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Bringing Back Jobs Safely while keeping $R < 1.0$

Aligning MSME's Safe Return to Work with the Public Health Interventions
to turn the New Normal under the covid-19 pandemic into Better Normal
- Points for discussion with DOH-DOLE-DTI-MOLE-WHO
as a follow up of the WHO-ILO discussion in May

22 July 2020

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I. Background:

Why it is important to bridge between
Public Health and Labour-Employment
today





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No body has the perfect answer yet
for the optimal policy mix to deal with covid-19

We are all in the middle of a steep learning curb.

**The nexus between the public health policies
and
those of labour-employment
is
one of the areas where we need to build further.**





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Safe workplace can be
the win-win solution
protecting employment
while containing the pandemic

(if we address it well
for MSMEs and Informal Sector)





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A lot has been done to prevent & control infection and to bring back businesses and jobs gradually

Incl. admirable efforts of IATF, DOH-WHO, DOLE, DTI, MOLE, etc.

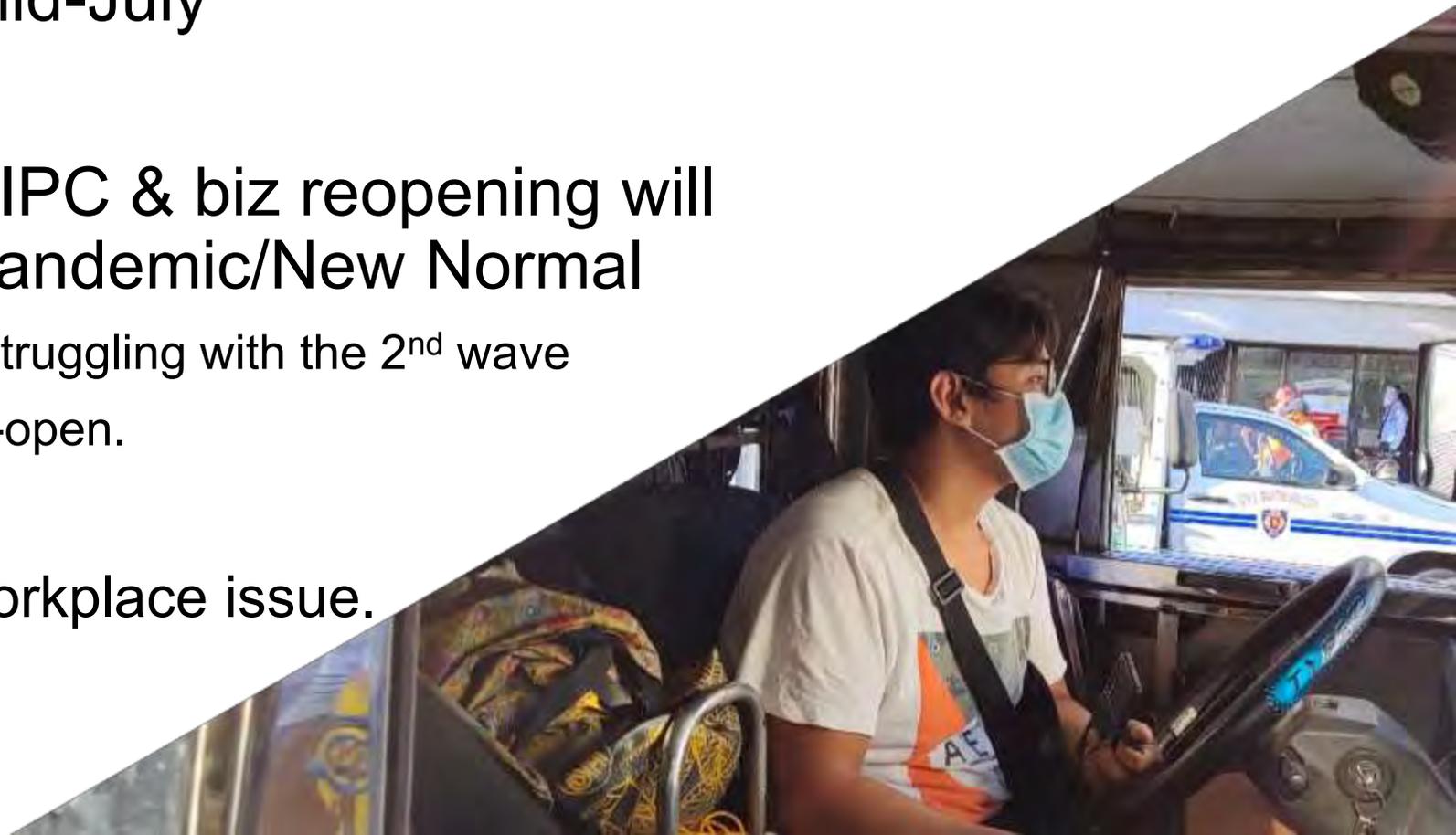
Bringing down $R < 1.0$ by mid-July*

But, the dual challenge of IPC & biz reopening will remain till the end of the pandemic/New Normal

... just as many other countries are struggling with the 2nd wave after allowing more businesses to re-open.

Right time to revisit the safe workplace issue.

* Based on the UP COVID-19 Information Dashboard





Many guidelines exist. SNS is tapped well.
How can we enhance their effectiveness further?



*IATF Omnibus Guidelines on the
Implementation of Community Quarantine
in the Philippines*

***DTI-DOLE Interim Guidelines on
Workplace Prevention and Control
of COVID-19***

DOH Interim Guidelines on the Return to Work

*DTI Guide on Business Continuity Planning
amidst COVID-19*

*Considerations in adjusting public health
and social measures in the context of
COVID-19: interim guidance - WHO*

*A Safe and Healthy Return to Work during
the COVID-19 Pandemic – ILO*

*Advice on the use of masks in the context
of COVID-19: Interim Guidance - WHO*

ILO Safe Return to Work: Ten Action Points



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Why it is critical to link public health policies to labour & employment policies now?

- Incomplete implementation of the social distancing protocol in the businesses, esp. MSEs and informal.
- Sector-specific challenges even among larger enterprises (e.g., BPO).
- Infection outside of workplaces puts workplaces in danger (as well as the workers and their families).
- Risk of unofficial business operations due to the continuing restrictions for the businesses and the need for survival (i.e., higher risk of infection).
- National budget drying up for continuous subsidies.





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II. Operationalizing the seven points of WHO-ILO discussion to bridge two sectors

ILO-WHO discussion identified several areas of possible collaboration on safe work & contact tracing



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1. Collaboration in promoting the guidelines on return to work from WHO and ILO.
2. *Link the digital solutions on contact tracing to the workplace safety support.*
3. *Engage employers and workers in the contact tracing.*
4. *Support minimizing the stigma of testing so that businesses and workers would not hide the case or delay the reporting.*
5. Making the safe workplace practices work in the MSME environment.
6. Communicating effectively the workplace prevention & control measures to the MSMEs incl. those in the informal sector.
7. Safe work environment at home for those in telework.





