



# COVID-19 and ENTERPRISES

## Briefing Note [No. 11]

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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](https://ilo.org/global/topics/coronavirus)

## 1. Resources for enterprise response

### [ILO Helpdesk for Business COVID-19 related section](#) | April 2020

The ILO Helpdesk website has been revamped to add a section on COVID-19 listing useful resources to navigate response measures particularly for countries dealing with foreign direct investment and multinational enterprises.

### [ILO - In times of crisis, solidarity between workers and employers is paramount](#) | 9 April 2020

The study, [Managing Conflicts and Disasters: Exploring Collaboration between Employers' and Workers' Organizations](#), highlights specific cases where joint (and sometimes spontaneous) actions taken by social partners helped to mitigate some of the worst consequences of natural and human-made disasters, speeding up recovery and strengthening resilience to cope with future crises.

### [UNDP - Human Rights Due Diligence and COVID-19: Rapid Self-Assessment for Business](#) | 10 April 2020

UNDP has designed a simple and accessible tool, Human Rights Due Diligence and COVID-19: Rapid Self-Assessment for Business (C19 Rapid Self-Assessment), to help businesses consider and manage the human rights impacts of their operations.

### [EU unveils €15.6 billion COVID-19 rescue plan](#) | 8 April 2020

The European Union will focus on the most affected countries in need of health support, such as countries in Africa, the Neighbourhood, the Western Balkans, the Middle East and North Africa, parts of Asia and the Pacific, Latin America and the Caribbean. The EU's response will focus on the most vulnerable people, including migrants, refugees, internally displaced persons and their host communities. In practice, the package includes €502 million for emergency response actions; €2.8 billion to support research, health and water systems; and €12.28 billion to address the economic and social consequences.

**[ADB triples COVID-19 response package to \\$20 billion](#) | 13 April 2020**

The package expands the Asian Development Bank (ADB)'s \$6.5 billion initial response announced on 18 March. Up to \$13 billion will be provided to help governments of developing member countries implement effective countercyclical expenditure programs to mitigate impacts, with a particular focus on the poor and the vulnerable. Some \$2 billion from the \$20 billion package will be made available for the private sector.

**[Webinar: OIT - Para responder a la crisis del empleo en América Latina](#) | 14 April 2020, 10:00 in Lima (UTC/GMT-5)**

En esta Mesa virtual de diálogo los panelistas se referirán, desde diversas perspectivas, a los impactos socio-laborales y medidas adoptadas para proteger la actividad económica, los puestos de trabajo y los ingresos. Speakers include: Guy Ryder, Director General de la OIT; Sylvia Cáceres, Ministra del Trabajo y Promoción del Empleo de Perú; Alberto Echavarría, Portavoz de los Empleadores Latinoamericanos de la OIT; Rafael Freire, Secretario General de la Confederación Sindical de Trabajadores y Trabajadoras de las Américas (CSA); y Vinícius Pinheiro, Director Regional de la OIT para América Latina y el Caribe (Moderador).

**[Webinar: IOE - Fostering Skills and Productivity during Covid-19](#) | 15 April 2020, 11:30 (CEST)**

The upcoming IOE digital conference on skills and productivity will address these issues and provide participants concrete recommendations and an opportunity to ask questions and/or share their experiences.

**[Webinar: IOE - Financing the SDGs and GISD activities](#) | 15 April 2020, 16:00 (CEST)**

The Business and Industry Major Group will host a webinar on Financing the SDGs and the Global Investors for Sustainable Development Alliance (GISD) activities with Navid Hanif, Director, Financing for Sustainable Development Office at the UN's Department of Economic and Social Affairs.

**[Webinar: Ethical Corporation - Company purpose in the wake of COVID-19](#) |  
15 April 2020, 15:00 (CEST)**

COVID-19 is a tipping point on what a responsible business should look like. In the words of Paul Polman, this is “an acid test of stakeholder capitalism” and the ‘purpose’ that companies now espouse. Is this the chance to press the reset button? The Ethical Corporation’s free online webinar will be organized with Caroline Rees, President & Co-Founder, Shift; Daryl Brewster, CEO, CECP; Richard Ellis, Vice President Corporate Social Responsibility, Walgreen Boots Alliance; and Melissa Anderson, President & Co-Founder, Public Good.

