COVID-19 and the world of work

From crisis response toward inclusive job-rich recovery and SDG

Ramiro Pizarro / ILO Office for Eastern Europe and Central Asia

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The demand and supply shocks impacting the world of work

COVID-19 Crisis - Lockdown and containment

**Supply shock** = goods and services
- Disruption domestic and global supply chains

**Demand shock** = lconsumption and investment
- Lower demand for exports

**IMPACT ON EMPLOYMENT:** Working hours, wages/incomes and layoffs/job losses

**Hard-hit sectors and groups,** e.g. tourism, retail; SMEs and informal enterprises; women, youth, informal economy and migrant workers

Employment policy addressing labour market weaknesses and negative feedback loops (e.g. drop in aggregate demand (consumer spending by workers, investment by firms))
North and Central Asia vulnerabilities preceding the COVID-19 pandemic

- Deciling trends in GDP and job-less economic growth
- Exposure to external shocks: commodity based exports, weak economic diversification and scarce synergies across sectors
- Employment gaps: high labour migrant and low internal labour mobility, increasing dependence on remittances
- Jobs creation led by the informal economy
- Fiscal policies not aligned with employment and social protection goals
# The ILO’s 4 pillars to fight COVID-19 based on International Labour Standards

<table>
<thead>
<tr>
<th>1: Stimulating the economy and employment</th>
<th>2: Supporting enterprises, jobs and incomes</th>
<th>3: Protecting workers in the workplace</th>
<th>4: Relying on social dialogue for solutions</th>
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<td>▪ Active fiscal and monetary policy</td>
<td>▪ Financial / tax and other relief for enterprises</td>
<td>▪ Strengthen OSH</td>
<td>▪ Strengthen employers’ and workers’ orgs</td>
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<td>▪ Lending and financial support to specific sectors, including the health sector</td>
<td>▪ Employment retention</td>
<td>▪ Adapt work arrangements</td>
<td>▪ Strengthen governments capacity</td>
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<td>▪ Extend social protection for all</td>
<td>▪ No discrimination</td>
<td>▪ Social dialogue and labour institutions</td>
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<td>▪ Health access for all</td>
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- ▪ Paid leave
- ▪ Strengthen employers’ and workers’ orgs
- ▪ Strengthen governments capacity
- ▪ Social dialogue and labour institutions
ILO regional support to national employment policies for an inclusive, job-rich recovery from the COVID-19 crisis

➢ Reactivating the economy and fostering an inclusive job-rich recovery

➢ Enabling transition from the informal to the formal economy

➢ Skills development: adapting technical vocational education and training to life-long learning and e-learning

➢ Promoting a youth-inclusive, gender-responsive employment recovery

➢ Increased coherence between employment and social protection policies