

**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 attention 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

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

### A self-checklist

(1/6)

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.)	Yes	Technical measures and financial support: Sanitary emergency, sanitary cordon, wearing a mask, screening, etc. Setup of economic monitoring committee (CVE) to anticipate the direct and indirect economic repercussions of the Covid-19". Creation of a special fund for the management of the Coronavirus pandemic	Yes	The ESC made an intellectual contribution to the Monitoring Committee Economic chaired by the Minister of Economy and Finance. This contribution includes a series of proposals accompanying measures aimed at reducing the economic and social impact of this pandemic. These measures concern both households and businesses and are economic, fiscal, social and health, etc.

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THE ESC will also work on these issues and will submit a report ESC has also made a financial contribution to the special fund.

The President and the Secretary General of the ESC have decided to make financial contribution to the special fund by paying one month of their salary.

The members of the Council paid the compensation granted for their presence to the General Assembly of the Council.

The staff also contributed to this volunteer dynamic to the limit of one third of the one month's salary.

	Special measures to protect women and children against domestic violence during the quarantine/isolation measures? (e.g. hotline advertised, services strengthened)	Yes			Referral of the Council on "The health, economic and social impacts of the" Covid 19 "virus and possible levers for action"
	Special measures to vulnerable groups? Such as: poor population, elderlies, homeless people, single parents, precarious workers, self-employed, unemployed, etc.	Yes	Economic operators already benefit from exceptional aid to overcome the difficulties, in particular obtaining cash and working capital facilities from their commercial banks, postponing the payment of credit maturities, postponing the payment of various taxes, partial payment of wages for staff admitted to technical unemployment, etc.	Yes	The council is preparing report to consider better social protection for people working in informal sector
	Does the isolation/lock down measures come with income subsidies or other safety net?	Yes	Plse see above	yes	See above
	Any others?				

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<p style="text-align: center;"><b>Response to COVID 19 Crisis through Influential and inclusive Social Dialogue</b>  <b>A self-checklist</b>  <b>(2/6)</b></p>				
<p style="text-align: center;"><b>N°2 Integration of ESC-SI in broader Dialogue frameworks and agenda setting</b></p>				
	<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>	Yes	<p>Proposal from ESC to the economic committee chaired by the Minister of Economy and Finance. This contribution includes a series of proposals accompanying measures aimed at reducing the economic and social impact of this pandemic. These measures concern both households and businesses and are economic, fiscal, social and health, etc.</p>	<p>Referral of the Council on "The health, economic and social impacts of the" Covid 19 "virus and possible levers for action"</p> <p>Report on preparation to submit proposal to deal with informal sector including measures to ensure better social coverage or social security for people working on this sector</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>	Yes	<p>Several webinar organized at the level of UCESA</p>	

	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...)	Yes	<p>Working closely with UCESIF, AICESIS and indeed UCESA chaired by ESC of Morocco</p> <p>Morocco has initiated several actions with African countries At the level of UCESA, an appeal has been adopted</p>	
	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)			
	For the mid-term? (gradual return to normal/back to business and school phase)			
	<p>For the long-term? (post crisis reconstruction phase)</p> <p>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 ?</p>			
	Any other checkpoint?			

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

### A self-checklist

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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
	Gender Parity - Women in the decision making process ?			
	Social Partners systematically involved (trade unions and employers organisations)?			
	Micro, Small and medium sized enterprises and businesses represented ?			
	Workers and businesses in informal economy involved ?			
	Domestic workers' groups involved ?			
	Other Minority groups involved ?			
	People with disabilities represented?			
	How about Migrant workers ?			
	Youth and civil society for children's welfare?			
	Civil Societies for environmental protection			
	Regional/provincial sub-committees or regional/provincial representatives?			
	Consumers associations?			
	Any others?			

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

### A self-checklist

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N°4	Overarching Principles		
	Check point	Comments	Foreseen Future action
	<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>Yes indeed</p> <p>All meetings have organized by visio conference</p> <p>ESC headquarter has been treated and cleaned with disinfectants in accordance with the standards in force.</p> <p>The meetings of the Standing Committees, the Bureau and the General Assembly have been maintained without any schedule changes. These meetings are held on a regular basis by videoconference via the Microsoft Teams platform.</p>	
	<p>Ensure fact check and use of reliable source/data and the use of experts groups?</p>		
	<p>Ensure Fairness and respect (everybody is important)</p>		
	<p>Foster Trust and Team Work (we are all in the same boat)</p>		

	Ensure Transparency, Information sharing, communication and Consultation		
	Linkage made to Sustainable Development Goals ?		
	Ensure full-fledged consultation and discussion		
	<p>Divers opinions and inclusion</p> <ul style="list-style-type: none"> <li>- Multidisciplinary teams with experts in different fields?</li> <li>- There is no single right answer. No one size fits all. Economics is not an exact science. Have various schools of thoughts in economics and in labour law, etc. been represented?</li> </ul>	Yes	
	Any other checkpoint?		

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

### A self-checklist

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N°5	Types of intervention			
	Check point	ESC-SI's Response (Yes/ No)	Short description of Yes/No	Foreseen Future action
	Information and data collection, survey and research?	No		
	Information sharing and publication of memoranda?	Yes		
	Consultation and cooperation with other councils?	Yes	Communication, meetings, webinar, declaration adopted Support of shared of best practices	
	Awareness raising and communication through media and social media ?	Yes		
	Organisation of special sessions of ESC to formulate observations/recommendations	Yes	Reports on preparation	
	Organisations/set-up of specific sub-committees and/or multidisciplinary teams to formulate observations/recommendations	Yes	Referral of the Council on "The health, economic and social impacts of the" Covid 19 "virus and possible levers for action"	

			3 subcommittee have been set up; economic and financial issues; social aspects and environmental and sustainable development	
	Monitoring and evaluation of the measures taken by the government.	No		
	Any others?			

