



Coronavirus Update

July 2020

Return-to-work-site update

As businesses begin to open across the globe, "return to work" is a popular topic of discussion, and the approach varies from place to place. What does this process look like for countries significantly impacted by the pandemic?

Canada

Working from home is encouraged for Quebec and Ontario, which have been the areas hit hardest by the COVID-19 virus. Companies in areas like Vancouver, Calgary, Edmonton and Saskatchewan (regions less impacted by the virus) appear to be returning to work slowly, but with reduced staff density and following strict social distancing rules and office regulations.

China

The original return-to-work strategy began with limiting building capacity during shifts. Nearly 90% of companies have resumed operations as normal; however, some industries are still suffering significantly from the impact of the COVID-19 pandemic (for example, the tourist and hospitality industries). Employers and employees are taking the necessary measures to prevent infection, such as wearing masks, washing hands frequently and more.

France

France is divided into green, orange and red zones, with green indicating areas that have returned to nearly prelockdown conditions. Companies in Paris (ranked orange) are returning, but with working from home encouraged, where possible.

India

As India approaches the end of the national lockdown, the Minister of Health and Family Welfare office is developing best practices for employees and employers.

Examples for best practices for employees include:

- Always maintaining a physical distance from others of at least one meter.
- Mandatory use of face covers or masks.
- Self-monitoring of health by all and reporting any illness at the earliest sign of potential infection.

Employers must to take precautionary measure, such as:

- Installation of thermal scanners.
- Discourage visitors on premise; encourage video meetings.
- Proper cleaning and frequent sanitization.

Italy

Italian businesses that follow the health and safety rules are being afforded protections from liability in case returning workers catch the COVID-19 virus.

As a part of a return-to-work strategy, INAIL has implemented several mandatory measures, including:

- All employees must:
 - Wear a face mask when within three feet of each other.
 - Inform their employers of flu-like symptoms and not be allowed inside the business premises with a temperature of 99.5+ degrees Fahrenheit.
- Employers have duties to employees, including:
 - Sanitizing and disinfecting the premises, and posting instructions in the workplace.
 - Encouraging flexible schedules.
- Additionally, INAIL has recognized the COVID-19 virus as a work-related injury for employees who contract the virus while working at home or in the office.

Germany

There have been varying strategies for returning employees to work, depending on the industry and locations. However, German companies are obligated to develop and implement hygiene protocols based on a valid health hazard assessment. Working from home is still being encouraged, where feasible.

Netherlands

Offices are beginning to open across The Netherlands. Vanbreda (Lockton Global Partner) returned employees to the office starting in June 2020 with a maximum capacity of 30% of employees. Insurance companies have generally employed the same strategy, with a max of 20-30% of the population working in the office.

Singapore

- The tripartite partners – the Ministry of Manpower (MOM), the National Trades Union Congress (NTUC) and the Singapore National Employers Federation (SNEF) – are issuing details of Safe Management Measures for employers allowed to resume operations for general workplace settings. Specific workplaces, like construction work sites, may have to fulfil additional requirements.
- Lockton Singapore continues to work remotely, except for those who need to go into the office. This was reevaluated in June.
- Financial institutions in Singapore were allowed to reopen more customer service locations beginning June 2020. This will be carried out with strict safe management requirements aligned with the Ministry of Health (MOH)'s three-phased approach to resume business operations.

Spain

Employees began returning to work in April, though working from home is still being encouraged where possible. For many companies that have opened their offices to employees, strict health protocols have been written.

United Kingdom

While offices have not had to close by law, most employees are working from home. The same applies for Lockton U.K., and some offices will have a skeleton staff for post, printing, bank lodgments, etc. There is a chance the London and Manchester offices will encourage work from home for the rest of this calendar year. Lockton Belfast is open for a skeleton staff on some days.

Lockton Global Solutions

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