

# Maintaining a Healthy & Productive Workforce During the COVID-19 Crisis

*May 5, 2020*



# On the line

- **Leah Wardle**, Director of Communications, SPTF
- **Seth Spiro**, Senior Director for Global Marketing Communications at FINCA Impact Finance
- **Emily Sims**, Senior Specialist for the International Labor Organization and
- **Matteo Marinelli**, CEO of Maha Agriculture, a financial institution in Myanmar



# The Universal Standards for SPM



**5A.** The provider follows a written Human Resources policy that protects employees and creates a supportive working environment.

**5B.** The provider communicates to all employees the terms of their employment and provides training for essential job functions.

**5C.** The provider monitors employee satisfaction and turnover.



## **Dimension 5.**

# TREAT EMPLOYEES RESPONSIBLY

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- Seth Spiro, Senior Director for Global Marketing Communications at FINCA Impact Finance
- Emily Sims Senior Specialist for the International Labor Organization and
- Matteo Marinelli, CEO of Maha Agriculture, a financial institution in Myanmar



# Questions for our panelists

1. What are employees' primary concerns right now? What are employers' primary concerns right now, related to their workforce?
2. How can employers do to protect employees' health + safety?
3. How can employers best communicate with employees about policies, changes, employment status, etc.?
4. In the event of a cash crisis, what are alternatives to retrenchment?
5. What can employers do to keep employee morale high?

# ILO Resources for Employers During COVID-19

- Restructuring for recovery and resilience in response to the COVID 19 crisis
- Prevention and Mitigation of COVID-19 at Work ACTION CHECKLIST
- Family-friendly policies and other good workplace practices in the context of COVID-19: Key steps employers can take
- Video - COVID-19 Protecting Workers: Occupational safety and health tips for workplaces
- The ILO's five key points for a disability-inclusive COVID-19 response

**MAHA**  
AGRICULTURE  
MICROFINANCE

**ကံ့ကွယ်နည်းလမ်းများ**

လက်စွဲဆေးကြမ်းစားပါ။  
WASH YOUR HANDS

လက်မထောက်မျက်နှာမထိပါ။  
DON'T TOUCH YOUR FACE WITH UNWASHED HANDS

လူထူညှိဝေးရာသွားကြိုက်ပါ။  
AVOID LARGE CROWDS

မိမိမကျန်းမာပါက အိမ်တွင်သာနေပါ။  
STAY HOME WHEN YOU ARE SICK.

**ကိုဗစ်-၁၉**  
ကျားစင်စရာကို မိမိကတစ်ဦးသာကွယ်ပါ။

Your Health and Safety is our priority.

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ဝိနပ်ချွတ်ပါ  
တွန်းပါ ➔

**ဝိနပ်ချွတ်နည်း**

ကနဦး	၅မိနစ် - ၅မိနစ်	🚫 လက်မထောက်
ပထမ	၅မိနစ် - ၅မိနစ်	🚫 မျက်နှာမထိ
ဒုတိယ	၅မိနစ် - ၅မိနစ်	🚫 လက်မထောက်
တတိယ	၅မိနစ် - ၅မိနစ်	🚫 လက်မထောက်
စတုရန်း	၅မိနစ် - ၅မိနစ်	🚫 လက်မထောက်
အဆုံး	၅မိနစ် - ၅မိနစ်	🚫 လက်မထောက်

ဝိနပ်ချွတ်နည်း

ဝါးကြိုး ခွဲ အင်္ကျီ (၃) စောင်စား  
ဆိုင်ကပ်ကြပါစေရန်

ဝိနပ်ချွတ်နည်း

အသုံးပြုပြီးနောက် ဝါးကြိုး ခွဲ အင်္ကျီ (၃) စောင်စား ဆိုင်ကပ်ကြပါစေရန်











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Thaung Htike



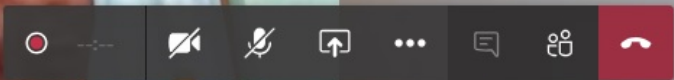
Matteo Marinelli



Nyi Nyi Htun



Rupesh Kumar Sinha



+24

KB

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NA



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LB



YB

SB

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ENG 18:22 30/04/2020

Time for discussion

Thank you! We appreciate your  
attention and contributions.

Please be in touch at [info@sptf.info](mailto:info@sptf.info)