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

### A self-checklist

(6/6)

N°6	Process management (Coordination, Monitoring, Evaluation and Reporting) of the ESC and Similar Institutions			
	Check point	ESC-SI's Response (Yes/ No)	Short description of Yes/No	Foreseen Future action
	Has someone or a unit in your institution checked the policy coherence of all the outcome of discussions (eg, decision points, recommendations, etc.) ?			
	Has your council/institution put in place a specific Monitoring and Evaluation Mechanism of all the observations and recommendations made by your council/institution and its M&E plan?			
	Have a timeframe and milestones been defined?			
	Has your institution submitted a report, or recommendations to the Government / Parliament and when? Are they available in public? Do you monitor its follow-up (endorsement, etc)			
	Have the digital tools been used for Social Dialogue in general?			
	Have discussions been broadcasted online on live or recorded?			
	Any other checkpoint?			



**OLD VERSION (To be deleted after the review)**

<b>Response to COVID 19 Crisis through Inclusive and effective Social Dialogue</b> <b>A self-checklist</b>					
	Check points	Government response (Yes/No)	Description for "Yes" or Reason for "No"	ESC involved, e.g. through prior consultations Y / N	Future action in this area? If yes, put a short description of the involvement. If not,
<b>1</b>	<b>Phase 1: Urgent and Special measures for the front-line workers and the most vulnerable groups</b>				
	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.)				
	Special measures to protect women and children against domestic violence during the quarantine/isolation measures? (e.g. hotline advertised, services strengthened)				
	Special measures to vulnerable groups? Such as: poor population, elderlies, homeless people, single parents, precarious workers, self-employed, unemployed, etc.				

	Does the isolation/lock down measures come with income subsidiess or other safety net?				
	Any others?				
<b>2</b>	<b>Integration in a broader framework and agenda setting</b>				
	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?  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.)	<b>Y/N</b>	<b>Comment</b>		<b>Future action</b>
			ROW to be deleted  Is it YES or NOT ??		
	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 international institutions (IMF, the World Bank, OECD)?				
	Did or will you contact any international and regional grouping/networks of social dialogue ( eg. AICESIS, UCESA, UCESIF, etc... )				

	Has your institutions put the covid19 crisis on the agenda to discuss the impact on the word 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)				
	For the mid-term? (gradual return to normal/back to business and school phase)				
	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 ?				
	Any other checkpoint ?				
<b>3</b>	<b>Various thematic topics on the agenda and Inclusiveness</b>				
	Gender Parity - Women in the decision making process ?				
	Social Partners systematically involved (trade unions and employers organisations)?				
	Micro, Small and medium sized enterprises and businesses represented ?				
	Workers and businesses in informal economy involved ? domestic workers' groups involved ?				
	Other Minority groups involved ?				

	People with disabilities represented?				
	How about Migrant workers ?				
	Youth and civil society for children's welfare?				
	Civil Societies for environmental protection				
	Regional/provincial sub-committees or regional/provincial representatives?				
	Consumers associations?				
	Any others?				
<b>4</b>	<b>Overarching Principles</b>				
	Be proactive and innovative	Y/S	Comments		Future action/steps
	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.)				
	Ensure fact check and use of reliable source/data and the use of experts groups?				
	Ensure Fairness and respect (everybody is important)				
	Foster Trust and Team Work (we are all in the same boat)				

	Ensure Transparency, Information sharing, communication and Consultation				
	Linkage made to Sustainable Development Goals ?				
	Ensure full-fledged consultation and discussion				
	<p>Divers opinions and inclusion</p> <ul style="list-style-type: none"> <li>- Multidisciplinary teams with experts in different fields?</li> <li>- There is no single right answer. No one size fits all. Economics is not an exact science. Have various schools of thoughts in economics and in labour law, etc. been represented?</li> </ul>				
	Any others ?				
<b>5</b>	<b>Types of intervention</b>				
	Information and data collection, survey and research?	Y/N	Comment		Future Action/Steps
	Information sharing and publication of memoranda?				
	Consultation and cooperation with other councils?				

	Awareness raising and communication through media and social media ?				
	Organisation of special sessions of ESC to formulate observations/recommendations				
	Organisations/set-up of specific sub-committees and/or multidisciplinary teams to formulate observations/recommendations				
	Monitoring and evaluation of the measures taken by the government.				
	Any others?				
<b>6</b>	<b>Process management (Coordination, Monitoring, Evaluation and Reporting) of the ESC and Similar Institutions</b>				
	Has someone or a unit in your institution checked the policy coherence of all the results of discussions and recommendations ?				
	Has your council/institution put in place a specific Monitoring and Evaluation Mechanism of all the observations and				

recommendations made by your council/institution and its M&E plan?				
What are the time lines and process introduced?	-			
Has your institution submitted a report, or recommendation to the Government / Parliament ? When was the first report ? Are they available in public?	-			
Has the digital tools used for Social Dialogue in general?				
Have discussions been broadcasted online on live or recorded?				
Any other checkpoint?				