

FRAGOMEN

**Uncharted Territory:  
Remote Work &  
Lockdown Best  
Practices**

13 May 2022



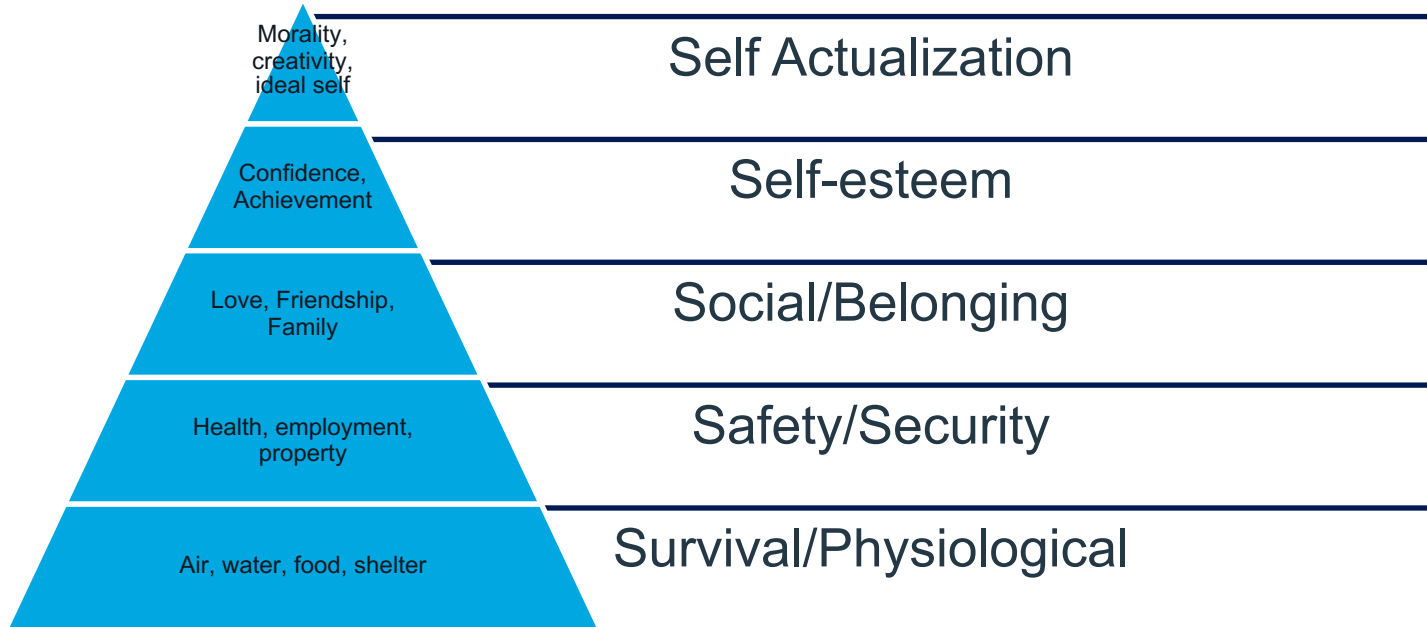
# When Lockdowns Strike: What's Important