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ILO's current view from its Return to Work Guidance



- ▶ A safe and healthy return to work during the COVID-19 pandemic

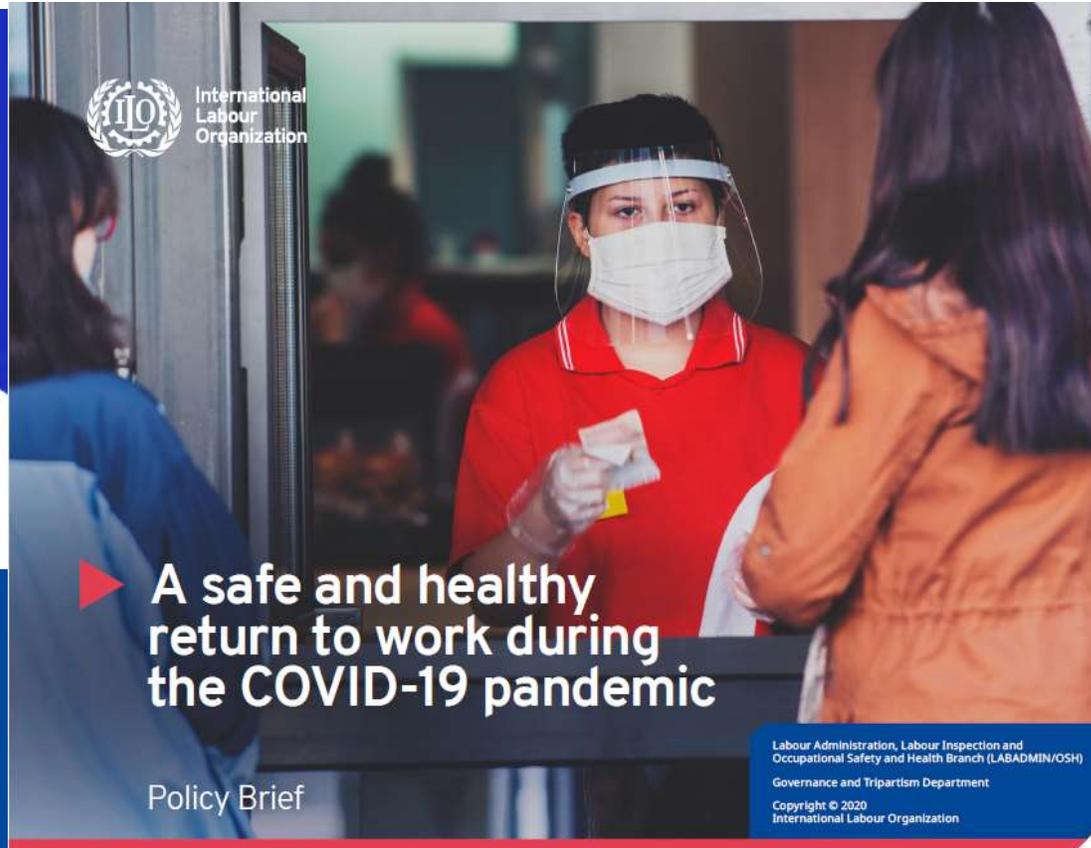
ILO guidance



▶ Practical Guidance

May 2020

Safe Return to Work: Ten Action Points¹



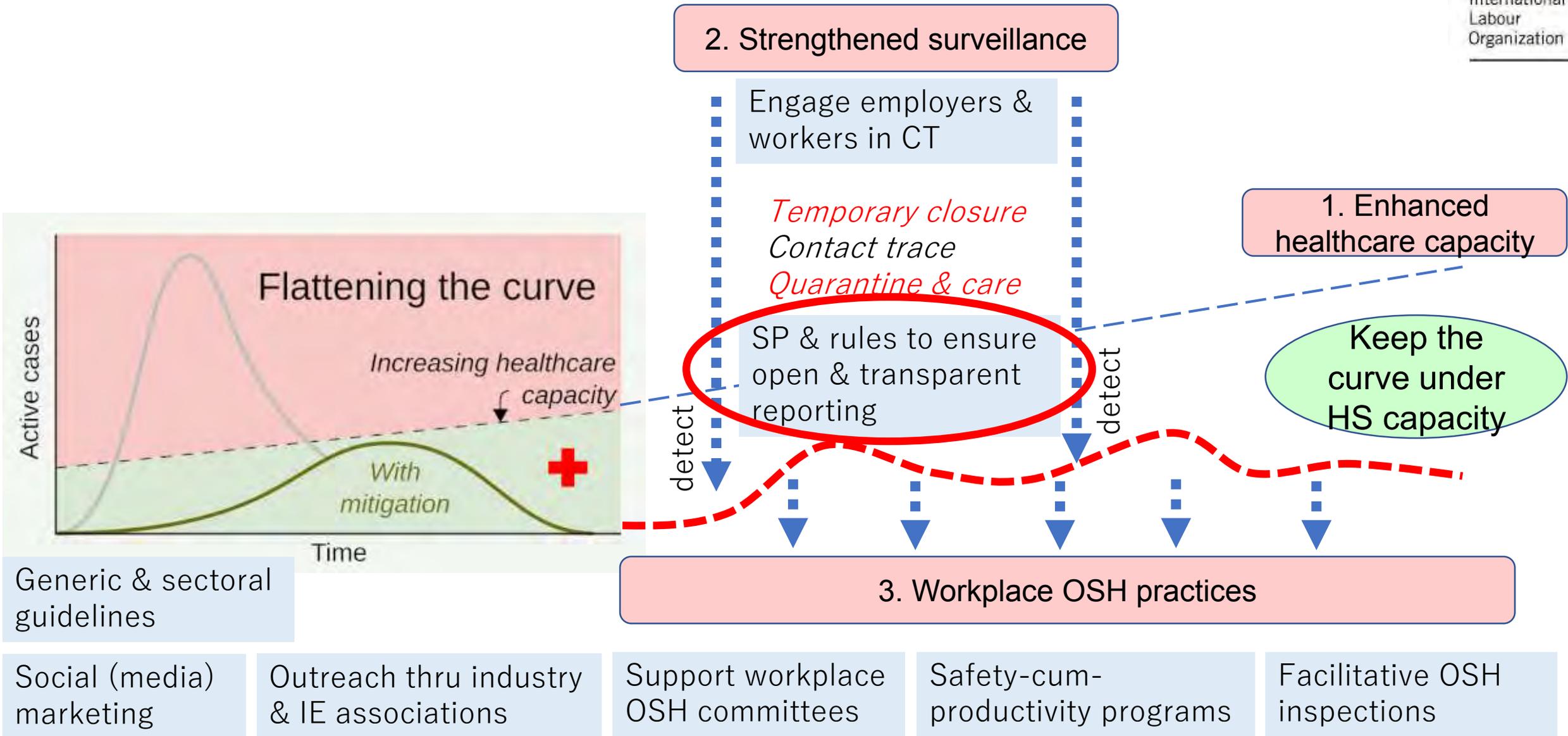
Upcoming: Sectoral guidelines for BPO sector



ILO Policy Advice on Safe and Healthy Return to Work

- **Formulating policy guidance**
 - International Labour Standards as framework
 - Social Dialogue for policy design and trust
 - Embedded in national OSH systems
 - Coordinated action among Government institutions
 - Non-discrimination
- **Implementing policy guidance**
 - Decisions on opening/closing should be based on risk assessment
 - Worker management planning at enterprise level
 - Apply a hierarchy of controls to prevent and mitigate infection risk
 - Implement and monitor health measures and worker health

