



COVID-19 Country policy responses

1 March 2023

Countries are taking unprecedented measures to combat the spread of the disease, while ameliorating its pernicious effect on the economy and labour market.

Find out the policies implemented by governments, employers' and workers' organizations, and the ILO in **188 countries and territories**.

Content can be found in one of the ILO official languages (English, French and Spanish) depending on the country.

How policies are reported

Country policy responses are presented within the **four pillars of action** defined by the ILO to lessen the impact of COVID-19 on businesses, jobs and the most vulnerable members of society.

Pillar 1: Stimulating the economy and jobs

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

Pillar 2: Supporting enterprises, employment 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: Using social dialogue between government, workers and employers to find 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

Algeria

Last Updated: 17 June 2020

Stimulating the economy and employment

- **Prorogation du délai de souscription des déclarations et de paiement des droits et taxes** ([Communiqué de la Direction générale des impôts du Ministère des Finances](#) du 17 mars 2020).
- **Décret présidentiel instituant l'octroi d'une prime exceptionnelle au profit des personnels des structures et établissements publics relevant du secteur de la santé**, mobilisés dans le cadre de la prévention et de la lutte contre la propagation du coronavirus. La prime est servie mensuellement selon des montants forfaitaires allant de 10.000 DA au profit des personnels administratifs et de soutien, 20.000 DA pour le personnel paramédical et de 40.000 DA pour le personnel médical. Elle est servie pour **une période de trois (3) mois** renouvelables. Son bénéfice peut être étendu à d'autres catégories de personnels mobilisés dans le cadre de la prévention et de la lutte contre la propagation du coronavirus. Le présent décret prend effet à compter du 15 février 2020.

Supporting enterprises, jobs and incomes

- **Mesure de facilitation pour les employeurs** leur permettant le paiement des cotisations de la sécurité sociale au niveau de toutes les agences CNAS, à travers le territoire national, sans avoir à se déplacer vers les agences dont ils relèvent. Mesure qui entre en vigueur à partir du 22 mars 2020 et ce jusqu'à nouvel ordre.
- Pour les détenteurs de carte « chifa », prolongation de facto de la validité de la carte arrivée à échéance au 31 mars 2020 pour permettre aux ayants droits d'avoir accès sans interruption à la couverture des dépenses par un organisme de sécurité sociale.
- **Simplification de l'utilisation des services en ligne des différents organismes sous tutelle du Ministère du travail, de l'emploi et de la sécurité sociale**. Des vidéos

tutoriels et explicatives seront diffusées de manière régulière à travers le site web et les réseaux et médias sociaux du Ministère

Protecting workers in the workplace

- Instruction spéciale du ministère de la Santé aux directeurs locaux de la santé pour **renforcer les actions de communication au profit du grand public via les chaînes de radio, et l'organisation de campagnes de sensibilisation** sur le Coronavirus.
- Encouragement pour le travail à distance pour les institutions et administration publiques
- Décret présidentiel instaurant, la **démobilisation de certaines catégories de travailleurs de l'administration publique** avec maintien des activités des services vitaux et organisant le transport des personnes (suspension de tous types d'activités de transport de personnes à l'exclusion de l'activité de transport des personnels à la charge des employeurs ;
- **Mise en position de congé exceptionnel rémunéré au moins 50% des effectifs des administrations publiques au niveau central ainsi que dans les collectivités territoriales** dont la présence sur les lieux de travail n'est pas considérée comme essentielle pour la continuité de service, à l'exclusion des personnels relevant de certains secteurs; Sont considérées comme prioritaires au titre du congé exceptionnel **les femmes enceintes et les femmes élevant des enfants ainsi que les personnes atteintes de maladies chroniques et celles présentant des vulnérabilités médicales.**
- Mesure relative à la mise en congé d'au moins 50% des personnels des institutions et administrations publiques étendue au secteur économique public et privé
- Mise en place par le Ministère de la Santé, de la Population et de la Réforme hospitalière, **d'un plan de réponse national** pour lutter contre le covid-19.
- **Mise en place d'un dispositif d'alerte et accessible au numéro vert 3030** joignable sur le téléphone fixe et mobile 24h/7, est animé par des médecins. Il permet à la population d'avoir des informations et des conseils sur les mesures de prévention du Covid-19.
- La prise en charge des cas se fait **dans les structures hospitalières de référence identifiées par le Ministère de la santé**

Other measures

- **Prolongation, jusqu'au 15 avril 2020 (prévus initialement le 31 mars de chaque année), du délai de dépôt des éléments** permettant au Ministère du Travail, de l'emploi et de la sécurité sociale d'apprecier la représentativité des organisations syndicales des travailleurs salariés et d'employeurs enregistrées (mesure prévue par les articles de 34 à 37 bis de la Loi n° 90-14 du 2 juin 1990, modifiée et complétée, relative aux modalités d'exercice du droit syndical).
- **Mise en place un dispositif d'assistance et d'accompagnement obéissant à un schéma national d'encadrement et de mobilisation de la population.** Les comités ainsi installés ont pour missions essentielles de i) Recenser les familles démunies et celles ayant besoin d'accompagnement en période de confinement; ii) Assister les pouvoirs

publics dans la distribution des aides et dans toutes les opérations engagées au profit des citoyens en situation de confinement; iii) informer les autorités locales des préoccupations et besoins des populations concernées

Activities of workers' organizations

Résumé

- En Algérie, les travailleurs affectés travaillent dans l'économie formelle et informelle dans les secteurs de l'aérien, du tourisme, de l'hôtellerie, du commerce, de la banque, du textile, de la santé et des services municipaux de collecte des ordures ménagères et de nettoyage.
- Le dialogue social a été utilisé notamment dans le secteur de l'éducation. Il est moins répandu dans d'autres secteurs.
- Les mesures de restriction des réunions et rassemblements publics de masse, dans le cadre de la réponse à la pandémie, posent des difficultés aux syndicats notamment par rapport au besoin de fournir des informations à l'égard des travailleurs sur les mesures de santé et sécurité au travail surtout en ce qui concerne les ouvriers des zones industrielles et des personnes travaillant dans l'économie informelle.

Activities of employers' organizations

- La Confédération Générale des Entreprises Algériennes (CGEA) a principalement exprimé son soutien aux mesures prises par le gouvernement et a demandé aux entreprises et aux salariés de respecter les consignes de santé et de sécurité.
- La CGEA a lancé une opération nationale visant à recueillir toutes aides, en nature, dont les denrées alimentaires de base, les effets vestimentaires et les produits de nettoyage corporels et de surface et, les produits d'hygiène (gangs, masques, solutions hydro-alcoolique). Des opérations de distribution des quantités recueillies seront organisées, suivant les besoins exprimés, en coordination avec les professionnels de santé et les organisations œuvrant pour la protection de l'environnement et du consommateur.

Angola

Last Updated: 7 April 2020

Stimulating the economy and employment

Mesures sanitaires générales

1. Promotion et sensibilisation sur les mesures barrières
2. Dépistage de masse obligatoire ;

3. Gratuité des soins pour les populations affectées par le COVID 19;
4. Fermeture des frontières et suspension des missions des fonctionnaires de l'Etat en dehors du pays
5. 35 mesures de stimulation économique immédiates ont été initiées pour les entreprises et les parties privées en réponse au COVID19. Des facilités ont été disposées pour soutenir le secteur productif (entreprises), notamment l'adoption des mesures pour renforcer la trésorerie des entreprises afin d'atténuer les effets de la réduction de l'activité économique pendant l'état d'urgence ;
6. Allègements fiscaux et suspension de la TVA à l'importation pour les biens de première nécessité.
7. Une ligne de liquidité de 100 milliards de Kwanzas pour que les banques commerciales procèdent à l'avance de la masse salariale d'avril pour les entreprises du secteur privé en difficulté.
8. Allègement de la bureaucratie administrative qui affecte les entreprises.
9. Partenariats public-privé et les départements ministériels devraient promouvoir différents projets dans le cadre d'un régime de PPP.
10. Disponibilité des ressources financières pour équiper les équipes de la réponse et la surveillance épidémiologiques COVID19 ;
11. Instauration d'un régime exceptionnel de passation des marchés publics;
12. Paiement des taxes à l'importation de marchandises aliments, médicaments et autres biens essentiels sont soumis à régime de régularisation à posteriori;
13. Réquisition des médecins et d'infirmières retraités et adaptation des grilles horaires des médias publics et privés pour mieux sensibiliser sur COVID-19

Supporting enterprises, jobs and incomes

1. Les institutions publiques et privées doivent garantir les conditions essentielles à la protection personnelle des salariés et respecter les directives des autorités sanitaires, notamment en termes d'hygiène et de biosécurité. La fonction publique doit respecter les directives sur la distance entre les gens ;
2. Afin d'assurer l'application des mesures de sécurité, de protection et d'hygiène au travail, créer un groupe de travail multisectoriel, entre les représentants des entrepreneurs (le GTE) et la Commission ministérielle de lutte contre les pandémies, pour promouvoir 2 initiatives:(i) Création de couloirs sanitaires pour accéder aux zones de production, de contrôle sanitaire, aux points d'entrée des établissements commerciaux et aux différents lieux des transactions, de la production et de la construction;(ii) Soutien à la réalisation de tests rapides de dépistage des coronavirus, dans des lieux publics et dans les entreprises.
3. Les ménages qui vivent sous la menace de la hausse des coûts des produits de base bénéficieront des mesures immédiates appliquées aux individus afin de protéger le bien-être des familles et sauvegarder le processus de maintien et de création d'emplois. Afin de sauvegarder les emplois et d'assurer le paiement des salaires, les entreprises en difficultés à effectuer pour payer les salaires d'avril peuvent recourir aux subventionnés de la Banque Centrale. Pour garantir la consommation des denrées alimentaires de base aux familles les plus vulnérables, le Gouvernement a développé des campagnes de distribution de biens de base aux populations les plus vulnérables.

4. Afin d'alléger les obligations financières des familles en difficulté, un moratoire de 180 jours est accordé pour les factures d'électricité et d'eau.
5. Encouragement de la formalisation des activités économiques avec microcrédit.
6. Encouragement des stages professionnels avec incitations fiscales.

Protecting workers in the workplace

Miss en place d'un Plan d'urgence sectoriel qui garantit la fourniture de services vocaux, de messagerie, Internet, postaux et météorologiques minimaux aux citoyens et aux entités publiques et privées.

Relying on social dialogue for solutions

Les OE et OT se concertent régulièrement pour la mise en pratique des décisions du Gouvernement dans le monde du travail sur COVID19.

Other measures

- Suspension de tous les vols commerciaux et privés, à l'exception des vols et des cargaisons à caractère humanitaire ;
- Interdiction de l'amarrage et le débarquement des navires aux passagers et leurs équipages,
- Suspension des événements publics avec concentration de plus de 200 personnes ;
- Les établissements publics et privés doivent créer des conditions adéquates et accessibles pour l'hygiène de la prévention du COVID19 ;
- Distanciation sociale et mesures d'hygiène dans les lieux et les transports publics ;
- Mise en quarantaine de tous les passagers débarquant dans les aéroports ;
- Restriction de la liberté de circulation dans la voie publique, sauf pour des cas exceptionnels ;
- Interdiction de la circulation interprovinciale, à l'exception des cas jugés urgents et nécessaires ;
- <https://WWW.jornal> de Angola

Benin

Last Updated: 1 March 2021

Stimulating the economy and employment

A la date du 3 avril 2020, le Bénin compte officiellement 16 cas dont deux guérisons et aucun

décès.

Le gouvernement Béninois a pris un ensemble des mesures de riposte d'ordre sanitaire afin d'empêcher la propagation. Elles incluent, notamment:

- Un cordon sanitaire autour de 12 villes et localités situées au sud et à l'est, incluant Cotonou, Porto Novo, Calvi, Ouidah et l'isolement des voyageurs arrivant ;
- L'interdiction de regroupement de plus de dix (10) personnes en tous lieux à l'exception des espaces marchands, avec obligation de respecter une distance d'un mètre (1) minimum entre personnes
- L'obligation de distanciation sociale dans les grandes surfaces et les restaurants et maquis
- L'anticipation des congés de pâques et fermeture des écoles et universités publiques jusqu'au 13 avril
- L'interdiction de bus et transports en commun sont interdits
- La subvention du prix des masques à 200FCFA
- L'obligation pour les employeurs, sur les lieux de travail, d'installer le dispositif de lavage des mains et de faire respecter la distance d'un (1) mètre minimum entre personnes
- Le télé travail fortement recommandé pour les entreprises qui peuvent le faire.

Supporting enterprises, jobs and incomes

Au cours de sa séance du 10 juin 2020, le Conseil des Ministres avait pris une série de mesures d'atténuation des effets socioéconomiques de la pandémie de COVID-19, en faveur de certaines catégories de sociétés et d'entreprises. Il s'agit notamment de la mise en place d'un fonds de bonification de 30 milliards de FCFA au support d'une ligne de financement de 100 milliards de FCFA à taux zéro au profit des acteurs économiques ciblés via les banques et les systèmes financiers décentralisés (SFD). Ces mesures comprenaient la mise en place d'un mécanisme de garantie, une ligne de refinancement des systèmes financiers décentralisés (SFD), et des mesures spécifiques au secteur agricole.

Protecting workers in the workplace

- Un document portant directives contre la pandémie COVID-19 à l'endroit des employeurs et des travailleurs est édité. Le document a été transmis aux organisations syndicales d'employeurs et de travailleurs pour large diffusion.
- Un dispositif de lavage des mains est installé dans les services de l'inspection du travail. En outre, il est envisagé la mise à disposition des cache-nez, des gants et des gels hydro alcooliques.
- De même, les inspecteurs du travail à partir de la semaine du 06 avril 2020 sont soumis à un planning de rotation hebdomadaire en vue de leur permettre de mieux observer les mesures de confinement.

Relying on social dialogue for solutions

- Les six centrales et confédérations syndicales signataires de la charte de l'unité d'action (CSA, CGTB, COSI, UNSTB, CSUB, CSPIB) ont fait une déclaration commune en date du 23 mars 2020
- Les organisations syndicales ont interpellé et fait pression afin que les centres scolaires et de formation stoppent leurs activités étant donné le risque de propagation encouru.
- De même, les Centrales syndicales interpellent encore les autorités et certains employeurs à propos de la non disponibilité des dispositifs pour le lavage des mains dans certains lieux de travail, notamment les marchés et écoles.
- Les Centrales syndicales mènent des actions d'information et sensibilisation à propos du Covid19 auprès de leurs affilié(e)s.

Other measures

- Les coupures de courant électrique pour non-paiement de factures sont suspendues jusqu'à nouvel ordre.

Activities of workers' organizations

Résumé

- Le gouvernement a pris une série de mesures sanitaires pour empêcher la propagation de la pandémie. La seule mesure sociale est la suspension des coupures d'électricité pour non-paiement des factures
- Aucune mesure économique pour soutenir les entreprises ou garantir les salaires ou les emplois n'a été annoncée
- Il n'y a pas de dialogue social spécifique avec les employeurs ou les organisations syndicales du pays. Le 23 mars dernier, six centrales et confédérations syndicales nationales (CSA, CGTB, COSI, UNSTB, CSUB et CSPIB) ont signé une charte d'unité d'action et soumis des propositions au gouvernement
- Parallèlement, les syndicats ont fait pression sur les établissements scolaires et les centres de formation pour qu'ils stoppent leur activité face au risque de propagation du virus
- De même, les centrales syndicales continuent d'interpeller les pouvoirs publics et certains employeurs quant à l'absence d'installations sanitaires permettant de se laver les mains sur certains lieux de travail, en particulier sur les marchés et dans les écoles. Les organisations syndicales mènent des actions d'information et de sensibilisation à propos du Covid19 auprès de leurs membres

Activities of employers' organizations

Le **CONSEIL NATIONAL DU PATRONAT DU BENIN (CNP Bénin)**a publié un Communiqué le 17/03 afin de sensibiliser les entreprises sur les mesures sanitaires à prendre.

Le CNP Bénin veille pour le suivi de la situation et a fait un recensement des entreprises immédiatement affectées à travers une enquête.

Il y a eu une rencontre de toutes les organisations faîtières du secteur privé avec le gouvernement en vue d'examiner l'impact de la pandémie sur les activités économiques.

Le CNP Bénin a plaidoyé auprès du Gouvernement pour des mesures d'allègements fiscaux et auprès des banques pour revoir les échéanciers et faciliter l'obtention de crédit à taux réduits.

Le CNP Bénin a fait appel au Gouvernement pour:

- La mise en place d'un cadre juridique et règlementaire pour limiter l'augmentation anarchique des prix des produits de première nécessité et des produits d'hygiène.
- L'accompagnement des entreprises des secteurs touchés à travers des facilités fiscales et sociales (rallongement des échéances de paiement des impôts par exemple).

Le CNP Bénin a lancé une enquête auprès des entreprises sur l'impact de la pandémie du Covid-19 et a adapté et mis à la disposition de ses membres le plan de continuité des affaires du BIT/ACTEMP sur son site web <http://www.cnpm.ml/>.

Le CNP Bénin a signé, aux côtés de deux autres organisations d'employeurs et d'entreprises, avec les six (6) centrales syndicales un document de proposition pour des mesures d'atténuation des effets du Covid-19 et de relance de l'économie.

Le CNP-Bénin a échangé avec les Centrales et Confédérations de Travailleurs du Bénin en y associant les autres acteurs du secteur privé sur les préoccupations des travailleurs face au COVID 19. Un Mémorandum relatif aux propositions conjointes des organisations d'employeurs et des organisations des travailleurs du Bénin pour les mesures d'atténuation des effets du COVID 19 et de relance économique a sanctionné ces échanges et a été adressé au Gouvernement en avril 2020.

Le CNP Bénin a réalisé une étude d'évaluation de la vulnérabilité du personnel des entreprises face à la COVID 19 et son impact sur la productivité des entreprises. Cette étude a permis de mesurer les impacts psychologiques, anthropologiques et sociaux que peut entraîner la crise de la pandémie de COVID-19 sur les travailleurs des entreprises béninoises et d'inscrire par la même occasion les mesures de riposte dans la durabilité. Le rapport a été présenté aux organisations de travailleurs et au gouvernement en décembre 2020.

Stimulating the economy and employment

- **fiscal policy:** The Government of Botswana has established the COVID-19 Relief Fund and put up an investment of Two Billion Pula as seed money into it.
- **monetary policy:** In the financial services industry;
 - Banks have agreed to offer restructuring of loan facilities through which each bank will consider each case within their credit policy and parameters. This will include owner-occupied residential property mortgages and motor vehicle loans;
 - All commercial banks will offer a payment holiday for three (3) months with the option to extend to six (6) months to the affected sectors;
 - Regular payment obligations including life insurance premium payment, retirement fund contributions and loan instalments will be restructured and rescheduled to offer relief for at least three months to COVID-19 affected people subject to individual policies.
- **support to specific sectors, incl the health sector:** The Government will ensure the continued availability of strategic supplies to Batswana. These will include; A build-up of grain reserves;
 - A build-up of fuel reserves as well as a reduction of fuel prices as global fuel prices have dropped significantly; Sufficient provision of water bowsers, trucks, water tanks and the; and supply of medical equipment

Supporting enterprises, jobs and incomes

- **social protection:** The Government has put in place interventions under the COVID -19 Relief Fund, key of which is to ensure the provision of psychosocial support to all those affected. Other critical mitigating measures in place are monetary in nature, while others will necessitate policy adjustments. The objectives of these interventions are to:
 - give support to some workers;
 - stabilise businesses;
 - ensure availability of strategic supplies and;
 - explore opportunities for economic diversification.
- **employment retention** The Government will provide a wage subsidy for citizen employees of businesses mostly affected by COVID-19, to enable them to retain employees.
- **assistance to business and business continuity:** To give businesses some cash-flow relief Government will do the following;
 - Guarantee loans by commercial banks to businesses mostly affected by COVID-19 ;
 - Give eligible businesses affected by COVID-19 access to credit to support ongoing operations in conditions where credit becomes more difficult to obtain and;
 - Give tax concessions to businesses in eligible sectors.

Protecting workers in the workplace

- OSH:

- Maintain high standards of a workplace hygiene programme
- Incorporate COVID 19 risk mitigations in the workplace health and safety programmes
- **New work arrangements:** The Government is preparing the economy for post COVID-19 to this end, developing an economic stimulus package that will buffer the impact we foresee on our economy.
- **prevention of discrimination and exclusion:** The tripartite agreed to guard against any act of discrimination, victimization and harassment of suspected cases
- access to paid leave
- access to health care

Relying on social dialogue for solutions

- **Approaches to tripartite consultation:** Through the medium of the HLCC, the Labour Sector met to discuss matters relation to COVID -19
- Joint action of employers and workers: Reference made to Employment ACT Section 16 (1)

Other measures

- The country is adopted the following as prevention and control strategies since February 2020;
- Public education through the use of mass media and other forms of education
- Screening at all points of entry for early detection, diagnosis and treatment.
- Advised self-quarantine for suspected cases as well as rapid specimen collection for testing
- Isolation for suspected cases or symptomatic individuals following screening at designated health facilities followed by contact tracing instituted to ensure that the virus is does not spread.
- Social distancing where the public is advised to take measures to reduce contact in malls, shops, work, gyms, places of worship etc.
- Community lock down where training institutions and other places that gather large number of people are closed or there is restricted movement. This includes restricting and preventing travel within or outside the country.

Links to relevant websites

<https://cms1.gov.bw/about-covid-19#accordion-bmpe9-7>

Activities of workers' organizations

Summary

- At the earlier stages of the COVID-19, the two national confederations issued a joint statement showing concern about the lacklustre government response and lack of

proposals for tripartite discussion regarding workers welfare and proposals geared towards protection of employees from loss of wages and jobs. Since then the government has reacted positively

- Unions have generally welcome the government responses since the pandemic was declared an emergency. The unions are impressed by the reports that Botswana National Health Laboratory has commenced testing of the COVID-19 with a capacity of testing 500 specimens per day.
- Unions have issued the following appeals to government:
 1. Carry out as a matter of urgency, the economic impact analysis of this pandemic on business and the informal sector so that interventions can be discussed at tripartite level and implemented
 2. Collaborate with other testing facilities in Botswana from parastatals / SOE and the private sector to train more people who can carry out testing of samples and collectively utilise available adequate facilities to prepare for the outbreak
 3. Ensure paid sick leave for those on isolation especially in the private sector
 4. Ensure employment protection for those on self-isolation
 5. Prepare for provision of income support for housing, food and water for all workers
 6. Have a fund that will provide bailout funds for businesses or certain sectors
 7. Consider tax relief for businesses during the pandemic
- Unions are urging their members to adhere to the restrictions as imposed by the government and also to advocate for better measures which will ensure that our co-workers, families and communities are safe and adequately protected
- Unions will continue to negotiate and advocate for mobilisation of resources needed for equal access to care for all as well as adequate protective measures for the protection of workers and their jobs

Sources: BFTU, BOFEPUSU

Activities of employers' organizations

BUSINESS BOTSWANA (BB) is using emails, Facebook, website, twitter to clarify and guide members on government pronouncements.

With the support of the ILO, BB launched an online campaign to provide response information and guidance to the business community in Botswana during the State of Emergency. The online campaign is also aimed at showcasing the involvement and input of BB throughout the process and response to COVID 19.

BB uses the tools developed by ILO/ACTEMP to guide its members on how to manage workplaces and mitigate the impact of COVID-19.

BB has issued a number of proposals to the Government. These proposals include:

1. Government to suspend the impending utility tariff increase
2. Passenger capacity per bus be set at 60% during the lockdown
3. Four months tax relief including PAYE & VAT
4. Government to provide 3 month wage relief
5. Loan repayment holiday

The Government has established a High Level Committee (HLC) Chaired by the President to handle the country's response. HLC is tripartite, meeting three times per week.

There are standing arrangement with sectors ministries to engage beyond the High Level Committee (HLC) set up by government.

BB has established a Response Team to interface with the HLC and meets with different Ministers.

At the end of June Business Botswana presented **Private Sector COVID-19 Recovery Plan and the results of the rapid assessment** to the Ministry of Finance. The study and plan were developed with the support of the UNDP and the ILO. The plan is the private sector's idea of what it will take to not only restore the economy back to its pre COVID-19 trajectory but rather to move it towards the high-performance path that the Minister of Finance spoke of in his 2020 Budget Speech.

The rapid assessment revealed that nearly all companies who responded to the survey have experienced sharp declines in revenue (98%) and significant cashflow problems (81%). The possible exception are those that trade in COVID-19 related supplies.

BB is currently running a survey on COVID-19 impact on employment with assistance from ILO. The survey will run until 27th November 2020. A detailed report to be shared once compiled.

They have shared guidelines on working from Home (tailor made to Botswana), and continuously share Government gazetted regulations

BB sectors and CEO have featured on Botswana Television daily covid-19 updates programme, giving updates on challenges brought by covid-19, mitigations put in place and strategies embarked on to resuscitate the economy. Interviews are available on BB FB Page as well as Botswana Television Page.

