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THE ADECCO GROUP

**IOE Webinar**

**COVID-19**

**Insights on diverse labor measures  
by employers during the crisis**

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# About us

Operations in 60 countries

China, Japan, APAC

Europe

US

LATAM



34.000 Colleagues

## THE ADECCO GROUP

>100.000 Clients

Associates:

- China over 100.000
- India over 100.000
- ROW 700.000

# Approach towards the handling of the COVID-19 Crisis

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- Ensure that we support our Associates and Clients even more than usual during these challenging times
- Retention!
  - Keep each and every Colleague
  - Keep each and every Associate
  - Keep each and every Client
  - Protect Jobs. Avoid Layoffs
- Bring jobs back to 100% working time when the recovery starts!
- Make full use of the economic support measures & instruments by Governments
- Fight to include Staffing Companies and importantly Agency Workers in the economic support measures set out by Governments
  - Of the countries with short-term working schemes, only roughly 60% include Agency Workers in those measures!
- Underline that our solutions are part of the “essential activities” to lead through the crisis and importantly: fully support the path to recovery!

# Strategy & measures

## Health and safety first!

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- **For the Group:**
  - Immediate & clear Guidelines & Policies on applying Health measures - in strict alignment with the Government Guidelines
  - Shift to remote working
- **For Workers:**
  - If in work: Immediate & clear Guidelines & Policies on applying Health measures - in strict alignment with the Government Guidelines
  - Shift to remote working
- **For Clients - TAG's request:**
  - Social Distances at the workplace
  - Provide capacity to wash hands easily (once an hour)
  - No desk sharing or tool sharing (if yes => cleaning process)
  - Set up a stringent General Cleaning Process
  - Apply or onboard the e-learning modules the Group offers for Associates
  - Apply or onboard the TAG Business Continuity Plan & Pandemic Plan

# Strategy & measures

## Labour measures - For the Group & Countries where applicable

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- For ill Colleagues:
  - Send to sick-leave, health recovery
  - Access to medical aid / sick-leave payments: given
- For healthy Colleagues: shift to remote working
- The Holding & the Entities: tap into economic support measures
- Main Instrument: short-time work
  - Timeframe as per the Country regulation
  - Application of full scope of the instrument, as per the Country regulation
  - Application throughout the workforce: all roles & levels
- Other instruments (depend on Country legislation):
  - Take on annual leave
  - Voluntary Salary reductions
- Labour relations: engagement with Colleagues / local Works Councils / European Works Council

# Strategy & measures

## Labour measures – For Associates

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- If ill / affected by the Virus:
  - Send to sick-leave, health recovery
  - Ensure the Associate has access to medical aid / sick-leave payments
- In work:
  - No change in the Sectors “essential” & in high demand
  - If applicable: shift to remote working
- Not in work:
  - Apply economic support measure: short-time work
  - Re- & upskill

# Strategy & measures

## Labour measures – For Clients

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- In Sectors of “essential activity” (Healthcare / Transport & Logistics / Food Retail / Private Security):
  - No impact
  - Ensure access to Talent!
- In Sectors affected by the Crisis (Tourism / Travel / Non-Food Retail / Services / Restaurants / Hotels / Evets / Leisure / Construction):
  - Spotlight on Agency Workers: identify economic support measures

# Some Adecco Group Resources

- Adecco Group's [#FutuHReinsight](#)
- LinkedIn blog Alain Dehaze: [How the Pandemic will change world of work forever](#)
- LHH Covid-19 resource hub - <https://www.lhh.com/us/en/organizations/our-insights/COVID-19-resource-hub> , with Webinars, eg.: “Thriving Through Resilience: Practical Tips to Boost Resilience Through a Crisis”
- General Assembly COVID-19 site: <https://generalassemb.ly/blog/keeping-our-learners-on-track-during-covid-19/>, with Webinars for Learners & Digital Workers / Organizations
- WEC-Europe statement: [Safeguarding work by protecting people, the labour market and the economy](#)



Photo by katesade on Unsplash

## How the pandemic will change the world of work forever

Published on March 19, 2020

 **Alain Dehaze**  CEO The Adecco Group

36 articles  Following

These are profoundly uncertain times. Covid-19 is spreading with frightening speed and all of us - governments, businesses, and individuals - are attempting to understand how best to respond.

The immediate issue is, of course, the impact on people's health and wellbeing, and that needs to be everyone's priority. Beyond the immediate crisis, it is difficult to predict how





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For more information

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