## Processing Information

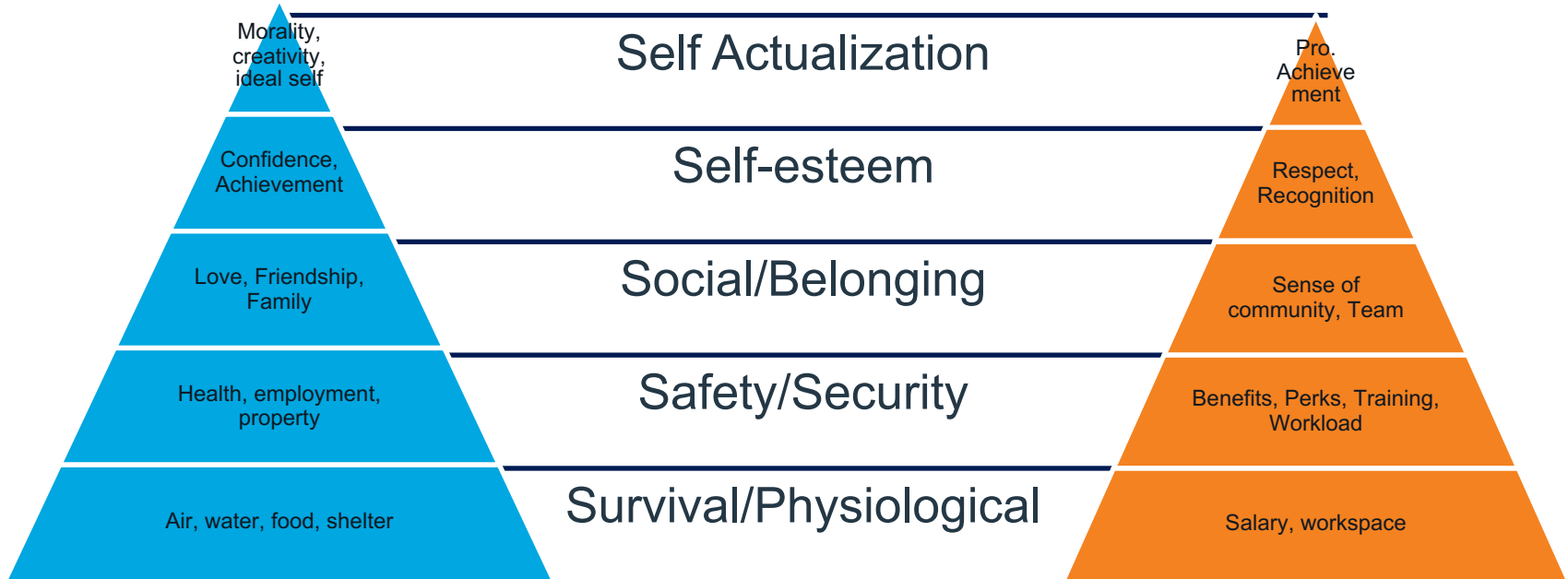
- ▶ **Health and Safety**
- ▶ **Business Continuity**
  - Execution of work
  - Support to assignees and families
- ▶ **Engagement and Support for Employees**
  - What do they need
  - When do they need it
- ▶ **Uncertainty**
  - What do we know
  - What don't we know
  - Follow instincts
- ▶ **Communication**
  - Teams
  - Global

**LOCKDOWN**

# Maslow's Hierarchy of Needs



# Maslow's Hierarchy of Needs



# Lockdown 2022 Application

## Basics



### Security

- Health/Security
  - Personal
  - Emotional
  - Business Continuity
- Food
- Family

# Lockdown 2022 Application

## Supplemental



### Supplemental Support

- Financial support to assist with inflated food costs and shipping costs
- Firmwide wellness benefits
  - Headspace
- Sessions on deep breathing, yoga at your desk
- Sharing info and resources
- Workload management

# Lockdown 2022 Application

## Community



## Community and Culture

- Regular contact
- Check-ins
- Assigned person for food delivery inquiries
- Social events
  - Baby Pics
  - Trivia
  - More?

# Lockdown 2022 Application

## Appreciation



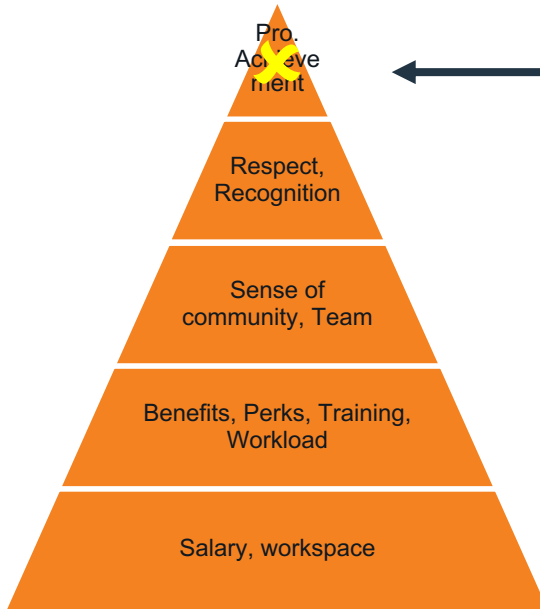
### Appreciation

- Recognition of job well done in difficult environment
- Presenters
- People feel seen and the situation recognized



# Lockdown 2022 Application

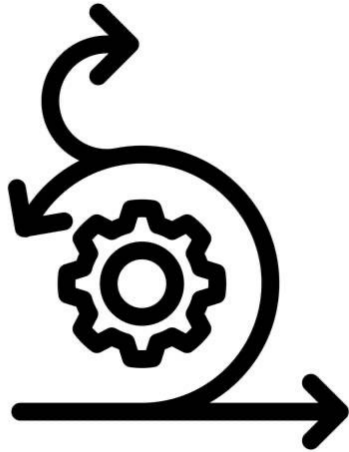
## Appreciation



Not the goal.