The organisation continually uses communication platforms to appeal to members to adhere to the regulations/ restrictions imposed.

BB sits in the Presidential COVID-19 task team led by the State President and is represented by the President, Mr Gobusamang Keebine. Contributions are made at the various fora including the labour tripartite structure on issues pertaining to labour. BB continually engages with the structure particularly the labour sector on issues of Industrial Relations. Consultations are ongoing and will share update as we receive it from the forum.

Industrial relations: BB has been instrumental in assisting members on IR issues, few businesses experienced strikes (even though the SOE prohibits strikes) and resolutions with employees.

Sectoral Approaches: Sectors regularly meet to come up with strategies to mitigate the impact

of covid-19. Recently, BB will be working with the National Development Bank to BB has launched a 5-year recovery plan informed by one overall guiding objective: to Build Back Better, with the private sector acting as its own driving force.

Burkina Faso

Last Updated: **7 June 2020**

Stimulating the economy and employment

A la date du 04 juin 2020, le Burkina comptabilise un total de 889 cas confirmés, dont 770 guérisons, 66 cas actifs et 53 décès. Selon le [tableau de bord du ministère de la Santé](#) la progression de la pandémie dans le pays est fortement ralenti depuis fin mai avec 0 à 3 nouveaux cas quotidiens. Des évaluations du Gouvernement indiquent que la pandémie au Burkina Faso devrait entraîner une réduction du taux de croissance de 6,3% à 2% en 2020. La baisse des recettes publiques est estimée à 306 milliards de FCFA, soit un déficit budgétaire de 5%. Globalement, le ralentissement général des activités économiques, tous secteurs confondus, aura pour conséquence des tensions de trésorerie de l'Etat. Dans ce contexte, une batterie de mesures [a été annoncées le 02 avril 2020](#) dont coût global est estimé à près de près de 394 milliards FCFA, représentant 4,45% du PIB. Ce montant intègre le plan global de riposte sanitaire qui se chiffre à environ 178 milliards FCFA. Sont notamment prévus :

- **Des mesures fiscales** : notamment en faveur des microentreprises du secteur informel et des entreprises du Transport des personnes, de l'Hôtellerie et du Tourisme et des activités culturelles.
- **Un soutien du financement de l'économie nationale** : avec le réaménagement des crédits aux entreprises et une baisse des taux d'intérêt. Les institutions de microfinances sont appelées à examiner avec attention les dossiers de leurs clients en difficultés.
- **Un soutien à la relance de l'économie** : Un fonds de relance économique est mis en place pour les entreprises en difficultés (100 milliards FCFA). L'Etat fera l'acquisition d'intrants agricoles et d'aliments pour bétail pour le soutien à la production vivrière et pastorale (30 milliards FCFA). Un fonds de solidarité est mis en place au profit des acteurs du secteur informel, en particulier pour les femmes, pour la relance des activités de commerce des légumes et fruits (5 milliards FCFA).

Les communiqués et annonces du Gouvernement sont disponibles sur le site Internet du [Service d'Information du Gouvernement du Burkina Faso](#).

Supporting enterprises, jobs and incomes

En plus de celles énoncées plus haut, d'autres mesures portent surtout sur la protection de certaines activités, notamment en faveurs des petits commerçants sur les marchés, avec :

- La suspension des loyers et droits de place
- La prise en charge des factures d'eau et d'électricité et des frais de gardiennage
- Des dons de vivres aux personnes vulnérables des marchés à travers les organisations faîtières

Une évaluation rapide de l'impact de la crise sur le secteur informel en cours de réalisation par le BIT permet une première appréciation des mesures et de leurs effets :

Mesures incitatives	Avantages	Limitations
Mesures fiscales (avril à juin 2020)		
Exemption de la Contribution de la Micro-Entreprise (Impôt synthétique)	Mesure visant les plus petites entreprises qui sont durement touchées par la crise en raison des mesures de confinement et de quarantaine	- Délai de recouvrement dépassé, la majorité des micro-entreprises s'étant déjà acquitté depuis le mois de janvier
Délivrance des attestations fiscales aux entreprises non en règle de leurs obligations jusqu'au 30 juin 2020	Permettre le maintien des activités dans le cadre de l'exécution des marchés publics ou services rendus à certains ONG et projets	<ul style="list-style-type: none"> - Peu pratique au vu de l'arrêt/lenteur actuelle de l'administration relativement à l'attribution des marchés - Acquisition souvent difficile, le service minimum étant instauré dans certains services publics - Portée limitée du fait que la majorité des acteurs du secteur informel ne participent aux marchés publics
Suspension de la Taxe patronale d'apprentissage (TPA) sur les salaires (Transport/ Hôtellerie)	Réduction des charges salariales des entreprises	<ul style="list-style-type: none"> - Manque de lisibilité dans les propos : il s'agit plutôt d'un report d'échéance et les entreprises devraient s'en acquitter après la crise.
Application d'un taux réduit de TVA de 10% au secteur de l'hôtellerie et de la restauration	Réduction des charges de fonctionnement des entreprises	<ul style="list-style-type: none"> - Mesure à portée limitée du moment où elle concerne des entreprises en arrêt d'activité ou ayant une activité très réduite - Des aides d'Etat sous forme de subventions seraient mieux indiquées

Mesures incitatives	Avantages	Limitations
Mesures au titre des marchés et yaars (avril à juin 2020)		
Suspension des loyers et des droits de place et prise en charge des facteurs d'eau/électricité	Réduction des charges de fonctionnement des entreprises	<ul style="list-style-type: none"> - Effets escomptés limités, une bonne partie des boutiques et magasins dans les marchés sont sous-loués. Les mesures pourraient ne pas profiter aux vrais locataires - Consommation d'eau et d'électricité très négligeable chez la plupart des commerçants installés dans les marchés
Gratuité du stationnement pour les taxis et véhicule de transport de marchandise (approvisionnement)	Réduction des charges de fonctionnement des entreprises	<ul style="list-style-type: none"> - Effets limités chez les taximen où l'activité est arrêtée. Hors service, les taximen ont l'habitude de stationner à domicile ou retourner les véhicules qu'ils louent à leurs propriétaires.
Aménagement d'espaces publics pour recaser les vendeuses de fruits et légumes et maintenir l'accès des consommateurs aux produits frais	Pour permettre le maintien de l'activité notamment aux femmes vendeuses de légumes	<ul style="list-style-type: none"> - Aucune disposition n'a été prise par les collectivités, ce qui a entraîné une installation anarchique le long des axes de circulation et à proximité des marchés fermés. Des plaintes liées à l'insalubrité ont été relevées.
Mesures de soutien à la relance de l'économie		
Mise en place d'un fonds de relance économique des entreprises en difficulté (100 milliards de FCFA)	Relance des activités économiques	<ul style="list-style-type: none"> - Manque de lisibilité dans la définition des secteurs d'activité concernés - Aucune action concrète posée à ce jour - Modalités d'acquisition non encore définies

Mesures incitatives	Avantages	Limitations
Instaurer d'un fonds de soutien aux acteurs informels (5 milliards de FCFA)	Relance des activités économiques	<ul style="list-style-type: none"> - Manque de lisibilité dans la définition des secteurs d'activité concernés - Aucune action concrète posée à ce jour - Modalités d'acquisition non encore définies

Source : Diagnostic rapide de l'impact du COVID-19 sur les entreprises et travailleurs de l'économie informelle au Burkina Faso, Rapport intermédiaire, BIT, Ministère de la Jeunesse et de la Promotion de l'Entrepreneuriat des Jeunes, mai 2020.

Protecting workers in the workplace

Une [réflexion a été annoncée par le Ministre de la Fonction publique, du Travail et de la Sécurité sociale](#) sur l'adaptation des conditions de travail dans l'administration et l'élaboration d'un plan de continuité des activités passant notamment par le travail à domicile et la rotation des agents. Cette réflexion doit être étendue au secteur privé pour lequel le ministère organise des sensibilisations des employeurs pour mettre en place des mesures de protection. Dans ce sens, le service de l'Inspection médicale du Travail du ministère de la Fonction publique, du Travail et de la Sécurité sociale a rappelé dans une note (20 mars 2020) adressée aux entreprises les mesures de prévention du coronavirus en milieu du travail. Par ailleurs, les contrôles en matière de santé et sécurité au travail ainsi que de respect de la réglementation du travail dans les entreprises sont suspendus, afin d'éviter l'exposition des agents de l'administration du travail.

Il existe des dispositions concernant le chômage technique sont définies par l'Arrêté n°2006/43/MTSS/SG/DGT portant conditions de mise en chômage des travailleurs et de leur indemnisation. Le chômage technique se traduit soit par une suspensions des contrats, soit pas une diminution de la durée habituelles de travail. Ainsi, la Fédération Nationale des Acteurs du Transport Routier (FENAT) a informé le ministère en charge du Travail par un courrier du 26 mars 2020, sa décision de suspendre tous les contrats de travail des employés durant la période d'inactivité. Mi-mars, le ministère en charge du Travail a entrepris des consultations avec les partenaires sociaux dans les secteurs des transports et de l'hôtellerie afin d'identifier les mesures nécessaires pour soutenir ces secteurs particulièrement impactés.

Relying on social dialogue for solutions

Dans son message à la Nation du 02 avril, le Président du Faso annonçait la mise en œuvre d'une concertation avec l'ensemble des acteurs des secteurs les plus touchés pour identifier l'appui à leur apporter, et rechercher ensemble des solutions pour la sauvegarde des emplois. Cette volonté de concertation a été réaffirmée lors du discours à la Nation à l'occasion

de la fête du Travail le 1ier mai 2020, dans lequel le Président du Faso saluait "(...) le courage et le dévouement de l'ensemble des acteurs du monde du travail, dans ce contexte marqué par les difficultés liées à la pandémie du Covid-19. Il a également réaffirmé "(...) l'attachement du gouvernement et sa disponibilité au dialogue avec tous les partenaires sociaux. C'est ensemble, que nous créerons la richesse par notre travail, et que nous la partagerons entre fils et filles de la Nation".

L'évaluation rapide de l'impact du CIVI-19 sur le secteur informel réalisée par le BIT montre que les mesures de restriction ont suscité, dès leur annonce, un certain mécontentement des opérateurs économiques plus particulièrement dans les secteurs où les activités ont été suspendues sans préavis et sans aucun mécanisme compensatoire (transport de passagers, éducation, restaurants, bars et maquis). Dès le début du mois d'avril certains corps de métiers ont manifesté publiquement leur mécontentement. Les premiers à réagir furent les transporteurs qui, faute de mesure d'accompagnement public adéquat, ont menacé de licencier, sans préavis l'ensemble du personnel de leur compagnie (chauffeurs, manutentionnaires, mécaniciens) à travers la correspondance de la FENAT du 26 mars.

La filière d'activités des restaurants, bars et maquis est monté au créneau en mettant en place le 9 Avril l'Organisation Syndicale des Promoteurs d'Espaces de Rencontres et de Loisirs (OSPERL) afin de faire valoir leurs intérêts et réclamer des indemnisations publiques. Les responsables des établissements privés de formation (primaire, secondaire et supérieure) par le biais de la Coordination nationale des enseignants du privé du Burkina (CNEP-B) ont également réclamé, après 6 semaines d'arrêt total de leurs activités, la levée de la mesure de fermeture des écoles, collèges, lycées et universités. Ces mouvements pluriels de contestation sociale n'ont pas toujours suivi les canaux institutionnalisés de négociation publique-privée notamment quand ce mécontentement a commencé à gagner les acteurs de l'économie informelle qui ont réagi de manière beaucoup plus spontanée et violemment à la dégradation de leur situation socioéconomique.

Other measures

Riposte sanitaire et accès à la santé : Les soins de santé liés au COVID-19 sont intégralement pris en charge par l'Etat. Les services de santé sont cependant actuellement largement sous-équipés et les besoins en consommables et équipements sont particulièrement importants. La riposte est coordonnée depuis le 30 janvier par le Centre des Opérations de Réponse aux Urgences Sanitaires (CORUS) piloté par le ministère de la Santé. Le plan de lutte du CORUS est soutenu par les partenaires extérieurs ainsi que des dons d'entreprises privées burkinabés.

Subvention généralisées en faveur des ménages les plus vulnérables : L'Etat prend en charge des factures d'eau et d'électricité pour les consommateurs de la tranche sociale (tranche de tarif réduit visant à aider les ménages pauvres faibles consommateurs) et annulation des pénalités sur les factures d'eau et d'électricité.

Sécurité alimentaire : les boutiques témoins (de proximité) de la Société nationale de gestion des stocks de sécurité alimentaire (SONAGESS) sont réactivées. L'Etat assure la sécurisation des stocks de produits de grande consommation en concertation avec les acteurs de la chaîne d'approvisionnement et le contrôle économique renforcé sur l'ensemble du territoire

Autres mesures générales : Pour freiner la propagation du virus, le gouvernement a mis en place une série de mesures à partir de la fin du mois de mars. Parmi celles-ci : l'interdiction des regroupements de plus de 50 personnes, la fermeture des bars, restaurants ainsi que des salles de cinéma, jeux et spectacles et des marchés. Un couvre-feu est instauré de 19h à 5h. Les aéroports ainsi que les frontières terrestres et ferroviaires sont fermés, sauf pour le fret. Hormis la fermeture des frontières, les mesures restrictives ont été levées progressivement. Des mouvements de contestation sociale courant avril ont motivé la réouverture fin avril du marché central et des marchés d'arrondissement de Ouagadougou, fermés depuis le 26 mars 2020, ainsi que ceux de Bobo Dioulasso. Le 05 mai, les transports urbains et interurbains ont été autorisés et le 15 mai les maquis, bars et restaurants ont réouverts. Le couvre feu a été levé le 04 juin.

Le 29 avril, la ministre de la femme, de la famille et de la solidarité nationale a annoncé une série de dispositions supplémentaires pour permettre aux personnes vulnérables de supporter l'impact du COVID-19 avec pour objectif de soutenir deux millions de personnes par une distribution de vivres et des transferts monétaires. L'Etat a ainsi engagé en mai un programme de transfert monétaire pour les ménages vulnérables qui recevaient 20.000 francs CFA par mois pendant trois mois dans les deux villes de Ouagadougou et de Bobo-Dioulasso; cette mesure cible notamment les femmes vendeuses de légumes, le secteur informel et les personnes vulnérables. D'autres programmes de transferts monétaires ont été mis en place avec l'appui des partenaires extérieurs et orientés principalement vers les personnes déplacées et les ménages les plus pauvres.

Activities of workers' organizations

Résumé

- Le gouvernement a annoncé différentes mesures économiques, fiscales, bancaires et sociales, notamment la suspension, la réduction ou l'exonération de taxes, de la TVA et des droits de douane pour les entreprises de divers secteurs
- Le gouvernement agit en concertation avec des acteurs des secteurs les plus touchés afin de définir l'aide dont ils ont besoin et de rechercher des solutions conjointes en vue de sauvegarder les emplois. Ces solutions incluent un fonds de relance économique pour les entreprises en difficulté, l'achat d'intrants agricoles et de nourriture animale pour soutenir la production agricole et pastorale, la création d'un fonds de solidarité pour les acteurs du secteur informel, en particulier les femmes, et pour la relance des activités de commerce de fruits et légumes, le financement de la recherche sur les maladies infectieuses et de la production de médicaments (à hauteur de 15 milliards) et la gratuité des soins pour les patients atteints du Covid-19
- Il s'agit pour la plupart de mesures d'urgence ; aucune mesure n'a été prise pour :
 - 1-l'organisation du travail afin de limiter la propagation du virus ou l'anticipation de la perte de revenus
 - 2-la protection sociale et prise en charge des coûts liés à la maladie
- Les organisations de travailleurs déplorent le fait qu'elles ne sont pas impliquées dans les

discussions et les prises de décisions qui permettraient de trouver des solutions acceptables aux nombreux problèmes qui se posent actuellement ou qui se poseront à l'avenir pour les travailleurs

- Le dialogue social ne fonctionne pas au Burkina Faso et le Haut conseil pour le dialogue social ne s'est pas encore réuni
- Les organisations de travailleurs ne sont associées à aucune initiative. Les dons de nourriture aux travailleurs de l'économie informelle sont organisés en collaboration avec des associations individuelles sur les marchés. Les organisations de travailleurs vont organiser des actions de solidarité avec le personnel de santé.

Activities of employers' organizations

- Le **Conseil National du Patronat Burkinabé (CNPB)** a créé une cellule de veille pour traiter les préoccupations des membres et se concerter avec la cellule de crise mise en place par le gouvernement et est en train de préparer une étude d'impact du Covid-19 sur les membres du CNPB
- Le CNPB mène des activités de sensibilisation sur le site web, la page Facebook, la télévision nationale et les radios.
- Les propositions de CNPB comprennent:
 - Mise en place d'un comité de veille économique
 - Pause citoyenne des travailleurs sans nier leur droit de grève et suspension des sanctions appliquées suite à leurs actions antérieures
 - Apurement de la dette intérieure.
 - Si la situation se prolonge : moratoire pour le remboursement des crédits bancaires, suspension du paiement des charges sociales pendant une période à définir, mesures fiscales, roulement pour l'ouverture de certains marchés, réduction du coût de l'internet, suppression des pénalités de retard dans l'exécution des marchés publics.
- D'autres actions du CNPB incluent:
 - Accompagnement du Ministère de la santé avec contributions financières et dons d'équipements de protection.
 - Dons de vivres aux populations en rapport avec les mairies.

Burundi

Last Updated: 9 June 2020

Stimulating the economy and employment

There has been no Covid-19 cases until like a week ago. So far there are 3 confirmed cases. So

far, there are no specific measures have been announced by the government. However, the IMF estimates that the Covid-19 response will cost in the region of USD 14.5m

Supporting enterprises, jobs and incomes

So far there have been no specific measures announced in this regard.

Protecting workers in the workplace

Government has been conducting sensitization and awareness campaigns on how to prevent Covid-19 infections, emphasizing on personal hygiene (regular washing of hands with soap and use of sanitizers), social distancing, and mandatory quarantine facilities in the government supervised facility.

No specific arrangements have been announced on new work arrangements, and prevention of discrimination and exclusion, and access to paid leave.

On access to health care, the Ministry of Health has developed a Strategic Preparedness and Response Plan, which outlines the public health measures that need to be taken to support countries to prepare for and respond to Covid-19. In line with that, the Ministry has submitted a request for funding to the World Bank of USD 2.5m to fund the plan.

<https://reports.unocha.org/en/country/burundi/card/7BpwDYDtts/>

Relying on social dialogue for solutions

The Teachers Union in Burundi (STED) are raising awareness among the general population about measures implemented by government, while also asking government to take more steps to stem the crisis. The union has held a number of seminars through their communal and provincial structures. The trade union has focussed on sensitization on social distancing, encouraging handwashing and setting up handwashing stations equiped with soap and clean water in places where people gather, and the setting up toll free numbers for members to phone in case they need guidances.

<https://www.ei-ie.org/en/detail/16713/burundi-education-unionists-mobilise-to-raise-awareness-of-the-risks-associated-with-covid-19-and-call-for-urgent-action>

Other measures

Passenger air traffic has been closed at the main airport, except for cargo traffic. The country has also closed its borders with neighbouring countries, especially for cargo trucks, which is becoming an issue of concern for the regional neighbours as it goes against the agreements in the East African Community regarding free movement of goods and services.

Activities of workers' organizations

Résumé

- Toutes les catégories de travailleurs ont été touchées par les conséquences de la pandémie de coronavirus, principalement du fait de la restriction des rassemblements publics et des déplacements, de l'interruption de certaines activités économiques et de la perturbation des chaînes d'approvisionnement. Les travailleurs les plus affectés sont ceux de l'économie informelle, de l'économie à la tâche, des secteurs de l'aviation, du tourisme, de l'hôtellerie et de la restauration, de la culture, du divertissement, de l'artisanat, de l'horticulture et de l'agriculture, des centres commerciaux, de l'éducation privée et de la coiffure et de l'esthétisme
- La Confédération des syndicats du Burundi (COSYBU) participera à une réunion tripartite prévue la semaine prochaine. Le centre national des organisations de travailleurs va exiger des mesures pour sauvegarder les emplois, les salaires et les revenus des travailleurs et secourir les entreprises, y compris les entreprises informelles et les PME, pendant la crise du Covid-19. La COSYBU a publié un document d'orientation appelant les pouvoirs publics, les entreprises, les travailleurs et l'ensemble de la population à mettre en œuvre toutes les mesures nécessaires pour protéger la santé et la sécurité des travailleurs face au terrible coronavirus
- Des organisations affiliées à la COSYBU ont sensibilisé les comités de santé et de sécurité au travail et les responsables de ces questions, leurs membres et les travailleurs en général sur les mesures à adopter pour se protéger et limiter la propagation du virus
- La COSYBU et la Confédération syndicale du Burundi (CSB) ont mené des campagnes de sensibilisation auprès de leurs organisations affiliées afin d'assurer qu'elles respectent les mesures de prévention et de protection contre le Covid-19 basées sur les directives données par le gouvernement du Burundi, telles que le lavage des mains, la distanciation sociale et l'arrêt de certaines activités économiques.

Activities of employers' organizations

L' Association des Employeurs du Burundi (AEB) has undertaken a number of targeted actions addressed to its members:

- Advisory circular sent to all members on 25.03.20 providing initial guidance
- Press statement on COVID 19 workplace guidance
- Has adapted and launched ILO ACT/EMP tools, "COVID 19 Workplace Guide", the Six-sept COVID 19 Business Continuity Plan to its members; Survey on business impact of COVID 19; Guide on Work from Home; Workplace guide.

AEB is using the ILO / ACTEMP policy statement to guide its dialogue with government.

Bilateral meetings were held with unions.

Stimulating the economy and employment

la mise en place d'un cadre de concertation MINFI-MINEPAT, avec les principaux acteurs économiques, afin d'atténuer les effets de la crise et de favoriser une reprise rapide de l'activité

Supporting enterprises, jobs and incomes

- suspension au titre du 2ème trimestre 2020 des vérifications générales de comptabilité
- report du délai de dépôt des Déclarations Statistiques et Fiscales sans pénalités en cas d'acquittement du solde correspondant
- l'octroi de moratoires et de différés de paiement aux entreprises directement affectées par la crise,
- l'allocation d'une enveloppe spéciale de 25 milliards de FCFA, pour l'apurement des stocks de crédits de TVA en attente de remboursement
- le report au 30 septembre 2020 du délai de paiement de la taxe foncière pour l'exercice 2020
- la déductibilité totale pour la détermination de l'impôt sur les sociétés des dons et libéralités
- l'exonération de la Taxe de séjour dans le secteur de l'hôtellerie et de la restauration
- l'exonération de l'impôt libératoire et de la taxe de stationnement pour les taxis et motos taxis, ainsi que les petits revendeurs de vivres
- la suspension, pour une durée de trois mois, à savoir avril, mai et juin, des contrôles sur place de la Caisse Nationale de Prévoyance Sociale
- l'annulation des pénalités de retard de paiement des cotisations sociales dues à la CNPS, sur demande justifiée
- l'étalement sur trois mois du paiement de la dette des cotisations sociales des mois d'avril, mai et juin 2020, sur demande justifiée
- Le maintien du paiement des allocations familiales et l'augmentation du niveau des allocations familiales de 2 800 FCFA à 4 500 FCFA
- l'augmentation de 20% du niveau des anciennes pensions n'ayant pas bénéficié de la revalorisation automatique survenue du fait de la réforme de 2016

Protecting workers in the workplace

Le Ministre du Travail a préparé un communiqué pour encourager les entreprises à utiliser les Comités d'hygiène et de Santé pour assurer la protection des travailleurs contre le COVID-19.

Le Gouvernement a pris 13 mesures d'ordre sanitaire pour prévenir la propagation de la maladie:

Relying on social dialogue for solutions

Une réunion a eu lieu entre des membres du Gouvernement et le Syndicat des Transporteurs qui a soumis un préavis de grève face aux impacts des mesures prises pour prévenir le COVID. Le Gouvernement a prévus de prendre des mesures après les résultats de l'étude d'impact.

Activities of workers' organizations

Résumé

- Bien qu'il n'y ait pas de confinement au Cameroun, les entreprises informelles ressentent les effets d'un ralentissement de l'activité économique notamment dans le secteur des transports
- Il n'existe pas encore d'approche tripartite en réponse aux mesures d'urgence du gouvernement, mais certaines confédérations syndicales ont publié des communiqués demandant:
 - l'annulation de la célébration de la fête du 1^{er} Mai et la réorientation du budget de cet événement vers le financement de la lutte contre la pandémie de Covid-19
 - réorientation du budget de la participation du Cameroun à la CIT de 2020 (annulée) pour soutenir la lutte contre le COVID-19
- Dans certains lieux de travail comme les plantations de bananes, les directions ont discuté avec les organisations de travailleurs au sujet des mesures de prévention et de protection à mettre en place
- Une tentative de grève par les travailleurs du transport a forcé le gouvernement à engager une forme de dialogue social avec les organisations syndicales du secteur
- Au niveau national, les confédérations syndicales participent à des discussions bilatérales avec les organisations d'employeurs pour collaborer sur les mesures de prévention et de protection des travailleurs
- Le 31 mars 2020, des organisations de travailleurs du transport routier ont demandé une baisse du prix du carburant ou une augmentation des tarifs de transport. Le gouvernement a promis d'examiner la demande de baisse du prix du carburant

- Le syndicat du secteur des télécommunications a demandé au groupe de télécommunications Orange d'aider le pays à lutter contre le Covid-19 en fournissant du matériel et des kits de test. Dans les 24 heures qui ont suivi cette demande, le directeur général du groupe Orange au Cameroun a fait des dons au ministère de la Santé pour aider à combattre le virus
- Des syndicats du transport et d'autres organisations de travailleurs du secteur informel aident leurs membres à maintenir une bonne hygiène sur leur lieu de travail.

