

CORONAVIRUS – ADVISORY

The coronavirus outbreak and its spread across countries is a key area of concern for governments, corporates and all citizens. Safety and well being of human lives are the most important factor for all stakeholders as they address this unprecedented challenge.

NASSCOM and its members are deeply committed to following all necessary precautions and go an extra mile to provide a safe work environment for our employees and other stakeholders. NASSCOM is in regular touch with its members on this issue and based on feedback, would like to share some precautionary measures being followed by the industry.

1. **Business Travel:** Companies are advising their employees to avoid non-essential travel and leverage technology like video conferencing / collaboration platforms to the extent possible. Depending on the severity of the virus spread, countries have been identified into separate zones and travel advisories have been published. Please track and follow Indian government travel advisories as needed. For overseas customer visits to India, avoid travel from impacted countries and track government e-visa applicability through their website as this is changing frequently. For domestic travel also, companies are advising employees to avoid all non-essential travel.
2. **Overseas Employees:** Companies are actively supporting their employees in key countries impacted by coronavirus. In China for example, employees have been given the option of work from home. Companies have installed thermal scans in their offices in impacted countries and temperatures are being monitored on a regular basis. Employees with flu like symptoms are being identified and preventive action is being taken. Some companies are also organising webinars with medical officers for employees to better understand coronavirus.
3. **Employees returning from leave:** Employees returning from leave can be asked to give a self-declaration that they have not been to any impacted areas . If they have been in any of these places, work from home / quarantine is being recommended to the employees.
4. **Health checks:** Employees who are even slightly unwell or unable to work or are showing any suspected symptoms, are advised to take all necessary caution with regular medical check-ups. These employees are advised to not be in physical contact with others and only be connected for work from their homes if required.
5. **Events, Offsites, large gatherings:** Companies are restricting / cancelling large gatherings – internal and external and advising employees to use technology and collaboration tools. NASSCOM has also rescheduled all its on ground events for the next few weeks.
6. **Workplace and Personal Hygiene:** A healthy culture of personal hygiene is crucial at all times and regular communication is being shared with employees on sanitising imperatives. Companies are also enhancing workplace sanitation and effective monitoring of food provided to employees.

7. **BCP / DR Readiness:** Companies are putting in place internal taskforces to monitor and track the situation and also plan BCP / DR readiness as needed. NASSCOM has made a representation to the government to address policies that impede work from home on an urgent basis.
8. **Industry Impact:** We have received several queries from government and media on the impact of Coronavirus on our sector. Our response based on discussions with members is that right now the impact is limited to low but if this persists and spreads, then global value chains will be disrupted, and our industry is part of that value chain. However, there is no panic at this point of time.

We're following developments around the virus closely and making sure we do everything to support the industry and our employees at this time. We will continue to fight this issue as a community and work towards ensuring the safety and security of our workforce.

This advisory is applicable for the next 10 days and we will continue to update / review this advisory based on feedback from stakeholders.

Useful Links

Government of India Advisory: <https://mohfw.gov.in/diseasealerts/novel-corona-virus>

WHO Advisory: <https://www.who.int/emergencies/diseases/novel-coronavirus-2019/advice-for-public>