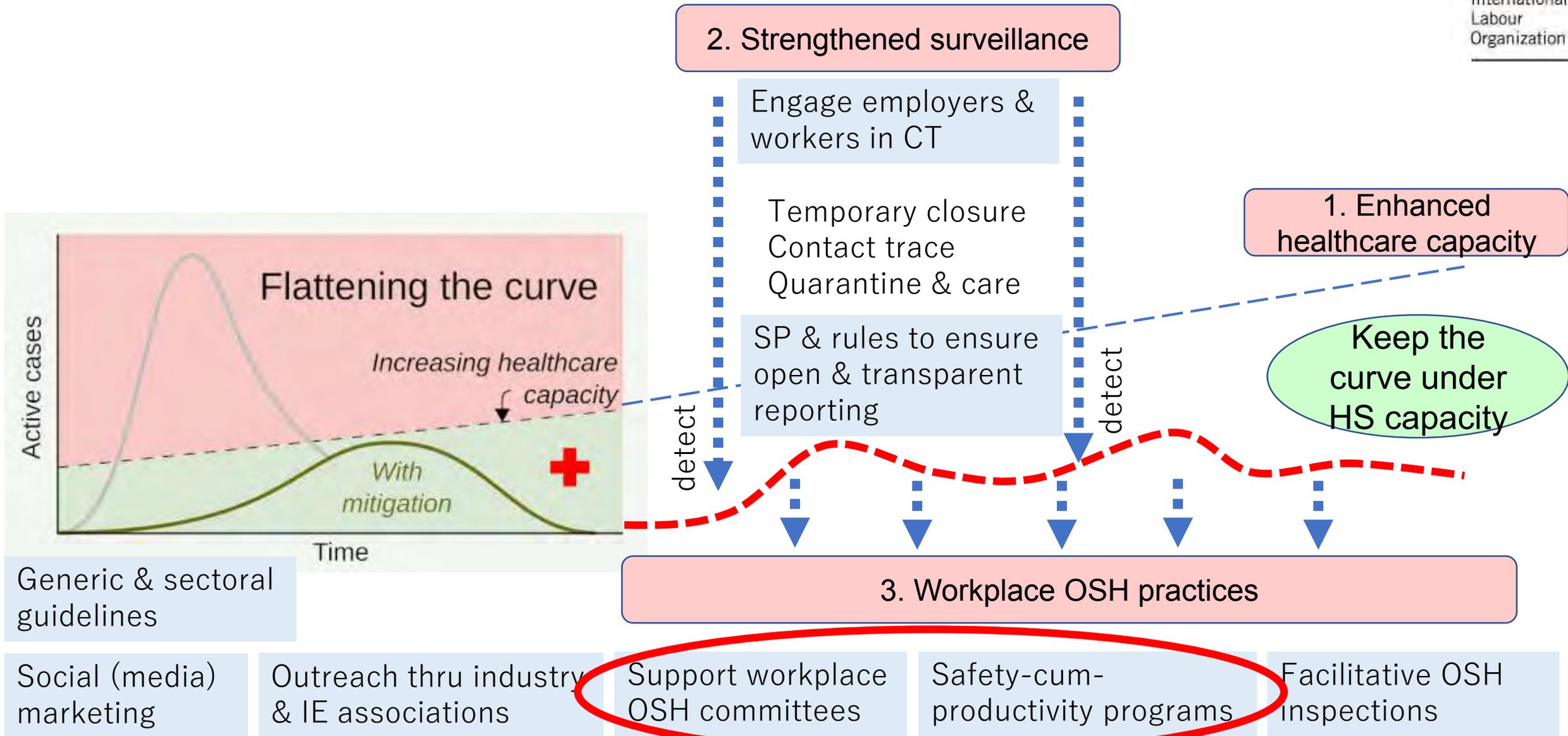
Minimizing stigma of testing and contact tracing



Making the safe workplace practices work in the MSME environment



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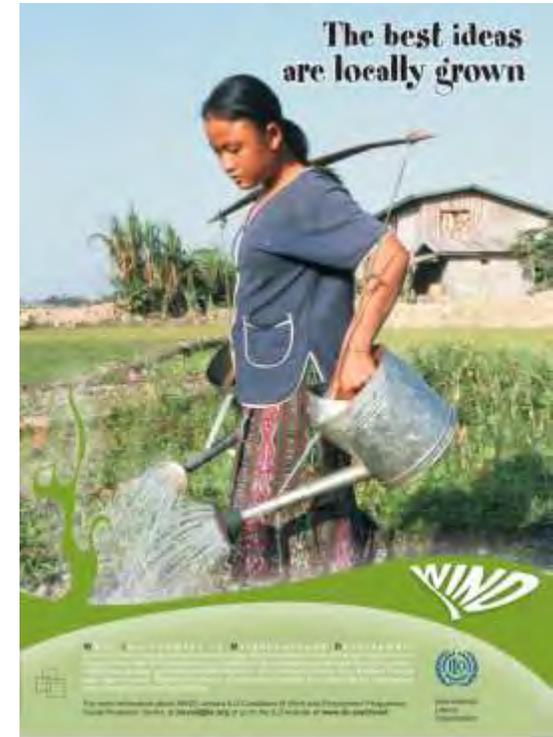




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Help MSMEs change their behavior towards safe workplaces

- ✓ Philippines has adopted the small enterprise-focused OSH training of ILO (e.g., WISE, WIND) which will establish the OSH committee at the workplace.
- ✓ WISE/WIND an effective vehicle in realizing safe and productive workplaces for MSMEs under the past major epidemics.
- ✓ ILO-SCORE has just updated its OSH module for covid-19 context.



WISE AT WORK ●●●●●●●●





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Safe return to work must go beyond workplace



What about face masks?

Face masks are tricky because not all face masks are the same. The loose, surgical masks you may have seen many people wearing are not air-tight and fitted to the face. When you breath in, air can still get around the sides and they are not considered adequate protection against breathing in the virus. They are more intended to be worn by anyone who has the virus to help prevent the spread of germs to other people in the form of exhaled droplets or other bodily fluids, which isn't a bad thing, but it is important to know the difference. N95 respirators are different from the face masks and can protect you

from inhaling up to 95% of airborne particles.



Keep 6ft between you and others

Try to maintain at least 6ft of distance between you and your coworkers, customers, or anyone else you come in contact with. The six feet of distance is intended to protect you both from exhaled airborne droplets. By keeping distance between yourself and others, you help prevent the chance of exposure. The UFCW is working with employers on ways

to reduce risk of transmission within stores, such as plastic barriers between customers and cashiers, or reworking the checkout procedures.



Use your gloves properly

Even if you have gloves on, they still are not going to protect you if you touch your face while wearing them. Gloves can be worn for an extended period of time as long as they are not damaged. Remove your gloves when you go on break and wash your hands after taking them off. Do not wash your gloves. Get a fresh pair of gloves when you return to work and be sure to dispose of your old gloves properly.



Your right to refuse work

If you are over 60 or have an underlying health condition that compromises your immune system, you have the right to refuse work you feel is putting your life in immediate danger. Higher risk workers should be moved to roles with less customer interaction.



Report any issues

If you are experiencing issues in your store, such as a shortage of protective equipment, lack of hand sanitizer or access to handwashing stations, please contact your local union rep and [fill out this form here](#). The form will help us keep track of the types of problems most worker are facing and help use better work with employers to solve them.

Report an Issue

How infection happens

The primary routes of entry for the virus are the eye, nose, and mouth. Most infections will occur from either inhaling droplets from another person, or touching a contaminated surface and then touching your face. This is why handwashing is so important. Skin address barriers and the more you wash your hands, the more chances you have for each off and get you may have picked up.

How long does the virus stick around?

We really don't know about this but, and from what experts have said, it can linger in the air up to 2-3 hours at the most. On stainless steel surfaces, it can last a lot longer. On porous surfaces like paper and cardboard, it can last up to 24 hours. It is not unclear how long it might last on cloth surface work clothes.

Wash your face and hands before leaving work

If you return home with dirty hands, you may touch a number of surfaces in your home before you get to your room. As soon as the very from your work back to where you live. Wash both your face and hands before leaving your workplace and do not enter your home until you have done so.

Wash your clothes when you get home

It is not clear what temperature will kill the virus, but it is clear that you don't want a bunch of contaminated work clothes lying around your house. Bag clothes when you work and get them into the washing machine as soon as possible. Handle clothing as though it is contaminated. You may wish to use gloves, but at the very least wash your hands after getting everything into the laundry.

Wipe down your cell phone

Wipe down your cell phone and anything else you take to work and touch frequently before you enter your home.