Activities of employers' organizations

- Le **GROUPEMENT INTER-PATRONAL DU CAMEROUN (GICAM)** a envoyé une lettre circulaire à tous les chefs d'entreprises et un appel est lancé à tous les chefs d'entreprises pour faire montre de responsabilité.
- Le GICAM a fait un appel à la réorganisation du travail a été fait en passant par le télétravail total ou partiel et **les chefs** d'entreprises ont été invité partout ou c'est possible de procéder à des aménagements nécessaires des postes de travail afin d'assurer la sécurité sanitaire des travailleurs.
- Le GICAM a aussi fait les suivantes propositions:
 - La suspension des contrôles fiscaux et le gel des redressements fiscaux en cours;
 - Le report, sans pénalités, des délais de déclaration Fiscales;
 - L'assouplissement des conditions de délivrance des Attestations de Non Redevance;
 - Le report du paiement des acomptes d'IS (Impôt sur les Sociétés);
 - Le report du paiement des cotisations CNPS pour les entreprises dans l'impossibilité de verser des salaires à leur personnel;
 - L'allègement et l'adaptation des procédures liées au dédouanement et au paiement des fournisseurs;
 - La suspension du paiement des taxes et autres redevances pour les opérateurs du secteur des TIC;
 - L'activation des leviers monétaires pour approvisionner le système bancaire en liquidités;
 - L'accompagnement des banques et établissements financiers dans l'octroi des crédits de trésoreries aux entreprises;
 - L'accélération des remboursements des crédits de TVA et de la dette intérieure.
- En riposte au crisis par la Covid-19 le Groupement Inter-Patronal du Cameroun (GICAM) et des centrales syndicales des travailleurs ont signé une déclaration: "Coalition pour l'emploi" pour une appropriation collective de l'impact de la crise liée à la pandémie du Covid-19 sur la santé des salariés et des entreprises. Et, ce faisant l' identification d'actions et d'initiatives communes visant à contenir la dégradation de l'activité économique et à créer les conditions d'un rebond viable post-Covid-19, et à éviter un désastre sur le front de l'emploi.
- Les employeurs et les travailleurs du Cameroun ont mis en place un Cadre Permanent du Dialogue Social Bipartite au Cameroun. La mise en place du cadre a été sanctionnée par la signature d'une charte le 6 juillet entre le GICAM et 5 confédérations syndicales

travaillant dans le secteur privé.

Central African Republic

Last Updated: 30 April 2020

Stimulating the economy and employment

Soutien dans le domaine de la santé

1. Appel gratuit au numéro 1212 ;
2. Suivi journalier des contacts des 9 cas officiels et de ceux arrivés rentrés récemment en RCA ;
3. Sensibilisation porte à porte par une équipe de plus de 120 agents dans la ville de Bangui

Protecting workers in the workplace

1. Lavage de main obligatoire sur le lieu du travail;
2. Nouvelle modalité de travail: instauration du travail par intermittance des fonctionnaires dans les secteurs public et privé

Relying on social dialogue for solutions

Aucune mesure en ce moment

Other measures

1. Adoption de mesures restrictives visant le renforcement de la prévention et du contrôle de l'épidémie du coronavirus en RCA par le Ministre de la Santé et de la population ;
2. Mise en place d'un comité de crise présidé par le Chef de l'Etat ;
3. Décision par le Chef de l'Etat des nouvelles mesures complémentaires de lutte contre le coronavirus dans l'objectif d'empêcher ou de limiter la transmission locale de l'épidémie en RCA

Activities of workers' organizations

Résumé

- Alors que la situation civile dans le pays est déjà très difficile, avec des conditions de travail extrêmement précaires sur le plan sanitaire, le personnel de santé est gravement

exposé à la menace de contamination par le Covid-19

- Les mesures de confinement affectent toute l'activité économique mais les travailleurs informels pauvres qui représentent la majorité de la population active du pays sont les plus touchés
- Les syndicats n'ont pas été associés aux mesures prises par le gouvernement en réponse à la pandémie mais certains ont fait entendre leur voix via des communiqués de presse.

Activities of employers' organizations

Le **GROUPEMENT INTER-PROFESSIONNEL DE CENTRAFRIQUE (GICA)** a:

- entamé des actions de sensibilisation au sein des entreprises
- fait propositions de mesures économiques d'urgences au Président de la République

Un rencontre s'est produit avec le Ministre des Finances et du Budget sur les questions relatives au contrôle des prix à la consommation et les mesures d'allégements fiscaux.

GICA a aussi proposé:

- Mesures de réorganisation du travail au sein des entreprises selon les cas
- Différer le règlement des taxes afin de préserver l'activité des entreprises et au-delà les emplois

Un courrier a été adressé au Ministre du Commerce et de l'Industrie sur la question du contrôle des prix.

Chad

Last Updated: 30 April 2020

Stimulating the economy and employment

Rien à signaler

Supporting enterprises, jobs and incomes

Toutes les entreprises fonctionnent normalement nonobstant le couvre-feu instauré par les autorités dans la capitale et les provinces environnantes afin de restreindre la circulation des personnes à des heures nocturnes.

Protecting workers in the workplace

- Promotion des mesures et sensibilisation des travailleurs sur l'importance et le respect des mesures barrières
- Mise à disposition des clients, visiteurs et personnels des désinfectants à l'entrée et à la sortie des entreprises
- Obligation faite aux employeurs de mettre en place et de faire observer les mesures barrières

Relying on social dialogue for solutions

Le Conseil National du Dialogue Social devrait se réunir dans les prochains jours pour analyser la situation et proposer des mesures d'accompagnement des travailleurs du secteur public et privé.

Other measures

Transports/déplacements : La circulation des bus et minibus destinés au transport des personnes est strictement interdite ; Le transport en « amazone » sur des motos (conducteur et plus d'une personne) est formellement interdit ; les taxis et véhicules à usage personnel ne doivent en aucun cas dépasser quatre personnes à bord, y compris le conducteur ; La limitation stricte des déplacements en dehors des camps de réfugiés.

Frontières : Tous les aéroports du Tchad sont fermés à toutes les compagnies aériennes, à l'exception des cargos, pour une période de deux semaines renouvelables, à compter du jeudi 19 mars 2020 à minuit ; Contrôle sanitaire systématique aux portes des frontières nationales et mise en quarantaine des cas suspects.

Commerces/consommation: Fermeture des cabarets, centres de jeux, casinos, bars et restaurants sur l'ensemble du territoire national ;
Les commerçants doivent désinfecter les mains toutes les heures ;
Veiller à la gestion des flux de personnes dans les marchés, se protéger les mains, la bouche et le nez lors de la manutention de marchandises importées. Les consommateurs doivent respecter les mesures d'hygiène, et de bien traiter les légumes et les fruits avant toute consommation.
Respecter les prix fixés par l'arrêté du 22 juin 2019 sur les "Justes prix" en ce qui concerne les produits de première nécessité.

Guichets de banques et distributeurs automatiques : Des quotas déterminés par chaque banque pour éviter les attroupements, suivant la taille de l'agence ou les dimensions de l'abri du distributeur.

Entrée de l'agence ou du distributeur: Les clients, tout en respectant les règles d'espacement et d'écart minimum entre deux personnes à observer, devront se soumettre au contrôle effectué par un agent sanitaire positionné à cet effet, puis se désinfecter les mains à l'entrée et à la sortie avec les produits mis à leur disposition.

Activities of workers' organizations

Résumé

- Les syndicats du pays n'ont pas été associés par le gouvernement à la prise de décisions quant aux mesures de riposte à la pandémie de Covid-19. Ils ont néanmoins prévu des rencontres et des discussions avec les employeurs
- Dans un communiqué de presse à propos des mesures de riposte prises par le gouvernement, l'Union des Syndicats du Tchad (UST) appelle à:
 1. améliorer le système de santé, en particulier la sécurité et les conditions de travail du personnel de santé public
 2. nouer le dialogue entre le gouvernement et les organisations d'employeurs et de travailleurs sur les autres mesures de riposte à prendre
 3. présenter un front syndical uni pour inciter le gouvernement à prendre des mesures de protection des salariés et des travailleurs indépendants

Activities of employers' organizations

Le **CONSEIL NATIONAL DU PATRONAT DU TCHAD(CNPT)** a organisé un point de Presse restreint par le Président mardi 24 mars.

Le CNPT suggère au gouvernement de créer les conditions d'une réflexion tous azimuts pour convenir d'un accompagnement spécifique à chacune des composantes socio-économiques du pays.

Le CNPT appelle toutes les entreprises adhérentes à faire montre de responsabilité sociale en respectant scrupuleusement les consignes sanitaires préconisées par le Gouvernement et à faire l'examen concerté de la situation des salariés des entreprises mis en chômage partiel ou total à cause de la pandémie.

Le CNPT propose:

- l'adoption d'une trêve sociale pour permettre aux mandants syndicaux, patronaux et gouvernementaux de se consacrer à la lutte contre la pandémie et la mise en place d'un comité de crise réunissant les trois mandants du dialogue social afin d'élaborer une stratégie efficiente de sollicitation des bailleurs de fonds pour éviter la faillite des entreprises et juguler la hausse des prix.
- L'ajournement des échéances de paiements des impôts directs et des charges patronales à travers une trêve fiscale,
- La mise en place d'un fonds spécial du Gouvernement pour aider les entreprises en difficulté
- Elaborer une stratégie tripartite efficiente de sollicitation des bailleurs de fonds pour éviter la faillite des entreprises et juguler la hausse des prix.

Une Cellule CORONAVIRUS du Secteur Privé a été mise en place.

Comoros

Last Updated: **30 August 2020**

Stimulating the economy and employment

Adresse à la nation du 30 mars 2020 du Président de l'Union des Comores:

- La Banque Centrale va autoriser le rééchelonnement des créances et le gel des agios, pour les emprunts impactés par cette épidémie;
- Les taux de réserve obligatoires seront réduits à 5% durant 5 mois à compter du 1er avril.

Signature du Protocole d'Accord Sur les règles et procédures de fonctionnement du marché des biens et des services en Union des Comores, par la mise place d'un cadre consensuel de convergence entre le Gouvernement de l'Union des Comores représenté par le Président de l'Union des Comores et le Collectif des organisations représentatives du secteur privé le 12 août 2020.

Lancement par le Président de l'Union des Comores duProjet intégré Développement et Compétitivité, promotion du développement des entreprises et appuis des acteurs des chaînes de valeur le 17 août 2020.

Lancement par le Président de l'Union des Comores duPlan de Développement Intérimaire 2020-2024 le 07 août 2020.

Supporting enterprises, jobs and incomes

Adresse à la nation du 30 mars 2020 du Président de l'Union des Comores :

- Les procédures douanières seront simplifiées et les importateurs pourront dédouaner leurs marchandises en une journée;
- Les droits et taxes douanières sont réduits de 30% pour les produits alimentaires, les médicaments essentiels ainsi que les produits et les matériels d'hygiène;
- Jusqu'au 31 juillet, les procédures de dédouanement seront allégées pour certains produits soumis à des règles;
- La date limite de dépôt des dossiers fiscaux est reportée du 31 mars au 31 mai;
- Une enveloppe exceptionnelle de 100 millions KMF mensuelle sera accordée aux entreprises publiques aéroportuaires dont l'activité a été interrompue par la fermeture des aéroports pour leur permettre de faire face à la situation, notamment vis-à-vis de leurs employés.

Protecting workers in the workplace

Aucune mesure n'a été prise pour le moment.

Relying on social dialogue for solutions

Une réunion tripartite présidée par le Ministre de l'emploi et du travail a eu lieu le 04 avril 2020, avec la participation de :

- Confédération des Travailleurs Comoriens (Travailleurs)
- Mouvement des Entreprises Comoriennes et l'OPACO (Employeurs)
- Ministère de l'emploi et du travail (Gouvernement)
- Société civile.

L'objet de la réunion était l'analyse des mesures annoncées par le Président de l'Union des Comores et faire un état des lieux de l'impact du COVID-19 sur le monde du travail. Les mandants se sont convenus sur deux points :

- Mettre en place une Commission Tripartite PLUS pour examiner des mesures à mettre en place;
- Travailler en urgence sur les mesures pour éviter une crise sociale.

Cette Commission Tripartite Plus a comme mission :

- Recenser les travailleurs du secteur public et privé (formel ou informel) concernés par le chômage technique dû au COVID-19;
- Faire des propositions de mesures d'accompagnement;
- Faire le suivi des mesures d'accompagnement proposées et validées par le gouvernement;
- Sensibiliser le monde du travail pour lutter contre le COVID-19.

La commission tripartite et plus covid-19 au sein du ministère en charge du travail et de l'emploi composée des mandants de l'OIT ont élaboré un Plan Stratégique d'Intervention. La mise en œuvre de ce plan est financé par le programme Slippage de l'OIT. Les activités mises en œuvre par chaque mandant se présente comme suites :

- La Direction Nationale du Travail et de l'Emploi (représentant le Ministère du Travail et de l'Emploi) est chargée de tout ce qui concerne la collecte des données dans les secteurs de l'économie formelle et informelle au niveau du territoire national ;
- La Confédération des Travailleuses et Travailleurs Comoriens (CTC) est chargée de la sensibilisation et du renforcement des capacités des travailleurs, sur des questions liées à la SST et aux mesures barrières contre le COVID-19 ;
- Le Mouvement des Entreprises Comoriennes (MODEC) s'occupera des activités relatives à l'accompagnement des entreprises en matière de KIT de protection.

La collaboration entre les mandants est effective dans le cadre de la mise en œuvre des activités pilotées par chaque mandant, en vue de préserver l'esprit convivial initié au sein de la commission tripartite. La mise en œuvre des activités du plan stratégique est effective depuis le

mois d'août pour une période de 03 mois.

Other measures

- Décision N°20-001/UCCIA/PR de l'Union des Chambres de Commerce, d'Industrie et d'Agriculture des Comores du 26 mars 2020 portant création d'une commission de veille économique. Elle a pour but d'observer et d'analyser les effets et impacts de Covid-19 sur l'activité économique et commerciale;
- Instruction du Président de l'Union des Comores, adressée au Ministre de l'économie et de l'énergie pour garantir la fourniture régulière de l'eau et de l'électricité dans cette période;
- Mise en place par instruction du Président de l'Union des Comores, d'une brigade mixte, composée d'agents des forces de l'ordre et du Ministère de l'Economie, qui veille au strict respect des prix des produits de consommation;
- Décret N°20 – 054/PR sorti le 02 avril 2020, Portant mise en place d'un Cadre de Gestion et Coordination de la Crise du Covid-19 pour la lutte contre sa propagation et ses effets dans le pays.
- Arrêté N°20-007/MFBSB/CAB du Ministère des Finances, du Budget et du Secteur Bancaire portant mesures d'accompagnement dans le cadre de la mise en œuvre du plan national de riposte menée contre la crise multisectorielle liée au Covid-19;
- Décision d'application N°20-050/MFBSB/DGD du 02 avril 2020 de la Direction générale des douanes portant mesure d'accompagnement dans le cadre de la mise en œuvre du plan national de riposte menée contre la crise multisectorielle liée au Covid-19. Elle concerne un abattement de 30% sur le total des droits et taxes sur :
 - Les produits alimentaires ;
 - Les médicaments essentiels ;
 - Les produits et matériels d'hygiène.
- Réouverture des mosquées à condition que chaque fidèle porte un masque entre autres obligations.
- Allègement du couvre-feu qui était fixé de 20h à 5H est désormais repoussé à 23H.

Activities of workers' organizations

Résumé

- Les Comores est un des deux pays africains n'ayant enregistré aucun cas de coronavirus à la date du 20 avril 2020. Toutefois, le 16 mars 2020, les autorités comoriennes ont annoncé la suspension des vols entre le pays et l'île de Mayotte et celle de la Réunion afin d'empêcher la propagation du coronavirus (COVID-19) aux Comores. De plus, le gouvernement a annoncé que des mesures de mise en quarantaine seraient appliquées aux voyageurs en provenance de pays infectés par le virus ou ayant transité par ces pays. Il a également annoncé l'interdiction des rassemblements de plus de 20 personnes
- La Confédération des travailleurs et travailleuses des Comores (CTTC) a exprimé son malaise face à l'absence de processus de dialogue social dans le pays et a écrit au

gouvernement à ce sujet. La principale préoccupation est de sauvegarder les emplois et de protéger les moyens de subsistance compte tenu des mesures de confinement prises par les autorités. La CTTC a rappelé au gouvernement la vulnérabilité du pays aux épidémies, aux catastrophes naturelles et aux crises mondiales.

Activities of employers' organizations

Mouvement des Entreprises Comoriennes - MODEC has undertaken targeted actions for its members:

- Advisory circular was sent to all members 25.03.20 providing initial guidance
- Providing guidelines for companies
- Active website and facebook on COVID 19 (includes letter from ILO DG)
- MODEC is adapting ILO ACT/EMP tools, "COVID 19 Workplace Guide", the Six-sept COVID 19 Business Continuity Plan and the Enterprise survey tool: Assessing the needs of enterprises resulting from COVID-19 to be sent to its members.

Several internal meetings have been held to coordinate responses. A meeting with Minister of Health was held in May.

Meeting with unions have been held bilaterally.

MODEC is coordinating with The National Union of Comorian Traders (SYNACO) and New OPACO (other major EBMO).

MODEC will on the first week of June ^{1st} will dispense free sanitizers in a publicity/awareness effort.

Congo

Last Updated: **30 April 2020**

Stimulating the economy and employment

Politique fiscale

- Mise en place de la Task-force sur l'impact économique et social du COVID-19

Soutien à certains secteurs, notamment celui de la santé

- Création d'un Fonds national de solidarité pour le soutien des entreprises
- Réquisition de certaines formations sanitaires dans les départements de Brazzaville, de Pointe-Noire et de la Cuvette.
- Mise en place de la Coordination nationale de gestion de la pandémie de COVID-19 ;
- Mise en place du Comité national de la riposte à la pandémie de COVID-19
- Dotation en équipements de surveillance des points d'entrée (caméras thermiques et thermo flash), ainsi que l'acquisition des équipements et intrants nécessaires au diagnostic et au travail de laboratoire.
- Mise sur pied du Centre des opérations d'urgence de santé publique (COSUP) ;
- Elaboration d'un plan de préparation et de riposte contre le COVID19

Supporting enterprises, jobs and incomes

Protection sociale

- Compensation des pertes de revenus des actifs et l'aide aux personnes vulnérables

Maintien dans l'emploi

- Mise en place des moyens de compensations aux entreprises en difficulté pour le non licenciement du personnel

Aide aux entreprises et poursuite des activités

- Mise en place de la Task force par le président de la République pour l'évaluation de l'impact économique et sociale afin de soutenir les entreprises

Protecting workers in the workplace

Sécurité et santé au travail

- Renforcement des mesures d'hygiène dans les administrations publiques et les entreprises privées
- Observance des mesures d'hygiène et équipement des travailleurs des dispositifs nécessaires (solutions hydroalcooliques, dispositifs de lavage des mains)
- Dotation en équipements de surveillance des points d'entrée (caméras thermiques et thermo flash), ainsi que l'acquisition des équipements et intrants nécessaires au diagnostic et au travail de laboratoire.

Nouvelles modalités de travail

- Mise en place du service minimum dans l'administration publique et aux entreprises produisant des biens essentiels

Prévention de la discrimination et de l'exclusion

- Pas de licenciement pendant toute la période de confinement

Accès aux soins de santé

- Prise en charge des malades du COVID19 par le gouvernement

Relying on social dialogue for solutions

Méthodes de consultation tripartite

- Dialogue permanent entre UNICONGO (patronat) et le Gouvernement

Action concertée des employeurs et des travailleurs

- Pas d'actions jusqu'à présent

Other measures

- Instauration à partir du 28 mars 2020 de l'état d'urgence sanitaire sur toute l'étendue du pays
- Confinement à domicile de la population à dater du 31 mars 2020 pour une durée de 30 jours, à l'exception de ceux qui travaillent à la fourniture des biens et services
- Mise en place d'un couvre-feu de 20 heures à 5 heures du matin à partir du mardi 31 mars 2020 pour une période de trente jours.

Activities of employers' organizations

L' UNION PATRONALE ET INTERPROFESSIONNELLE DU CONGO, UNICONGO,a envoyé aux entreprises une liste des actions à mener pour :

- Protéger les salariés
- Assurer la continuité des opérations
- Gérer les chiffres d'affaires et les marges
- Communiquer régulièrement avec les équipes

UNICONGO recommande lassouplissement de la procédure de mise en chômage technique.

UNICONGO a aussi fait les suivantes propositions :

- Assimiler le covid 19 à un cas de force majeure dans le cadre de la gestion des contrats publics.
- Décalage ou report des prochaines échéances fiscales et sociales
- Mettre en oeuvre en faveur des entreprises les facilités qu'offre le code général des douanes aux importateurs,
- Maintenir un service minimum dans les secteurs stratégiques de l'énergie : électricité, eau et carburant.
- Report du paiement des factures d'eau et d'électricité pour les entreprises en difficulté doit être envisagé
- Privilégier systématiquement la concertation avec le secteur privé avant toute prise de décision pour des nouvelles mesures relatives au coronavirus ;
- Interdire la création et l'exigence des nouvelles taxes parafiscales dans la mise en oeuvre des mesures relatives au coronavirus.

Côte d'Ivoire

Last Updated: 1 March 2021

Stimulating the economy and employment

- Le mercredi 11 mars 2020, la Côte d'Ivoire a enregistré le pémier cas de coronavirus. Dès le déclenchement de la pandémie, le Gouvernement a pris plusieurs mesures visant le renforcement du contrôle sanitaire aux frontières. Elles ont été renforcées par [13 mesures](#) prises par le Conseil National de Sécurité, présidé par le Président de la République en date du 16 mars 2020 ayant pour objectif d'endiguer la propagation de l'épidémie sur le territoire national.
- le Premier Ministre Amadou Gon Coulibaly a, dans son discours du 31 Mars 2020, annoncé [un plan de soutien économique, social et humanitaire](#)évalué à 1700 milliards de FCFA, soit environ 5% du PIB. Ce plan a pour but d'atténuer l'impact de la pandémie sur les populations et les acteurs économiques des secteurs formels et informels. Il permet également de préparer une reprise rapide des activités à la fin de la pandémie.

- Les mesures de soutien à l'économie incluent notamment des facilités d'ordre fiscal, y inclu des allègements et le report de paiement des charges, le paiement de la dette intérieure, notamment aux entreprises des sous-secteurs sinistrés du fait de la crise, en privilégiant les factures inférieures à 100 millions pour atteindre le maximum d'entreprises, en particulier les PME et les TPE.

Supporting enterprises, jobs and incomes

- Mise en place de deux fonds de soutien au secteur privé, à savoir le Fonds de Soutien aux Grandes Entreprises, doté d'une enveloppe de 100 milliards de FCFA, et le Fonds de Soutien aux PME, doté d'une enveloppe de 150 milliards de FCFA.
- Mise en place du Fonds d'Appui aux acteurs du secteur informel touchés par la crise, doté d'une enveloppe de 100 milliards de FCFA. Cette mesure sera pérennisée après la crise avec une fiscalité simple et des modalités novatrices de financement
- Soutien aux principales filières de l'économie nationale, notamment l'anacarde, le coton, l'hévéa, le palmier à huile, le cacao, le café, pour un montant de 250 milliards de FCFA
- Soutien à la production vivrière, maraîchère et fruitière pour un montant de 50 milliards de FCFA, dont 20 milliards au titre des intrants
- Poursuite du dialogue avec les principaux acteurs économiques, notamment les faitières agricoles, les coopératives ainsi qu'avec les populations, afin d'améliorer le plus rapidement possible la reprise économique dans les meilleures conditions de succès.

