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

• 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!

• 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

- 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

- 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

• 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
- WEC-Europe statement: Safeguarding work by protecting people, the labour market and the economy
For more information

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