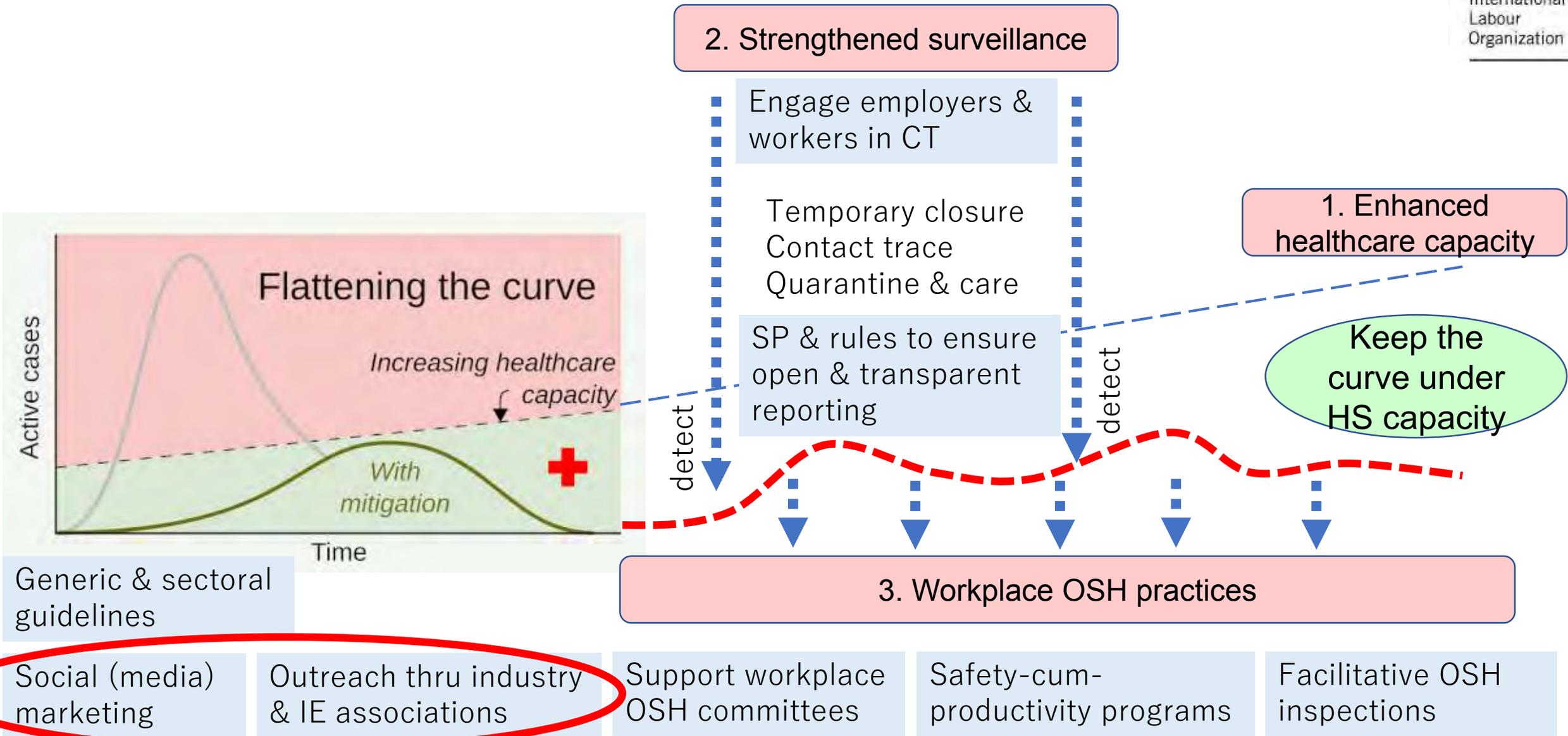
UFCW's safety guide for grocery workers is a good example of simple tips covering the safety (IPC) during AND after work.

[A coronavirus safety guide for grocery workers, UFCW]

Communicating effectively to MSMEs and Informal Sector



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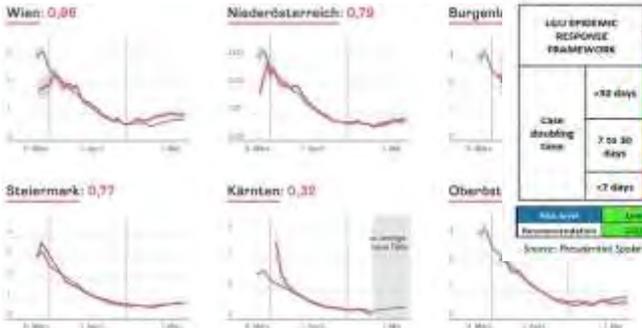
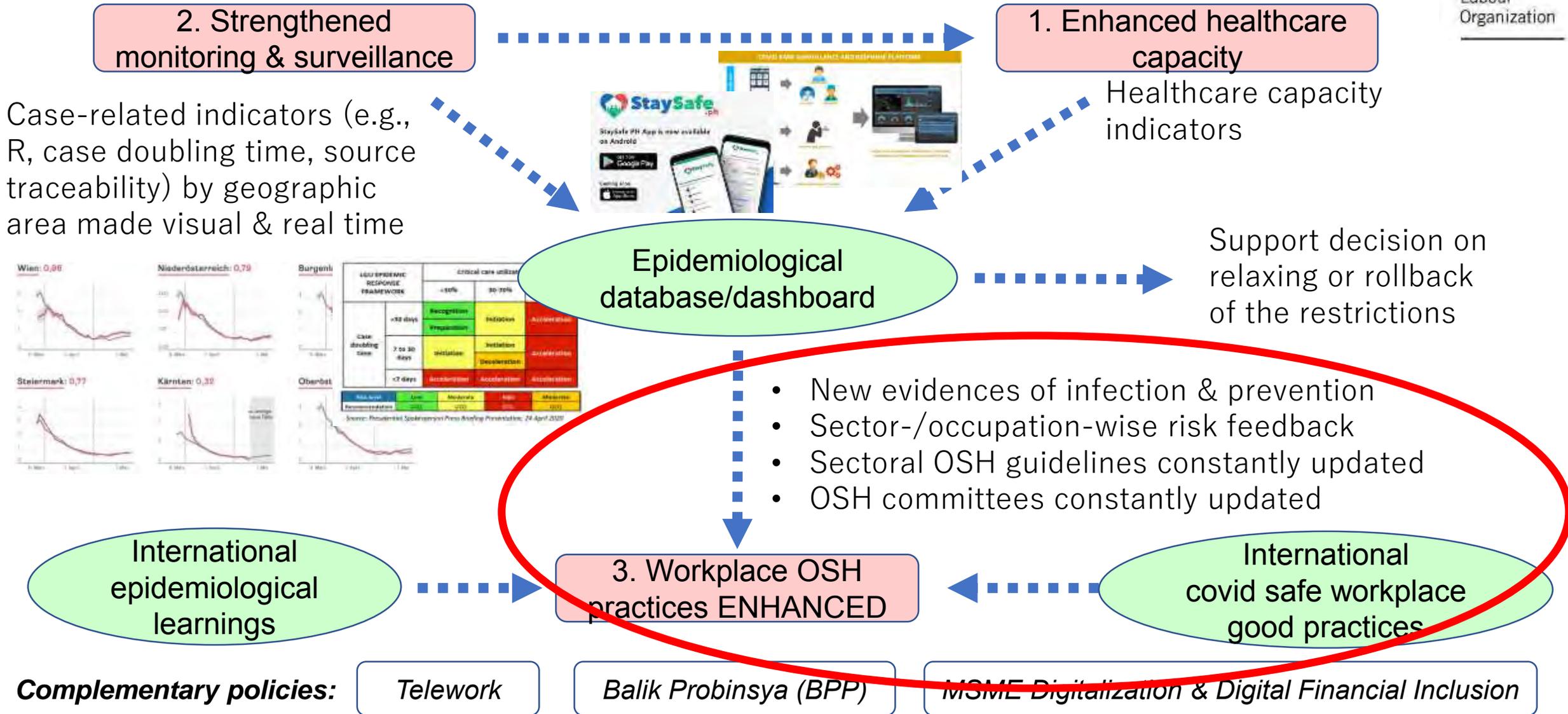


Micro & Informal are the missing link in covid-19 response

- Difficulties in accessing to the emergency cash assistance
- Many cannot do telework
- Many cannot ride on the digital economy boom
- Many not smartphone users (analog phones)
- Traditional MF model met with clients' resistance (e.g., no more face-to-face meetings)
- Cannot join the online tripartite discussion (= lack of voice)



Linking the digital tracing system to the workplace safety

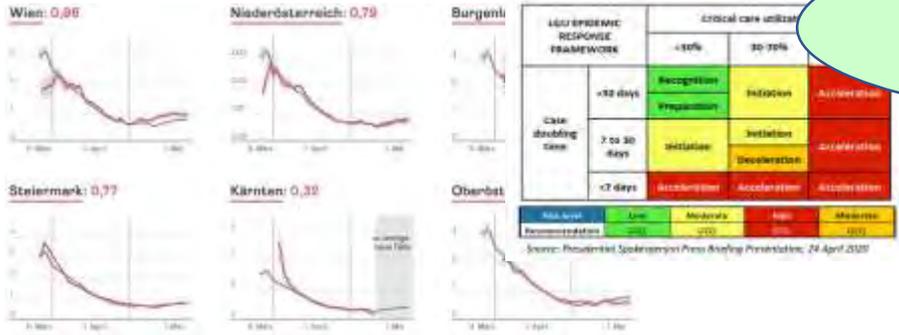


Growing challenge of containing the spread of infection beyond the mega cities while promoting rural livelihood

