

**Logos to be inserted upon finalization of text**

## **Response to COVID 19 Crisis through Influential and inclusive Social Dialogue**

### **A self-checklist for Economic and Social Councils and similar Social Dialogue Institutions**

*"Let's not forget this is essentially a human crisis.*

*Most fundamentally, we need to focus on people – the most vulnerable."*

UN Secretary-General's Call for Solidarity

The world of work is profoundly affected by the global virus pandemic. There is the threat to public health, but there is also the economic and social disruption, which threatens the long-term livelihoods and wellbeing of millions. Together with governments, workers and employers, Social Dialogue Institutions such as Economic and Social Councils have a crucial role in combating the impact of the outbreak, ensuring the safety of workers and employers and the sustainability of businesses and jobs. The ESC is the ideal platform to discuss and prepare Government's decisions with regard to the world of work

This is a short and simple checklist, which can be used by any ESC and similar institutions for their work in relation to the response to the COVID19 crisis. The main objective is to help tap into all the experience of employers and workers and their organisations as well as other resources and maximise the results on the ground. This is also a way to ensure that measures introduced by governments and public authorities take full account of the voices of workers and employers and their organisations and to ensure and further promote social dialogue processes, also at different levels, embedded in participatory democracy.

When you respond to the checklist, please keep it in the first section in the given order. You are flexible afterwards.

This self-check list has been created to help your institution in doing self-reflection, and to be further inclusive and effective as a tripartite forum and advisory council for socio-economic and labour related issues. In addition, it can strengthen further institutional capacity. It neither is therefore a scoreboard, nor is it a tool to evaluate the effectiveness or efficiency of the ESCs and other social dialogue institutions. It can serve, however, as a tool to help increase your visibility and recognition at the national level, and vis-à-vis the policy-makers, in order to strengthen your influence politically, and with future budget requests.

Some points in the checklist are quite general and relevant to any discussion and work in the ESCs and SIs. They are nevertheless included in the list given that they are key areas where special attentions need to be given in the formulation and implementation of a response to the COVID19 crisis, as on any other relevant topic.

The last row under each section is left blank so that you can add any points relevant to it. Should there be any suggestions for adding general points, please make a proposal.

In May 2020, the International Labour Organization has issued [a policy brief: "The need for social dialogue in addressing the COVID-19 crisis."](#) It is on ILO's website about the Covid-19. We recommend that this short document be read in conjunction with the use of this self-check list, as it sets out how Social dialogue and tripartism can be drivers for economic and social resilience, competitiveness, stability and inclusive growth and development. In the document, ILO shares some country responses to the COVID-19 crisis and points out the fact that social dialogue has already been used to good effect in the early stages of crisis response in many countries. Many countries are even more strongly using Social dialogue (bipartite, tripartite) in preparing the return to work after the lockdown.

*« Dans la vie, il n'y a pas de solutions, il y a des forces en marche : il faut les créer et les solutions suivent »*

Antoine de Saint-Exupéry

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### A self-checklist

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N1°	Phase 1: Urgent and Special measures for the front-line workers and the most vulnerable groups				
	Check point	Government response (Yes/ No)	Short description	ESC-SI involved  Y / N	Short Description and foreseen Future action
	Special measures taken towards frontline workers, such as medical workers, non-medical workers in hospitals, caretakers, workers in essential jobs, supermarket cashiers, workers in public sector, transport, bakeries, garbage collectors, etc?(e.g. bonus or allowance, day-care, OSH equipment (masks, gloves and other gears), subsidies, etc.)	Y	Tripartite members of the healthcare sector of the ESLC have reached an agreement to overcome the crisis caused by Coronavirus 19 (COVID-19) spread and protect healthcare workers in the field.	Y	The agreement is built on a sense of urgency that if Coronavirus 19 leads to more cases of healthcare workers, it should not just threaten public health, but also result in a serious crisis in the entire healthcare system. In addition, the members reached a consensus that the key to tackle current challenges brought by the infectious disease was to put a sustainable healthcare system in place.
	Special measures to vulnerable groups? Such as: poor population, elderlies, homeless people, single parents, precarious workers, self-employed, unemployed, etc.	Y	To take family care leave, and	Y	The government supports the efforts of labor and

			workplace options such as flex time work, remote work, work from home, selective working hours, etc. were provided.		management to the best extent possible, by increasing support for indirect labor cost and simplifying related procedures, in order to provide financial support for family care in a timely manner, as well as institutional support to implement flex time work, remote work, work from home and selective working hours without delay.
	Does the isolation/lock down measures come with income subsidies or other safety net?	Y	For those who are isolated and lock down due to the COVID 19, income subsidies or safety net were provided	Y	In case when there is a confirmed case, the management closes the affected place of business operations for a certain period of time as directed by public health authorities, while granting sufficient leave to workers under self-quarantine and working to offer at least minimum protection measures for their livelihood.
	Any others?				

