

UNOSD Webinar: Accelerating Decent Work and Economic Growth for a Resilient Urban Recovery in the Era of COVID-19

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How to make responsive measures for decent work more effective?: Planning for Building Back Better at the sub-national level

- 1. Responsive measures to Covid-19 to protect and promote decent work
- 2. The role of the governments, civil society and private sectors at sub-national levels
- 3. Policy recommendations

Decent work

- ✓ Productivity
- ✓ Dignity
- ✓ Equality
- ✓ Fair income
- ✓ Safe working conditions
- ✓ Voices for women, men and youth
- ✓ Rights to protect the workers

Typology of local situations of COVID-19

(based on scenarios to describe progression of COVID-19 outbreaks)

- Situation 0: **no reported cases in local jurisdiction** and multiple introduction and/or community transmission elsewhere
- Situation 1: reported cases but **limited transmission in local jurisdiction** (no apparent sustained transmission. Only second generation cases observed or transmission within sporadic contained clusters with known epidemiological links)
- Situation 2: increasing number of introductions and of **more widespread reports of human-to-human transmission in local jurisdiction** (more than two generations of cases outside of sporadic clusters with known epidemiological links)
- Situation 3: **outbreaks in local jurisdiction**. Sustained human-to-human transmission (more than two generations of cases outside of sporadic clusters with known epidemiological links) and an increasing pressure on healthcare systems in local jurisdiction
- Situation 4: **outbreaks and widespread sustained transmission where healthcare systems are over-burdened** due to a large demand for emergency healthcare services, a strained ICU capacity, overworked healthcare workers and reduced staff availability due to illness, lack of PPE and lack of diagnostic testing capacity

National responsive measures for decent work to Covid-19

Existing social protection programmes

1. Unemployment benefits and severance payments (exclusions of domestic workers, workers with low earnings, temporary or seasonal workers, and workers in informal sectors etc.)
2. Support job search and career guidance (differences in policy emphasis: sanctions on job refusal vs. supports for job search)

Newly established responsive measures

1. Job retentions schemes (both formal and informal workers): exclusion of those with short period of employment, workers hired by employers who prefer lay-off to furloughworkers in gig economy, workers in informal sectors, and workers with non-standard employment contracts, etc.)
2. Temporary Tax reduction (e.g. tax and utility breaks): limits of time length
3. Training while on reduced working hours (lack of preparedness in the age of “untact”)
4. Covid-19 basic income (exclusion error of targeting in the case of targeting schemes)

The role of the governments, civil society and private sectors at sub-national levels

- Establishing schemes to support those falling through the cracks of national schemes (work-, health- and education-related schemes)
- Facilitating and promoting local circuit of production, exchange and consumption (MSMEs and SSEOs)
- Investment in social connections, community (e.g. social capital)
- Providing information to recipients of available schemes (local call centres, etc)

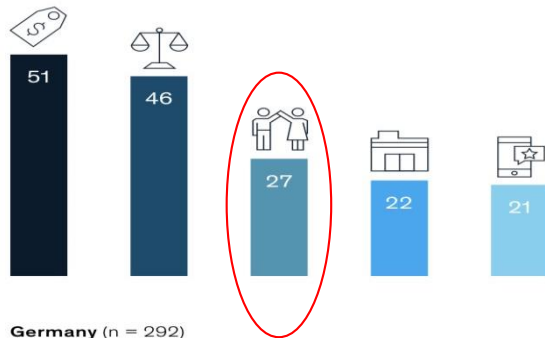
Investment in social connections, community (e.g. social capital)

In a moment of great uncertainty, rather than sticking to familiarity and brands they had used, consumers did the opposite.

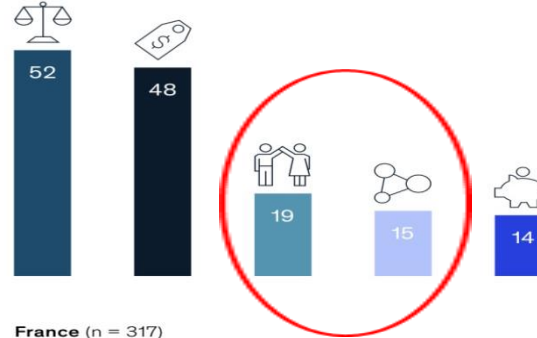
Top 5 reasons for switching brands/retailers during shutdown, by country, % of respondents

- Offer lower prices
- Offer better price/value ratio
- Support employees
- Repurposing facilities
- Offer relevant promotions and messaging
- Offers ways to maintain social connections
- Donates to COVID-19 relief efforts
- Communicates in preferred channel

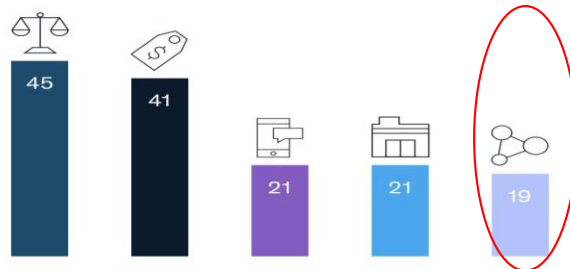
United States (n = 619)



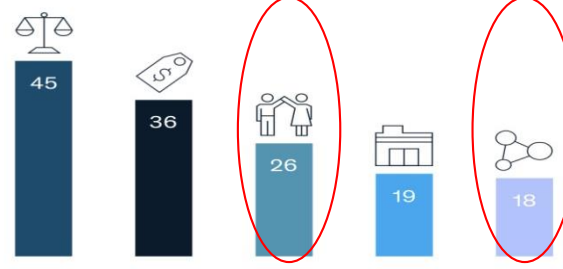
United Kingdom (n = 314)



Germany (n = 292)



France (n = 317)



Source: McKinsey & Company “Retail Reimagined: The new era for customer experience,” August 2020

Build Back Better at sub-national level

- Generating geographically disaggregated data
- Ensuring local government budgets to benefit the vulnerable
- Empowering communities to participate in decision-making process and evaluate local services
- Enhancing service delivery and coordination by partnering with private sector and civil society
- Co-construction of integrated sustainable development plan with longer-term- and emergency response-perspectives at the local level