

COVID-19 and ENTERPRISES

Briefing Note [No. 32]

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The COVID-19 pandemic has been affecting enterprises of all sizes and types in unprecedented ways. This brief aims to highlight key information resources available on the functioning of enterprises in the crisis, including its impact on enterprises, responses by enterprises and policy measures to support affected enterprises.

Disclaimer: Due to the rapid evolution of the situation around the COVID-19, there has been a large and growing amount of information resources related to enterprises and the pandemic. Therefore, this brief contains not only the resources of the ILO, but also those from external organizations. Reference to those external resources does not constitute an endorsement by the ILO of the opinions expressed in them.

Visit the ILO website for regular updates on responses to the COVID-19 crisis.

► ilo.org/global/topics/coronavirus

1. Resources for enterprise response

[ILO: COVID-19 pandemic and Migrant workers: What role for Trade Unions?](#)

| 30 July 2020

There are 164 millions migrant workers around the world and they have been very impacted by the COVID-19 pandemic. How can trade unions protect migrant workers during the COVID-19 crisis? Learn more here.

[ILO-ADB: Tackling the COVID-19 youth employment crisis in Asia and the Pacific](#) | 18 August 2020

This joint ILO-ADB report calls on governments in the region to adopt urgent, large-scale and targeted measures to generate jobs for youth, keep education and training on track, and to minimize future scarring of more than 660 million young people in the region.

[IOM : COVID-19 : Conseils aux employeurs et aux entreprises pour améliorer la protection des travailleurs migrants durant la crise sanitaire actuelle](#) | 10 August 2020

Ce document est conçu pour aider les employeurs à réduire l'impact du COVID-19 et pour améliorer la protection des travailleurs migrants à la fois en chaîne d'approvisionnement et jusqu'aux opérations directes.

[IOE: Economic advocacy for SMEs to tackle Covid-19 crisis](#) | 15 July 2020

In its latest report, IOE examines the impact of the coronavirus crisis on small and medium-sized businesses (SMEs) worldwide. It also provides a detailed look at the different levels and methods of assistance to SMEs in response to the current economic crisis. The publication concludes by highlighting efforts by 10 regional banks including the European Central Bank along with 10 government responses to support SME business continuity.

[COVID-19 Latin America Employer Quick Guide](#) | 10 August 2020

Governments across Latin America continue to take steps to gradually reduce lockdown measures and reopen their economies, while keeping a close eye on the spread of the virus. This quick guide produced by Baker & McKenzie LLP includes six key topics when planning to reopen the workplace in 7 countries in Latin America.

[Risk, resilience, and rebalancing in global value chains](#) | 6 August 2020

The risk facing any particular industry value chain reflects its level of exposure to different types of shocks, plus the underlying vulnerabilities of a particular company or in the value chain as a whole. New research from the McKinsey Global Institute explores the rebalancing act facing many companies in goods-producing value chains as they seek to get a handle on risk—not ongoing business challenges but more profound shocks such as financial crises, terrorism, extreme weather, and, yes, pandemics.

[Working from home: How COVID-19 could cause a new digital divide](#) | 18 August 2020

The important role of telework in preserving jobs and production in the context of the Covid-19 crisis has been highlighted by the European Commission in its recent communication on the 2020 country-specific recommendations (European Commission 2020). Yet, teleworking is not for everybody, raising the possibility of a new divide between those who can telework and those who cannot. Against this background, identifying how many, and which, jobs can be performed remotely has become a key factor to understand the pandemic's economic and distributional consequences.

2. Government response for enterprises

[ILO portal on the country policy responses](#)

This ILO portal is being frequently updated to provide recent updates on the

measures implemented by governments, employers' and workers' organizations, and the ILO by country and territory.

[Suisse: Aide de 700 millions de francs aux entreprises de transports](#) | 14

August 2020

Les entreprises de transports publics et de fret ferroviaire recevront un coup de pouce pour contrer les pertes liées à la pandémie de Covid-19. Le Conseil fédéral entend leur octroyer environ 700 millions de francs. Il a transmis mercredi son message au Parlement.

[France : le port du masque sera "systématisé" en entreprise à la rentrée](#) |

18 August 2020

Après une réunion avec les partenaires sociaux, le ministère du Travail a annoncé mardi que le port du masque sera "systématisé" d'ici fin août dans "tous les espaces clos et partagés" des entreprises. Le gouvernement rejoint ainsi les appels récents émis par plusieurs infectiologues et recommande également le télétravail pour combattre l'épidémie de Covid-19.

[UK COVID-19: new rules on redundancy and notice pay for furloughed employees](#) | 11 August 2020

As the Coronavirus Job Retention Scheme (CJRS) begins to wind down through to 31 October 2020 with increasing levels of employer contribution, more employers are having to consider the issue of redundancies. Two recent Government announcements will be key to these considerations: new regulations which came into force on 31 July 2020 have changed the way in which statutory redundancy and notice pay must be calculated in respect of employees who have been furloughed on reduced pay, and some further information about the Job Retention Bonus, which seeks to incentivise employers to hold off on redundancies, has also been given (although full details are not expected until the end of September).

How has policy affected employment in small businesses in the US? | 18 August 2020

The US government allocated \$700 billion for the Paycheck Protection Programme (PPP) aimed at small businesses. Employment ended up around 2% higher in firms that were eligible for (and likely accessed) the PPP. Small businesses are essential to the labour market and overall economic recovery.

Chile presents US\$34bn investment plan | 18 August 2020

Chile's President Sebastián Piñera has unveiled a US\$34bn investment plan for 2020-2022, to promote economic activity and recover some of the 1.8m jobs lost so far during the coronavirus (Covid-19) pandemic. The plan includes an additional US\$4.5bn for the ministries involved, and aims to create an estimated 250,000 jobs. Investment areas include public transport, road networks, airports, and river and irrigation works.

3. Enterprises response

Internal operation management

COVID-19 Coronavirus Business Impact – How to deal with employees who need to quarantine following a trip abroad | 5 August 2020

Since 26 July and 31 July 2020, travellers returning to the UK from Spain (including the Canary and Balearic Islands) and Luxembourg respectively have been required to quarantine for 14 days. If cases of Covid-19 spike across Europe, the UK Government may well remove more countries from the travel corridors list (i.e. those countries which can be visited without the need to self-isolate on return to the UK). This has scope to cause significant disruption to both employers and employees, particularly for those employees who are abroad when the quarantine rules change. In this article, it addresses

employers' frequently asked questions in cases where employees are required to quarantine for 14 days following a trip abroad.

[What talent means in the post-COVID-19 workplace](#) | 19 August 2020

There is a lack of adequate metrics available to companies for measuring the value of talent and return on investment in employees; Investments in the workforce are often misrepresented as detrimental to budgets with no recognition of the value they create; A new framework for valuing human capital that takes into account the shape of work in a post-COVID-19 world can help change this.

Production innovation and adaptation

[How digital innovations helped banks adapt during COVID-19](#) | 20 August 2020

During the COVID-19 pandemic, financial services are rapidly evolving and transforming their digital business models, with new circumstances. This has, at times, required some leapfrogging through banks' digital transformation agendas. This posed challenges as well as opportunities in the Swiss financial services sector, where banks, in close alignment with the Swiss government, had to: execute the provision of a large amount of credit facilities; adapt offerings in support of clients' needs and changed behaviour; and introduce fast, flexible and effective measures to keep operations and services stable.