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<b>N°2</b>	<b>Integration of ESC-SI in broader Dialogue frameworks and agenda setting</b>			
	<b>Check point</b>	<b>ESC-SI's Response (Yes/ No)</b>	<b>Short description of Yes/No</b>	<b>Foreseen Future action</b>
	<p>Has or will your council/institution be/been directly involved in or organised the dialogue to formulate national policy/plan to respond to the covid19 crisis?</p> <p>If yes, what role has or will your council/institution played/ play in the process? (Submission of bipartite/tripartite agreed policy solutions, research, analytical reports, observations, recommendations.)</p>	Y	<p>Tripartite members agreed to adopt 『Labor, Management and Government Declaration to Overcome Crisis Caused by Spread of Coronavirus 19 (COVID-19)』at headquarters of the ESLC. The ESLC served as a bridge to call upon the tripartite members to discuss and adopt the declaration to overcome the crisis. Also urged the National Assembly to make concerted efforts to implement relevant measures.</p>	<p>All the members exert efforts to ensure that the actions agreed herein and the measures which have been announced by the government can be carried out with tangible effects in the field in a timely manner so that Coronavirus 19 can be tackled as soon as possible.</p>
	<p>Has or will your council/institution been / be involved in a broader dialogue, if relevant, such as a national dialogue with the United Nation Country Team or any other national recovery plans developed in collaboration with</p>	N		

	international institutions (IMF, the World Bank, OECD)?			
	Did or will you contact any international and regional grouping/networks of social dialogue (e.g. AICESIS, UCESA, UCESIF, etc...)	Y	With AICESIS members, all the activities related to the COVID-19 including Tripartite declaration to overcome the COVID-19 and Healthcare Sector Committee's "Statement of Healthcare Sector Committee to Overcome Crisis Caused by Coronavirus 19 Spread" were shared.	Each country could learn from each other by sharing their own experiences and know-hows how to cope with COVID-19.
	Has your institutions put the covid19 crisis on the agenda to discuss the impact on the world of work for the immediate term? (e.g. on lock down measures, wage subsidies, sick leave arrangements, social safety net, support for front line workers, etc)	Y	In particular, given the situation is urgent and serious, the 'Committee for Agenda Development and Coordination' of the ESLC had in-depth discussions and labor, management and government tentatively agreed the details of the 『Labor, Management and Government Declaration to Overcome Crisis Caused by Spread of Coronavirus 19 (COVID-19)』. In the declaration, The labor and the management actively cooperate with each other to implement workplace	The government supports the efforts of labor and management to the best extent possible, by increasing support for indirect labor cost and simplifying related procedures, in order to provide financial support for family care in a timely manner, as well as institutional support to implement flex time work, remote work, work from home and selective working hours without delay. Also, in case when workers have an emergency situation where they need to take care of their children, the labor and the management work

			options such as flex time work, remote work, work from home, selective working hours, etc., in an effort to reduce a risk of exposure to Coronavirus 19 to the minimum.	together to help the workers take family care leave.
	For the mid-term? (gradual return to normal/back to business and school phase)	Y	By monitoring the situation of the COVID-19, business and schools returned to normal phase.	The government decided to delay the school opening which was planning to open due to the continued spread of the new coronavirus. Also, each school is allowed to run a different schedule to ease classroom crowding. They implement staggered lunches, shifts of student attendance, split sessions, reduce class time and a mix of online and offline classes.
	For the long-term? (post crisis reconstruction phase) Eg. Education, Medical sector, public services, urbanism and demography, inequality, formalisation of economy, dynamisation of some economic sectors, global supply chains, Information and Technology and digital divide, , new national plan ?	Y	The government is newly providing long-term plans to cope with post crisis in its economic, financial, industrial, manufacturing, education, medical, and public service, etc sectors.	Minimizing the damage hit by the crisis
	Any other checkpoint?			

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N°3	Various thematic topics on the agenda and Target groups			
	Check point	ESC-SI's Response (Yes/ No)	Short description of Yes/No	Foreseen Future action
	Social Partners systematically involved (trade unions and employers organisations)?	Y	From the onset of the COVID-19, the ESLC called upon the trade unions and employers organization to make discussions under the concerns that continued spread of Coronavirus 19 may lead to a serious crisis of sluggish economy and stagnant labor market, as well as a threat to public health, and thus have agreed to adopt declaration acknowledging that they need to work together to address the current economic and labor market crisis in a spirit of co-existence and cooperation.	With the adoption of 『Labor, Management and Government Declaration to Overcome Crisis Caused by Spread of Coronavirus 19 (COVID-19)』, 1. Preventing further spread of Coronavirus 19 and enhancing protection of public life and health, 2. Addressing challenges faced by workers and supporting their work safety, 3. Increasing support for job security and vulnerable groups.
	Micro, Small and medium sized enterprises and businesses represented ?	Y		Overcoming economic crisis by supporting SMEs



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and small merchants and revitalizing local economies; A. The labor, the management and the government actively join the efforts to revitalize local economies, e.g. using province-specific currencies or Onnuri gift certificates specially designed to support local merchants. B. The government eases tax burdens to prevent small business owners from suffering severe damage in business operations and ensures that the emergency business support allowance can render visible effects in the field. C. The government prepares special measures for sectors and regions severely affected by Coronavirus 19, and enhances administrative support regarding policy implementation so that the measures can lead to effective support.

				D. The government works with local governments, etc. to support their implementation of job security measures tailored to each region's specific conditions, in particular those severely affected by Coronavirus 19.
	Any others?			

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(4/6)

<b>N°4</b>	<b>Overarching Principles</b>		
	<b>Check point</b>	<b>Comments</b>	<b>Foreseen Future action</b>
	<p>Be proactive and innovative</p> <p>Has your Council/Institution taken any proactive and/or innovative action or initiatives in response to COVID19 ? Or will it ? (e.g. organization of urgent meetings, establishment of working group or new committee on Covid19, special report, etc.)</p>	<p>The ESLC called upon urgent meeting consisting of the representatives of labor, management and the government from the very outset in the design of measures to address the crisis. As a result, on March 6, adopted 『Labor, Management and Government Declaration to Overcome Crisis Caused by Spread of Coronavirus 19 (COVID-19)』 with measures aimed at preserving employment and protecting the workers.</p>	<p>The agreement laid a foundation to overcome the crisis with tripartite efforts by seeking consensus between labor and management and supporting with government policy.</p>

	Any other checkpoint?		
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- Please note that the above descriptions and answers are subject to the activities and roles of the ESLC only.

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