Protecting workers in the workplace

- Les opérateurs du secteur de télécommunication ont été invités à démocratiser et à faciliter l'accès aux solutions de télétravail en mettant à la disposition des entreprises et des populations des offres technologiques adaptées à des coûts abordables.
- Un communiqué du Ministre chargé du travail, en date du 25 mars 2020, invitant les employeurs et les travailleurs au respect des gestes barrières et à la réorganisation du travail qui s'impose.
- Une note circulaire datée du 31 mars 2020 institue pour les services en charge du travail, de nouvelles orientations et une réorganisation du travail dans le contexte de la pandémie du Covid-19.
- Une note de service en date du 10 avril 2020, instruit les services de la Direction générale du travail (Inspections du travail et Inspections de la santé et sécurité au travail) de procéder à la sensibilisation des employeurs et des travailleurs, sur les lieux de travail, en vue du respect des règles de protection édictées par le Gouvernement et des règles de sécurité et santé au travail prévues par le Code travail. Communiqué du Ministre chargé du travail, en date du 20 avril 2020, informant les acteurs du monde du travail de la conduite d'une campagne de sensibilisation par les Inspecteurs du travail et les Médecins inspecteurs du travail, sur toute l'étendue du territoire national. Cette opération a pour but de faire respecter les gestes barrières sur les lieux de travail ainsi que les règles de sécurité et santé au travail.

Relying on social dialogue for solutions

- Le Ministère de l'emploi et de la protection social a sollicité l'avis des employeurs et des travailleurs à propos de la gestion de la pandémie Covid19. Une consultation par écrit a eu lieu le 24 mars 2020.
- Un protocole d'accord bipartite a été signé entre les organisations d'employeurs et de travailleurs pour poser les bases d'une riposte commune contre Covid19 le 25 Mars 2020
- Le Ministère de l'emploi a associé le Comité Intersyndical pour la Transition vers l'Economie Formelle - CITEF a des discussions en vue des actions envers les travailleurs de l'économie informelle.
- Par communiqué en date du 20 avril 2020, le Ministre de l'Emploi et de la Protection Sociale soutien le Protocole d'Accord de la CIPC (organisation d'employeurs et de travailleurs) et invite les employeurs à recourir aux dispositifs prévus par le Code du travail dans un ordre de priorité qui permettra aux travailleurs de disposer des ressources financières.
- Séance de travail tripartite, le 14 avril 2020, à l'initiative du Ministre de l'Emploi en vue d'identifier les mesures à prendre à travers un dialogue social soutenu.

Other measures

- Le plan de soutien économique, social et humanitaire du Gouvernement inclut un Fonds de solidarité de 170 milliards de FCFA pour soutien humanitaire d'urgence à travers les filets sociaux. L'ordonnance portant création et organisation du Fonds spécial de solidarité et de soutien d'urgence humanitaire a été promulguée le 14 Avril 2020.
- La Direction Générale de la Protection sociale a élaboré un plan national en vue de renforcer la prise en charge des populations vulnérables ainsi que les personnes démunies du fait de la maladie à coronavirus (COVID-19). Ce plan vise, entre autre à apporter un appui financier sous forme de cash transfert à cinq mille (5.000) personnes vulnérables sans revenus et à remettre des kits alimentaires et de prévention contre le coronavirus à quinze mille (15.000) personnes vulnérables (toute vulnérabilité confondue)
- Allègement des charges des ménages défavorisés (eau, électricité, logement)
- Elaboration d'un plan d'actions national du Ministère de l'Emploi et de la Protection Sociale dans le cadre de la lutte contre la pandémie du Covid-19. Ce plan qui prend en compte l'Emploi, le Travail et la Protection Sociale, prévoit trois actions prioritaires que sont la prévention contre les risques, la prise en charge de personnes vulnérables et des travailleurs et le suivi - évaluation. Ce plan est estimé à 16 milliards 840 millions de FCFA.

Activities of workers' organizations

Résumé

- Le gouvernement a pris des mesures ciblées en faveur des entreprises, de l'emploi et des revenus avec comme objectif de soutenir les entreprises, de favoriser le maintien de l'activité économique et de préserver les emplois. Le gouvernement a créé un fonds de

solidarité pour venir en aide aux populations les plus vulnérables dans le cadre d'une assistance humanitaire d'urgence, et a élargi la portée des filets de sécurité sociale

- Les organisations de travailleurs ont mis l'accent sur la nécessité d'utiliser le dialogue social et les Normes internationales du travail. Le dialogue social habituel semble inapproprié pour gérer la crise et ses effets actuels et futurs
- Le gouvernement a engagé un dialogue avec la Commission intersyndicale pour la transition vers l'économie formelle afin de réfléchir à des mesures en faveur des travailleurs de l'économie informelle. Il a demandé l'avis des employeurs et des travailleurs concernant la gestion du Covid-19
- À la suite d'une demande du gouvernement, les employeurs et les travailleurs ont négocié et signé un protocole d'accord lié aux mesures prises pour gérer la situation découlant du Covid-19. Ce protocole souligne l'importance du dialogue social, et la défense des intérêts des entreprises et des travailleurs, pour préserver la paix sociale en temps de crise. La commission (CPIC) recommande de mettre en place des processus de dialogue social dans les entreprises afin de discuter des questions de télétravail, de temps partiel, de chômage technique par rotation ou de congé annuel anticipé
- La CPIC appelle le gouvernement à prendre des mesures pour soutenir les travailleurs qui ont perdu leurs revenus, pour aider les entreprises à préserver les emplois, pour reporter le remboursement des prêts bancaires contractés par les travailleurs ayant perdu leur emploi et pour fournir plus de moyens d'action et plus de protection à l'inspection du travail pour le respect des normes de santé et de sécurité au travail

Activities of employers' organizations

La **CONFEDERATION GENERALE DES ENTREPRISES DE COTE D'IVOIRE (CGECI)** a émis un communiqué le 23/03 invitant les entreprises à prendre les décisions appropriées pour réduire les salariés au personnel essentiel.

La [CGECI](#) a:

- Entamé une enquête sur l'impact de la pandémie sur les entreprises;
- Adressé un email pour que les entreprises partagent leurs préoccupations: covid19@cgeci.ci
- Mis en ligne une page web :<https://cgeci.com/coronavirus/>
- Diffusé un bulletin d'informations hebdomadaire: « La veille du Patronat »
- Partagé toutes les mesures prises par le Gouvernement et les notes circulaires administratives
- Adapté et partagé les outils d'ACT/EMP sur la gestion du Covid-19 et la continuité des activités

Un mémorandum a été envoyé au gouvernement avec des recommandations pour résoudre les problèmes liés, entre autres : aux procédures d'approvisionnement à l'étranger et douanières; au ralentissement de l'activité et baisse du chiffre d'affaires; au maintien en poste et télétravail des salariés; à l'incapacité à respecter les délais bancaires et aux questions fiscales.

Un protocole d'accord a été signé le 25/03 avec les 5 centrales syndicales de travailleurs dans le cadre de la Commission Indépendante Permanente de Concertation (CIPC) bipartite. Un avenant à ce protocole a été signé en mai 2020 pour en préciser l'esprit et la lettre et formuler des recommandations additionnelles.

La CGECI est membre des comités de gestion du Fonds de Soutien aux PME et du Fonds de Soutien aux Grandes Entreprises mis en place par le gouvernement et a demandé à être membre du Comité de gestion du fonds de soutien au secteur informel.

La CGECI a plaidé avec succès pour l'accès des travailleurs salariés en chômage technique ou licenciés au Fonds National de Solidarité.

Des actions communes sont menées avec la Plateforme Humanitaire du Secteur Privé.

Les entreprises membres de la CGECI ont apporté un soutien de 1 milliard de FCFA au gouvernement pour l'acquisition de matériels médicaux.

En ce qui concerne les mesures de soutien aux entreprises, la CGECI a contribué entre autres à la mise en place des cadres de gestion des fonds, à la définition des critères d'éligibilité à ces fonds, à l'assistance et conseil aux entreprises en vue de la soumission de leurs dossiers et au suivi du traitement diligent de leurs requêtes. Elle a également joué un rôle d'interface avec les entreprises pour identifier les difficultés de mise en œuvre et y apporter les solutions dans le cadre du dialogue avec les différents ministères techniques.

La CGECI a plaidé auprès du gouvernement pour qu'un fonds soit dédié aux travailleurs victimes de chômage technique ou de licenciement collectif pour motif économique, ce qui a été fait même si elle considère que le montant alloué reste insuffisant et a poursuivi le plaidoyer avec les centrales syndicales.

La CGECI conduit aussi dans ce cadre une étude sur la mise en place d'un fonds ou d'une assurance chômage.

La CGECI est un membre actif du Comité Tripartite COVID 19 mis en place par le Ministre de l'Emploi et de la Protection Sociale

Djibouti

Last Updated: 14 April 2020

Stimulating the economy and employment

The effects of the crisis at the macroeconomic level have been assessed by the government

with support from WB and ECA. Some highlights : 1) Djibouti could witness drop in GDP growth up to 5.5 percentage points ; COVID-19 will affect GDP growth through: transport, revenue, labour, Export: the decline in labour supply could cost up to -2.4 GDP growth. (the report is available). Some more WB assessment -revealed that total lockdown will lead to a catastrophic social, revenue, and financial impact, disproportionately affecting initially those employed in the informal sector, but also those working in the formal sector linked to the tourist and airport businesses who will need immediate support.

One response (beside the health response but linked as well) is that the president has issued a decree to launch an Emergency and solidarity fund (one billion Djiboutian francs) to serve as 1) first aid for patients treatment and also purchase of medical equipment, but as well as 2) serve as financial buffer for the benefit of the most vulnerable demographic components and those working in the private sector in Djibouti.

Supporting enterprises, jobs and incomes

The focus of Djibouti intervention currently is on addressing the basic needs from the most vulnerable populations through social protection mechanisms (cash transfer, food distribution, UNDP is helping the government in targeting the poorest and most affected). The social protection system of Djibouti was already quite inclusive and comprehensive

The list of vulnerable population affected by the floods from Ministry of Social affairs is also used for more efficient targeting.

Protecting workers in the workplace

The Ministry of labour, after consultations with ILO and RC, and having gone through the inputs from ILO about the role of ILS in the COVID 19 crisis introduced a presidential decree (2020-63/PR/MTRA) to propose exceptional measures, requesting enterprises of 11 workers or more, to protect their workers contracts, by adopting alternative working measures (paid leave, teleworking, partial work). Other instructions are to ask employers to put in place workplace measures allowing workers to protect themselves adequately; to limit meetings ... The government promised support measures to enterprises who would follow , as well as sanctions to those which openly broke the instructions.

The nature of such measures will be added to this brief.

Relying on social dialogue for solutions

Social dialogue in Djibouti was already challenged, because of the crisis with Trade Unions. Before introducing the exceptional measures , the MOL met with the trade Union organisations BUT not the Employer organisations and other private sector representatives. They argue that the Government had to take quick exceptional measures, and that the dialogue will take place at a later stage. In the MOL decree for exceptional measures, the government advised

employers to consult with their workers on measures taken at enterprise level before reaching final decision.

Other measures

WB group launched first operations for COVID 19 Emergency health support, strengthening developing country responses , apprvng 5 millions for Djibouti. **ECA** is undertaking modeling of economic impact in the continent, the region and some countries, including Djibouti.vUnder the RC leadership, **UN** agencies are strengthening their collaboration with the Government to look at the current situation and eveloving dynamics (social, sectoral, economic ...) and provide relevant advice for policy decision making.

Activities of workers' organizations

Résumé

- Dans le pays, les principaux travailleurs affectés sont ceux du secteur public de la santé et des services. Les syndicats concentrent amplement leur action sur la sensibilisation des travailleurs et de la population de la ville de Djibouti
- Il n'y a eu aucune approche tripartite pour gérer la pandémie de Covid-19 dans le pays
- En revanche, les syndicats font front commun avec la société civile, notamment les associations, les chefs coutumiers, les chefs de quartiers et les organisations de femmes.

Egypt

Last Updated: 27 April 2020

Stimulating the economy and employment

Fiscal policy : 1) Govt announced stimulus package for USD 6.4 billion (EGP 100 bn) to mitigate the economic impact of COVID-19, of which EGP 188 mn to Ministry of Health and Population, to support the containment efforts against the Outbreak; 2) EGP 50 bn of the 100 BN (USD 3.2 billion) to finance renovation of tourism enterprises; 3) Annual raises of 7% for public sector employees covered by the Civil Service Act and 12% for state employees not covered by act; 4) Raise pensions to 14%, from 7%, stating this July; 5) Energy costs lowered for the entire industrial sector; real estate tax relief provided for industrial and tourism sectors; subsidy payout for exporters has stepped up; 6) moratorium on the tax law on agricultural land extended for 2 years; 7) stamp duty on transactions and tax on dividends reduced; 8) Introducing new tax bracket of 2.5% for low-income citizens; 9) Increase tax exemption income bracket to start from 15K EGP (952 USD) instead of 8K EGP (508 USD), in addition to personal

exemption limit of 7K EGP (444 USD), making total annual income exemption at 22K EGP (1396 USD); 10) reducing tax from 0.15% to 0.125% for foreign investors and to 0.05% for local investors, exempting all EGP spot transactions; Monetary policy: 1) Central bank reduced the interest rate by 300bps, (13.25% to 10.25%); 2) Delay of credit dues for individual credit liabilities, including loans for consumer purposes and real estate, for 6 months and allowing credit for 50% of income instead of 30%; 3) Lowering electricity price per Kwh by 10 piasters, for medium, high voltages and keeping tariffs unchanged for the next 3-5 years; 4) new debt relief initiative for individuals at risk of default, to waive marginal interest on debt under EGP 1 million (63 469 USD) if customers make a 50% payment; Support to sectors: 1) 1bn EGP to Ministry of Health to acquire preventive supplies and help curb spread of the virus; 2) Banks ordered to extend a credit line of \$1.3 bn to tourism sector

Supporting enterprises, jobs and incomes

Social protection: 1): An addition of 100,000 households were added to the program and in FY21 budget will increase to 19.3Billion EGP compared to 18.5 Billion EGP; 2) MOSS puts a pension disbursement schedule to reduce crowding over the first week of April; 3) The Central Bank of Egypt (CBE) will bear ATM cash withdrawal fees for pensioners, who are holding non-banks pension while, those who have banking cards will be exempt from ATM fees. Pensions cards will be also used for essential services.

Informal economy: A one-off monetary compensation (EGP 500) offered to informal workers registered at the database of the Ministry of Manpower through post offices; Established a committee for irregular workers impacted by the COVID19; with allowances provided of which 40% of the beneficiaries are women.

Employment retention: To support medical professionals, including doctors working in university hospitals, a 75 percent allowance over the wages has been announced.

Support to industries/businesses: 1) The Central Bank wrote off EGP 17.4 billion (around 1.10 billion USD) from 225 distressed firms as part of its debt relief program; 2) The Central Bank directed banks to the preferential interest rate on loans to SMEs, industry, tourism and housing for low-income and middle-class families, has been reduced from 10 percent to 8 percent; 3) The central bank has also released an amount of EGP 20 billion (1.3 billion USD) stock-purchase program.3) Installments due from microfinance clients are reduced or postponed by 50% of the value of each installment; microfinance clients who make timely payments are exempted from the commission of the prepayment of indebtedness or reducing the administrative fees to renew the existing funding.

Protecting workers in the workplace

New work arrangements: 1) The Egyptian government issued a decree to reduce the number of public servants at their workplaces as a precautionary measure; 2) Allowing Work from home

arrangements for staff whose job allows for 2 weeks; 3) The rest of the staff are to go to their offices on a rotational basis; 4) Providing mothers an exceptional paid leave for 2 weeks (not to be deducted from annual leave balance); 5) Pregnant women or those who have kids below of 12 years are granted exceptional leave for 2 weeks (paid and not to be deducted from their annual leave balance); 6) Any staff member returning from abroad is to be granted an exceptional leave for 2 weeks (paid and not to be deducted from their annual leave balance); 7) All staff members are prohibited from attending training or workshops for 2 weeks; 8) Any staff with a medical condition is to be granted exceptional leave for 2 weeks

Vulnerable groups: The National Council for Women developed a manual targeting people with disabilities and their families in general; with a special focus on women with disabilities, in respond to COVID-19.

Other measures

- Suspension of schools and universities, development of e-learning tools
- Closure of airports from March 19th till April 15th
- Overnight national curfew and closure of retail and leisure venues

Activities of workers' organizations

Summary

- The economy and employment situation in Egypt is largely dependent on family-based SMEs and service sectors, including aviation, tourism, hospitality, commerce, financial services (remittances), and textiles. The curfew has severely halted these sectors
- The Prime Minister issued the first governmental responses. Thereafter, the Minister of Man Power called for two meetings of the National Council for Societal Dialogue (NCSD), to address the responses. The meetings only included Egypt Trade Union Federation (ETUF). During the meetings, the Federation of Egyptian Industries (FEI) rejected the ETUF proposal of house confinement and lockdown and alternatively proposed to adopt containment measures. The meeting resulted in a decision that FEI will look into the essential sectors and come back with a plan
- In the meantime, ETUF has contributed with an amount of 150,000 EGP, while other 6 federations contributed with an amount of 300,000 EGP to support the government efforts. ETUF has been promoting for the registration of informal workers on the database developed by Ministry of Manpower, which provide a one-off monetary compensation (EGP 500) offered to informal workers registered at the database of the Ministry of Manpower through post offices
- Both ETUF and EDLC has been in active dialogue with rigid companies that refused the lockdown

Activities of employers' organizations

The **Federation of Egyptian Industries (FEI)** with the Chamber of Information Technology and Communication (CIT) established an IT help desk, which includes call centres to assist industrial establishments and monitor casualties, sterilisation and disinfection operations; provide meeting management support via video calls and video conferencing.

FEI proposed:

- o postponing tax filing for a period of three months, until 30 June
- o exemption of companies nationwide, for a period of three months, from corporate tax, social insurance, and fixed installments of electricity and gas fines
- o a compensation fund to support industries affected by the coronavirus. The fund would provide 50% of workers' wages, during the period of suspension, for a maximum of three months
- o rapid disbursement of export subsidy arrears due to exporters from the fiscal year 2017 /18 until 30 June 2019
- o replacing the current export subsidy programme with direct cash assistance, especially as external exhibitions were significantly affected by the crisis

FEI participates in dialogue with the government at the highest level advocating for measures to ease the economic impact of COVID-19 while assuring business continuity.

FEI contributed EGP 5 Million into the "Long Live Egypt Fund".

FEI is accelerating the issuing of permits and allocating lands for industrial entities to promote new investments in the national economy.

The Chamber of Furniture, member of the Federation of Egyptian Industries has circulated amongst its members, a survey to assess the impact of COVID-19 on their business.

Equatorial Guinea

Last Updated: **5 May 2020**

Stimulating the economy and employment

4.- Activer une unité spéciale pour la promotion des contrats de collaboration public-privé (PPP) dans les services publics de base tels que: eau, assainissement, électricité et communication.

- mettre en place un mécanisme de déclaration spécial afin de régulariser la dette fiscale et offrir des incitations aux contribuables qui s'en prévalent.

1. La période de paiement de la redevance fiscale minimale correspondant à l'année 2020 est prolongée jusqu'en juin;

2. La période de paiement volontaire de la Liquidation résultant de l'impôt sur les sociétés correspondant à l'exercice 2019 est prolongée jusqu'en juillet; y

3. La taxe minimale est également réduite de 3% à 1,5% pour l'année 2020, jusqu'au 30 septembre 2020.

- Les dons au Fonds Partiel de Garantie pour les PME affectées par la déclaration de l'Etat d'Alerte Sanitaire Nationale seront augmentés de mille (1 000) millions de FCFA.

- mettre en place une nouvelle structure de Gouvernance du Fonds Partiel de Garantie pour garantir l'efficacité, la transparence et l'objectivité dans l'allocation des ressources de ce Fonds.

- adopter une stratégie qui minimise le paiement de l'énergie électrique et services internet et reechelonnement des crédits pour les PME.

- les sociétés de location d'espaces publics commerciaux dans les aéroports internationaux de Malabo et Bata seront exonérées du paiement de 50% des redevances mensuelles fixées par les contrats de missions et / ou exploitation desdits points focaux publics.

- demande aux entreprises de distribution et de commercialisation alimentaire et à toutes les entreprises qui embauchent de nouveaux salariés de renforcer leurs effectifs pour se conformer aux normes établies par les autorités sanitaires, ils sont Un bonus de 100% des cotisations de sécurité sociale s'appliquera jusqu'au 30 septembre 2020.

<https://www.guineaecuatorialpress.com/noticia.php?id=15225>

Supporting enterprises, jobs and incomes

1. Le gouvernement versera une contribution de 5 000 milliards de francs CFA au Fonds national d'urgence COVID-19. Ce Fonds sera géré et administré par le Comité des techniciens d'intervention et de surveillance du nouveau Coronavirus COVID-19.

2. Les ressources financières et de toutes sortes du Fonds national d'urgence COVID-19, ainsi que les contributions du budget général de l'État seront destinées à financer le programme de garanties sociales publiques contre l'impact de la pandémie de COVID-19.

3. Le programme de garanties sociales publiques contre l'impact de la pandémie de COVID-19 garantira: (I) des aliments de base et des produits de première nécessité pour les ménages identifiés, (II) un kit de base d'hygiène personnelle et domestique pour groupes identifiés; (III) un soutien social comprenant des conseils et un soutien psychologique et sanitaire.

Eritrea

Last Updated: 13 April 2020

Stimulating the economy and employment

- [Payment of electricity, water and telephone household bills will be postponed](#)
- [Control of prices](#)

Other measures

- [April 3: national lockdown for 21 days \(this includes cut of Internet and limitation of moves\)](#)
- [March 26th, the government banned all commercial passenger flights to and from Eritrea, for 2 weeks until further review.](#)
- [Eritrean citizens living abroad encouraged to stay where they are](#)

Activities of workers' organizations

Summary

- As part of the ongoing nationwide Covid-19 preparedness and response activities in Eritrea, the National Confederation of Eritrean Workers (NCEW) hosted a WHO briefing session 11 February 2020. The event was attended by Heads of UN Agencies and staff members
- There is no particular tripartite or sectoral arrangement established for this purpose. The NCEW is however, closely coordinating with the National Highest Task force established for the oversight of the crisis
- The NCEW has been visiting and communicating with employers to identify their needs and to know what measures they are putting in place, and coordinating with them in the allocation of the sanitizers and face masks so far made available.

Ethiopia

Last Updated: **23 September 2021**

Stimulating the economy and employment

Since the first confirmed case on 13 March, the Federal Government, based on the decisions of the COVID-19 National Ministerial Committee, has been putting in place various sets of measures to contain the spread of the disease. With the rise in the number of cases (44 cases as at 6 April), progressive measures are being implemented. (*Source: Press Releases from the Ethiopian Prime Minister's Office, 16, 20, 23 March 2020*)

The Macroeconomy Subcommittee of the Ministerial Committee has put in place some monetary and fiscal measures to safeguard the negative impact of the pandemic on the economy. 15 billion Ethiopian birr (over USD 455 million) made available by the National Bank of Ethiopia for private banks to address debt relief and liquidity challenges; and the minimum price set for flower exports has been removed. (*Source: Press Releases from the Ethiopian Prime Minister's Office, 27 March 2020*)

Tax has been exempted and foreign currency provision prioritized for import of materials and

equipment to be used in the prevention and containment of COVID-19; and also Value Added Tax returns are being expedited. Furthermore, stringent measures are being taken to regulate price increments and supply shortages of consumer goods. (*Source: Press Releases from the Ethiopian Prime Minister's Office, 27 March 2020*)

Through the COVID-19 support secured from the founder of the Chinese online trading company, Alibaba, as part of the "Reverse COVID-19 from Africa" initiative launched together with the Prime Minister of Ethiopia; and from other donors, testing kits, a testing machine, face masks, and guidelines on treating patients have been made available. (*Source: Press Releases from the Ethiopian Prime Minister's Office, 20 March 2020*)

Supporting enterprises, jobs and incomes

Under the Prime Minister's initiative of providing transitory shelters for urban destitute street children, who are at great risk, the first phase of housings has been complete to accommodate 2,240 children in partnership with private donors. The Ministry of Labour and Social Affairs (MOLSA) has been tasked with the finalization and operationalization of the shelter by providing basic services, life skill training, psycho-social support and other training to enable them reintegrate into the society. (*Source: Ministry of Labour and Social Affairs News, 13 March 2020*)

The Ethiopian tripartite constituents signed an agreement on a COVID-19 Workplace Response Protocol on measures to be taken against the anticipated challenges associated with the pandemic on the economy and labour relations. The Protocol was prepared based on ILO guidelines on crisis response and management of natural and man-made disasters. Employers, employees and safety committee have been requested to implement the measures stipulated in the Protocol starting 18 March 2020. (*Source: COVID-19 Workplace Response Protocol, Ministry of Labour and Social Affairs*)

Measures include workplace prevention and mitigation mechanisms to be put in place by employers; monitoring of the measures, COVID-19 affected cases for urgent follow up action, and up-to-date information sharing by Safety Officers; and precautionary measures to be taken by workers. The Protocol addressed also the step-by-step administrative and legal measures that may be taken in the event of worsening of the pandemic negatively affecting workers and the productivity and market performance of enterprises, to ensure employment retention and business continuity. (*Source: COVID-19 Workplace Response Protocol, Ministry of Labour and Social Affairs*)

Protecting workers in the workplace

- A guidance on measures to be taken against the COVID-19 pandemic threat was issued by the Ethiopian OSH Professionals Association. The guidelines included protective measures to be taken by employers, Safety Officers/Safety Committee and employees. Additional measures that need to be taken by health workers were guided by directives released by the Ministry of Health.
- A tripartite COVID-19 Workplace Response Protocol is in place.