2. Strengthened monitoring & surveillance

1. Enhanced healthcare capacity

Case-related indicators (e.g., R, case doubling time, source traceability) by geographic area made visual & real time



Epidemiological database/dashboard

Support decision on relaxing or rollback of the restrictions

- New evidences of infection & prevention
- Sector-/occupation-wise risk feedback
- Sectoral OSH guidelines constantly updated
- OSH committees constantly updated

International epidemiological learnings

3. Workplace OSH practices ENHANCED

International covid safe workplace good practices

Complementary policies:

Telework

Balik Probinsya (BPP)

MSME Digitalization & Digital Financial Inclusion



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Safe reintegration and safe return to work (abroad) for OFWs: Possible ILO support/collaboration

A. GENERAL (SAFETY FOR ALL FOR A BETTER NORMAL)

- **Ratification of ILO Convention 190** on elimination of harassment and violence in the world of work;
- Review of **social protection system** - coverage of OFWs; provident savings/asset-building as a pillar of OFW reintegration and crisis preparedness; optimize digital channels;

B. SAFE RETURN TO WORK (ABROAD) FOR OFWS

- Incorporate **OSH, pandemic safety/response in PEOS, PDOS, PAOS, OFW Handbook, etc.;**
- Collaboration with POEA, etc on **anti-illegal recruitment/anti-trafficking campaign; fair recruitment;**

C. SAFE REINTEGRATION FOR OFW RETURNEES/REPATRIATES

- Develop **national reintegration advisor/referral system/ registry** – coordinate, assist, facilitate referrals for reintegration— a) job options; b) up/reskilling/skills recognition; c) enterprise/MSME; d) psychosocial etc
- Creation or strengthening of **Migrant Resource Centers (MRCs), OFW helpdesks**, migration & development (M&D) committees, programs, services at local level (with OSSCO, LGUs/PESO, coops, etc.)
- Incorporate **OSH, health, pandemic safety/response in services, training of MRC, helpdesk, OSCCO;**
- Review **national OFW reintegration framework/strategy** – handle mass return; key pillar is national social protection/ provident savings/asset building; gender-responsive; national-to-local reintegration referral.

Recap of the seven points of possible collaboration on safe work & contact tracing identified by ILO-WHO



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Salamat po





Additional information

- ILO resources for covid-19 response
- selected slides from earlier presentation
[incl. some updates]

ILO's strategic policy framework for Covid-19 response provides a basis for an integrated approach



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Pillar 1

Stimulating the economy and employment

- ▶ Active fiscal policy
- ▶ Accommodative monetary policy
- ▶ Lending and financial support to specific sectors, including the health sector

Pillar 2

Supporting enterprises, jobs and incomes

- ▶ Extend social protection for all
- ▶ Implement employment retention measures
- ▶ Provide financial/tax and other relief for enterprises

Pillar 3

Protecting workers in the workplace

- ▶ Strengthen OSH measures
- ▶ Adapt work arrangements (e.g. teleworking)
- ▶ Prevent discrimination and exclusion
- ▶ Provide health access for all
- ▶ Expand access to paid leave

Pillar 4

Relying on social dialogue for solutions

- ▶ Strengthen the capacity and resilience of employers' and workers' organizations
- ▶ Strengthen the capacity of governments
- ▶ Strengthen social dialogue, collective bargaining and labour relations institutions and processes

Other OSH resources for covid-19 by ILO & partners



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Work from home:
Human factors/ergonomics considerations for teleworking

Human Factors/Ergonomics (HFE) is an essential element in the management of work during crisis situations such as the COVID-19 pandemic.

Good jobs
to minimize the impact of Covid-19 on health inequity

Safe return to work
Guide for employers on COVID-19 prevention

An employers' guide on managing your workplace during COVID-19

SCORE Training
Sustaining Competitive and Resilient Enterprises

Prevention and Mitigation of COVID-19 at Work ACTION CHECKLIST

Date: 06/04/2020

This checklist is a management tool to implement practical actions to mitigate the spread of COVID-19 pandemic at the workplace. The successful implementation of the tool is dependent on the cooperation between employers, supervisors and workers to make positive changes in the workplace to improve response to and preparedness for COVID-19. Employers should involve workplace safety and health committees or safety delegates in the process.

- How to use this checklist:**
1. Appoint a team including senior management, supervisors, workers' representatives, and responsible enterprise safety and health personnel.
 2. Brief and train the team on the steps to implement the checklist.
 3. Complete the checklist and write your check results.
 4. Plan, as the team, what action should be taken, by whom and when. Look for a way to apply the measure, if necessary, ask the area manager or workers for advice.
 - If the measure has already been applied or is not needed, mark **No** under "Do you propose action."
 - If you think the measure would be worthwhile, mark **Yes**.
 - Use the space under Remarks to add
 6. Immediately after completion of the checklist, **organize a group discussion** with the team to prepare suggestions to management (Experience has shown that this step is essential for promoting positive change).
 7. Present the results of the checklist to management for implementation of the
- The team should no clarification from Occupational Health authorities, national safety organizations, professional associations, or organizations.
- This is not an exhaustive measures. The team should add any additional items they think will improve response to COVID-19.

Sectoral guidelines support for Asia-Pacific Region [forthcoming]

Covid-19 adjusted OSH module [forthcoming]

Covid-19: How do OSH professionals impact public policy?

OSH professionals and workplaces

From the devastating 'Spanish Flu' (influenza) a century ago, to other pandemic influenza, Severe Acute Respiratory Syndrome (SARS), Middle East Respiratory Syndrome (MERS) and most recently COVID-19, outbreaks of major respiratory viruses and other zoonotic diseases continue to pose a global health threat.

They remind us of the fragility and necessity, not only of our security and resilience, but also of the role of OSH professionals in helping ensure the spread of communicable diseases is contained.

During times of major challenge and crisis such as COVID-19, occupational safety and health (OSH) professionals have crucial roles in helping workers and leaders, workers and government to protect lives and manage OSH and wellbeing risks, business continuity and sustainability. They operate throughout all sectors, at all levels, with the cooperation of all interested parties, the private and professional bodies, such as OSHA, actively support their work (see <https://osha.osha-slc.gov>).

The global pandemic and large scale loss of life and human suffering is a public health crisis that raises the world's collective resolve to respond. It is a defining moment in the history of public policy and decision-making. As part of this, responsive workplace safety and health professionals, physical and mental health, prevent exposure to COVID-19, monitor the disease and its spread, seek access to the best treatment for any workers who become ill and provide wellbeing support.

Workplaces everywhere are focal points for preventing viral exposure and containing outbreaks of work, checking, substitutive and workers on pandemic, control OSH and OSH professionals, taking a multi-stakeholder approach on how to prevent COVID-19 spread, a clearly defined safety message to workers and OSH for workers, supply chains, volunteers, the and treatment to saving lives. They

Work at the Sharp End:
Human factors/ergonomics for protecting healthcare workers and patients

Human Factors/Ergonomics (HFE) is an essential strategic and operational tool for the management of work during crisis situations such as the COVID-19 pandemic.