**[Webinar: World Bank - Trade and global value chains in the age of COVID-19](#) | 22 April 2020, 09:00 (ET) / 15:00 (CEST)**

Hosted by the World Bank's Development Research Group, the webinar series brings leading economists, public health experts, and other social scientists together with World Bank Group researchers to discuss emerging research on COVID-19 and its implications for development policy. Video recordings are available at this webpage. The above-mentioned webinar will be organized with: Richard Baldwin, Professor, Graduate Institute Geneva; Vasco Carvalho, Professor, Cambridge University; and Simon Evenett, Professor, University of St Gallen.

## **2. Government support to enterprises**

**[PwC - Explore the latest COVID-19 tax, legal and economic response by territory](#) | Last updated on 9 April 2020**

PwC released a tool that provides you with the latest COVID-19 tax, legal and economic response information by territory, including response measures targeting enterprises. This is similar to the [ILO portal on the country policy responses](#).

**[European Commission's DG GROW launches dedicated webpage for COVID-19](#) | 9 April 2020**

The Commission's Directorate-General for Internal Market, Industry, Entrepreneurship and SMEs (DG GROW) has launched a webpage dedicated to the Coronavirus Response that brings together all its measures and initiatives that aim at safeguarding public health and mitigating the economic consequences of the Coronavirus. These measures include: measures to secure supply of protective equipment and essential medical products; guidance on public procurement; and support for SMEs and Industry.

**[European Commission approves Italian guarantee scheme to support the economy in coronavirus outbreak](#) | 14 April 2020**

Italy notified the Commission under the Temporary Framework a guarantee scheme for new working capital and investment loans granted by banks, to support companies affected by the coronavirus outbreak. The aid will be granted by State-owned SACE, through financial institutions, to companies affected by the coronavirus outbreak.

**[Un fonds de 200 milliards de FCFA pour soutenir les PME ivoiriennes](#) | 10 April 2020**

Le ministre de la Promotion des Petites et moyennes entreprises (PME), Félix Anoblé, a annoncé, le jeudi 09 avril 2020 à Abidjan, la mise en place d'un fonds de soutien et de garantie aux PME, d'un montant global de 200 milliards de FCFA, afin de maintenir l'activité économique de ces entreprises touchées par la crise liée au Coronavirus.

**[Colombia to pay small, medium-sized business personnel during coronavirus peak](#) | 10 April 2020**

President Ivan Duque said that "the State can finance for three months the payroll of the small and medium-sized businesses, especially trying to cover those people earning up to five minimum wages that are on the payroll."

## 3. Enterprises response

### Workplace safety and working conditions

#### [Café: definido el protocolo para 135.000 recolectores](#) | 12 April 2020

La actividad cafetera colombiana estrena estilo de vida. Sus hábitos de higiene y proyección de la salud cambiarán radicalmente a partir de hoy, cuando se inicia la recolección de 6,5 millones de sacos. La Federación Nacional de Cafeteros elaboró un protocolo sobre cómo se recolectará la presente cosecha en los 23 departamentos productores.

#### [Next restarts online sales after protecting staff from Covid-19](#) | 14 April 2020

The UK's second-biggest clothing retailer closed its online operations in late March because of the coronavirus crisis. The warehouse managers had "successfully tested opening and taking a limited number of orders today" and invited customers to shop online again.

#### [Morrisons store staff get bonus for coming into work](#) | 2 April 2020

Morrisons is the latest supermarket in the UK to reward workers during the coronavirus crisis, with a threefold increase in bonus for the next 12 months. Marks & Spencer had already promised staff an extra 15% pay, while Aldi, Sainsbury's and Tesco have pledged 10%. Asda meanwhile has offered an extra week's pay in June, working out as a 25% bonus for the month.

### Internal operation management

#### [Amazon plans hiring spree as orders surge](#) | 14 April 2020

Amazon has urged US workers who've lost jobs because of the coronavirus slowdown to apply for as many as 75,000 jobs it is offering. The company also said it would ease its temporary curbs on non-essential goods being sold on its platforms. Last month, Amazon took on 100,000 extra US staff to fill priority online orders for food and medical equipment for existing customers.