- Government has allocated a total budget of ETB 5 billion for distribution of masks, soap, alcohol solutions and other items in critical locations, including for implementation of other COVID mitigation measures.
- A guide for volunteers' engagement in COVID-19 prevention has been prepared with the support of WHO.
- The Federal government workers have been directed to work from home with effect from 25 March 2020. Each Ministry has been mandated to determine critical staff.
- Toll-free telephone numbers have been introduced for the public to be able to get access to more information on COVID-19 in 4 local languages (Amharic, Afaan Oromo, Tigrigna and Somaligna). Additional numbers have also been made operational by the Regional States.
- Government buses have been made available free of charge to help control crowding in public transport. Special buses are designated to take public servants to work.
- As reflected in the tripartite Protocol, workers will be allowed to take their unused annual leaves; for those who have exhausted their annual leaves, they will be allowed to take at least half of their annual leave from the following budgetary period.
- 134 and more public and private facilities have been identified for quarantine, isolation and treatment of COVID related cases.
- COVID-19 vaccination: According to the Ethiopian Ministry of Health, preparations have been completed to mandate vaccines for employees who have a direct working relationship with many people in all regions and city administrations based on the nature of their work. The list can be found in the Press Release of the Department of Health in the context of the current state of COVID-19 outbreak and the COVID-19 Vaccine Programme currently underway, issued on 12 August 2021([COVID-19 vaccine programme](#)).

Sources:

COVID-19 Workplace Response Protocol, MOLSA

Measures to Prevent Coronavirus at the Workplace, Ethiopian OSH Professionals Association

*WHO COVID-19 Response Bulletin-ETHIOPIA, 27 March 2020
(<https://www.afro.who.int/countries/ethiopia>)*

Relying on social dialogue for solutions

The tripartite Protocol was released after consultation with the employers' organizations and workers' organization in Ethiopia spear-headed by MOLSA.

Other measures

General elections planned to take place in August this year have been postponed, as required preparation could not take place due to the pandemic.

Activities of workers' organizations

Summary

- The affected workers are formal economy and informal economy workers in floriculture (cut-flowers), aviation and tourism sectors. Cross-border trade has also been severely affected by the closure of land borders. Health care workers, caregivers, aviation workers and other front-line are at high risk of contracting the coronavirus disease due to insufficient supply of PPE, and the ill-prepared and ill-equipped nature of public health institutions.
- The tripartite constituents are part of the Covid-19 National Response Taskforce and unions have used this platform to influence actions by the Federal Government to protect people from harm, limit the spread and lessen the impact of the crisis. At the insistence pf the Confederation of Ethiopian Trade Unions (CETU), the Federal Ministry of Labour and Social Affairs (MOLSA) issued Covid-19 responses Protocol, which gives directives for employers to work jointly with trade unions to protect workers, prevent the spread and mitigate the impact of this pandemic
- CETU and its affiliated nine federal industrial unions are promoting aggressive awareness creation programs in all sectors of the economy by focusing on how to protect workers, how to prevent the workers and how to minimize the impacts of the epidemics. For example, CETU in collaboration with the Textile Workers' Union conducted on the spot visits to some enterprises within the industrial parks to educate workers on how to protect themselves and prevent the spread of Covid-19 through adherence to the guidelines issued by the Ministry of Health and WHO. Workers have been sensitized on the safe use of PPE, frequent hand washing using water and soap, social distancing and coughing etiquette
- CETU and its affiliates have undertaken spot visits to some companies to monitor the company level preparedness and responses based on the Covid-19 Respond Protocol issued by MOLSA.

Activities of employers' organizations

- Ethiopian Employers participate in dialogue with the government and is advocating for measures to ease the economic impact of COVID-19 on enterprises and their workers, while assuring business continuity.
- Ethiopian Employers have taken up the guidance provided by ACTEMP and taken the initiative to translate into Amharic and disseminated to members.



Stimulating the economy and employment

- Pour les personnes les plus fragiles et économiquement faibles, l'État injectera 4 milliards de francs CFA par mois pour le règlement des factures d'électricité et 2 milliards pour l'ensemble des factures d'eau ;
- Suspension durant le temps du confinement partiel de la perception des loyers des personnes sans revenus dont la liste sera arrêtée ultérieurement par le Gouvernement ;
- Un fonds d'aide de 2,5 milliards de Francs CFA sera mis en place pour compenser les pertes des petits propriétaires liées à la précédente mesure ;
- Les transports terrestres assurés par les compagnies publiques seront totalement gratuits pour l'ensemble des usagers ;
- Le pouvoir d'achat des travailleurs sera préservé, par la mise en place d'une allocation de chômage technique. Une allocation de chômage technique dont le montant variera entre 50 et 70% du salaire brut mensuel hors primes sera versée aux travailleurs du privé ;
- Maintien des revenus compris entre 80 mille Francs CFA et 150 mille Francs CFA.
- Création d'un fonds de solidarité par l'Etat d'un montant de cinq (5) milliards de Francs CFA dont le but est de créer une banque alimentaire.

Supporting enterprises, jobs and incomes

Pour accompagner les petits commerces et les entreprises de services à la personne, les patentes et l'impôt synthétique libératoire seront réduits de 50% ;

Un guichet de financement d'urgence de 225 milliards de Francs CFA a été créé pour répondre immédiatement aux besoins urgents de trésorerie des entreprises ;

Un moratoire sur les échéances de dettes envers les banques s'effectuera sans aucune pénalité pour toute entreprise en cessation d'activité ou en grande difficulté liée à la crise,

Des remises d'impôt seront accordées aux entreprises citoyennes qui préserveront l'emploi feront montre de solidarité et d'exemplarité dans la situation de crise sans précédent que nous traversons ;

Défiscalisation des primes exceptionnelles octroyées aux employés qui exerceront leur activité professionnelle durant la période de confinement;

Protecting workers in the workplace

- Promotion des mesures et sensibilisation des travailleurs sur l'importance et le respect des mesures barrières
- Désinfection permanente des lieux de travail et distribution régulières d'équipements de sécurité
- Mise à disposition des clients, visiteurs et personnels des désinfectants à l'entrée et à la

sortie des entreprises

- Obligation faite aux employeurs de mettre en place et de faire observer les mesures barrières
- Des contrôles administratifs diligentés par le ministère du travail et d'autres administrations pour vérifier l'application et le respect des mesures barrières
- Assouplissement des conditions relatives à la mise en chômage technique avec paiement d'indemnités qui n'étaient pas jusqu'ici prévues par le Code du Travail en vigueur

Relying on social dialogue for solutions

Des consultations tripartites régulières et accrues sont organisées entre l'administration et les principales organisations professionnelles des travailleurs et ceux des employeurs pour expliciter les mesures prises par le Gouvernement et leur mise en œuvre pratique.

Other measures

Mise en place d'une cellule de veille économique interministérielle comprenant les ministères de l'économie, du travail, du commerce, de la santé ... qui propose des mesures à prendre en urgence et qui devra par la suite rentrer et discuter desdites mesures avec les partenaires sociaux

Activities of workers' organizations

Résumé

- Des entreprises touchées par les mesures de confinement ont transféré certaines de leurs difficultés sur les travailleurs. Ces entreprises ont réduit le salaire de leurs travailleurs. Gras Savoye Gabon a mis la majorité de ses employés au chômage technique avec une rémunération représentant 30 % de leur salaire habituel, tandis que le temps de travail et la rémunération du personnel restant ont été amputés de 50 %
- L'impact de la crise est très lourd sur le secteur maritime. Le chômage partiel instauré dans certaines entreprises de la chaîne logistique telles que le groupe Bolloré, représente un risque économique et social pour les employés de l'industrie portuaire
- Au niveau national, les organisations de travailleurs n'ont pas été impliquées dans les prises de décisions concernant la pandémie de Covid-19. La Confédération syndicale gabonaise, COSYGA, et certaines de ses organisations affiliées ont mené des discussions et des négociations bilatérales au niveau des entreprises et au niveau sectoriel. Le 3 avril, la COSYGA a participé à une vidéoconférence avec la Confédération patronale du Gabon pour faire part de ses préoccupations. Les deux organisations reconnaissent que des efforts et des sacrifices devront être consentis par tous pendant cette période de crise dans le respect des dispositions législatives en vigueur dans le pays

- La COSYGA a pris les mesures suivantes:
 1. Plaidoyer pour la protection économique et sociale des travailleurs ; publication de communiqués de presse sur les positions des organisations de travailleurs et propositions de mesures. Différentes propositions ont ainsi été soumises au gouvernement et à la CPG
 2. Négociations et discussions avec la CPG et les entreprises afin de trouver des solutions pour protéger les travailleurs et les soulager du fardeau économique de la crise
 3. Sensibilisation et formation des travailleurs pour qu'ils respectent les mesures de prévention recommandées par le gouvernement et les entreprises.

Activities of employers' organizations

Establishment of a watch committee: the CPG has set up a watch and concertation committee to make proposals to the government for an effective response from the private sector not only to the current health crisis, but also to the economic risks it creates.

Pending discussions between the CPG and the government, the following actions, are being sought:

- Put non-essential workers who are entitled to and who wishes to do so on leave;
- Teleworking of employees who can;
- Organization, if possible, of part-time or rotating work at the expense of the company;
- Suspension of non-essential activities (to be defined by each company).
 - Partial containment since the establishment of a curfew is practiced
 - The CPG proceeds to identify the constraints that companies will face if the Government goes into total containment, certain sectors of activity having to receive special attention both in terms of health and that of the national economy.

Gambia

Last Updated: **2 May 2020**

Stimulating the economy and employment

The Gambia has a national COVID plan called National Novel Coronavirus preparedness and response plan. The implementing agencies are the Ministry of health and the National Health Emergency Committee.

Supporting enterprises, jobs and incomes

Update will be made when informations become available.

Protecting workers in the workplace

For the time being there are some initiatives at the enterprises level throughout the health and security committee. Update will be made when informations become available.

Relying on social dialogue for solutions

For the time being , there are some initiatives at the enterprises level throughout the health and security committee. Informations will be updated as it becomes available.

Other measures

Informations will be updated as it becomes available.

Activities of workers' organizations

Summary

- Most affected workers are from tourism, hospitality, aviation, agriculture, (especially horticulture) and transport sectors
- The Ministry of Health has adopted a health program to respond to the Coronavirus. The only other government agency involved is the Ministry of Economy and Finance. There is no social dialogue process going on in the country
- Trade unions in the Gambia are relatively subdued and do not have any discernible initiatives in dealing with the virus pandemic.

Activities of employers' organizations

- The **Gambia Chamber of Commerce and Industry (GCCI)** has undertaken targeted actions for its members including:
 - Sensitization through its [website](#), Facebook page and several interviews granted to Radio and TV media.
 - Meeting of top business leaders on mitigation suggestions of the economic disaster.
 - Intensive social media engagement.
 - Publication of GCCI Guide on precautions.
- GCCI Initiated engagement with the government (MOH) to establish emergency needs and a press conference was jointly held on 16 March

- Direct request to all leading companies for donation
 - 24/03: GCCI Telethon - Businesses against Covid-19
-

Ghana

Last Updated: **22 February 2021**

Stimulating the economy and employment

- As per the [Address to the Nation by President Akufo-Addo](#) delivered on 5 April, a COVID-19 National Trust Fund has been established to complement the Government's fight against the virus, and to assist in the welfare of those in need. Some 8.75 million Ghana Cedi have been made available.
- The Ghana Water Company Ltd and the Electricity Company of Ghana have been directed to ensure the stable supply of water and electricity (supply will not be disconnected). The Government will absorb the water bills for all Ghanaians for the months of April, May and June. Publicly and private water tankers will be mobilised to ensure the supply of water to vulnerable communities.

Supporting enterprises, jobs and incomes

- A [Coronavirus Alleviation Programme \(CAP\)](#) is being sent to parliament that aims to protect households and livelihoods, support micro, small, and medium-sized businesses, minimize job losses, and source additional funding for the promotion of industries to shore up and expand industrial output for domestic consumption and exports.
- Through this Programme, the Ministries of Gender, Children and Social Protection and Local Government and Rural Development, and the National Disaster Management Organisation (NADMO), working with MMDCEs and faith-based organisations, have begun to provide food for up to 400,000 individuals and homes in areas affected by the restrictions.

Protecting workers in the workplace

- An [insurance package](#), with an assured sum of GH₵ 350,000 for each health personnel and allied professional at the forefront of the fight, has been put in place;
- A daily allowance of GH₵ 150 is being paid to contact tracers;
- The Government has also decided that all health workers will not pay taxes on their emoluments for the months of April, May and June;
- All frontline health workers will receive an additional allowance of 50 percent of their basic salary for the months of March, April, May and June;
- The Ministry of Transport is making available buses to convey health workers in Accra,

Tema, Kumasi and Kasoa to and from work for the duration of the restrictions;

- The Government has procured 350,000 masks, 558,650 examination gloves, 1,000 reusable goggles, 20,000 cover-all, 7,000 N-95 respirators, 500 waterproof gumboots, 2,000 reusable face shields, 2,000 gallons of hand sanitizer, 10,000 pieces of hand sanitizer, and 500 shoe covers for use by health workers in all districts;
- The Government is actively engaged with local manufacturing companies to assist them in the domestic production of PPEs, face masks, head covers, surgical scrubs and gowns.

Relying on social dialogue for solutions

- The [Government](#), in collaboration with the National Board for Small Scale Industries (NBSSI), Business & Trade Associations and selected Commercial and Rural Banks, will roll out a soft loan scheme up to a total of 600 million Ghana Cedi, which will have a one-year moratorium and two-year repayment period for micro, small and medium scale businesses;
- The Ghanaian private sector is actively engaged with the Government in the local production of PPEs.

Other measures

- The [Ministry of Sanitation and Water Resources](#) together with some 400 personnel from Police, Military, Fire Service and Prisons Service, have embarked on desilting gutters, collection and disposal of garbage from homes, public places, markets and vehicle terminals;
- As at Saturday, 4 April, 2020, markets and lorry terminals in thirteen regions have been cleaned and sprayed, with the three other regions set to follow in the coming few days. A few markets in Accra and Kumasi, where traders and market women had flouted the rules for social distancing have been closed. Some districts have also embraced the policy of alternate-days-for-alternative-products, in a bid to decongest the markets and ensure social-distancing;
- There is an extended closure of borders for two more weeks starting 5 April 2020.

Activities of workers' organizations

Summary

- The most affected workers are those working in the private formal sectors, particularly in the hospitality, health, hotels and tourism. Similarly, with the current shutdown, many of informal economy workers (85% of the work force) do not have any source of income. The transport sector has been affected since many public transport system (trotro) are not allowed to work
- There has not been a tripartite meeting to discuss covid-19 response. However, The Ghana Trades Union Congress (TUC) wrote to the government expressing their concerns

with regard to covid-19 and its impact on workers in the country. [The President of Ghana then invited the leadership of TUC Ghana for a meeting](#)

- Indeed some of the new measures introduced by the Government were proposals submitted by trade unions. TUC is also in discussions with Ghana Employers Association but no concrete agreements has been reached. In the meantime, trade unions in the health sector have negotiated with government for insurance package, allowances and other incentives to cover health sector workers.

Activities of employers' organizations

- The **Ghana Employers Association (GEA)** has carried out targeted actions for its members, among others :
 1. [Press release](#) to urge enterprises to pursue WHO's directive on COVID-19 and implement actions that protect the health and security of employees and their families.
 2. Encouraged employers who have digital and online platforms to permit their workers to work from home to reduce the physical convergence at the workplace.
 3. Arrangements made to implement a survey to find out the impact of the pandemic in employers in Ghana.
 4. Sensitization through radio and social media.
- GEA prepared a proposal for submission to the Chairman of the Social Partnership Council.
- Since the outbreak of the pandemic in Ghana in March 2020, the existing Social Dialogue mechanisms have been proactive in putting across policies to mitigate the impact of the virus on the economic and social lives of businesses and the Ghanaian people.
- The tripartite Social Partnership Council (SPC) has had regular meetings to redesign Ghana's economic and social policies to align to the current COVID-19 climate. This afforded GEA the opportunity to make inputs into the Government' COVID-19 economic recovery strategy, dubbed "Ghana COVID-19 Alleviation and Revitalization of Enterprise Support Programme (Ghana CARES Programme 2020-2023).
- Over the period, GEA has also collaborated and supported the National Tripartite Committee (NTC) to develop, among others, communiques to guide the actions of employers and employees at the workplace to limit and stop the spread of the virus and foster social dialogue. GEA is also active in the current discussions regarding actions to contain the recent upsurge in the number of COVID-19 cases being recorded in Ghana.

Stimulating the economy and employment

Un plan national de riposte économique est décidé . Le coût global de ce plan de riposte économique est de plus de 3 000 milliards de francs guinéens. Il comporte trois composantes (sanitaire, social et soutien au secteur privé) est adossé à trente (30) mesures spécifiques.

Le compte [Facebook de la Présidence de la Guinée](#) ainsi que [le site du gouvernement](#) font échos des actions de riposte.

Supporting enterprises, jobs and incomes

La composante appui au secteur privé consistera en un appui significatif au secteur privé, en particulier les secteurs les plus affectés que sont le tourisme, l'hôtellerie et l'artisanat. Ainsi il est décidé :

- le report (pour trois mois) de l'ensemble des charges fiscales et sociales des entreprises du secteur du tourisme et de l'hôtellerie ;
- un effort de paiement sans délai des arriérés dus par l'Etat aux secteurs du tourisme et de l'hôtellerie ;
- un report pour trois mois du paiement des factures d'eau et d'électricité pour les entreprises du tourisme et de l'hôtellerie ;
- l'État renonce pour trois mois à la TVA sur les factures d'eau et d'électricité des entreprises du secteur du tourisme et de l'hôtellerie ;
- les échéances de remboursement des prêts bancaires au secteur du tourisme seront reportées de trois mois sans coût financier pour les entreprises ;
- les équipements de santé et produits assimilés et entrant dans le cadre de la lutte contre le COVID-19 sont exonérés de tous droits et taxes pour toute la durée de la crise sanitaire ;
- le paiement des impôts, taxes et versements assimilés est reporté de trois mois pour l'ensemble des petites et moyennes entreprises ;
- les délais de remboursement des crédits de TVA aux entreprises sont réduits à deux semaines, et le ministre chargé du budget prendra toutes les dispositions en ce sens ;
- la facturation des surestaries au port et à l'aéroport est suspendue pour trois mois ;
- la dette intérieure de l'État, qui pénalise aujourd'hui nos PME, fera l'objet d'un effort progressif et significatif de règlement ;
- les arriérés portant sur les marchés publics préfinancés par les entreprises au moyen d'emprunts bancaires feront également l'objet d'un effort significatif de règlement ;
- les pénalités de retard dans le cadre de l'exécution des marchés et commandes publics de l'État et ses démembrements sont annulées ;
- un fonds de garantie des prêts bancaires aux petites et moyennes entreprises (PME) sera créé, avec une dotation initiale de 50 milliards de francs guinéens ;
- un fonds spécifique pour les groupements d'intérêt économique sera mis en place, pour un montant de 20 milliards de francs guinéens, pour les aider à mieux absorber le choc économique de la crise sanitaire et les accompagner dans leur formalisation ;
- les exigences pesant sur les banques commerciales au titre de leurs réserves obligatoires auprès de la banque centrale seront assouplies, pour garantir le financement de l'économie ;
- pour la même raison, les conditions de refinancement des banques commerciales auprès de la

banque centrale seront allégées, avec une réduction du taux directeur de l'institut d'émission ;
- les modes de paiement par voie digitale (ou monnaie électronique) seront facilités et amplifiés.

Protecting workers in the workplace

Un communiqué de presse l'Inspection général du travail à l'intention des directeurs et chefs d'entreprises a été publié le 25 mars 2020 sur les chaines de radio et télévision. Il rappelle aux employeurs leurs obligations en matière de la protection des travailleurs. Il insiste sur les dispositions pratiques à mettre en place sur les lieux de travail pour la prévention du covid19.

Une note circulaire de l'Inspecteur général du travail a été prise à l'intention des responsables et cadres des services d'administration et d'inspection du travail le 26 mars 2020. Ladite note donne des orientations et instructions techniques aux intéressés quant à la manière d'assumer leurs missions dans le contexte délicat de la crise due au covid19.

Des émissions radio-télévisées sont organisées par le ministère du travail pour sensibiliser les acteurs sur les formes alternatives d'organisation du travail avec un accent particulier sur le chômage technique.

Relying on social dialogue for solutions

Les autorités gouvernementales estiment que l'urgence de la situation ne laisse pas assez de temps et d'espace pour la concertation mais qu'ils vont dans les prochaines étapes voir comment mieux impliquer les partenaires sociaux. Les partenaires sociaux sont très peu consultés même si une partie de leurs propositions ont été prises en compte. Les négociations collectives sont suspendues sauf celles rentrant dans le cadre de la gestion du covid19.

Other measures

Un plan national sanitaire de préparation et de riposte au covid19 a été adopté en février 2020. Il met en exergue les actions tendant à renforcer la surveillance, les capacités du personnel technique, la communication ainsi que les moyens d'investigation. Les aspects équipement, logistique et prise en charge y sont abordés.

Activities of employers' organizations

- ○ Actions réalisées par **Conseil National du Patronat Guinéen (CNP GUINEE)**
 - Dissémination de recommandations sur le Covid 19 par mail et réseaux sociaux (Whatsapp)
 - Le CNP-Guinée a marqué son intérêt à utiliser et adapter au contexte tous les outils développés par ILO ACT/EMP dans le cadre de la lutte contre la pandémie (Guide pour les employeurs et guide pour l'élaboration de plans de continuité des affaires) pour les mettre à la disposition des entreprises.

- Le CNP avec les deux autres organisations patronales, la **Confédération Patronale des Entreprises de Guinée (CPEG)** et **Patronat de Guinée (PAG)**, ont proposés, entre autres, les mesures suivantes:
 - Baisse du prix du carburant à la pompe.
 - Mesures fiscales et douanières : entre autres dispense du paiement des acomptes provisionnels de l'exercice 2020, échelonnement de 6 mois du paiement du solde de l'impôt sur les sociétés, suspension temporaire du paiement de la TVA au cordon douanier pour alléger le coût des importations, suspension temporaire du paiement du prélèvement forfaitaire de 5% au cordon douanier.
 - Prise en charge par l'Etat des charges sociales pour une période d'au moins 6 mois

Guinea-Bissau

Last Updated: 28 April 2020

Stimulating the economy and employment

As of 25 April 2020, no specific measures at national level were taken to stimulate the economy and employment

Supporting enterprises, jobs and incomes

As of 25 April 2020, no specific measures at national level were taken to support enterprises, jobs and incomes

Protecting workers in the workplace

As of 25 April 2020, no national measures were taken to protect workers in the workplace. Nevertheless, several enterprises in the formal sector (financial services, communication, insurance, transportation) have put in place measures to protect their workers from the virus.

Relying on social dialogue for solutions

As of 25 April 2020, no national tripartite consultation on the impact of COVID-19 on the labour market has been organised. Nevertheless, several enterprises in the formal sector (financial services, communication, insurance, transportation) have initiated internal consultations with their workers in the framework of the existing OSH committees.

Other measures

On 17th March 2020, the government of Guinea-Bissau announced the closure of land, air and maritime borders as well as a ban on all flights landing at Osvaldo Viera International Airport.

On 28th March 2020, the President of the Republic declared the State of Emergency, as a preventive measure to mitigate the spread of the virus. As a result, the authorities decided the interruption of public transport, the closure of schools, markets, the cessation of concerts, shows, religious and traditional ceremonies and to enforce a curfew from 11am to 7am. Only essential businesses (food, medical supplies) are currently allowed to operate. The government has also set up a coronavirus hotline on: 1919 or 2020. On 26th April the State of Emergency was renewed until 11th May 2020.

The Ministry of Health has adopted a National Response Plan, with a budget of about US \$ 13 million, part of which will be supported by WHO, the UN system and other development partners. The national plan includes the restoration of a building for the isolation of COVID-19 patients at the National Hospital Simão Mendes, awareness campaigns, acquisition of equipment, laboratory material and medicines, among others. Meanwhile, 20,000 COVID-19 test kits and protective equipment for medical personnel have arrived in Bissau with the support of the World Food Program.

Kenya

Last Updated: **9 July 2020**

Stimulating the economy and employment

At the National level, the GoK has established the COVID -19 Emergency Response fund in partnership with private sector.

The GoK has appropriated all domestic and international travel budgets for all state agencies within the executive , the judiciary , legislature and the county governments reallocating them to combating COVID-19

Upto Kshs 2 Billion (USD 20M) recovered from corruption proceeds will be used to support the most vulnerable especially the urban poor.