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RETURN TO WORK DURING COVID-19

Aide-Mémoire on Factory/Industrial Establishment Reopening Post Covid-19

In the face of a pandemic: Ensuring Safety and Health at Work

Safety and health at work can save lives



ILO resources in response to covid-19

[In the face of a pandemic: Ensuring safety and health at work](#)

[Prevention and Mitigation of COVID-19 at Work – Action Checklist](#)

[Safe Day PowerPoint presentation](#) on COVID-19 and safety and health

“Think Pieces” on OSH responses to COVID-19, including:

- [Good jobs to minimize the impact of Covid-19 on health inequity](#)
- [Work at the Sharp End: Human factors/ergonomics for protecting healthcare workers and patients](#)
- [Work from home: Human factors/ergonomics considerations for teleworking](#)
- [Covid-19: How do OSH professionals impact public-policy?](#)
- [The new world battleground with Covid-19: Challenges, partnerships, impact and business](#)

[A promotional video.](#)

ILO resources in response to covid-19

[SCORE Programme with the latest responses to the covid-19 crisis.](#)

Employers' tools on COVID-19 (<https://www.ilo.org/actemp/whats-new/lang--en/index.htm>)
incl:

- [Safe return to work. Guide for employers on COVID-19 prevention.](#)
- [An employer's guide on managing your workplace during COVID-19.](#)

Factory/Industrial Establishment Reopening Post Covid-19

COVID-19 and the world of work: Country policy responses

<https://www.ilo.org/global/topics/coronavirus/country-responses/lang--en/index.htm>

COVID-19 Enterprises resources <https://www.ilo.org/empent/areas/covid-19/lang--en/index.htm>

SME <https://www.ilo.org/empent/units/boosting-employment-through-small-enterprise-development/resilience/lang--en/index.htm#banner>

ILO resources in response to covid-19

[ILO COVID portal](#)

ACTRAV note on [ILOs Recommendation 205 and workers under COVID 19](#)

[Sectoral impact, responses and recommendations on COVID-19](#)

[ILO Social Protection Monitor](#)

[Informal Economy and Covid-19](#)

- [COVID-19 crisis and the informal economy: Immediate responses and policy challenges.](#)
- [Rapid assessment of the impact of COVID-19 on enterprises and workers in the informal economy in developing and emerging countries – Guidelines.](#)
- [Impact of lockdown measures on the informal economy.](#)
- [Beyond contagion or starvation: Giving domestic workers another way forward.](#)

[ILO resources on crisis responses by cooperatives and the social and solidarity economy \(SSE\)](#)

[Business and COVID-19 resources, tools and guidance.](#)



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ILO resources prior to the covid-19 pandemic

Occupational Safety and Health

- ILO (2004) [SARS - Practical and administrative responses to an infectious disease in the workplace](#)
- ILO (2009) [Protecting Your Employees and Business from Pandemic Human Influenza](#)
- ILO (2013) [Training Package on Workplace Risk Assessment and Management for Small and Medium-Sized Enterprises.](#)
- ILO (2013) [A 5 step guide for employers, workers and their representatives on conducting workplace risk assessments.](#)
- ILO (2014) [HealthWISE - Biological hazards and infection control, with special reference to HIV and TB.](#)
- ILO and WHO (2014) [Ebola Virus Disease: Occupational Safety and Health.](#)
- ILO (2018) [Occupational safety and health in public health emergencies.](#)
- ILO (2019) [OSH management at the workplace: Addressing young workers' needs.](#)



ILO resources prior to the covid-19 pandemic

OSH-cum-productivity training:

- ILO (2004) [Work Improvements in Small Enterprises \(WISE\) - Package for trainers](#)
- ILO (2009) [Developing the WIND training programme in Asia: Participatory approaches to improving safety, health and working conditions of farmers \(Intro & Chapter1\)](#)
- ILO (2014) [Global action guide for WIND: Practical approaches for improving safety, health and working conditions in agriculture](#)
- ILO (2019) [SCORE Programme Brief](#)

Recent and upcoming analytical/knowledge work of the ILO on OSH, MSMEs and related subjects in the Philippines



OSH:

- Safety and health for young workers – factsheet for employers
- Safety and health – factsheet for young workers

SMEs:

- Technical inputs to the DTI-UNIDO led SME survey on covid-19 impact
- Tourism SME survey of Tagaytay and Alfonso on volcanic eruption and covid-19 impact

Informal Economy and the Formalization:

- South-South Knowledge Sharing Forum on Enterprise Formalization
- Sub-national rollout of ILO R204 on the formalization of the informal economy
- Thematic policy dialogue towards Master Plan on Enterprise Formalization
- Assessment of the formalization policies of the Philippines by thematic areas
- Rapid assessment of the covid-19 impact on IE [in preparation]
- South-South Knowledge Sharing Forum on e-formality [Upcoming regional event]

Recent and upcoming analytical/knowledge work of the ILO on OSH, MSMEs and related subjects in the Philippines



Supply Chains and Responsible Business Conduct:

- Study of trade and value chains of selected non-traditional coconut products
- Studies on digital traceability, mandatory requirements and voluntary certifications of agro-food supply chains – Phase 1
- Study on CSR and socioeconomic upgrading of supply chains with a focus on banana in Davao Region
- Responsible supply chain survey (e.g., agri-food SC)

Digital Financial Services:

- Action research on the risk-mitigating financial services
- Study on fintech innovations for small farmers, fisherfolks and SMEs – Phase 1
- Digital wage payments study

Recent and upcoming analytical/knowledge work of the ILO
on OSH, MSMEs and related subjects in the Philippines

Other covid-19 related surveys:

- Delphi Survey on Teleworking
- ILO-UNESCO survey for TVET providers, policy-makers and social partners on addressing the COVID-19 pandemic
- Global survey on how COVID-19 affects young people
- Survey on the labour market impact in Mindanao



Relevant ILO projects & activities in the Philippines

Occupational Safety and Health:

- Workplace OSH has been a key issue discussed under the Just Transition (Green Jobs) project [completed in 2019] and its follow through policy dialogue [on-going], e.g., in the greening of the small transport sector.
- Building the Capacity of the Philippines Labour Inspectorate strengthened the Labour Law Compliance System (LLCS) of DOLE, promoting a culture of voluntary compliance on general labour and OSH standards through the participation of workers and employers. [completed in 2019]
- Youth 4 OSH project supported OSH through increased preventive safety actions by young workers and employers, and contributed to the enactment of the new OSH Law. [completed in 2019]
- In anticipation of the implementation of the new OSH Law, the Responsible Supply Chain in Asia (RSCA) project [on-going] incorporated the orientation of the Act in its training on the responsible business conduct (RBC) through ECOP and other partners.



Relevant ILO projects & activities in the Philippines

SKILLS (incl. some entrepreneurship elements):

- Women in STEM project [on-going] has been promoting the stimulation of the TVET and skills programmes of the government and the private sector partners. In the face of the ECQ and the emerging new normal, the project started supporting the online training efforts of the partners.
- UK Prosperity Fund Skills for Prosperity (S4P)-Philippines [on-going] is aimed at supporting Government's plan to reform of the TVET system and preparing the Filipino workforce for the future and green economy. The repurposing to the pandemic response is being discussed as part of the inception phase activities.
- INSIGHT 2 [on-going] is dubbed as green skills and green jobs project, building on the achievements of the preceding Just Transition (Green Jobs) project [completed in 2019]. The project team is in discussion with the partners of the possible adjustments of its activities in the context of the pandemic and new normal.



Relevant ILO projects & activities in the Philippines

- **Social Enterprising and SSE:**
- 10 Filipinos participated in the ILO Academy on Social and Solidarity Economy (SSE) in Seoul in 2018.
- The Enterprise Specialist made a key note presentation at the Social Enterprise and Decent Work Conference in Bangsamoro Autonomous Region in Muslim Mindanao organized by the British Council in 2018.
- Several case studies of SSE organizations and decent work have been conducted by COOP Unit. A study on SSE policies in Asia is undergoing including the Philippines.
- The Enterprise Specialist has been invited to make presentation at national and regional cooperative conferences focusing on the challenge of IR4 and FoW for cooperatives.
- A webinar on enterprise formalization and SSE in the covid-19 context [planned]



Relevant ILO projects & activities in the Philippines

- **Overseas Filipino Workers (OFWs):**
- CO-Manila has a long tradition of leading the overseas labour migration issues. It now enjoys the presence of the two on-going projects on OFWs as follows.
 - Integrated Programme on Fair Recruitment (FAIR) – Phase II.
 - Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region in collaboration with UN Women.
- The above-mentioned S4P has an angle of looking into the OFW issues within the prioritized sectors such as tourism, but in the face of the pandemic, possibly providing re-skilling opportunities for the displaced OFWs returning home.

This time is different?

- Unprecedented impact of the covid-19 pandemic on jobs

Nearly half of global workforce at risk of losing livelihoods

- ▶ 1.6 billion informal economy workers (76%) immediate danger of having their livelihoods destroyed.

