IOE Digital Conference: Back to Work Policies

Wednesday 6 May 2020, 13:30 - 15:00 Central European Time (CET)
*7:30 - 9:00am EST
# Agenda

<table>
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<th>Time</th>
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| 13:30 – 13:35 | Chair: Mr Mthunzi Mdwaba, IOE Vice-President & ILO Vice-Chair  
Welcoming remarks: Mr Erol Kiresepi, IOE President |
| 13:35 – 14:50 | Dr Tedros Adhanom Ghebreyesus, Director-General, WHO  
Mr Guy Ryder, Director-General, ILO  
Q & A  
Mr Johnny C. Taylor, Jr., President and CEO, SHRM  
Mr Jacques van den Broek, CEO, Randstad  
Ms Sharan Burrow, General Secretary, ITUC  
Q & A |
| 14:50 – 15:00 | Launch SHRM-IOE Guide on Return to Work  
Concluding remarks |
World Health Organisation (WHO)

Dr. Tedros Adhanom Ghebreyesus, Director-General

WHO’s primary role is to direct and coordinate international health within the UN system.

Main areas of work are health systems; health through the life-course; noncommunicable and communicable diseases; preparedness, surveillance and response; and corporate services.
International Labour Organization (ILO)

Mr. Guy Ryder, Director-General

The ILO promotes rights at work, encourages decent employment opportunities, enhances social protection and strengthens dialogue on work-related issues.

The unique tripartite structure of the ILO gives an equal voice to workers, employers and governments to ensure that the views of the social partners are closely reflected in labour standards and in shaping policies and programmes.
Society for Human Resource Management (SHRM)

Mr. Johnny C. Taylor, Jr., President and CEO

SHRM creates better workplaces where employers and employees thrive together.

As the voice of all things work, workers and the workplace, SHRM is the foremost expert, convener and thought leader on issues impacting today’s evolving workplaces.

With 300,000+ HR and business executive members in 165 countries, SHRM impacts the lives of more than 115 million workers and families globally.
Johnny C. Taylor, Jr.
SHRM-SCP
President & CEO
Society for Human Resource Management
COVID-19: Top Challenges for Employers

71% of employers are struggling to adjust to remote work.

65% of employers say maintaining employee morale has been a challenge.

More than $\frac{1}{3}$ of employers are facing difficulties with:

- Company culture
- Employee productivity
- Leave regulations

Source: SHRM, April 2020

The coronavirus has prompted **40%** of employers to shut down certain aspects of the business and **83%** of employers to adjust business practices.

- **Half** are no longer hiring;
- **31%** have laid workers off, while **15%** have cut headcount with no intent to rehire;
- **38%** have decreased employee hours and **19%** have reduced pay;
- **14%** have hired more employees, while **10%** are considering it;
- **32%** are offering additional paid leave for employees, while another **18%** are considering it.

Source: SHRM, April 2020
6 Ways Coronavirus Will Change the World of Work

Remote work will become a widely accepted alternative.

Finding talent will become easier as new hires are available globally via remote work.

Virtual learning will expand dramatically so employees can develop their skills in less time.

Virtual reality will advance so employees can work more collaboratively through common viewing.

Telemedicine usage will spread as companies and employees recognize the value of distance care.

Employers will become more fiscally conservative than in the 2010s.
COVID-19 Impact: Key Considerations Moving Forward

The challenges ahead are varied, including potential long-term economic hardship and the ability to find capital.

Organizations and, specifically HR, will need to be stewards of health, continuity, and wellness as the crisis persists.

The newest clause of most business continuity plans will be an infectious disease policy.

Nearly 15% of organizations have already stated their intent to permanently implement new realities of operations in their future.

Source: SHRM, April 2020
Coronavirus and COVID-19

SHRM.org has the latest research, news and updates, as well as critical member-only tools and resources, to help you to manage through and after the pandemic.

http://shrm.org/backtowork
Randstad

Mr Jacques van den Broek, CEO

Randstad is a global HR services company. By serving as a trusted human partner in today's technology-driven world of talent, Randstad supports people and organisations in realising their true potential.

