What can private sector companies do to ensure health and protection of their employees during this period?

- Apply working from home policy for all employees.
- If your employees are required to come to work, pay attention to hygiene at the workplaces in line with the advice of the World Health Organization (WHO) and the Ministry of Health. Ensure that your employees have enough space between each other (at least 1.5 meters of space away from each other). Do not authorize any business travels for your employees, unless it is absolutely urgent and required.
- Organize webinars for employees on such topics as health and hygiene at times of pandemics, Covid-19, impacts of violence against women, coping with violence mechanisms and related mechanisms to apply for gender based violence.
- Make sure that your employees maintain a healthy work-life balance during this period. The burden of domestic and care work is different for men and women. Women perform such work three times more than men. Therefore, assess the needs of female employees under the new working conditions and adopt special measures to address such needs. In addition, actively advocate for equal share of domestic and care work for men and women.
- Inform the pregnant and breastfeeding women and women with young children about special measures that they may need to adopt in times of the pandemic. You may use UNFPA's manual for further information. Emphasize the message that childcare is a shared responsibility both for mother and father.
- Adopt special measures for your female employees who are exposed to gender based (GBV) violence or under the threat of GBV. According to the latest information note published by the United Nations Population Fund (UNFPA), lockdown affects men and women differently because almost 75 percent of the female victims of GBV in Turkey are killed at home. Domestic violence drastically increases in countries where Covid-19 is widespread. Inform your female employees of hotlines on domestic violence. Remind your employees of your company's policy on “Combating against Domestic Violence” or “Promoting Gender Equality” developed and being implemented within the scope of BADV (Business against Domestic Violence) Project and remind them that they can receive support under this policy in case of any domestic violence incident.
- Provision of family planning and other sexual and reproductive health commodities, including menstrual health items, are central to women's health, empowerment, and sustainable development and may be impacted as supply chains undergo strains from the pandemic response. Make sure that your employees are provided with products for family planning, sexual and reproductive health. Please see UNFPA's information note for more information.
- To ensure that you leave no one behind, adopt special measures for employees who are in the age most affected group by this pandemic or those with chronic diseases or pre-existing conditions. In addition, make sure that employees with disabilities receive the support that addresses their specific needs. Facilitate the access of these groups to health services and provide them with opportunities to enable them to meet their daily needs easily. The new working conditions shall not put them at a more disadvantaged position.
你怎么能在社区期间做出贡献呢？

- 你可以在服务提供者、公共机构和国际和人道主义组织中做出直接的财务贡献，这些组织在抗击冠状病毒的斗争中处于第一线。

- 你可以在你的商业领域中为医护人员提供特殊的机会，他们可能有非常重的工作。例如：
  - 如果你是在酒店行业，你可以让你的房间可供医护人员使用，他们不能在工作后回家。
  - 如果你是一个纺织公司，你可以制造个人防护设备供医护人员使用，通过从卫生部获取必要的许可，并建立质量保证机制。
  - 如果你是一个物流公司，你可以提供支持以满足各种机构的需求。

- 你可以开展活动，帮助弱势群体（老人、慢性病和残疾人士）和你可能在疫情期间提高他们使用数字工具的效率。

- 你可以开展活动，帮助整合年轻人，他们的教育生活和日常生活由于疫情而被中断，而且他们被允许外出是至关重要的，因为他们可能会无意中感染别人。

- 你可以进行活动以帮助保护孕妇、刚生产或哺乳的母亲。

- 你可以进行科学研究。

- 你可以利用传统和新媒体为公众提供信息和提高对以下问题的意识：
  - 针对新冠病毒的防护措施；
  - 现有的GBV热线和提高对家庭暴力的认识；
  - 团结与合作的信息，以及在疫情期间保护社区男性精神健康的一些建议和活动；

- 你可以与你合作的名人一起组织有关新冠病毒、性别暴力和弱势群体的意识提高活动。

为了跟踪当前有关新冠病毒在商界的最新发展，你可能访问世界经济论坛的网页或参考国际商会的指南。

确保你的贡献和支持是按照人道主义原则进行的，如中立性、独立性和人道性。

你可能在以下其他文献中找到更多有关此主题的信息：

1. 国际劳工组织，COVID-19和世界的工作：全球影响和政策响应
2. 国际劳工组织，新指南帮助雇主支持家庭在COVID-19期间
3. 家庭、劳工和社会服务部，采取措施应对新型冠状病毒（COVID-19）疫情
4. 劳工部，指导准备工作场所应对COVID-19