

# COVID-19 and ENTERPRISES Briefing Note [No. 26]

Published: 10 July 2020

## Contents

- [1. Resources for enterprise response](#)
- [2. Government response for enterprises](#)
- [3. Enterprises response](#)
- [4. Workers/multi-stakeholders response](#)

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)

ENTERPRISES Department

## 1. Resources for enterprise response

[ILO: Enabling Environment for Sustainable Enterprises and the Post-COVID-19 Rapid Response](#) | 07 July 2020

The brief provides guidance to policymakers on how to address reform priorities in the medium- to long-term and reconfigure their policy settings toward a more resilient and robust economy driven by sustainable micro, small and medium enterprises and more productive and decent employment.

[ILO: Employers and workers negotiating measures to prevent the spread of COVID-19, protect livelihoods and support recovery: A review of practice](#) | 3 July 2020

The brief reviews how the social partners - employers' and workers' organizations - have engaged with each other in bipartite social dialogue, including collective bargaining, in the context of the COVID-19 crisis. It presents a number of responses, organized by subject that illustrate how bipartite dialogue was used to mitigate the impact of the crisis. It outlines some critical considerations confirmed by the current experiences to bear in mind when fostering the role of bipartite social dialogue.

[ILO: Managing work-related psychosocial risks during the COVID-19 pandemic](#) | 22 June 2020

The purpose of this guide is to provide employers and managers with key elements to consider when assessing psychosocial risks and implementing preventive measures to protect the health and well-being of workers in the context of the COVID-19 pandemic.

### [\*\*ILO: Business and COVID-19\*\*](#)

This page contains practical resources and tools for governments, workers and employers to combat the outbreak, ensuring the safety of individuals and the sustainability of businesses and jobs.

### [\*\*ILO: COVID-19 and global supply chains: How the jobs crisis propagates across borders\*\*](#) | 29 June 2020

This brief investigates the international propagation through global supply chains of the demand and supply disruptions caused by the COVID-19 crisis. It provides estimates of the number of jobs in manufacturing supply chains that are at risk as a result of those disruptions.

### [\*\*ILO: COVID-19 business resilience guides for garment factories in Asia\*\*](#) | 16 June 2020

The Asian garment industry is facing severe impacts from the COVID-19 pandemic. Responding to the urgent needs of the garment industry, the ILO has developed a series of six action-oriented guides for garment factories in Asia to navigate the COVID-19 pandemic and to build business resilience.

### [\*\*ILO: Recommendations for Asia garment factories on how to address the COVID-19 pandemic\*\*](#) | 15 April 2020

This thematic brief sheds light on how the COVID-19 outbreak has affected Asian garment factories, while outlining key recommendations to overcome the crisis.

**[UNDP: Protecting young startups during Covid-19 pandemic](#) | 24 June 2020**

Given the high rates of startups in the Asia-Pacific region, and their drive for innovation and enterprise, there is little doubt that these young entrepreneurs will play a key role in the Covid-19 socio-economic recovery journey. By supporting them in ensuring business integrity and driving sustainable business, we will contribute not only to rebuilding our economies, but also to achieving a societal culture that puts a premium on protecting a more sustainable future for all.

**See also UNDP's [Business Integrity Toolkit for Young Entrepreneurs](#)**

**[Pacto mundial de Naciones Unidas en España : Nueva guía: Pymes y COVID-19: hacia una recuperación sostenible](#) | 25 June 2020**

la iniciativa del Pacto mundial de Naciones Unidas en España ha creado la guía “Pymes y COVID-19: hacia una recuperación sostenible” en la que describe la situación de este eslabón imprescindible del tejido empresarial y le ofrece una serie de pautas para emprender la recuperación de sus negocios de la mano de la Agenda 2030.

**[Human rights guidance & tools for companies during COVID-19](#)**

This page of Business& Human Resources Centre provides a selection of COVID-19 human rights guidance & tools for companies, general or issue-specific, and developed by international organisations, NGOs, think tanks, companies & others.

## 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.

### [France : Coronavirus : dans les entreprises, un nouveau « protocole de déconfinement » allégé](#) | 24 June 2020

Les consignes s'allègent, mais la « vigilance » doit rester de mise. A partir du mercredi 24 juin, les entreprises sont invitées à se conformer à un nouveau « protocole national de déconfinement », afin de garantir « la santé et la sécurité des salariés » face au Covid-19. Diffusé par le ministère du travail, ce document de dix-neuf pages s'avère moins strict que le précédent protocole publié le 3 mai.

### [Le Bénin déploie à son tour un plan économique anti-Covid](#) | 15 June 2020

Très attendu sur son plan économique anti-Covid, le président Patrice Talon a débloqué le 10 juin 74 milliards de francs CFA pour aider entreprises, salariés, artisans et les personnes extrêmement pauvres à passer le cap difficile de l'épidémie du Covid-19. Une bonne partie de l'enveloppe profite aux entreprises, 70 % des salaires bruts payés par les employeurs, ces trois derniers mois, seront remboursés. L'État rembourse aussi 3 mois de loyers commerciaux aux agences de voyages et hôtels et leur règle 3 mois de consommation d'électricité.

