

International Industry-Specific Considerations Post-Pandemic

COVID-19's impact on businesses and workforces has differed widely by industry. Likewise, relevant legal restrictions and official guidance have varied, not only by country, but also by industry. This chart identifies a few industry-specific issues for employers to consider.

Industry	Key considerations
All industries	<ul style="list-style-type: none"> • Does an industry-wide collective bargaining agreement or similar agreement exist? (e.g., France, Italy, Brazil, Australia) • How common is trade union affiliation in the industry in a particular country? (e.g., Brazil, Spain, China) • To what extent will employees be able to work remotely? • How will events and client meetings be affected?
Agriculture	<ul style="list-style-type: none"> • Migrant worker visas • Use of masks, distancing, other measures outdoors
Call centers	<ul style="list-style-type: none"> • Workplace transmission risks • Accommodation of requests not to wear masks because of disabilities
Customer-facing industries (e.g., retail, hospitality, tourism, or personal services)	<ul style="list-style-type: none"> • Whether the business is considered “essential” (comparing business types such as grocery stores, pharmacies, salons, and theaters) • Facilities (e.g., barriers, spacing, and signage) • Visiting in people’s homes / contact tracing • Border closures and quarantine requirements (hotels and other places of accommodation)
Construction	<ul style="list-style-type: none"> • Residential or commercial, and to what extent a business is considered “essential” • Use of masks, distancing, other measures outdoors • Requirements for COVID-19 testing
Finance / Professionally-Licensed Occupations	<ul style="list-style-type: none"> • Ability to work remotely • Client interactions, travel, and in-person events • Cross-border licensing requirements
Healthcare	<ul style="list-style-type: none"> • Essential nature of services • Whether customer-facing, and whether elective, emergency, or preventative • Country-specific regulations and differences in public health guidance
Mining	<ul style="list-style-type: none"> • Workplace transmission risks, including community lodging at mining sites • Transportation risks: sanitization of vehicles by employees, handwashing and temperature screening prior to boarding, favoring usage of private vehicles to avoid contact, and when possible assigning vehicles to same employees • Fly-in/Fly-out (FIFO): some travel restrictions for FIFO employees; offering interstate FIFO possibility of temporary relocation to the territory/state/site
Manufacturing / Supply chain	<ul style="list-style-type: none"> • Workplace transmission risks • Facilities • Spacing challenges: especially true for production chain contexts and employers may want to use dividers (e.g., plexiglass or curtains) • Ability to wear mask / mask accommodation • Workstation ventilation (if using pedestal fans, ensure air does not blow from one employee to another)



This resource is provided as companion content to our podcast Global Solutions: Episode 12, and its information is as of September 9, 2020. Companion references are abridged from laws, court decisions, and administrative rulings and should not be construed or relied upon as legal advice. If you have questions concerning particular situations and specific legal issues, please contact an attorney. Employers may also want to monitor applicable public health authority guidance and [Ogletree Deakins' Coronavirus \(COVID-19\) Resource Center](#) for the latest developments.

Industry	Key considerations
Meat and poultry processing	<ul style="list-style-type: none">• Workplace transmission risks• Environmental conditions (e.g., cold and damp environments)• Workplace spacing challenges
Office/administrative	<ul style="list-style-type: none">• Ability to work remotely• Customer-facing positions
Pharmaceuticals	<ul style="list-style-type: none">• Workplace and warehouse transmission risks• Spacing challenges• Risk of contaminated/infected vehicles
Sports and entertainment	<ul style="list-style-type: none">• Streaming performances / games without fans present at venues• Safety of players/performers
Transportation and logistics	<ul style="list-style-type: none">• Preventing transmission of virus between employees and passengers• Preventing transmission from packages to employees/customers• Workplace safety measures (e.g., in sorting facilities)

Sample Industry Guideline Links

- [Australia](#) (Safe Work Australia; see “Show all Industries” on left side)
- [Belgium](#)
- [Canada \(Ontario\)](#)
- [Czech Republic](#)
- [France](#)
- [Germany](#)
- [India](#) (Ministry of Health and Family Welfare; see “Latest Updates” and “Resources”)
- [Ireland](#)
- [Japan](#)
- [Mexico](#)
- [Myanmar](#)
- [Netherlands](#)
- [Singapore](#) (customer-facing, food / beverage)
- [United Kingdom](#)
- [United States](#) (federal Occupational Safety and Health Administration; see “Interim guidance for specific worker groups and their employers”)