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Why Ford, Chanel and other companies pitch in during a crisis - without the government ordering them to

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<u>Severe shortages of critical medical supplies</u> have prompted governments to compel private companies to fill the gap. In the US, President Donald Trump invoked rarely used powers to force <u>General Motors</u> to make ventilators, while the leaders of <u>France</u>, the <u>UK</u> and <u>Japan</u> have put pressure on companies to make more medical supplies.



But, judging by how many non-medical companies have voluntarily stepped up to shift their manufacturing might to produce healthcare supplies – including GM rival <u>Ford</u> – it seems hardly necessary.

Fashion brands such as <u>LVMH</u>, <u>Chanel</u> and <u>L'Oreal are transforming their factories</u> to mass produce face masks. Spirit and beer makers <u>Anheuser-Busch</u>, <u>Diageo</u>, <u>Molson Coors</u> and <u>Bacardi</u> are shifting some of their production and distribution towards hand sanitiser. And automakers <u>Toyota</u>, <u>Volkswagen</u> and <u>Fiat Chrysler</u> are leveraging their 3D printing capabilities to produce face shields and are <u>partnering</u> with other companies to make ventilators.

And that's just three industries. In all, hundreds of companies across the globe have committed money, supplies and knowhow to help with the Covid-19 response, according to the US Chamber of Commerce Foundation's <u>corporate aid tracker</u>.



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Why are these companies being so generous?

As scholars of corporate social responsibility, we believe altruism certainly plays a role for many of them, but it's not the

only motivator. Research on company behaviour points to two others: bolstering reputation and avoiding regulation.



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Burnishing the brand

In normal times, companies often undertake socially responsible initiatives to <u>enhance their brand</u> and build a stronger relationship with consumers, investors and employees in order to drive profits.

What's a socially responsible initiative? <u>There are many definitions</u>, but the way scholars like us think of it is it means taking voluntary action that is not prescribed by law or not necessary to comply with a regulation.

Reputation Institute, a management consultancy, found that people's willingness to buy, recommend, work for or invest in a company <u>is significantly influenced</u> by their perceptions of its corporate social responsibility practices. So doing something that benefits people in their community can lead to <u>higher sales</u>, <u>increase the company's valuation</u> and <u>keep good</u> <u>employees around longer</u>.

But these are anything but normal times. Rather, it is a global crisis that has created a need for an <u>all hands on deck</u> response from everyone, including corporate America. In other words, just like during natural disasters, people expect companies to do their part – and not appearing to do so could damage a brand's reputation. A <u>2013 survey of citizens of 10 countries</u> that included the US, France, Brazil and China found that nine in 10 people said they would boycott a company they believed behaved irresponsibly.

And this is especially true of industries that are more directly connected to the crisis. In the current situation, for example, there's been a shortage of hand sanitiser, which fashion companies that make perfume <u>can easily produce</u>. And manufacturers are, as we've seen, <u>capable of repurposing</u> their assembly lines to build ventilators.

Not doing its part, in this environment, could result in a long-term hit to a company's reputation.



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Eluding onerous regulations

The other motivator is preempting government regulation, which becomes a greater risk during and after a crisis.

For instance, we saw <u>more financial regulation</u> after Wall Street's behaviour sparked the Great Recession, and lawmakers from districts that suffer from hurricanes <u>tend to support bills</u> promoting more environmental regulation.

So companies will often pursue voluntary self-regulation and take other proactive measures during a crisis in hopes of forestalling a more onerous government reaction. A recent <u>Stanford study</u> found that even a modest effort can work to effectively preempt regulation.

Furthermore, this allows companies to set the terms and control the agenda, <u>allowing them to choose actions</u> that are in the interest of society, profitable, and avoid the costs and pains of complying with new regulations.

At the moment, companies may be stepping up to avoid a more draconian response from the government, such as when Trump invoked the <u>Defense Production Act</u> against GM, which allows him to control and direct corporate resources towards production of critical equipment. This also gives the federal government priority in contracting, limiting a company's ability to find the most efficient or profitable contracts.

So next time you read about a company doing something for the greater good, applaud the effort. But you could consider its other strategic motivations as well.

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