



LIBRARY LINK

COVID-19 Workplace



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Issue 29

Post COVID-19 Workplace Newsletter

Library Link: Post-COVID-19 Workplace is a monthly compilation of news, advice and best practices for working during and beyond the pandemic. This issue features articles on **Diversity and Inclusion, Forging a New, Better Workplace, and Health & Wellbeing.**

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Diversity and Inclusion

[Women @ Work 2022: A Global Outlook \(Deloitte, Apr 26, 2022\)](#)

Now in its second year, Women @ Work 2022: A Global Outlook aims to better understand how women’s experiences in the workplace impact their engagement and career progression.

[As Women Return to Jobs, Remote Work Could Lock in Gains \(The Pew Charitable Trusts, May 3, 2022\)](#)

The pandemic “shecession” is fading as more women return to jobs across the country, aided by new workplace flexibility that could lock in future increases in female employment. Remote work, a loosening of 9-5 workday constraints and evolving ideas such as “returnships” to help women back to careers after extended absences all could make it easier for women, especially those with children, to hold jobs.

[How Can Hybrid Work Models Prioritize Diversity, Equity, and Inclusion? \(World Economic Forum, May 3, 2022\)](#)

Hybrid work has the potential to create an unequal playing field if not done correctly. Companies need to prioritize the most critical inclusion practices: work-life support, team building, and mutual respect. Marginalized groups are more likely to prefer a hybrid work model and would be more likely to leave if it was not available.

Forging a New, Better Workplace

[The Next Normal: The Changing Workplace in Africa – Ten Trends from the COVID-19 Pandemic that are Shaping Workplaces in Africa](#) (International Labour Organization, May 12, 2022)

The destabilizing effects of the COVID-19 pandemic have had dramatic social, economic and health effects across the African continent. Despite these challenging circumstances, many enterprises and their workers across the continent have taken a wide range of steps to adapt to this fluid environment. They have changed everything from the characteristics of their working space to their human resource strategies, and throughout it all have demonstrated great resilience and adaptability.

[Firms Wrestle with Realities of New Remote Workplaces](#) (Financial Times, May 11, 2022)

During the Covid pandemic, global consultancy group PwC came up with an idea to help staff work better from home. It recruited 1,000 volunteers who allowed all their digital communications to be monitored by artificial intelligence, which gave them feedback on how they dealt with colleagues. (Requires an FT login, [access instructions](#))

[What Will Work Life in the Metaverse Look Like?](#) (World Economic Forum, May 12, 2022)

Young people are the first generation to have a more intuitive grasp of digital technology and the ability to manage multiple digital identities, giving them a competitive edge in the virtual workplace. Establishing virtual reality workplaces will enable employees to interact in real time as embodied avatars, potentially countering some concerns around collaboration and wellbeing for remote workers. VR could also alter the hiring process, with the potential to remove the effects of bias.

[CEOs Give Dueling Visions of the Future of Work](#) (The Wall Street Journal, May 5, 2022)

Two years into the pandemic, CEOs remain divided over how many days employees will spend in offices in a post-Covid world. The conflicting visions for the future of work were on display Wednesday during The Wall Street Journal's CEO Council Summit in which corporate leaders, academics and government officials sounded off on threats like inflation, supply-chain bottlenecks, and the crisis in Ukraine, while also sharing their views on the way office spaces, work schedules and companies might evolve. (Requires a WSJ login, [access instructions](#))

Health & Wellbeing

[Burnout and America's Great Resignation: How Employers Can Help](#) (Financial Times, May 15, 2022)

More flexibility, recognition of a job well done, and paying sincere attention to mental health can all help with staff retention. (Requires an FT login, [access instructions](#))

[How to Promote a Good Work-Life Balance for Employees Post-COVID-19](#) (EURES, May 5, 2022)

When the office becomes part of the home, the distinction between work and personal time can become unclear. Here, we give our top advice for employers on fostering a healthy work-life balance for employees post-COVID-19.

[Workplace Anxiety — and How to Overcome it](#) (Financial Times, Apr 24, 2022)

Feeling stressed or even fearful at work is increasingly common, but some simple techniques can help you manage it and support others.

[Here's Why Hybrid Working Means More Stress for Women](#) (World Economic Forum, May 6, 2022)

Stress and burnout are at “alarming levels,” according to a new report by Deloitte. A third of the women surveyed have taken time off work in the past year because of mental health challenges. Flexible working is only available to 33% of women – and 60% say hybrid working makes them feel shut out. Inclusive employers with flexible working policies are more likely to attract and retain women, say the report’s authors.

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