## [UK public borrowing to exceed £350bn with Sunak stimulus plan](#) | 8 July 2020

As governments around the world roll out plans to rebuild their economies, the UK has unveiled its latest £30bn package of stimulus measures designed to stave off an employment disaster, including targeted tax cuts and new job support schemes.

## [WEF: 4 ways governments can support start-ups and save their economies](#) | 12 June 2020

This article summarizes 4 policy actions which governments can implement to support start-ups. They are: Direct grants and zero-interest loans; Access to venture capital investment; Employment support schemes and Promoting customer demand.

## **3. Enterprises response**

### **Employment protection**

#### [Deutsche Post DHL will award bonus to 500,000 workers](#) | 8 July 2020

Deutsche Post DHL, one of the world's largest logistics companies, will award more than half a million employees a bonus of €300, and pay a dividend as its business thrives despite the Covid-19 pandemic.

### **Supply chain stabilization**

## [amfori Calls for Responsible Purchasing Practices During UN Conference](#)

**| 1 July 2020**

amfori President called for responsible purchasing practices (RPP) and continued due diligence amid the COVID-19 crisis. In the past few months, global trade has been seriously affected by the COVID-19 pandemic, especially in Asia where major sourcing countries are located. He urged businesses to take corporate social responsibility as a vaccine for sustaining global trade against the challenges of COVID-19 pandemic. He also shared the findings from amfori's global surveys on the impact of the pandemic on global supply chains.

To further promote RPP and business, amfori Director APAC analysed how RPP can strengthen business relations and help cushion the COVID-19 shocks. This then ensures the sustainability of supply chains and helps build resilient supply chains that generate decent work opportunities.

## **Production innovation and adaptation**

[How Covid-19 has brought circularity into sharp focus for Philips](#) | **3 June 2020**

With refurbished CT scanners in heavy demand from hospitals to fight the pandemic, the Dutch health technology giant is seeing dividends from its drive to close the loop on its medical equipment. The crisis hasn't affected the company's ambitious goals to make its own operations more circular. By 2020 it aims to recycle 90% of its own operational waste and close the loop

on all the large medical systems equipment it produces, extending circular practices to all medical equipment by 2025.

## **Recovery and post-recovery planning**

### **[Unilever breaks new ground with bold climate and nature strategy](#) | 8 July 2020**

This article looks at some of the latest corporate commitments to a green recovery as Covid-19 jolts business leaders into new appreciation of vulnerability of ‘business as usual’ models. Concerns on tackling the climate emergency and wider sustainability challenges appear to remain firmly on the board agenda. Last month saw several bold steps by individual companies to get themselves “climate-ready”. As part of its new, 10-year Compass sustainability strategy (which includes a net-zero carbon pledge by 2039), Unilever announced plans for a €1bn Climate and Nature investment fund. The fund will be used to invest in projects including reforestation, water preservation and carbon sequestration between now and 2030.

## **Other/multiple response**

### **[COVID-19: The Body Shop's initial ethical trade response](#) | 4 May 2020**

Head of Ethical & Responsible Sourcing gives an overview of the initial response from The Body Shop, covering their approach to staff worldwide; their dialogue with suppliers from tier 1 to raw materials regarding payment terms; the impact on suppliers' production capacity.

## [COVID-19: How firms can protect their workforce, operations and values](#) |

**22 May 2020**

The role of People and HR functions in shaping the organizational response can hardly be overstated: employee health and well-being are crucial to the organization's continuity, its resiliency and its capacity to reframe its future in the new normal to come. Organizations should follow an iterative lifecycle of understanding and assessing the situation people are in and the movement, protection and enablement of individuals and teams.

## **4. Workers/multi-stakeholders response**

### [Les mineurs revendiquent de meilleures conditions de travail face au Covid-19](#) | **23 June 2020**

L'activité minière continue dans de nombreux pays malgré l'épidémie de nouveau coronavirus. Du Chili à la République démocratique du Congo, en passant par les États-Unis, les travailleurs des mines exigent de meilleures conditions de travail face au Covid-19.

### [Hausse vertigineuse des plans sociaux en France](#) | **8 July 2020**

Plusieurs centaines de salariés ont manifesté ce mercredi en France pour protéger leur emploi. Les salariés de Nokia, et de Hop, filiale d'Air France, étaient notamment dans la rue pour dénoncer les plans sociaux annoncés par leur direction respective. Deux mois après le déconfinement et malgré les différentes mesures d'aide mises en place par le gouvernement, le nombre de plans sociaux, donc de suppressions d'emplois, est en forte

hausse. Maintenant que l'activité redémarre, de nombreuses entreprises annoncent des restructurations. Si certaines sont justifiées, d'autres le sont moins et provoquent la colère des salariés.