Over 436 million enterprises worldwide face high risks of serious disruption

- ▶ 47 million employers (54%) operate businesses in the hardest-hit sectors.

[ILO 3rd Monitor: COVID-19 and the World of Work]

Hardest-hit enterprises by economic sectors

- ▶ **232m**
enterprises in
wholesale and retail
 - ▶ **111m**
enterprises
in manufacturing
 - ▶ **51m**
enterprises in
hotel accommodation
and food services
 - ▶ **42m**
enterprises in
real estate and
other business activities
- ▶ these four sectors
account for over
30 per cent of GDP
on average

[ILO 2nd Monitor: COVID-19 and the World of Work]





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This time is different?

- *“COVID-19 is a new disease and we are still learning about how it spreads and the severity of illness it causes.”*

[How COVID-19 Spreads, CDC Coronavirus Self-Checker]

- We have learned to live with the seasonal influenza despite its significant impact



This time is different?

Workplace safety & health advices for the past epidemics remain relevant in general. But, there are covid-19 specific elements to be addressed (e.g., **transmission via asymptomatic & pre-symptomatic carriers, prolonged virus emission period, false-negative test results, different strains of virus**).



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ASIAN DECENT WORK DECADE 2006 2015



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Protecting Your Employees and Business from Pandemic Human Influenza

Action manual for small and medium-sized enterprises



Working Paper **SARS**
Severe Acute Respiratory Syndrome

SARS

Practical and administrative responses to an infectious disease in the workplace

International Labour Office
Geneva

Ebola Virus Disease: Occupational Safety and Health

Joint WHO/ILO Briefing Note for Workers and Employers

25 August 2014 (update 5 September 2014)

This briefing note is based on the existing WHO and ILO guides and recommends measures to prevent the spread of Ebola Virus Disease at the time of the publication. It will be updated as new international recommendations become available.



World Health Organization
International Labour Organization

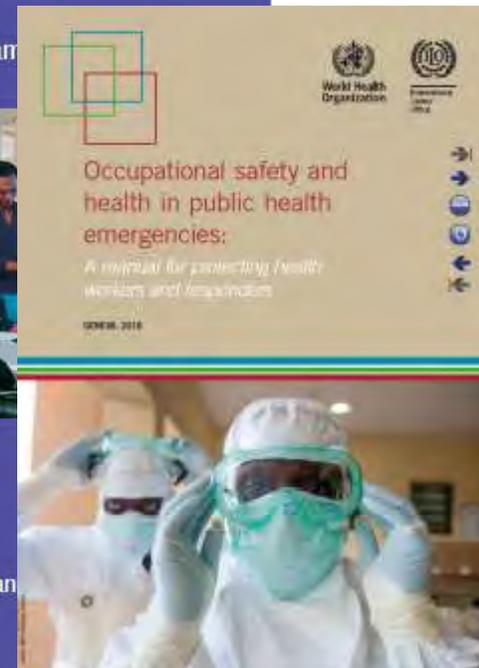
HealthWISE Work Engagement in Health Services
Action Manual



Tsuyoshi Kawakami



and Human Influenza in the Workplace (Thailand)
Regional Office for East Asia



World Health Organization
International Labour Organization

Occupational safety and health in public health emergencies:
A manual for protecting health workers and responders

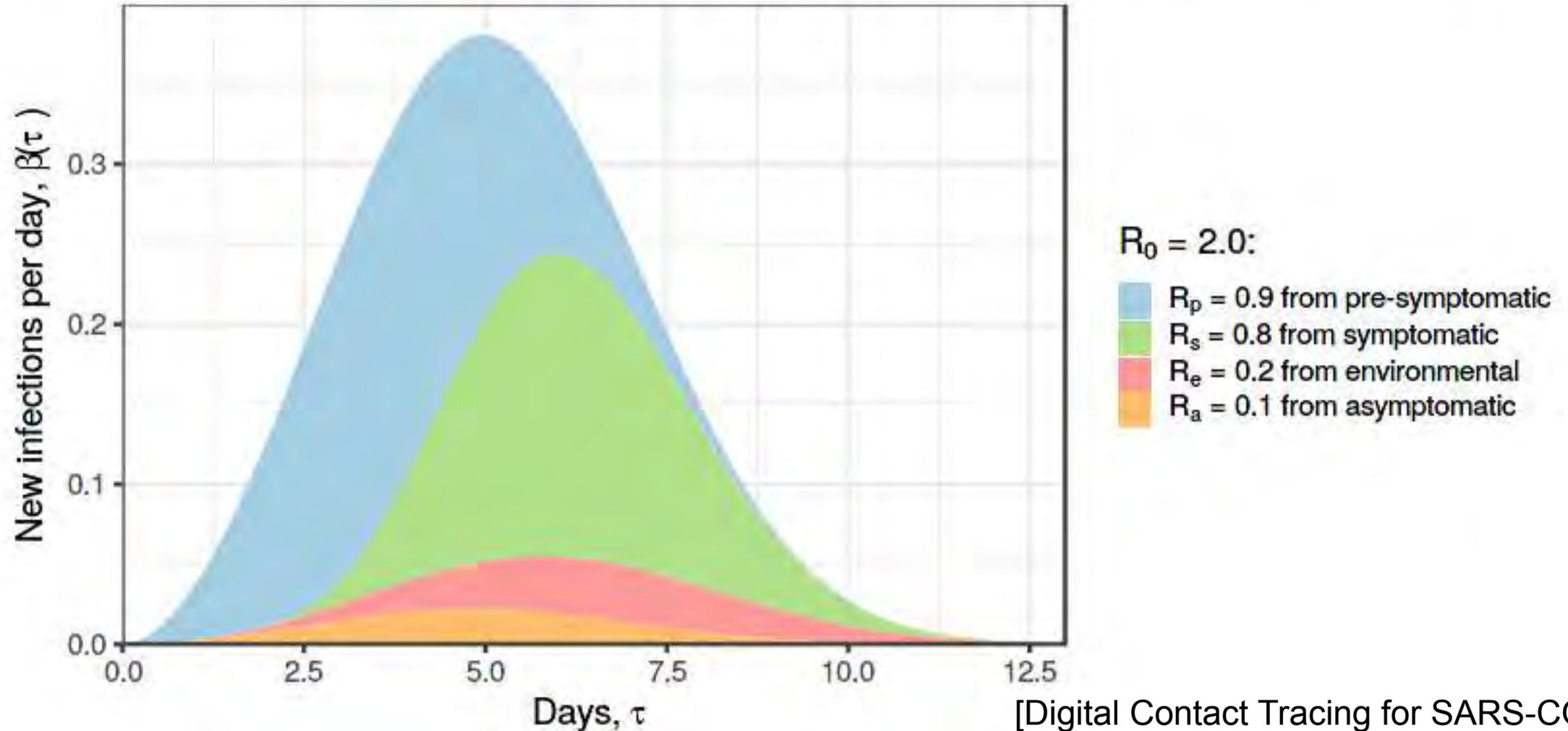
GENEVA, 2014



This time is different?

The challenge of the pre-symptomatic and asymptomatic patients transmitting virus without symptoms

Average rate of infecting others as a function of the time since infection





International Labour Organization

Safe return to work can be a best stimulus

“The lesson from history ... is that the quicker you can get people back into jobs and off those unemployment queues, the better off the economy will be and the better off those individuals will be.”

[Australian treasurer Josh Frydenberg]

The infographic consists of four pillars arranged in a 2x2 grid, each with a red star icon. Pillar 1 (top-left) is titled 'Stimulating the economy and employment' and lists: 'In the short term', 'Investment in infrastructure and public services', and 'Supporting small and medium enterprises'. Pillar 2 (top-right) is titled 'Supporting enterprises, jobs and incomes' and lists: 'Extend social protection for all', 'Strengthen employment relations systems', and 'Provide financial aid and other relief for enterprises'. Pillar 3 (bottom-left) is titled 'Protecting workers in the workplace' and lists: 'Strengthen OSH measures', 'Adapt work arrangements (e.g. teleworking)', 'Promote digital skills training', 'Provide health services for all', and 'Expand access to paid leave'. Pillar 4 (bottom-right) is titled 'Relying on social dialogue for solutions' and lists: 'Strengthen the capacity and resources of employers and workers', 'Strengthen the capacity of governments', and 'Promote gender equality, women's leadership and labour force participation and protection'.