### [Qué son las "oficinas secretas" y cómo son una alternativa al teletrabajo en crisis como la del coronavirus](#) | 4 April 2020

Ataques terroristas, desastres naturales y sí, también pandemias: estos eventos pueden causar que una compañía cambie de oficina abruptamente y se traslade a los llamados sitios de “recuperación de desastre” o “continuidad de negocio”. Se trata de edificios en barrios y localidades seguras que permanecen “hibernando” durante años. La idea es que si un virus afecta a la sede principal de una empresa, el personal pueda utilizar un lugar alternativo para continuar trabajando.

### [COVID-19 Charte du dirigeant responsable des sociétés de conseil](#) | 10 April 2020

A été rédigée et signée, par 100 entreprises, la [Charte du dirigeant responsable des sociétés de conseil](#) qui témoigne de leur engagement sur 6 sujets fondamentaux : 1) Le recours responsable aux dispositifs de soutien; 2) La pérennisation des équipes et le maintien de la compétence; 3) Le maintien d’une dynamique d’embauche; 4) La contribution à la sortie de crise; 5) Le maintien des engagements sociaux, sociétaux et environnementaux; et 6) Le renforcement des moyens sanitaires pour le retour au travail.

### [Coronavirus et réorganisation des entreprises, un premier bilan](#) | 13 April 2020

Selon une enquête de l’Association nationale des DRH auprès de 550 entreprises, la plupart ont recours au télétravail et ont procédé à des contrôles de la distanciation sociale et du respect des gestes barrières.

## Supply chain stabilization

### [Primark announces wage fund for garment workers](#) | 7 April 2020

Primark, one of the UK’s most popular retailers, has announced it will create a fund to help pay the wages of the millions of garment workers affected by its decision to cancel tens of millions of pounds worth of clothing orders from factories in developing countries across the world. The pledge followed

sustained criticism of the fashion retailer after data from the Bangladeshi and Garment Exporters Association (BGMEA) revealed it had cancelled all orders already placed with suppliers.

### [amfori - Responsible purchasing practices in times of COVID-19](#) | 7 April 2020

amfori, a global business association that brings together over 2,400 retailers, importers, brands and associations for open and sustainable trade, calls on its member companies to continue with Due Diligence, and specifically to carry out Responsible Purchasing Practices. In particular, amfori calls on its member companies in these challenging times to: 1) Proceed with payments as much as possible, 2) Communicate with local producers to understand the challenges they are facing in order not to make unilateral purchasing decisions; 3) Not cancel orders which are already in production; and 4) Consider supporting supply chain business partners that are struggling.

### [Business in the Community - Toolkit COVID-19: helping the supply chain](#) | 7 April 2020

Produced by the membership organization of hundreds of large and small businesses dedicated to responsible business, this toolkit offers guidance on how businesses can support suppliers and vulnerable workers in their supply chain during the COVID-19 crisis. While this has been written with UK buyers in mind, its principles are applicable globally.

### [Clothing makers in Asia give stark coronavirus warning](#) | 10 April 2020

"If our workers don't die from coronavirus, they'd die of starvation." This is the stark assessment of how the pandemic is impacting the clothing industry from garment factory owner, Vijay Mahtaney, the chairman of Ambattur Fashion India. Coronavirus lockdowns aren't the only thing affecting their ability to pay their workers. They say their main problem is unreasonable demands from big clients.



## **Production innovation and adaptation**

### **[Europe's industrial clusters mobilise to fight coronavirus](#) | 10 April 2020**

Over 800 European industrial clusters joined forces to innovate, to bring new products quickly onto the market, to shake up production processes in record time, and to share information. In response to an informal call from the European Commission, the European industrial clusters, with the support of the European Clusters Alliance (12 national associations of industrial clusters), mapped available production capacity for masks, PPE and ventilators. It got over 1100 offers from companies offering options to produce these medical supplies.

### **[Spain - ¿el fin de autónomos y pymes sin digitalizar?](#) | 23 March 2020**

La digitalización ya era necesaria para cualquier empresa, pero la llegada del Covid-19 ha convertido en imprescindible tener plataformas online para poder continuar generando negocio. En este sentido, el gobierno de España ha puesto en marcha el plan Acelera. Se trata de una serie de medidas con el fin de acelerar el proceso de digitalización de pymes y autónomos. El Ministerio de Asuntos Económicos y Transformación Digital ha aprobado, junto a empresas privadas, una iniciativa para asesorar y formar en digitalización a pymes a corto y medio plazo.