# What's Next?

## Impact on Future of Work



### ▶ Unpredictable

- Nature of virus
- Government responses?
- People responses?
- Business responses?
- New challenges?

### ▶ Agile and Creative

- Process all the data and make decisions quickly
- “Plans” or “Menu of Options”?

### ▶ Prepare

- IT prep
- Work arrangement prep
- Safety and security prep

### ▶ Communication

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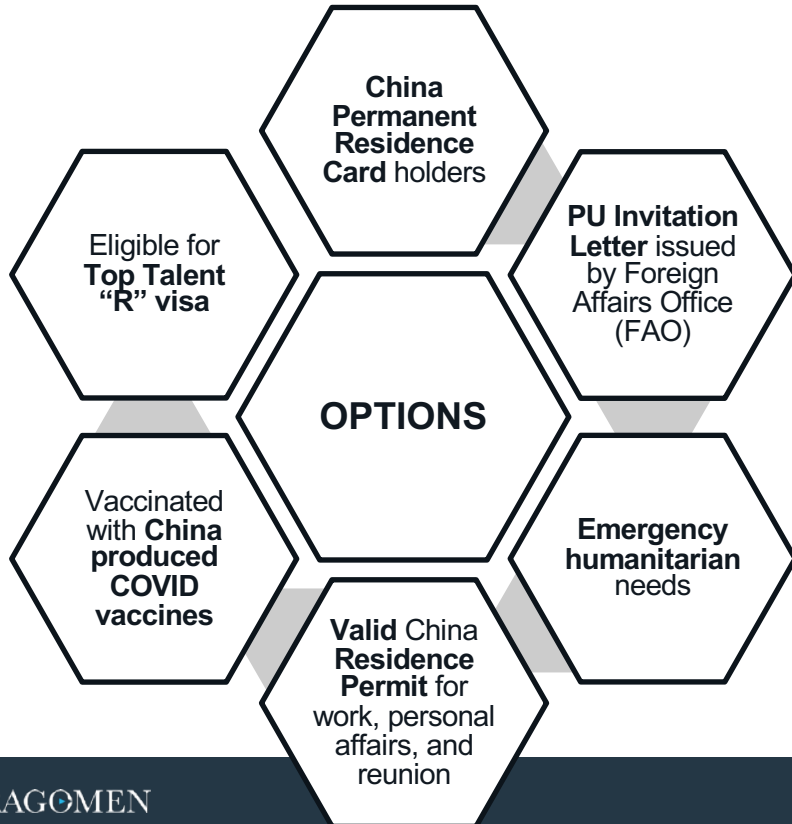
## Entry to China & Work Visa Update

13 May 2022



# EXEMPTIONS UNDER TRAVEL RESTRICTIONS

Entry ban for all foreign nationals except for *China Permanent Residence Card holders* or *foreign nationals with visas issued after March 28, 2020*.



## KEY CONSIDERATIONS

- **Travel Purpose:** Compliance
- **Lead Time:** Plan in advance
- **Policy Requirements:** Understand Home & Host Location Requirements
- **Family Member(s):** Explore Options
- **Travel & Quarantine Requirements:** 7 Days/2 Days/ 12 hours/HDC/21-28 Days
- **Communication:** Manage Expectations

# KEY UPDATES UNDER LOCKDOWN

- ▶ **Online approval for foreign national's Work Permit related applications.**

For applications which need physical submission (such as: Initial/Company Registration), the on-site validation and acceptance process is replaced by **“video verification + remote acceptance”**.

Keep Work Permit related submission documents in case of random check by the authority.

- ▶ **Acceptance of registered electronic seal for Work Permit related applications.**

**Alternatives of grace period** with commitment letter signed by legal representative if company seal is not available during lockdown.

- ▶ **Exit-Entry Administration Bureau of Shanghai Public Security Bureau (PSB) remains closed since 25<sup>th</sup> March, 2022.**

Call **PSB hotline 12367** for exceptional channels with urgent exit need, such as starting school semester, visiting patients in critical condition, departure for funeral or participating in major program for epidemic prevention and control, etc.

# OUR RESOURCES

## IMMIGRATION UPDATE: CORONAVIRUS MICROSITE



## WEBSITE

[www.fragomen.com](http://www.fragomen.com)

## SOCIAL MEDIA



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**THANK YOU**

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