



LIBRARY LINK

COVID-19 Workplace



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Issue 26

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 **Return to Office, Workplace Safety, Employee Engagement, and Culture Change.**

Email us at Library@IMF.org to get help with any links, or to share your feedback. For an optimal reading experience, use Chrome or Edge to open the articles.

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Return to Office

[How to . . . Return to the Office](#) (Irish Times via Factiva, Feb 19, 2022)

Does your boss want you back in the office? If returning gives you the heebie-jeebies, give yourself a break. When for two years the message has been home is safe and the office is not, trepidation is normal. (Requires a Factiva login, access instructions)

[‘Where Is My Office Anyway?’ As COVID Recedes, Remote Workers Prepare to Head Back](#) (NPR, Feb 17, 2022)

Long-delayed return-to-office plans are finally being implemented. According to a Gallup survey, 26% of full-time workers were still working exclusively from home as of December 2021.

[How to Overcome Return-to-Office Resistance](#) (Harvard Business Review, Feb 14, 2022)

Although the pandemic has been a once-in-a-century disruption to business, navigating this challenge is no different than managing any other kind of organizational change with professional and personal implications. The key is to engage one on one with people to move people them from active resistance to neutral or supportive positions.

[The Off-Site Is the New Return to the Office](#) (Wall Street Journal, Feb 5, 2021)

Nearly two years after the pandemic sent many white-collar professionals home, bosses are eager to reconvene employees, hoping that in-person interactions will spark new ideas and help to lessen feelings of isolation and Zoom fatigue as Covid-19 drags on. The challenge is figuring out where and how to gather. (Requires a WSJ login, access instructions)

Workplace Safety

[Metaverse vs Employment Law: the Reality of the Virtual Workplace](#) (Financial Times, Feb 20, 2022)

It is unclear how employee protections apply in the universal digital realm. What counts as harassment? And can an avatar be discriminated against? (Requires a FT login, access instructions)

[Workplace Harassment Is Still Happening As We Work from Home—It's Just Harder to Detect](#) (Canadian Business, Feb 18, 2022)

Recent research shows that not only did workplace harassment persist—and in some cases, increase—during the pandemic, it's proven to be a protean problem that's taken on insidious new forms in digital and hybrid work environments.

[How Can HR Create a Workable and Legal Vaccine Policy?](#) (HR Magazine via Factiva, Feb 10, 2022)

While 'wait and see' might seem an attractive option, HR does need to come up with a viable vaccine policy that works for everyone and alienates no one, suggests Dan Cave. (Requires a Factiva login, access instructions)

Employee Engagement

[We Must Physically Reconnect in a World of Remote Work](#) (Time Magazine, Feb 22, 2022)

Many of us have spent little time in physical proximity with our colleagues over the past year, and this next chapter of work is likely to still include reduced in-person interaction. How do we minimize the cognitive and social impact of not being physically present with each other?

[Lead With Resilience For the Return to the Office](#) (Forbes, Feb 15, 2022)

The effects of the pandemic run deep for all of us, and we've been harboring the effects for more than two years now. We've accumulated new mindsets and habits, both good and bad, that will again be tested as we return to our offices. We've all been changed, and those who can empathize with a wide variety of perspectives will be best positioned for personal resilience and effectiveness.

[Great Office Reopening: Welcome Back Employees With New Policies](#) (HR Digest, Feb 14, 2022)

What kind of policies should you put in place to welcome back employees after they've been away from their office for some time? Should you offer them a free lunch or a gift card during office reopening?