To support the creative economy , the GoK through a presidential directive to the Ministry of ICT, Innovation and Youth Affairs and the Kenya Copyright Board collective management organisations have established a framework to ensure artists get paid and can continue working in the time of the pandemic . Through this system , upto Kshs 200 Million (USD 2M) will be paid .

The Ministry of Sports , Culture & Heritage is availing an additional support of Kshs 100 Million (USD 1M) from an existing sports fund to artists , actors and musicians during the period of the

COVID -19 pandemic .

Supporting enterprises, jobs and incomes

The government of Kenya has taken measures to offer relief and increase disposable income to the people of Kenya through;

1. 100% tax relief for persons earning gross monthly income of upto KShs 24,000 (approx USD 240)
2. Reduction of top income tax rate (Pay as you Earn) from 30% to 25%
3. Reduction of resident income tax (corporation tax) from 30% to 25%
4. Reduction of VAT from 16% to 14% effective April 1st 2020
5. Reduction of the turn over tax rate from the current 3% to 1% for all micro, Small and medium enterprises
6. appropriation of an additional KShs. 10 Billion (USD 100M) to the elderly , orphans and other vulnerable members of the society through cash transfers by the ministry of labour and social protection to cushion them from the adverse economic effects of COVID -19 pandemic

Protecting workers in the workplace

One week after Kenya reported its first positive case of COVID-19, the government called upon employers to consider alternative working arrangements where possible including teleworking, paid leave etc and to avoid to the extent possible termination of employment . The tripartite partners at a press conference a few days later reiterated the call.

Calls to ensure that those work places where people continued to work from put in place measures that ensure social distancing and other hygiene measures have been constantly reiterated

Relying on social dialogue for solutions

The social partners are having ongoing discussions and an initial report was submitted to the National COVID-19 Economic and Business Response Working Group in March that proposed amongst other measures ;

1. Suspension of negotiations of new CBAs and those under negotiation for 12 months
2. Freezing wage increments for 12 months effective April 1st
3. Consideration of annual and unpaid leave as a stop gap measure where need arises
4. Awareness raising amongst enterprises on setting up alternative working arrangements including working from home , use of alternate shifts and leveraging on technology
5. Establishment of screening, counselling and ambulant units at workplaces on COVID-19
6. Monitoring compliance on government directives on COVID-19 at the work place

7. Awareness raising on COVI-19 at the workplace
8. Provision of basic amenities , protective equipment at the work place for both the formal and informal sector
9. Strengthening work place OSH Committees

Other measures

Recognising the need to ensure supply chains are maintained and agricultural production continued, an overnight curfew imposed in mid March doesn't affect delivery of food and farmers are encouraged to continue production especially being teh rainy/planting seasons . the restriction on movement is also only in the 4 counties with the highest numbers.

The Kenya Private Sector Alliance (KEPSA) has launched an assessment on the impact of COVID-19 on business that can be found [here](#).

Activities of workers' organizations

Summary

- All workers are affected by the outbreak of the Coronavirus disease due to the curfew, restrictions on travelling, public gathering and closure of certain economic activities as well as the interruption of supply chains. However, the hardest hit are workers of informal economy, gig economy, SMEs, aviation/airlines, air-travel agencies, tour groups, hotels, restaurants, bars, entertainment centres, arts and craft items, shopping malls, private schools, hair dressing and beauty salons, plantations, floriculture (flower-cut) farms, etc. About 20,000 flower-cut farm workers have been sent home on unpaid annual leave
- Health care workers, caregivers, aviation workers and other front-line workers in the course of their normal are at high risk of contracting the coronavirus disease
- The Central Organization of Trade Unions (COTU-K) held tripartite consultative meetings with officials of Federation of Kenya Employers (FKE), government aimed at guiding the whole process of how to tackle the health and economic impact on the world of work. The government officials and workers' representatives have differed on two main issues:
 - 1- Freezing wage increments in the next 12 months and
 - 2-Suspension of negotiation of all new Collective Bargaining Agreements (CBAs), including those that are currently under negotiation for a period of 12 months and CBAs that are coming to an end during this period of pandemic. Rather, COTU-K wants such matters to be handled at the sectoral level by concerned workers' and employers' organizations
- COTU-K has agreed with the FKE to allow individual or sectoral employers' associations to

enter into discussions with the relevant union(s) to review the provisions of the existing Collective Bargaining Agreements.

Activities of employers' organizations

The **Federation of Kenyan Employers (FKE)** have taken a number of actions for its members:

- FKE has sent an [advisory note](#) to all members
- It has conducted a number of [press briefings](#) outlining FKE's recommendations
- FKE has adapted and sent to members ILO ACT/EMP's '[COVID 19 Workplace Guide](#)'
- "[Business Continuity Plan](#)" ILO/ACTEMP tool adapted to a Kenyan audience and sent to all members and launched a [video](#) on Business Continuity Plan

FKE have now hosted twelve COVID 19 related [webinars](#). FKE webinars are now a regular FKE service. The [latest](#) brought in international experiences from Norway and China (June 27)

- FKE completed a business impact [survey](#) of COVID 19 to all members
- FKE quite visible in the [media](#) print, [youtube](#) and [TV](#)

FKE has signed a Memorandum of Understanding ([MoU](#)) with the Ministry of Labour and the national union federation

FKE called for [PAYE, VAT relief](#) to cushion workers and firms.

FKE participating in the technical committee on labour sector response to Covid-19 pandemic .

FKE has been working closely with hard hit such as the [flower](#) sector association.

Lesotho

Last Updated: **21 December 2020**

Stimulating the economy and employment

The National Emergency Command Centre (NECC) has been established as the national response central coordinating mechanism. It is led by a Cabinet Sub-Committee to determine work on an integrated national response. The Government has also established Districts Emergency Operation Centers (DEOC) to enhance prevention, mitigation and response at the district level. Public Health (COVID-19) Regulations, 2020 were enacted to strengthen the Country's prevention measures by restricting people movements. The Government of Lesotho has in the meantime, made an emergency allocation of about US\$50 million to the NECC for prevention, surveillance, response and clinical management. The budget has been used, among other things, to procure specialized equipment such as oxygen ventilators, patient monitors, testing kits and Personal Protective Equipment.

Supporting enterprises, jobs and incomes

Stimulating the economy and employment

The Central Bank of Lesotho (CBL) reduced the CBL rate by 100 basis points to reduce the cost of borrowing. Commercial banks have to follow suit in reducing their lending rates. It is anticipated that this will ease the cost of borrowing by private sector. The CBL will offer liquidity support to commercial banks to counteract any liquidity problems that the banks may face. On the other hand, commercial banks will grant three months credit payment holiday to clients, as well as reduced transaction fees and charges. Insurance companies will grant premium holidays of up to three months; process claims during lockdown and allow delayed policy renewals. Mobile network companies will lower transaction charges and increase transaction limits.

The Government will establish COVID-19 private sector economic relief fund, as well as mobilizing development partners support to address the post COVID-19 impact.

What is a clearly pertaining situation is that a number of sectors more importantly the informal sector has released workers due to shut down. This will likely worsen the unemployment situation in the country. The textile firms and construction industry has laid off workers due to shut down but no data is yet available to confirm how many workers have been laid off.

Supporting enterprises, jobs and incomes

The Government of Lesotho has put in place tax relief measures Company Income Tax, Simplified Business Taxation & Pay as You Earn) and Administrative Measures to ease cash flow problems faced by businesses and individuals during the lockdown. In addition to Tax Relief and Administrative Measures, the Government has also introduced a comprehensive private sector support comprising expansion of credit guarantee facilities, matching grants and rental subsidies.

Protecting workers in the workplace

The Government of Lesotho has published new Regulations on 22 April, 2020 which added a list of other businesses and services on the previous list. The new Regulations permit some services that are considered essential to open 24 hours per day while others operations are restricted. These essential services, *inter alia*, include, banking services, funeral undertakers/mortuary, food and medicines, Pharmacies and petrol stations. Workers at workplace and clients have been encouraged to wear protective clothing and every time they use sanitizers which are seen at every entrance of companies.

All hospitals remain open 24 hours per day in order to treat any eventuality or any person who happens to fall sick unexpectedly.

Formal sector workers have access to their paid leave especially in Government. However, the challenge remains with the textile workers that absorbs more than 40,000 workers.

Relying on social dialogue for solutions

The National Emergency Command Centre coordinates all actions against the virus and the workers and employers representatives are included at the centre. Joint meetings have been taking place between Government and employers and workers over the past weeks and these are likely to continue in the foreseeable.

Other measures

Other measures:

Lock down

The Government of Lesotho has in early March declared a State of Emergency in accordance with Section 23 (1) and (7) of the Constitution of Lesotho and on 18th March 2020, instituted lockdown to run up until the 21st of April. This was subsequently extended on 21st April, 2020 to run up to 5th May, 2020. The Military and Police have been mobilized to operationalize the Public Health (COVID-19) Regulations, 2020 and take to court businesses and individuals who contravene the Regulations.

Food Security

The Government will provide agricultural subsidies to increase food production and household food security and accelerate uptake of matching grant schemes to increase agricultural production and product diversification.

Social Protection

The Government will implement the following measures during lockdown:

- Increase the cash benefit amount for existing beneficiaries, especially child grant support.
- Identify and add new vulnerable people – children, elderly (60-70yrs), people living with disabilities and informal sector operators.
- School feeding – supplying monthly rations to vulnerable children.
- Continue with under-fives feeding.
- Salary subsidy for industrial workers.
- Pay stipend to affected Basotho students abroad (China, Cuba, India etc) for three months.
- Grants for vulnerable students in institutions of higher learning if the lockdown extends beyond May 2020.
- Continue providing humanitarian assistance to vulnerable households to minimize the impact of food insecurity.

Bilateral negotiations with South Africa to protect jobs for Basotho migrant mineworkers

The country is in discussions with South Africa to protect jobs for Basotho mineworkers while at the same time the return and reintegration measures to absorb returning migrant workers into the labour market are being explored.

Donations

Some private businesses have volunteered to assist the country by setting testing centers across the country. There has also been receipt of donations from WHO, in particular COVID-19 laboratory testing equipment; Global Fund, Business People, Government of the Peoples Republic of China and United States Government.

Activities of employers' organizations

The **ASSOCIATION OF LESOTHO EMPLOYERS AND BUSINESS (ALEB)** has developed some guidelines on COVID-19 and shared with its members. In addition ALEB has adapted the ILO/ACTEMP tools designed to support enterprises during the COVID-19 crisis and issued a public statement.

ALEB HAS presented policy proposals on:

- Rental holidays.
- Suspension of minimum wages.
- Tax holiday.
- General measures to ease cash flow strain.

The Government has set up a Command Centre, which is an Inter-ministerial group.

Not specific channel for dialogue between social partners on this issue has been created. Dialogue takes place through the National Advisory Committee on Labour (NACOLA) which meets regularly .

ALEB is exploring the possibility of issuing a joint statement with the workers addressed to the Government on the crisis.

ALEB used the ILO-ACTEMP policy tool to formulate and present proposals to government. Government accepted and acted on most of ALEB's proposals except for a few which includes the proposal to put a moratorium on the minimum wage.

ALEB and the Ministry of Health collaborated on training the Private Sector on "infection, prevention, and control" of COVID at the workplace

Drew up a guide on the management of a COVID-19 employee in the workplace

ALEB adopted the ILO checklist after the reopening of the economy by the Prime Minister

Published the "Work from Home Guide"

ALEB issued a Six Point Business Continuity Policy Plan for its members and disseminated video on business continuity

ALEB participated in a Tripartite Approach Policy and Response Measure led by the National Advisory Committee on Labour regarding the issue of a Social Security Policy

Part of the sectoral approach coordinated committee established for the purpose of ensuring

the disbursement of the M800 wage subsidy (37 000 factory workers over a 3months period)

Government remains elusive when it comes to involving the private sector in decision making. ALEB survive by sending their proposed guidelines for approval to the Disaster Management Authority when lobbying for their members.

The private sector should be involved in developing post COVID recovery plans. As it is ALEB see government drawing such plans without consulting them yet the private sector will be expected to implement the plans. As it is, ALEB needs subsidies for small and medium enterprises to create new jobs for the youth, increased infrastructure spending, skills development and vouchers for the vulnerable.

Liberia

Last Updated: **27 February 2021**

Stimulating the economy and employment

24 March 2020

- [The Central Bank of Liberia \(CBL\) has instituted several policy measures to ease the negative impact of the Coronavirus pandemic on the Liberian economy.](#) The measures include suspension for three months, all charges on the Automated Clearing House (ACH), Direct Credit (DC) and Real Time Gross Settlement System (RTGS); as well as one month suspension on all Mobile Money Operators (MMOs) charges to customers for money transfers. Commercial banks and operators are required to suspend all charges to customers related to these Electronic Payment Channels so as to reduce the cost of clearing, payments and transfers for individuals and businesses. Transfer limits have also been reviewed.
- Business and economic activities are ongoing with containment and prevention advisories/measures such as social distancing in place to contain the spread. The National State of Emergency declaration calls for all commercial activities to be closed no later than 3:00 p.m.
- A [financing agreement entered into by the Government of Liberia and the International Development Association of the World Bank](#) was signed into law. The US\$40 Million Financing Agreement, which is a Budget Support, was sought by the Liberian Government to fill financing gaps in the 2019/2020 Fiscal Budget as to enable the government execute some of its operational programs.

Supporting enterprises, jobs and incomes

May 21 2020.

- With regards to social protection intervention also directed at alleviating the health and economic impact of COVID-19 on the general population, [the Government of Liberia](#) is distributing palliative items including food to all residents residing in the Country. The intervention which bore the nomenclature COVID-19 Household Food Support Programme was developed against the backdrop of grant received from the World Bank (5 million) and the IMF (25 million). The intervention is expected to end on March 31st 2021.

20 April 2020.

- [The Market Women and Small Informal Petty Traders Bank Loan Programme](#) was approved by the Senate and House of Representatives to support businesses existing before 1 January 2020. Following the extension of the SoE, both legislative bodies passed a joint resolution to approve a modified version of the programme, adding credit unions and related entities that are registered and doing business. The main aim of the programme was to assist market women and small informal petty traders in all sectors to repay debt to commercial banks and other creditors. The programme sought to alleviate losses suffered from trading and selling due to curfew, movement restrictions and market closures. While the loan programme was created before COVID-19, the payback conditions were relaxed to alleviate the impact of the pandemic on the daily earnings of vulnerable groups.

27 April 2020.

- An Executive Order has been issued to reposition the National Food Assistance Agency (NFAA). The Executive Order No.101 issued Tuesday, April 27, 2020, [repositions the NFAA to work closely with the National Steering Committee of the COVID-19 Household Food Support Program \(COHFSP\)](#) by providing enumeration of household/beneficiaries and monitoring aspect to the Food Support Program.

18 April 2020.

- [Pres. Weah Sets Up COVID 19 Food Support Steering Committee](#) and requests the National Legislature to re-appropriate US\$ 25 million from the FY 2019/20 National Budget for COVID-19 Household Food Support Program (COHFSP).

10 April 2020.

- Both the House of Representatives and the Liberian Senate passed a Joint Resolution, endorsing the stimulus package as well as the President's request for free electricity and water supply to homes during the State of Emergency and lockdown.

24 March 2020.

- [The rule on credits \(asset classification and provisioning\) has been temporarily suspended for three \(3\) months to borrowers](#) in the aviation, hospitality, tourism, agricultural and businesses involved in cross-border trading, considering the negative impact of the coronavirus on the cash flows of the affected sectors of the economy. Commercial banks and other licensed financial institutions are required to exercise

flexibility for borrowers working in stated sectors, including but not limited to flexible restructuring of terms.

Protecting workers in the workplace

22 March 2020.

- COVID-19 preparedness guide for workplaces and workers in Liberia has been provided by the government through its Ministry of Labour to reduce the impact of COVID-19 outbreak conditions at the workplace based on the Decent Work Act.
- The [health ministry declared a national health emergency and instituted protection and containment protocols](#)
- All non-essential employees of government have been granted paid leave until further notice
- All offices, businesses, schools, churches, and places of public gathering are required to provide hand-washing facilities at their entrances
- Social distancing protocols have been put in place in Liberia and directives for businesses and organisations to limit customers in the service areas based on the type of services provided is being enforced
- Ongoing sensitization on COVID 19 on how to prevent COVID 19, available services for suspected cases and against discrimination. Sensitization materials include a jingle recorded by the President- H.E. George Manneh Weah.

Relying on social dialogue for solutions

2 July 2020.

- To alleviate the economic and social impact of COVID-19 and the national lockdown, the ILO through the Joint United Nations Programme on HIV/AIDS in collaboration with UNAIDS provided material support to four (4) Networks of People Living with HIV and AIDS in Montserrado County to support response to an prevention of the spread of the COVID-19 amongst vulnerable persons in the County. The networks are: LIBNep+ (Light Association. & Eye Association), Serene Health for All Mobile Clinics, and Save Vulnerable, Inc. Items provided included 150-250 bags of rice, 288 hand sanitizers, 200 gallons of chlorine and 100-buckets with faucets amongst others.

9 October 2020.

- Social dialogue played a key role in the resolution of the 2020 National Health Workers Union of Liberia strike during the pandemic to allow effective response to the outbreak.

31 March 2020.

- Consultations on COVID-19 responses have yielded collaborative efforts for sensitization and prevention.

Other measures

22nd June 2020

- National State of Emergency (SOE) extended by additional 30 day. The extension will afford the government the opportunity to re-examine its COVID-19 response strategy. Despite the measures that have been put in place to curtail the spread of the Coronavirus disease in the country, including the compulsory wearing of facemasks, handwashing and social distancing, cases and deaths from the disease continue to rise.

5 June 2020.

- In the wake of consensus by West African countries that are members of the West African Examination Council to administer this year's WASSCE exams for 12th graders in August 2020, President Weah has mandated the Ministers of Education and Health to promulgate guidelines for the return of students in the 12th grade to class this June.

24 April 2020.

- On 24th April, an additional two week extension was announced for the State of Emergency lockdown declared on April 8th to exist in and throughout the Republic of Liberia. All 15 counties in the Republic of Liberia are quarantined.
- The Special Presidential Advisory Committee on COVID-19 (SPACO) was officially launched, chaired by the President of the Republic of Liberia

7 April 2020.

- A National Response Coordinator for the Executive Committee on Coronavirus (ECOC) in Liberia was appointed to provide a single set of national strategic objectives for defeating the Coronavirus disease and coordinate the National COVID-19 multi-sectorial response plan, in coordination with the United Nations (UN), donor partners, Ministry of Health and National Public Health Institute of Liberia (NPHIL).
- Public Health Emergency Management Systems have been activated to level 1 at National and County level (Montserrado County) led by National Public Health Institute Liberia
- A multi-sectorial national emergency operations centers (EOC) activated to coordinate national response activities
- Dedicated health and security emergency line to report suspected cases has been established

Activities of workers' organizations

Summary

- Many workers in the formal economy have been temporarily laid off due to the reduction or closure of business activities. Similarly, all activities in the informal economy have completely ceased due to the nationwide lockdown

- There is currently no discussions nor engagement with the social partners by the government
- The Health Services Workers Union of Liberia is one of the most organized trade union and during the time of Ebola raised awareness about lack of personal protective equipment. This led to a huge strike in Liberia during the Ebola time. The union is concerned that the situation of infrastructure and personal protective equipment has not improved leading to much apprehension among the workers that if covid-19 should strike they may not be able to cope with the situation. During the time of Ebola, many health workers run away from their duty post due to fear of contracting the virus
- The Liberia Labour Congress has requested for support from the ILO to cover the costs of protective equipment, sanitizers and transport for health workers.

Activities of employers' organizations

- The **Liberia Chamber of Commerce (LCC)** disseminated through email, social media and [website](#) of information and recommendations including the Ministry of Labour's Covid-19 Preparedness Guide for workplaces and workers.
- LCC is working with the Private Sector Engagement Committee (PSEC) chaired by the National Public Health Institute of Liberia (NPHIL) and the Ministry of Health (MOH). The PSEC was first established during the Ebola outbreak. Its role is to ensure one coordinated response between public and private sector and, where possible, to mobilize resources.
- LCC proposals include:
 - Temporary lifting of conditional pre-shipment requirements.
 - Facilitate pre-arrival payments to reduce dire lost time at Port.
 - Suspension of all government inspections with exception of Health, Safety and Public Security related matters and including of price monitoring.
 - Inspection at importers final destination by a team of inspectors from various agencies to avoid unnecessary delays in clearing of goods from port and into suppliers warehouse for immediate release to the market .
 - Such Recommendations need to be granted for all shipments with immediate effect and for a period not exceeding 90 days and subject to review and renewal by the respective government authorities based on the market situation.
- Joint action undertaken between: the Private Sector Engagement Committee (PSEC) chaired by the National Public Health Institute of Liberia (NPHIL) and the Ministry of Health (MOH). The PSEC was first established during the Ebola outbreak. Its role is to ensure one coordinated response between public and private sector and, where possible, to mobilize resources.

Stimulating the economy and employment

Le gouvernement d'accord national (GNA) a annoncé des mesures spécifiques d'un total de 500 millions USD (environ 1% du PIB) en dépenses d'urgence liées au COVID-19. La nature exacte des mesures et l'utilisation de ces dépenses restent encore à préciser, mais elles devraient viser plutôt à soutenir le système médical.

L'économie libyenne continue d'être affectée par la poursuite de la guerre civile et la baisse des prix du pétrole et de la production.

Supporting enterprises, jobs and incomes

Pas d'indications particulières

Protecting workers in the workplace

Pas d'indications particulières

Relying on social dialogue for solutions

Pas d'indications particulières

Other measures

Pas d'indications particulières

Madagascar

Last Updated: **1 September 2020**

Stimulating the economy and employment

7 mai 2020

Suite au décret n° 2020-359 du 21 mars 2020 proclamant l'[état d'urgence sanitaire](#) pendant 15 jours sur tout le territoire de la République de Madagascar, des décisions spécifiques ont été prises pour appuyer le secteur privé afin qu'il puisse préserver l'emploi des travailleurs:

- l'organisation d'une [rencontre avec le secteur privé et le gouvernement](#) relative aux mesures économiques et fiscales face à la lutte contre le coronavirus le 23 mars 2020

- la facilitation des obligations fiscales face à la crise par le [report du délai de déclaration du droit de communication](#) au 15 mai 2020

Le 19 avril 2020, le Président de la République de Madagascar a déclaré le déconfinement partiel avec un port de masque obligatoire et le respect des barrières d'usage. Le couvre-feu sera de 21h à 4h du matin et les élèves devant passer les examens officiels retourneront progressivement à l'école à partir du 22 avril. Les travailleurs peuvent aller travailler jusqu'à 13h et les taxi-be et taxi pourront circuler mais en respectant toujours les gestes barrières et le nombre de voyageurs.

Le Président de la République de Madagascar a prolongé pour une troisième fois pour quinze jours, à partir du 2 mai 2020, l'état d'urgence sur tout le territoire de la République de Madagascar suivant le [décret n°2020-457 du 2 mai 2020](#).

Madagascar enregistre un nombre important de nouveaux cas confirmés de coronavirus Covid19 ce jeudi 7 mai 2020. Le rapport quotidien du professeur Hanta Vololontiana, porte parole officiel du centre de commandement opérationnel à Ivato, indique en effet 37 nouveaux cas. 193 cas sont donc confirmés jusqu'à ce jour, 92 en traitement, 101 guéris, 0 cas grave, 0 décès. Par ailleurs, une hausse du nombre de tests effectués au quotidien est signalé. Depuis le 19 mars, 3968 tests ont été effectués.

1er septembre 2020

Madagascar prolonge de 15 jours encore l'[état d'urgence sanitaire](#) sur le tout le territoire à partir du 22 août 2020.

Au 31 août 2020, seuls 20 nouveaux cas ont été recensés. Le rapport du centre de commandement opérationnel indique également 30 guérisons et 1 décès. [Des mesures de déconfinement partiel](#) ont été prises et présentées par le Président de la République de Madagascar et un retour progressif à la normale.

Supporting enterprises, jobs and incomes

7 mai 2020

Suite à la [rencontre avec le secteur privé et le gouvernement](#) et concernant le chômage technique temporaire en particuliers, les décisions suivantes ont été prises:

- suspension de paiement des charges sociales
- droit à une indemnité mensuelle dans le cadre d'un Plan Social d'Urgence instauré par décret
- report des échéances bancaires pour les trois prochains mois pour ceux qui ont contracté des crédits à la consommation et les crédits immobiliers
- mise en place d'un moratoire pour le remboursement des crédits bancaires au profit des entreprises
- recours aux délais de paiements amiables, paiement des cotisations de sécurité sociale dues pour les premier et deuxième trimestres 2020

1er septembre 2020

Au mois de juillet 2020, une[note de conseil](#) au Ministre de l'économie et des finances a été communiquée afin d'appuyer le secteur privé.

Face à la situation d'urgence sanitaire qui perdure, le Ministère de l'économie et des finances, conscient des difficultés rencontrés par les contribuables, a décidé de prolonger [les échéances des obligations fiscales](#).

