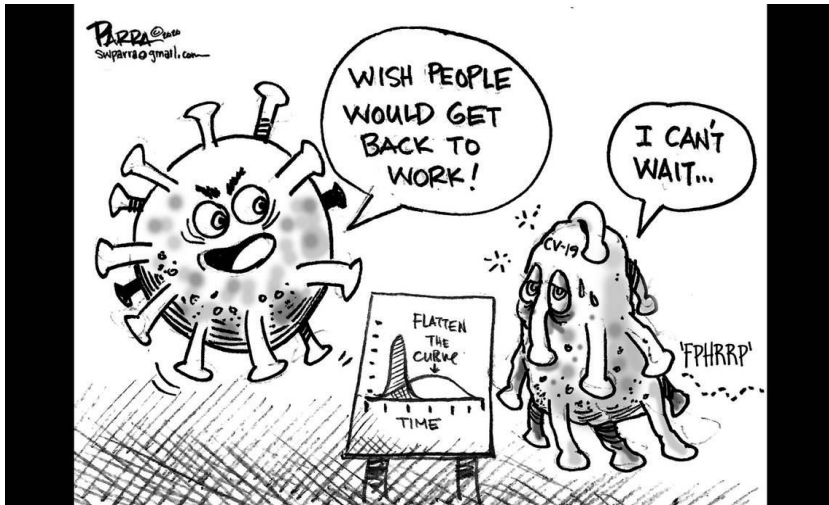


# Support and Guidance from EOs



- How to make workplaces safe
- Assessing the business impact
- Business contingency plans
- Working with the government on measures and policies
- Information on relief mechanisms put in place.

# Decision- Implementation- execution



# Coping with the after-effects

Employees who are returning and those being hired will want to know that they are working in a place that is free from hazards.





# Sustaining the right culture post Covid-19



**An employer must think about how the workplace culture will or should change as a result of the events.**

# Embracing the new realities of work

What are the lessons learned from the crisis?



**Thank you.**  
**Stay Safe, stay connected.**

For updated information, follow us  
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