### **[China - Canton Fair gears up to go online](#) | 14 April 2020**

Due to the spread of the coronavirus pandemic around the world, China will host the 127th China Import and Export Fair, or Canton Fair, online from mid to late June, according to a recent executive meeting of the State Council. Chinese companies have been gearing up to fulfill their overseas orders via the internet as the country's largest trade event is scheduled to be conducted online due to the spread of the COVID-19 pandemic.

## **Support to customers and communities**

### [UK - Co-op hopes to raise £30m for people hit by Covid-19 lockdown](#) | 14

**April 2020**

The Co-op hopes to raise £30m to help those hardest hit by the coronavirus lockdown by allowing members to donate their unspent shopping reward points to a new support fund which will also draw on the chief executive's salary.

### [UK - Co-op launches platform to support community response to Covid-19](#) |

**8 April 2020**

An online platform has been set up by the Co-op Group in a bid to reduce the damaging impact of coronavirus measures on people's mental health and wellbeing. As well as being a response to the pandemic and lockdown, the platform ties in with the Group's ongoing campaign on loneliness and social isolation, which has seen it work with organizations such as the Red Cross, Mind, SAMH and Inspire in Northern Ireland.

## Recovery and post-recovery actions

### [McKinsey - Preparing for the next normal via digital manufacturing's scaling potential](#) | 13 April 2020

Achieving digital at scale can give European manufacturing the resilience and flexibility it will need to speed its recovery after the coronavirus crisis and beyond. The recent research uncovers new insights into the challenges and success factors in implementing digital manufacturing at scale.

## Other responses

### [ICC and WHO launch worldwide business survey to improve COVID-19 information flows](#) | 9 April 2020

In response to COVID-19, ICC and WHO have launched a major survey of the private sector to gather more information on how business is responding to the pandemic and to help identify solutions to prevent its spread. The ICC-WHO survey will improve information flows between different sectors of the global

economy and develop a framework for managing the economic and human consequences related to the pandemic.

**[ICC, ITUC and Global Citizen call for World Bank and IMF Spring Meetings to take debt out of the Covid-19 equation](#) | 10 April 2020**

With many developing countries now facing a decision to either service sovereign debt obligations or pay to safeguard the lives and livelihoods of their citizens, the letter calls on finance ministers to provide immediate relief from debt servicing obligations and fund the Catastrophe Containment Relief Trust.

**[Empresarias plantean propuestas y piden al Gobierno ser incluidas en reuniones](#) | 8 April 2020**

La Cámara de Mujeres Empresarias de Bolivia (Camebol) envió una carta al ministro de Desarrollo Productivo y Economía Rural, Wilfredo Rojo, en la que solicitan que se tome en cuenta la visión del empresariado femenino, para superar la crisis económica generada por el Covid-19.

## 4. Workers response

**[IndustriAll COVID-19 Advice for workers and employers](#) | March 2020**

Workers demand the right to know as accurately as possible what the risks are, and how they will be controlled. We insist on the right to participate in the decision-making on what controls will be implemented – it's our lives. That means Joint Health and Safety Committees and trade union safety representatives must be fully involved in the design, implementation, and monitoring of all measures taken. Finally, we will assert our right to refuse to perform unhealthy or unsafe work if we have reason to believe that the controls are inadequate. Employers have the responsibility to ensure safe and healthy workplaces. Employees have the responsibility to carefully follow and implement any controls put in place.

### **[Stepping into the Breach: Unions provide key aid in COVID-19](#) | 8 April 2020**

Unions across the globe are stepping into the breach, negotiating pay and benefits for furloughed and laid off workers and demanding employers step up to protect workers who are risking their lives on the front lines of the crisis. Article includes a sample of union action, reported in large part by Solidarity Center staff working with our union and worker association partners around the world.

### **[Sénégal - Déclaration de l'UNSAS au sujet de la crise du coronavirus au Sénégal \(UNSAS\)](#) | 7 April 2020**

Le Secrétariat apprécie positivement la mise en place d'un programme de résilience économique et sociale. Néanmoins, il estime que ces mesures doivent être plus inclusives de manière à intégrer un soutien important au secteur informel, durement affecté par la crise. L'UNSAS demande l'implication des centrales syndicales représentatives dans le dispositif de gestion du Fonds COVID-19 dont les modalités de gestion, les dépenses éligibles et les mesures de transparence doivent être clairement définies.