Protecting workers in the workplace

7 mai 2020

Un [Plan d'urgence social](#) pour indemniser les familles victimes de l'impact direct du confinement a été mis en place. Il concerne surtout:

- la distribution de vivres aux chauffeurs de taxi, aux chauffeurs et aux receveurs de taxi-be et taxi-brousses, aux laveuses de linges, aux personnes âgées sans ressources, aux sans-abris, aux familles nécessiteuses, aux marchands des rues et aussi aux prostituées et à tous ceux qui vivent au jour le jour
- la suspension de paiement de la facture d'eau et d'électricité et ce sans coupure

En outre, une[note d'instruction](#) concernant les mesures de prévention sanitaires a été publiée par le Ministère du Travail, de l'emploi, de la fonction publique et des lois sociales le 27 mars 2020, suite à la proclamation de l'état d'urgence sanitaire par le Président de la République, mesures à suivre par les entreprises par vis-à-vis des travailleurs.

Les inspecteurs et contrôleurs du travail et des lois sociales au niveau de la Direction Générale du travail et des lois sociales et des Directions Régionales du Travail sont chargés du suivi et du contrôle de l'application de toutes ces dispositions.

Madame la Ministre a déclaré qu'elle attachera la plus grande importance pour l'application stricte de ces dispositions.

1er septembre 2020

L'aide de l'État destinée aux travailleurs du secteur formel en cette période de crise sanitaire liée au COVID-19 se concrétise. Comme annoncée par le Président Andry Rajoelina, l'aide en question se fera sous forme de prêt à contracter au niveau de la Caisse Nationale de Prévoyance Sociale (CNAPS) avec un taux d'intérêt de 0%. Le Chef de l'État a procédé au [lancement officiel de ce système de crédit dénommé «Tsinjo Fameno»](#) le mardi 25 août au siège de l'entreprise Akanjo à Ambatomaro.

Relying on social dialogue for solutions

7 mai 2020

Le 30 avril 2020 à Antananarivo, le Conseil National du Travail a tenu sa première réunion depuis la crise afin de négocier de nouvelles mesures de travail pour mieux répondre aux besoins des travailleurs durement affectés.

1er septembre 2020

Depuis, trois autres sessions du Conseil National du Travail ont été organisées afin de réfléchir toujours sur les mesures de travail face à la COVID19.

Other measures

7 mai 2020

Un [centre de commandement opérationnel](#) COVID19 a été mis en place et inauguré par le Président de la République le 23 mars 2020 et coordonne les différentes mesures à appliquer afin de maîtriser la propagation du coronavirus à Madagascar.

Un médicament préventif et curatif appelé CVO Covid Organics a été présenté le 20 avril 2020 à l'IMRA (Institut Malgache de Recherches Appliquées) et qui sera distribué à toute la population des trois régions ayant des cas de COVID-19, à savoir la région Analamanga, Antsinanana et Haute Matsiatra. Pour le Président de la République de Madagascar, l'essentiel pour l'Etat est de protéger sa population.

1er septembre 2020

Etant entendu que, depuis l'annonce officielle de la pandémie de la COVID19 à Madagascar, l'Etat a décrété l'état d'urgence sanitaire depuis le 21 mars 2020 et ce jusqu'à présent, ayant engendré la mise en place d'une stratégie de riposte multisectorielle puisque les impacts des mesures sanitaires et sécuritaires sont à la fois sociaux et économiques, le Conseil du gouvernement a adopté le 1^{er} juillet 2020, le [plan multisectoriel d'urgence](#) (PMDU).

Activities of employers' organizations

Le groupement des entreprises de Madagascar (GEM):

- Has been adapting and sending ILO ACT/EMP tools, '[COVID 19 Workplace Guide](#)', the [Six-sept COVID 19 Business Continuity Plan](#) to its members; **Workplace guide and Work from Home** Guides being translated into Malagasy (June)
- Will send enterprise impact survey to all members.

GEM issued the following [recommendations](#) on economic recovery.

Tripartite council connived and two meetings were held.

GEM is working closely with the [banking sector](#).

GEM has been very active in policy process (example from GEM President on need for [Private sector support](#)).

GEM have established (MAY) a fund to support vulnerable sections of the community (includes SMEs and informal economy) the fund is partly administered by the UN and ILO.

GEM has developed a fund to support vulnerable persons and companies (May). In addition GEM has developed a set of policy proposals to support Vulnerable persons ([30 June 2020](#))

On the 17 June there was a meeting between the private sector (represented by GEM) and the National President. ([Summary here](#)).

[Le Groupement des Femmes Entrepreneurs de Madagascar officiel](#) (part of GEM) hosted a press conference (11 June) on the particular impacts of COVID 19 on female business owners. A webinar/online conference had been held the day before. See link [here](#)

Malawi

Last Updated: **26 February 2021**

Stimulating the economy and employment

Infection control measures

Public Health (Coronavirus and COVID-19) (Prevention, Containment and Management) (Amendment) Rules, 2021

Malawi's Public Health (Coronavirus and COVID-19) (Prevention, Containment and Management) (Amendment) Rules, 2021, issued under the Public Health Act, were gazetted on 18 January 2021. The original Rules were gazetted on 9 April 2020 and subsequently amended on 17 April 2020. Amongst others, the 21 January 2021 amendment to the Rules reduced the size of legally permissible gatherings from 100 to 50.

National Address (17 January 2021)

President H.E. Lazarus Chakwera gave a National Address on 17 January 2021, at which he announced, amongst others, the following measures:

- Introduction of a national 5-tier system for tracking the progression of the pandemic and the measures to be enforced with each level, updated daily.
- Closure of all schools for 3 weeks.
- All gatherings in general must have no more than 50 people under the strictest Covid-19 compliance certified and regulated by the local Council.
- Employers must reorganize their employees to work in shifts if the work requires physical presence, and to work from home for the next three weeks if it does not.

- Any person found in public by law enforcement authorities without a mask will be fined.
- All buildings used by the public, whether for business or public service, must be disinfected no less than once a week, and must be fitted with handwashing facilities at the entrance and exits.

State of National Disaster (12 January 2021)

A state of national disaster was declared on 12 January 2021 by H.E. President Lazarus McCarthy Chakwera in accordance with Section 32(1) of the Disaster Preparedness and Relief Act (1991) in respect of all the districts of the country with effect as of that date. A State of Disaster was earlier declared by former President H.E. Arthur Peter Mutharika on 20 March 2020, also pursuant to the Disaster Preparedness and Relief Act.

Circular issued by the Secretary to the President and Cabinet (11 January 2021)

On 11 January 2021, the Secretary to the President and Cabinet issued a Circular to all Principal Secretaries, Heads of Department, District Commissioners and the Comptroller of Statutory Corporations, amongst others, encouraging public servants to make use of virtual meetings, and to only hold face-to-face meetings where these are “essential” and there is a “great need to do so”.

Closure of land borders (23 December 2020)

Malawi's land borders were closed on 23 December 2020 for an initial period of 14 days with exceptions for cargo, returning residents, deportees and special circumstances.

Public Health Rules (7 August 2020)

Malawi's Public Health (Corona Virus and Covid-19) Prevention, Containment and Management Rules, 2020, gazetted on 7 August 2020, require members of the public to: Wear a face mask at all times in public; Maintain a social distance of at least 1 metre from other persons; Wash hands frequently with soap and water for at least 40 seconds; Avoid handshakes; Cover nose and mouth when coughing or sneezing. The Rules initially prohibited public gatherings for more than 10 people, with the exception of meetings to discuss COVID-19. The Rules were subsequently amended on 26 August 2020 to increase the permissible size of gatherings from 10 to 100 persons. Operators of privately-owned as well as publicly-owned facilities from which members of the public access goods or services are required handwashing facilities or hand sanitizer to persons accessing the facility; provide adequate ventilation; enforce inter-personal distance; and require mandatory wearing of face masks. Under the Rules, all education institutions were closed pending further decision of the Minister of Health in consultation with the Minister of Education. Schools subsequently started reopening from 7 September 2020. The Rules empower the Minister of Health to declare any geographical area as a 'restricted area'. Penalties set out under the Rules include fines of up to MWK 100,000 (equivalent to around USD \$130) and jail time of up to 3 months in prison, with compliance overseen by specially designated enforcement officers which include labour officers, the police, and the defence forces.

On 14 July 2020 the Co-Chairperson of the Presidential Taskforce withdrew endorsement of the Coronavirus prevention measures announced by the Taskforce on 10 July 2020, citing the

Attorney General's reference to injunctions in force against implementation of the proposed lockdown measures and the Public Health (Coronavirus Containment, Prevention and Management) Rules gazetted on 9 April 2020 granted by the High Court of Malawi on 17 April 2020 and 28 April 2020. Malawi's Presidential Taskforce on COVID-19 had sought to implement stricter nationwide measures to control the spread of Coronavirus on 10 July 2020. The measures, which were to be implemented by Councils, were to include restrictions on markets, shops street vending, entertainment, public events, cultural events, religious gatherings, funerals, transport services, meetings and workshops. The statement issued by the Presidential Taskforce issuing the measures further encouraged all persons to stay at home, observe good sanitary and hygiene practices, ensure that there is social distancing at all times, and to use a face mask at all times.

On 14 July 2020, the Directorate of Road Traffic and Safety Services (DRTSS) implemented new COVID-19 preventive measures including a reduction in public transport by 60 percent, social distancing requirements, disinfection of all public vehicles before commencement of every trip, and mandatory hand washing by passengers upon entry to a bus or minibus.

Lockdown

The Chief Justice certified the lockdown' case as a constitutional matter, pursuant to Section 9(2) of the Courts Act, following the judicial injunction and referral granted by the High Court on 28 April 2020. The lockdown under judicial review proposed various measures that had originally been due to commence on 18 April 2020. The proceedings arose from a petition filed by the Human Rights Defenders Coalition (HRDC). (*See further 'Other measures', below*). The Government of Malawi (GoM) remained unable to implement the proposed lockdown while the matter remained in court.

Presidential Taskforce on Coronavirus

On 28 April 2020, the President directed the GoM to restructure the former Cabinet Committee on Coronavirus into the Presidential Taskforce on Coronavirus which reports directly to the President.

National COVID-19 Preparedness and Response Plan

On 8 April 2020, the President announced the National COVID-19 Preparedness and Response Plan, valued at USD \$345 million, under the overall coordination of the newly-created Ministry of Disaster Management. The ILO is supporting implementation of the 'Protection' and 'Employment and Labour Force Protection' clusters of the Plan. As of 18 May 2020, the Treasury had reportedly released MWK 7.4 billion (USD \$10 million) to support the GoM to respond to the crisis, comprising of MWK 5 billion to councils and security agents and MWK 2.4 billion (USD \$3.2 million) to ministries as well as district, town and city councils. In early June 2020, the budget for the Preparedness and Response Plan was revised upwards by MWK 97 billion to MWK 254 billion (representing a 61.7 percent increase). As reported by the President, MWK K14 billion (circa. USD \$19 million) had been mobilized in support of the Plan as of 5 June 2020.

Fiscal policy

- GoM Gross Domestic Product (GDP) growth forecasts for 2020 were revised downwards

from 5.5% to 1.9% due to the impact of COVID-19, representing a sharp decline from the circa. 5% GDP growth rate the country experienced in 2019, as announced by the President on 5 June 2020.

- Commercial banks have been directed to implement a three-month moratorium on principal and interest repayments on loans; restructure, refinance or renegotiate loans issued to Small and Medium-sized Enterprises (SMEs) and other borrowers; reduce fees and charges for internet banking, mobile payment and related services by 40%; and defer all bonus payments.
- A voluntary tax compliance window has been established allowing taxpayers to settle tax obligations without penalty for six months.
- A relief fund has been established to collect private contributions.

Monetary policy

- The Liquidity Reserve Requirement (LRR) on domestic currency deposits was reduced to 3.75% (from 5%) releasing MWK 12 billion (USD \$16 million) additional liquidity for banks.
- The Lombard Rate was reduced by 50% (to 0.2% above the Policy Rate), reducing the cost of borrowing from the Reserve Bank of Malawi (RBM).
- An Emergency Liquidity Assistance Facility has been activated.
- Relief will be granted to banks on a case-by-case basis.
- The Prompt Corrective Action (PCA) Directive recapitalisation plan has been approved beyond 90 days in the event of a bank breaching the Prudential Capital Requirement Directive as a result of the crisis.

Support to specific sectors, including the healthcare sector

- Import taxes on Personal Protective Equipment (PPE) and other essential goods have been waived.
- Risk allowances for healthcare workers have been increased.
- Resident tax has been waived for all foreign healthcare workers.

Supporting enterprises, jobs and incomes

Social protection

Emergency Cash Transfer Program

On 28 April 2020, the President announced a six-month Emergency Cash Transfer Program (COVID-19 Urban Cash Intervention - CUCI), supported by the ILO, for 172,000 households in urban and peri-urban areas estimated to reach almost one million people (35% of the urban population). Each beneficiary is being paid electronically through mobile payments MWK 35,000 (circa. USD \$ 47) per month equating to the rate of the national minimum wage. As directed by the President, the Ministry of Finance, Economic Planning and Development, Ministry of Local Government and Rural Development and Ministry of Population and Social Welfare devised an implementation process including household registration. On the same date, the President announced a "top-up" to the existing unconditional targeted Malawi Social Cash Transfer

Program (SCTP) ('*Mtukula Pakhomo*').

Other social protection measures

The GoM undertook discussions on the design and financing of other social protection responses including:

- Frontloading four months of SCTP payments to beneficiaries during March to June 2020.
- Temporarily expanding coverage by 100% and benefit levels by 50% of the SCTP in rural areas.
- Provide a three-month take-home ration for students in lieu of school meals, in light that schools are closed.
- Accelerating establishment of the Workers Compensation Fund, which is one of the key objectives of the [National COVID-19 Preparedness and Response Plan](#) that is being supported by the ILO.

Employment retention

- On 27 April 2020, the Ministry of Labour promulgated the [COVID-19 Workplace Guidelines](#) following tripartite consultations. The Guidelines require employers to minimize terminations including through social dialogue, reduction of working hours, pay cuts, leave; consider providing voluntary livelihoods support, amongst other measures.
- Protection of jobs is one of the key objectives of the Employment and Labour Force Protection cluster of the [National COVID-19 Preparedness and Response Plan](#). Target populations for the cluster include employers, workers, job seekers and laid-off workers both in formal and informal economy.

Assistance to business and business continuity

- The fiscal allocation for the Malawi Enterprise Development Fund (MEDF) has been increased to MWK 15 billion (USD \$20 million) (from MWK 13 billion) available for lending to Micro, Small and Medium-sized Enterprises (MSMEs).
- A Presidential directive was issued for Auction Holdings Limited (AHL) to function normally to operate the annual tobacco auction.
- The United Nations (UN) has opened a COVID-19 Prevention and Response window to catalyse private sector action on COVID-19 under its Growth Accelerator programme.
- GoM has directed Agricultural Development and Marketing Corporation (ADMARC) to purchase agricultural produce at fair prices.
- Tourism industry levies have been waived.

Protecting workers in the workplace

Occupational Safety and Health (OSH)

National address (17 January 2021)

President H.E. Lazarus Chakwera gave a National Address on 17 January 2021, at which he announced, amongst others, that employers must reorganize their employees to work in shifts if

the work requires physical presence, and to work from home for the next three weeks if it does not.

Public Health Rules (7 August 2020)

The Public Health Rules gazetted on 7 August 2020 require employers to: Provide up to date Ministry of Health COVID-19 information to employees; Provide adequate handwashing or hand-sanitizing facilities; Ensure regular cleaning, sanitization, and disinfection of workplaces; Promote working from home for non-critical employees and allow vulnerable employees to work from home; Decongest workplaces by introducing shifts to avoid overcrowding; Ensure that the amount of cubic space allowed is not less than 11 cubic metres per person; Arrange work in a way that employees are physically distance at least 1 metre apart from other persons; Minimize face to face meetings; Display posters on COVID-19 spread at strategic locations throughout the workplace; Prevent travel for work as much as possible; and provide appropriate Personal Protective Equipment (PPE) to high risk and front line workers at no cost.

COVID-19 Workplace Guidelines

- On 27 April 2020, MOLSI promulgated the [COVID-19 Workplace Guidelines](#) following tripartite consultations. The Guidelines require employers to appoint a team responsible for implementation of the Guidelines; promote teleworking; ensure physical distancing; limit or shut down non-essential activities; ensure dissemination of the Guidelines to all employees; and provide PPE to high-risk and front line workers, amongst other measures.

Public Health Rules

- The [Public Health \(Coronavirus Prevention, Containment and Management\) Rules](#) issued by the Minister of Health on 9 April 2020 pursuant to the Public Health Act empower the Minister of Health to prescribe a range of measures on employers including shift-work, restrictions on the number of persons at any workplace at any given time, physical distancing, provision of PPE, and observance of sanitary and hygienic practices, including disinfection of the workplace. The Rules designate a number of essential services that may be permitted to continue to operate during a 'lockdown' including healthcare, law enforcement, defence, security services, utilities (water and sanitation, gas, and electricity), communication and media, agriculture and fishing, mining and quarrying, manufacturing and transport of food, health and hygiene products, legal and financial services, and the wholesale and retail of food and essential products such as sanitizers and disinfectant.

National COVID-19 Preparedness and Response Plan

- Encouraging provision of Personal Protective Equipment (PPE) especially to healthcare workers, providing safe working environments and training employees on COVID-19 safety and health issues for the workplace are key objectives of the [National COVID-19 Preparedness and Response Plan](#).

Prevention of discrimination and exclusion

- Protection of vulnerable workers is one of the key objectives of the Employment and

Labour Force Protection cluster of the [National COVID-19 Preparedness and Response Plan](#).

- The Malawi Human Rights Commission issued a [statement](#) on 3 April 2020 outlining human rights concerns in respect of COVID-19.

Presidential Taskforce on Coronavirus

- The Co-Chairperson of Malawi's Presidential Taskforce on Coronavirus issued a press statement on 27 June 2020 that reminds "all employers and employees to strictly observe all preventive measures to prevent COVID-19 transmission at workplaces".

Access to healthcare

- The Ministry of Health has launched the [COVID-19 National Information Dashboard](#)
- Several national laboratories are now capable of testing for COVID-19.
- The GoM has reported that 755 out of a targeted 2,000 additional healthcare workers have been recruited.
- All hospitals have been directed to set aside separate space to treat COVID-19 cases.
- GoM has repaired ventilators in the central hospitals and provided 20 new ventilators for treatment sites.
- GoM has committed to make available all necessary Personal Protective Equipment (PPE) to healthcare workers.

Relying on social dialogue for solutions

Tripartite Press Statement marking World Day for Safety and Health at Work 2020

- On 28 April 2020, the Honourable Minister of Labour, Skills and Innovation jointly with the leaders of the Employers Consultative Association of Malawi (ECAM) and the Malawi Congress of Trade Unions (MCTU) issued a [tripartite joint press statement](#) on COVID-19 and the world of work to mark World Day for Safety and Health at Work 2020 and announce the launch of new national [COVID-19 Workplace Guidelines](#)

Tripartite Technical Working Group on COVID-19

- The Ministry of Labour convened on 27 March 2020 a new national tripartite Technical Working Group on COVID-19, with the participation of the Ministry of Justice (MOJ), Department of Economic Planning and Development (EP&D) of the Ministry of Finance, Economic Planning, and Development, and social partners including the Employers Consultative Association of Malawi (ECAM), Malawi Confederation of Chambers of Commerce and Industry (MCCI) and the Malawi Congress of Trade Unions (MCTU).
- The [National COVID-19 Preparedness and Response Plan](#) was informed by recommendations issued by the 27 March 2020 session of the Technical Working Group convened by the Ministry of Labour. Facilitating dialogue between employers and workers on protecting jobs is one of the key activities envisaged in the Employment and Labour Force Protection cluster of the Plan. Both the Employers Consultative Association of Malawi (ECAM) and the Malawi Congress of Trade Unions (MCTU) are identified as implementing partners for the Plan's Employment and Labour Force Protection cluster.

Other measures

Lockdown (*continued from above*)

- Under the proposed '[lockdown](#)' comprising various [measures](#) sought to be imposed by the GoM for 21 days nation-wide, no person would be allowed to leave their homes; all non-essential businesses and services would be suspended and all central markets would be closed. Any person who breached the proposed lockdown measures would commit a criminal offence. Roadblocks would be established nation-wide. Exemptions to the lockdown restrictions would be granted only to enforcement officers and persons holding permits to provide essential goods and services as listed at Part 1 and Part 2 of the [Public Health \(Coronavirus Prevention, Containment and Management\) Rules](#) promulgated by the Minister of Health on 9 April 2020. Local government District Commissioners (DCs) and Chief Executive Officers (CEOs) would have the authority to license persons with permits to supply of essential goods and services.

Other measures

- On 20 April 2020, the Chief Secretary of the GoM issued a[Circular](#) instructing all public servants not providing essential services to immediately commence working from home, following recommendation and endorsement of the Civil Service Trade Union (CSTU).
- Both of the country's mobile phone network operators, Airtel and TNM, reportedly removed all user fees and charges on personal mobile money transfers on the same network for a period of 3 months, significantly reduced user fees and charges between their respective networks, doubled the personal transaction limit, and increased the agent transaction limit.
- All micro-finance institutions and financial cooperatives reportedly suspended interest and principal repayments.
- GoM Comprehensive Integrated Communication Plan includes a national toll-free information hotline, radio broadcasts, press releases and media updates, and social media to raise public awareness and build a culture of prevention.
- The Ministry of Education is working to strengthen distance-learning following closure of all schools, with the support of the UN.
- The Competition and Fair Trading Commission has been ordered by the President to strictly monitor and enforce price controls to protect consumers.
- Prices of diesel and petrol were reduced by 13.75% and 16.13% respectively.
- The World Bank approved on 16 April 2020 a USD \$37 million funding package aimed largely focused on supporting the health response.
- The International Monetary Fund (IMF) approved on 1 May 2020 a disbursement under its Rapid Credit Facility (RCF) equivalent to USD \$91 million.
- The UN launched a USD \$139 million[Emergency Appeal](#) targeting 7.5 million beneficiaries over 6 months during May to October 2020, under which the ILO is requesting to support roll out of the "Covid-19 Urban Cash Intervention (CUCI) and the institutionalization of social protection cash support mechanisms in urban areas (*see further 'Social Protection', above*).

Activities of workers' organizations

Summary

- By 7 April 2020 Malawi had confirmed the 8 case of Covid 19 and 1 death. However, most workers are affected in Malawi, as some are retrenched and others fired without notice due to the economic impact of the pandemic
- Many more workers have been advised that they will be receiving 20% or less because of the impact of the Covid-19 pandemic. Workers in the informal economy are more vulnerable because the government interventions have only been directed to protect formal businesses. The most affected sectors include hotels and tourism, agriculture, transport and manufacturing industry
- The Malawi Congress of Trade Unions (MCTU), in collaboration with the Employers Consultative Association of Malawi (ECAM), called for a tripartite meeting with the Ministry of Labour. The meeting was held on 27 March 2020, where MCTU presented its position paper. A tripartite press briefing is in the offing in the coming days.
- MCTU has advised all its affiliated unions to engage employers at sectoral level. MCTU is encouraging workplace monitoring to ensure that workplaces are abiding by the hygienic and preventive measures to combat Covid-19

Source: Malawi Congress of Trade Unions

Activities of employers' organizations

The **EMPLOYERS CONSULTATIVE ASSOCIATION OF MALAWI (ECAM)** is continuously disseminating guidelines from the Ministry of Health, the International Organisation of Employers (IOE), and the International Labour Organisation (ILO) to its members via email, website, and social media platforms such as WhatsApp, LinkedIn, and Facebook.

ECAM issues out legal guidelines to its members and interested parties

ECAM has been involved in the drafting of the COVID-19 workplace guidelines which are adapted in the national response strategy.

ECAM proposals to face the crisis include:

- The waiver/suspension of tax on remittances and of VAT on critical medical material.
- Business (through some industry players) to establish medical responses like test centres, which will be available to Government.
- ECAM has expressed gratitude towards the government for accepting many of its previous proposals. It has further submitted additional measures relating to the

Pension Fund, pay cuts, and affordable internet services just to name a few.

ECAM interfaces with government through the Tripartite Labour Advisory Council (TLAC) chaired by the Minister of Labour who then escalates issues to the Government's response team at level of President.

ECAM has suggested to undertake specific impact assessment on the Tea Sector.

ECAM has set up a Board of Trustees (CEOs of major companies) to spearhead its interface with Government.

ECAM proposes to set up a communication platform to disseminate information, get feedback and run webinars with members during the crisis.

ECAM has finalised a study on the effects of COVID-19 on the economy and the labour market in Malawi with the aim of identifying possible proposals on reforms that government could undertake to stimulate the economy and recommendations on what the private sector could do to complement governments 'initiatives. The report calls on Government to offer direct support to businesses affected, institute fiscal expansion through public investment, put in place accommodative monetary policy, offer support to workers and businesses in the informal economy and implement labour market reforms.