“Success in curbing Covid-19 had provided a ‘safe haven’ advantage allowing the country to be open for investment.”

[New Zealand PM Jacinda Arden]

The opening of the border between Australia and New Zealand, creating what has been dubbed a trans-Tasman “travel bubble”.

Austria expects to open border with Germany "before summer"

The cover of the ILO Policy Brief features the ILO logo and the text 'Policy Brief' in a blue header. A yellow bar on the right side contains the text 'ILO World Employment Report 2020'.

Working from Home: A potential measure for mitigating the COVID-19 pandemic

As the COVID-19 pandemic deepens and spreads worldwide, countries are being urged to take measures to reduce the impact of the virus on the economy and society. An important measure is to encourage workers to work from home. This policy brief provides a framework for governments to support workers who are working from home. It also provides a framework for governments to support workers who are working from home.

Working from Home: A potential measure for mitigating the COVID-19 pandemic

The graphic features a stylized blue virus icon on the left. To its right, the text reads: 'COVID-19 and the world of work' in large white letters, and 'Country policy responses' in smaller red letters below it.



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Social Dialogue Good practice: Philippines' employer organizing tripartite webinars to address the covid-19 challenges

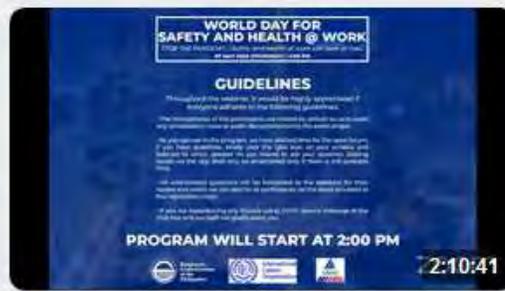


Employers Confederation of the Philippines

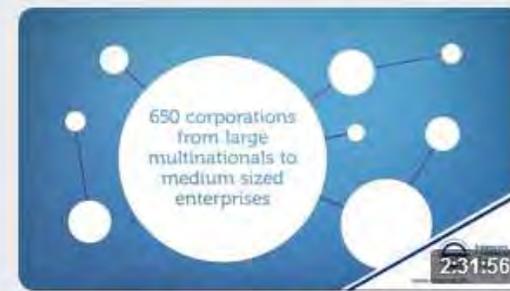
The voice of the Philippine employers.



DTI and DOLE Interim Guidelines on Workplace Prevention and Control of...
Employers Confederation of the Philippines
再生1.5万回 · 今日



World Day for Safety and Health @ Work
Employers Confederation of the Philippines
再生1.4万回 · 昨日



#ResilienceandRecoveryPH: An eForum Series Episode 6: Preserving Jobs:...
Employers Confederation of the Philippines
再生1,657回 · 5月5日



Starting and Redesigning Your Business During a Pandemic: Using...
Employers Confederation of the Philippines
再生1,255回 · 4月30日



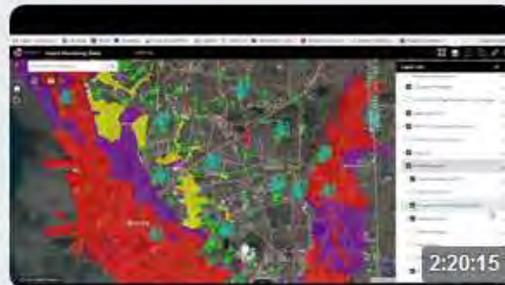
#ResilienceandRecoveryPH: An eForum Series Episode 5: Technology and...
Employers Confederation of the Philippines
再生2,069回 · 4月28日



Market Adjustments and Sustainability: Where do We Sell from Here? |...
Employers Confederation of the Philippines
再生2,116回 · 4月21日



Local and Global Supply Chains: Quick Assessment and Ways Forward...
Employers Confederation of the Philippines
再生2,561回 · 4月14日



MSME COVID-19 Funding: Government and Private Sector Roles |...
Employers Confederation of the Philippines
再生3,439回 · 4月7日



Updates on the DOLE COVID-19 Adjustment Measure Program (CAMP)...
Employers Confederation of the Philippines
再生4,031回 · 4月6日

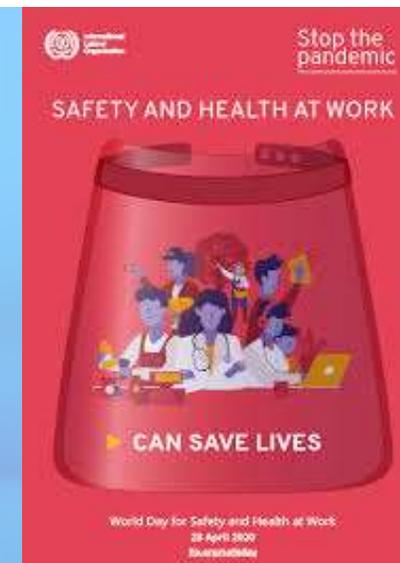
Including the webinars on safe workplace, MSMEs, supply chains...



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DTI and DOLE Interim Guidelines on Workplace Prevention and Control of...



Local and Global Supply Chains: Quick Assessment and Ways Forward...



MSME COVID-19 Funding: Government and Private Sector Roles |...

New Normal poses challenges and opportunities for MSMEs, IE and their service providers



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Challenges for MSMEs:

- MSME may be running out of cash and getting into the dept trap due to the prolonged lockdown.
- Some will not be allowed to re-open for a prolonged period (e.g., the businesses considered “high risk” such as entertainment-related mass gathering, sports gyms).
- Some will suffer from the prolonged suppression of demand (e.g., tourism, MICE, airlines) even if allowed to re-open.
- Profitability substantially lowered due to the social distancing (e.g., transport, restaurants).
- Prevention & control regulations put additional cost and burden. Some will be mandated to introduce more stringent sanitation measures to re-open (e.g., barber, salon, spa)
- Substantial pressure to HR management.
- Some are pressed to change the business, restructure or be closed.



How can MSMEs could handle these with the limited knowledge, capacity and resources?

New Normal poses challenges and opportunities for MSMEs, IE and their service providers



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Challenges for informal entrepreneurs and workers:

- Had difficulties in accessing to the emergency assistance due to their informal (unregistered) nature. Particularly in countries without the integrated national ID/number system and/or with limited social security coverage of the population.
- Severe impact on street vendors, small transporters, construction workers, real estate agents.
- Safety of cleaners and garbage collectors a concern.
- Digital divide prevents them from joining the online business bandwagon.



New Normal poses challenges and opportunities for MSMEs, IE and their service providers



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Challenges for service providers for MSMEs:

- Microfinance business model is challenged (e.g., clients' resistance to regular group meetings and direct cash handling). The digital solution may have to be tailored to the pre-smartphone technologies.
- Banks may face undue pressure to lend to the high risk groups.
- Business trainers, coaches and consultants are required to adjust their service content and delivery mechanism.
- Stiffer competition from the platform- or digital technology-based service providers.

New Normal poses challenges and opportunities for MSMEs, IE and their service providers



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Opportunities:

- Demand boost for the essential sectors (e.g., medical equipment, masks and PPEs).
- Safety- and health-conscious foods, goods and services may see an increase in demand.
- Those with high digital literacy can tap the heightened demand for the delivery and other online-/mobile-related services. This will be further bolstered by the growing public and private investment in the digital platforms as the infrastructure of the New Normal.
- Conventional service providers partnering with the digital technology providers and the platformers.



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We can address the challenges faced by MSMEs and help them tap the opportunities

- By supporting MSMEs' access to adequate social protection.
- By supporting MSMEs' access to the mobile and digital economy.
- By supporting the transition to the digital payment ecosystem of MSMEs, associations and service providers.
- By supporting re-purposing or business/career change
- By promoting the social and solidarity economy (SSE) responses among MSMEs, workers and their associations including those in the informal economy.
- By promoting their voice and representation in framing the New Normal rules and regulations.

New normal should be better normal!

Not so much for those who already have much, but for those who so obviously have too little.