Randstad was founded in 1960 and is headquartered in Diemen, the Netherlands.
Safely back to work in the new normal

Alliance Overview
April 2020
Enabling workers to return to work safely

The COVID-19 health crisis and continued lockdown in many markets is posing **unparalleled challenges** to people and economies around the world.

To limit the economic downturn and impact on people’s ability to earn a living, the labor market and all its stakeholders must **quickly adjust** to a new reality.

Physical distancing and other strict health & safety measures will be an integral part of all workplace processes for a **considerable time to come**.

The HR services industry **pledges to** apply their collective experience, fostering connection between the various stakeholder groups and supporting the sharing of best practices.
The HR services industry is uniquely positioned to help

Active across nations and sectors, work for both large enterprises and SMEs, and can thus leverage best practices of countries that are ahead of the curve and sectors that remained open.

In-depth knowledge of labor market processes in various sectors and companies.

Intermediaries between employers and employees – as such, they understand the problems/challenges faced by each and serve both interest.

Seasoned advisors in flexible workforce management – crucial in the context of having to implement and comply with physical distancing requirements.

Key facts: HR services industry

In 2018, 160,000 agencies in the organized HR services industry placed approx. 58 million people in jobs across a great variety of sectors.

Yearly placements totaled 16.8 million in the US, 11 million in Europe, and 3.8 million in Japan.

Around 40% of individuals are either unemployed or inactive prior to starting out in agency work.

74% of agency workers are still employed 12 months after their initial assignment (in a variety of contracts).

More than 50% of agency workers are younger than 30 and the share of women is often also higher than the average employed population.

1. Figures based on global averages
Source: WEC, Economic Report 2020
Health and safety protocols will need to be updated to reflect the new reality of the physical distancing economy (2/2)

- **Protocols need to be in place** and clearly communicated before workers can safely return to the physical workplace.

- Unparalleled **collaboration and coordination** by diverse stakeholder groups is needed to prepare for the new normal and in doing to prepare, approve and apply protocols.

- To provide the greatest measure of certainty, it is critical that **best practices are shared across countries and industries**, and that new channels are created to scale effective protocols at speed.
Example of what role the alliance partners can play

Examples of protocols developed by Alliance Partners

The alliance partners collected measures in their markets

These measures can help to complement country and sector specific protocols

Industry bodies, unions, employers, governments, healthcare authorities and others can help shaping these protocols
Focus on helping industries to restart their businesses

The alliance of HR services industry players, launched by Randstad NV, the Adecco Group and ManpowerGroup is reaching out to all relevant stakeholders and asking them to play their part.

Together we aim to help coalesce the sector’s combined knowledge and expertise. We can learn from what works to help other businesses adapt to the new normal.

Other HR Services industry players, Employers, trade unions, and NGOs are invited to collaborate. At the same time, the alliance reaches out to governments to support, stimulate and endorse these efforts.

The initial focus will be on companies in five sectors and fifteen countries/regions. The alliance is currently ramping up activities on a country-by-country basis.

### Sectors
- Transport & Logistics
- Automotive
- Manufacturing & Life Sciences
- Construction
- Food

### Countries/regions
- Belgium
- Canada
- France
- Germany
- India
- Italy
- Japan
- Netherlands
- New Zealand / Australia
- Nordics; Norway, Sweden, Finland and Denmark
- Poland
- Spain
- Switzerland
- United Kingdom
- United States
- Japan
- India
- Netherlands

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Netherlands case example: protocol development

50 sector protocols have been developed in the Netherlands to date.

Sectors themselves developed the protocols, coordinated and approved by the Ministry of Economic Affairs with guidance of the Public Health Department.

The HR Services Industry (Randstad) supported and advised on protocol development and coordination.

Employers and trade-unions brought parties together and provided support to sectors.

Current as of April 22nd, 2020
Get in touch with us to join

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Ms Sharan Burrow, General Secretary

ITUC’s primary mission is the promotion and defence of workers’ rights and interests through international cooperation between trade unions, global campaigning and advocacy within the major international institutions.
Core elements

- The decision to return to work
- Implementation and execution of return to work
- Coping with after effects
- Sustaining the right culture post-Covid-19
- Embracing the new realities of work
- Support and guidance from Employer Organisations

www.shrm.org
Thank you!

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ioe@ioe-emp.com