ECAM has conducted an Assessment study on COVID-19 and it has disseminated it internally within the organisation and with other stake holders.

ECAM has been in consultation with the Tobacco Sector regarding the reopening of tobacco sales.

In collaboration with the Malawi Confederation of Chambers of Commerce and Industry (MCCI) and Malawi Congress of Trade Union (MCTU) ECAM has developed common areas of interest that were presented to the Malawian Government.

ECAM has developed Radio and TV programs on COVID-19 with the help from the ILO and other engaging media stakeholders.

The organisation has helped individual member companies and their associated employees to effectively deal with the COVID-19 pandemic by providing advice on industrial relations issues.

Through funding from DECP, ECAM is contacting and engaging CEO's by having face to face interactions to understand the current impact of COVID-19 and mitigating measures undertaken/employed by the companies for the purpose of documenting and subsequently sharing these resources.

Stimulating the economy and employment

* **politique fiscale** : Dans un [communiqué officiel en date du 31 mars 2020](#) le ministère de l'économie et des finances a prolongé la date limite de paiement des vignettes automobiles et Taxes sur les Transports Routiers (TTR), de l'impôt synthétique et des acomptes prévisionnels IS/IBIC, fixée au 31 mars 2020 au 31 mai 2020.

* **politique monétaire** : Le [communiqué de la BCEAO](#) a plus trait aux mesures sanitaires à observer dans les opérations bancaires

* **soutien à certains secteurs, notamment celui de la santé**: Le 17 mars 2020, le Président de la République a annoncé la mise à disposition d'une enveloppe de 6,3 milliards de Francs CFA pour lutter contre la pandémie du Coronavirus. [Un plan d'action pour la prévention et la réponse à la maladie à COVID19](#) a été élaboré par le Gouvernement. Ce plan est budgétisé à hauteur de 3 372 417 000 FCFA et s'articule autour de la prévention et la prise en charge c'est-à-dire la riposte.

Il faut noter que les partenaires techniques et financiers sont entrain de s'organiser pour la mobilisation des ressources en vue d'appuyer la mise en œuvre du plan gouvernemental pour la prévention et la réponse à la maladie à COVID19.

En plus de ce plan, le Ministère de la santé et des Affaires Sociales a élaboré [un plan de mobilisation des parties prenantes appelé \(PMPP\)](#). Ce plan de mobilisation des parties prenantes a pour objectif principal d'identifier et de mobiliser l'ensemble des individus, groupes d'individus, communautés affectées, les services nationaux et déconcentrés de la santé, les autorités traditionnelles et locales, la société civile et les ONGs locales concernées par les activités du projet et qui doivent être impliqués dans la mise en œuvre du PMPP.

Supporting enterprises, jobs and incomes

Le 30 mars 2020, le Directeur National du Travail a envoyé une [lettre aux inspections de travail sur les mesures de prévention dans la lutte contre la propagation du COVID19 en milieu du travail et lors des contrôles en entreprises](#). Entre autres points majeurs de cette lettre :

- les modalités d'organisation du travail face au COVID19 selon le Code du Travail pouvant s'adapter à la conjoncture frappant certains secteurs d'activités pour éviter un licenciement économique ;
- les inspecteurs sont invités à adapter leurs méthodes de contrôle en entreprises en fonction de la situation actuelle

* **aide aux entreprises et poursuite des activités** : Pas de mesures officielles prises par le Gouvernement en faveur des entreprises. Toutefois, des rencontres d'échanges entre le ministre de la santé et de l'action sociale, le premier ministre et le conseil national du patronat ont eu lieu. Face à l'épidémie du Coronavirus (COVID-19), le lundi 23 Mars 2020, une rencontre d'échange entre le Ministre de la Santé et des affaires sociales et les acteurs du secteur privé, le Conseil National du Patronat (CNPM) qui propose au Gouvernement la mise en place de mesures de soutien immédiates aux entreprises. Entre autres :

- L'allègement provisoire du dispositif du chômage technique (extension de la durée du chômage au-delà d'un délai de 3 mois prévu par la loi, exclusion de la période de chômage technique dans la détermination des droits liés à l'ancienneté du travailleur) ;
- La reconnaissance par l'Etat du Coronavirus comme un cas de force majeure dans l'exécution des marchés publics.

Le Premier ministre, Chef du Gouvernement, a rencontré, le mardi 31 mars 2020, les représentants du secteur privé à la primature et a informé de la création d'un Fonds de Solidarité Spéciale de lutte contre le Covid-19. Il en appelle à la contribution du secteur privé.

A l'issue de la réunion, une commission composée de membres du Gouvernement et de représentants du secteur privé a été mise en place.

Protecting workers in the workplace

* sécurité et santé au travail

Le ministère du Dialogue social, du travail et de la fonction publique a invité tous les usagers des services publics et parapublics au strict respect des mesures barrières prises notamment le [Communiqué en date du 17 mars 2020 relatif aux 10 premières mesures prises par le Gouvernement.](#)

* nouvelles modalités de travail

Le ministère du dialogue social, du travail et de la fonction publique a pris les mesures suivantes à compter du mercredi 1^{er} avril 2020 jusqu'à nouvel ordre :

- Dans tous les services publics et sur l'ensemble du territoire national, le temps de travail est aménagé comme suit : de 07H30 à 14H00 du lundi au vendredi sans pause. Toutefois les aménagements internes supplémentaires peuvent être envisagés en fonction des nécessités de services ;

Les services de la défense nationale, de la sécurité et de la santé sont exclus de cet aménagement du temps de travail

Relying on social dialogue for solutions

Le 27 mars 2020, le ministère du dialogue social, du travail et de la fonction publique a transmis au conseil national du patronat (CNPM), organisation des employeurs au Mali, [une lettre d'information sur les recommandations en matière de prévention contre la propagation du COVID19 dans les entreprises.](#) Le ministère rappelle les mesures spécifiques à observer par l'entreprise et par le travailleur selon les dispositions du Code du travail en matière de sécurité et protection de la santé physique et morale du personnel.

Other measures

Fermeture de tous les ordres d'enseignement sur toute l'étendue du territoire jusqu'au 09 avril 2020

Un couvre-feu est également décrété de 21h à 5h du matin jusqu'à nouvel ordre, et ce à compter du jeudi 26 mars 2020 à zéro heure ([communiqué du ministère de la sécurité et de la protection civile](#)).

Les frontières terrestres du Mali seront fermées, sauf au fret et transport des marchandises, en particulier les denrées de première nécessité.

Le ministère de l'éducation nationale entend dispenser les cours aux élèves via les radios de proximité, la télévision et les réseaux sociaux suite à la fermeture des écoles le 19 mars 2020. Le ministère de l'éducation nationale a adressé le 03 mars 2020 une [lettre aux différentes académies d'enseignement pour prendre les dispositions nécessaires pour la continuité pédagogique](#). Il compte faire des concertations élargies aux différents syndicats d'enseignement pour la faisabilité de ces cours à distance.

Activities of workers' organizations

Résumé

- Les principales mesures de prévention prises au Mali pour combattre la propagation du Covid-19 sur le lieu de travail incluent l'application du Code du travail pour éviter en particulier les licenciements et son adaptation aux conditions économiques actuelles affectant certains secteurs et entreprises
- Le gouvernement n'a pris aucune mesure officielle en faveur des entreprises. Néanmoins les discussions entre le ministre de la Santé et de l'Action sociale, le Premier ministre et le Conseil national des employeurs (CNPM) ont abouti à la mise en œuvre de mesures immédiates de soutien aux entreprises afin d'atténuer l'impact de la pandémie de Covid-19 sur l'économie nationale
- Le dialogue social n'est pas à l'ordre du jour au Mali dans le contexte de la riposte à la pandémie. Les seules discussions en cours dans ce domaine ont lieu entre le gouvernement et les employeurs. Les organisations syndicales craignent que le contexte et les mesures prises sans mécanisme de dialogue facilitent les suppressions d'emplois et les licenciements abusifs. Dans le même temps, ces organisations relaient à leurs membres le message quant à l'importance de respecter les mesures de protection décidées par le gouvernement pour éviter la propagation du Covid-19.

Activities of employers' organizations

Le **CONSEIL NATIONAL DU PATRONAT DU MALI (CNPM)**est membre de la commission qui a été mise en place pour aider le gouvernement à atténuer l'impact de la pandémie sur le secteur privé.

Le CNPM a proposé pour faire face à la crise provoquée par le COVID 19 :

- La prolongation des délais de paiement d'échéances sociales et/ou fiscales ;
- L'application, dans les situations les plus difficiles, de remises d'impôts directs;
- Un soutien de l'Etat et de la Banque Centrale (BCEAO) pour la négociation avec les banques commerciales d'un rééchelonnement des crédits bancaires ;
- La mobilisation du Fonds de Garantie du Secteur Privé pour garantir des lignes de trésorerie bancaires dont les entreprises pourraient avoir besoin à cause de l'épidémie ;
- L'allègement provisoire du dispositif du chômage technique (extension de la durée du chômage au-delà du délai de 3 mois prévu par la loi ; exclusion de la période de chômage technique dans la détermination des droits liés à l'ancienneté du travailleur);
- L'appui de l'Etat au traitement des conflits avec des clients ou fournisseurs ;
- La reconnaissance par l'Etat du Coronavirus comme un cas de force majeure dans l'exécution des marchés publics. En conséquence, pour tous les marchés publics, les pénalités de retards ne seraient pas appliquées.

Pour sensibiliser les entreprises, le CNPM a organisé le 23 mars une rencontre entre les entreprises et le Ministre de la santé et a diffusé la vidéo sur son site web.

Il a adapté et mis à la disposition de toutes les entreprises le guide de l'employeur sur le Covid-19 et le plan de continuité des affaires du BIT/ACTEMP sur son site web <http://www.cnpm.ml/>.

Le CNPM et l'Union Nationale des Travailleurs du Mali (UNTM) ont soumis conjointement le jeudi 30 avril au Gouvernement des propositions de mesures pour assurer la continuité des affaires face au COVID-19. <http://www.cnpm.ml/propositions-des-partenaires-sociaux-face-du-covid-19/>.

Mauritania

Last Updated: **7 May 2020**

Stimulating the economy and employment

Le Président de la République, M. Mohamed Ould Cheikh El Ghazouani, a annoncé, dans une adresse à la Nation le 25 mars, la création d'un Fonds National de Solidarité Sociale (FNSS) pour lutter contre le coronavirus et ses conséquences orienté en direction de ceux qui sont les plus vulnérables ou qui ont de faibles revenus.

Ce fonds doté de 25 milliards MRO (6,7 M USD) sur ressources publiques est ouvert aux contributions volontaires, notamment les acteurs économiques nationaux et les partenaires internationaux.

Il est prévu le financement des actions suivantes avec le FNSS:

1. L'acquisition de quantités de médicaments, de matériels et d'équipement sanitaires qui

répondent aux besoins du pays pour faire face à la pandémie.

2. L'allocation d'un montant de 5 milliards MRO à l'appui de 30 mille familles pauvres parmi celles dont les chefs de ménage sont des femmes, des personnes du troisième âge et des personnes vivant avec un handicap, et dont la majorité réside à Nouakchott. Ceux-ci recevront une aide financière mensuelle pendant trois mois.

(Suivant le cluster de sécurité alimentaire du SNU, 20,000 ménages à Nkt et 10,000 ménages ailleurs)

3. La prise en charge par l'Etat, pour le reste de l'année, de l'ensemble des impôts et taxes douanières sur les importations de blé, d'huile, de lait en poudre, de légumes et de fruits.

4. La prise en charge par l'Etat, pendant deux mois, des factures d'eau et d'électricité des familles pauvres. (*171.000 ménages pour l'eau, l'électricité, à confirmer*)

5. La prise en charge par l'Etat, pour le reste de l'année, des frais de consommation d'eau dans les villages.

6. La prise en charge par l'Etat, pendant deux mois, de toutes les taxes municipales liées aux activités des petits métiers.

7. La prise en charge par l'Etat, pour le reste de l'année, de toutes les taxes appliquées aux chefs de ménage qui travaillent dans le secteur de la pêche artisanale.

Les ressources allouées à ce fond n'impacteront pas les projets sociaux et de développement programmés cette année et dont le rythme d'exécution sera accéléré pour accompagner de façon efficace les exigences de la situation actuelle.

Supporting enterprises, jobs and incomes

Allocation d'un montant de 5 milliards MRO (1.3 M USD) à l'appui de 30 mille familles pauvres parmi celles dont les chefs de ménage sont des femmes, des personnes du troisième âge et des personnes vivant avec un handicap, et dont la majorité réside à Nouakchott. Ceux-ci recevront une aide financière mensuelle pendant trois mois.

- (Suivant le cluster de sécurité alimentaire du SNU, 20,000 ménages à Nkt et 10,000 ménages ailleurs)

Suivant des sources des centrales syndicales :

Des secteurs à risque :

- Les travailleurs de l'économie informelle qui représentent plus de 80% de la main

d'œuvre nationale et qui sont dans une situation de précarité permanente en l'absence de toute protection sociale,

- Les travailleurs des Bâtiments et des Routes sont aussi affectés par les mesures en raison de leurs conditions de travail,
- Les travailleurs du secteur des Mines (dans la chaîne de sous-traitance),
- Les travailleurs du secteur de la pêche (artisanale et industrielle),
- Les travailleurs du secteur de la santé avaient été confrontés au manque de tenues de protection pour gérer les malades et cette situation semblé être dépassée actuellement. Le gouvernement a décidé des mesures spécifiques pour les assister financièrement pour les services qu'ils effectuent,
- Les travailleurs migrants aussi bien mauritaniens que d'autres nationalités ont été affectés par les mesures de fermeture de toutes les frontières. Des mesures spécifiques ont été prises par le gouvernement pour trouver des solutions ponctuelles,
- Au niveau des zones périphériques du pays qui se ravitaillaient souvent au-delà des frontières, des difficultés d'approvisionnement ont été notées mais les autorités sont sensibilisées par les élus sur ce sujet,
- Au niveau des chaînes d'approvisionnement, la manipulation des produits est pleine de risques de contamination en l'absence de matériels adéquats de protection des travailleurs. Les fréquentations des lieux par les consommateurs posent aussi une autre préoccupation pour la santé des travailleurs en raison des contacts. Le système de distribution reste rudimentaire et se fait à partir des rayons.

La groupé crée pour la reprise socio-économique a réalisé une étude sur l' impact sur les entreprises avec la contribution du BIT. Ce travail a permis de réaliser un travail prospectif d' actions visant a réduire l' impact du COVID sur l' économie.

Protecting workers in the workplace

- Prise des mesures de prévention édictées par les autorités sanitaires (hygiène notamment).
- Campagne de sensibilisation du **Ministère de Santé** : hygiène et gestes barrières, posters
- Campagne du **Ministère de l'Emploi et de la Jeunesse** jeunes formés par MEJ sur les gestes barrières et pour la sensibilisation porte à porte et distribution des kits d'hygiène et colis alimentaires. Ils le font après le couvre-feu c'est pour éviter les grands rassemblements que cela entraîne dans la journée.
- Le confinement n'a pas été décreté, mais interdiction des marchés hebdomadaires, rassemblements, etc.
- Couvre-feu nocturne de 18h00 à 6h00 matin, modifié pendant la période de Ramada de 21h00 6h00 du matin
- Interdiction de voyage entre les wilayas mais la création d' un système d' autorisations pour les activités essentielles et notamment pour faciliter le travail du SNU et des partenaires techniques et Financiers?

Des mesures de diffusion d' information ont été entreprises dans les milieux professionnels et

notamment dans les secteurs essentiels.

Relying on social dialogue for solutions

- Le président a contacté directement les partenaires sociaux.
- Le Ministère chargé du travail (MFTPMA) a convoqué les centrales syndicales pour demander une implication directe dans la sensibilisation des travailleurs.
- Au niveau sectoriel, les employeurs n'ont pas convoqué des concertations pour négocier avec les travailleurs sur les répercussions des mesures sur leur emploi mais a lancé des appels à contribution de ses membres,
- La participation des syndicats reste limitée et pour des raisons d'interdiction de rassemblement, il est difficile de se mobiliser,
- En matière de respect et d'application des normes internationales de travail, le gouvernement a montré son intention de partager les informations avec les syndicats à travers le Président de la République. Cependant, les syndicats demandent une plus forte implication.

Activities of employers' organizations

- L'UNION NATIONALE DU PATRONAT MAURITANIEN (UNPM) a opérationnalisé ses instances concernée par la santé et l'approvisionnement et créé un comité de veille économique, composé du bureau de l'union et des présidents des fédérations concernées.
- La UNPM a également exhorté publiquement les employés du secteur privé à respecter les dispositions de sécurité recommandées par les autorités compétentes lors de leur présence sur les lieux de travail et aux foyers, à soutenir les efforts louables déployés par les autorités publiques et à être vigilants en ce qui concerne leur santé dans cette circonstance particulière.
- Les membres de l'UNPM ont contribué quelque 5,76 millions USD à un fonds de solidarité sociale pour lutter contre le COVID 19.

Mauritius

Last Updated: 9 June 2020

Stimulating the economy and employment

Mauritius Situation Report of COVID-19: 05 May 2020

- Total deaths as at 05 May 2020: 10
- Total new death reported on 05 May 2020: 0
- A total of 319 cases have recovered successfully from COVID-19 as at 05 May 2020 after a second test effected within 48 hours confirmed recovery.
- The total number of confirmed COVID-19 cases remains at 332.
- The total number of active COVID-19 cases as 05 May 2020 is 3.
- More than 7,000 'Work Access Permit' have been issued by the Mauritius Police Force to enable 185,000 people to go to work during curfew - from 22 March to 04 May 2020.
- 14,831 persons contravened for breach of the curfew order.
- National Lockdown measure and Curfew order extended to 01 June 2020 with a controlled phase-wide re-opening of activities as from 15 May 2020.
- The country borders stay closed and their re-opening will largely depend on evolution of the local and global situation.
- A COVID-19 bill will be implemented soon to regulate, among others the wearing of masks in public places, social distancing and modalities for resumption of activities phase-wise in the country.
- The public services will resume gradually as from 15 May 2020.
- The government will continue promoting 'Work from Home', both in the public and private sector;

Supporting enterprises, jobs and incomes

- The National Solidarity Fund for COVID-19 has collected 145 million Mauritian Rupees as at 05 May 2020 to support prevention and control activities including assistance to the vulnerable.

Other measures

- 722 PCR tests have been done over the past 24 hours; out of which zero confirmed positive cases of COVID-19 was reported
- 5,030 Rapid Diagnostics Tests done on 05 May 2020.
- The total number of tests as at 5 May is 50,986 tests including 19681 PCR and 31,305 Rapid Diagnostics Testing.
- 3,322 contract tracing have been done since the start of the outbreak
- 161 health care workers are in rest and recuperation after having worked for one week and been in contact with COVID-19 patients in the two other Quarantine Centres. The health care workers have their tests repeated in 7 days and if both tests are negative, they resume work after Day 10.

Activities of workers' organizations

Summary

- The Government of Mauritius amended two labour legislations through a Cabinet of Ministers' decision. The new laws (the Private Hospital and Hotel and Catering Remuneration Orders) allow employers to make workers work for 12 hours (instead of 8 hours) and not to be paid any overtime. The discussions were done with employers only, without any consultation with workers' organizations
- In spite of the proclamations of legislations on 24 October 2019, the Ministry of Labour has yet to set up the National Tripartite Forum
- The Confédération des Travailleurs des Secteurs Public et Privé (CTSP) and Government Services Employees Association (GSEA) are urging the government to involve trade unions when making decisions about the world of work, and in parting the measures that affects employees and their safety at work during the Covid-19 pandemic
- The GSEA believes that the government, with the assistance of interested parties, should come forward with a post-containment preparedness plan for employees. This will include protective gear, transportation arrangements, and office redevelopment so that social distancing will be respected
- The CTSP has also issued its demands to government, amongst which is to give Priority of reemployment to all those who have lost their jobs through a structural redundancy and contractual workers with less than 6 months of service should benefit from temporary unemployment benefits from the Workfare Program.

Activities of employers' organizations

Business Mauritius (BM) launched a 'back to work safely'[website](#). BM active in[media](#):

BM has provided its members with:

- [Guide on legal issues related to C19 sent out](#)
- [Guide on workplace issues related to C19](#)
- [Video Message from BM President](#)
- BM is using [Guide](#) on ILO Standards

BM has set up, with Chamber of commerce and other institutions [asolidarity fund](#).

BM has also established an 'economic Recovery committee' that is coordinating the policy recommendations to government. BM has set up a total of six internal committees to respond to C19.

There has been C-19 specific meetings which BM has attended

BM is part of the national crisis group which is inter-ministerial.

BM is very active [in policy processes](#).

Morocco

Last Updated: **24 February 2021**

Stimulating the economy and employment

Mise en place un Comité de veille économique présidé par le ministre de l'Economie et Finances.

Un fonds spécial a été créé destiné à renforcer l'infrastructure sanitaire et à apporter des réponses adéquates pour atténuer l'impact économique et social de la pandémie.

politique fiscale

Les contrôles fiscaux et les Avis à Tiers Détenteurs (ATD) suspendus jusqu'au 30 juin 2020.

Entreprises avec CA inférieur à 20 MDH : report portant sur les échéances des obligations fiscales.

Entreprises avec CA supérieur ou égale à 20 MDH : Etalement ou d'un report du paiement de l'impôt.

politique monétaire

La Banque centrale a baissé son taux directeur de 2,25% à 2% et assoupli les conditions d'attribution des crédits par les établissements de crédit.

Supporting enterprises, jobs and incomes

Mesures ciblées de soutien aux entreprises, à l'emploi et aux revenus

Protection sociale

Pour les travailleurs du secteur formel:

Indemnité forfaitaire mensuelle nette de 2.000 DH, et bénéfice des prestations relatives à l'AMO et aux allocations familiales, est octroyée aux salariés.

Pour les travailleurs du secteur informel:

- Versement des indemnités en faveur des ménages bénéficiant du Régime d'Assistance Médicale: 800 DH par mois (ménages de deux personnes ou moins); 1.000 DH par mois (3 à 4 personnes); et 1.200 DH par mois pour plus de 4.
- Extension au bénéfice des ménages opérant dans le secteur informel et [non bénéficiant du RAMED](#).

Maintien dans l'emploi

Un moratoire pour le remboursement des échéances des crédits bancaires et des échéances des leasing jusqu'au 30 juin.

Aide aux entreprises et poursuite des activités

- Mise en place d'une ligne de crédit d'exploitation supplémentaire accordée par les banques et garantie par la Caisse Centrale de Garantie : la couverture d'un découvert exceptionnel à hauteur de 95%, accordée aux : i) TPME impactées par la crise, dont le CA ne dépasse pas 200 MDH et ii) Entreprises de taille intermédiaire réalisant un chiffre d'affaires entre 200 et 500 MDH et dont l'activité a été impactée par la crise. Cette nouvelle ligne de crédit est destinée à financer les charges courantes ne pouvant pas être reportées ou suspendues.
- Accélération des paiements de l'Etat au profit des entreprises, en particulier des PME et des très petites entreprises
- Suspension du paiement des cotisations sociales dues à la CNSS (du 1er mars au 30 juin 2020), et une remise des majorations de retard.
- Mise en place d'un crédit à taux zéro pour les autoentrepreneurs, impactés par la crise du Covid-19, pouvant atteindre un montant de 15 000 MDH

Protecting workers in the workplace

Protection des travailleurs sur le lieu de travail

Le MTIP a produit un guide destiné aux employeurs et aux salariés.

*** sécurité et santé au travail**

Les inspecteurs de travail ont mené plusieurs actions de sensibilisation et de contrôle. L'employeur est en droit de mettre en œuvre toutes les mesures de prévention nécessaires (dispositifs de détection de température, matériel sanitaire, distributeurs de désinfectants etc.).

Le MTIP recommande aux employeurs de favoriser le télétravail, lorsque cela est possible et à condition de trouver un accord entre les parties.

Lorsque l'activité de l'entreprise ne permet pas le recours au télétravail, l'employeur doit repenser et aménager les conditions et l'organisation du travail de manière à limiter le risque de contagion

Nouvelles modalités de travail

La réduction de la durée du travail, travail par roulement, le travail à domicile, lorsque l'employeur et les salariés sont d'accord.

Pour les entreprises dont l'activité augmente dans le cadre de l'intérêt du pays, il est possible d'adapter la durée du travail, de manière à l'augmenter exceptionnellement et travailler à des heures en dehors des horaires normalement pratiqués

Les employeurs peuvent adopter un système de travail partiel, dans le respect des conditions prévues par le code du travail,

Prévention de la discrimination et de l'exclusion

Accès aux congés payés

Possibilité de congés annuels à condition que cette décision soit fixée d'une manière consensuelle avec le délégué des salariés.

Les salariés peuvent bénéficier d'autres congés, qu'il s'agisse de congé payé, congé sans solde et congé avec abaissement du salaire.

Accès aux soins de santé

Les contrats d'assurance santé couvrent les actes médicaux et pharmaceutiques liés au CODIV 19.

Les contrats AT couvrent le télétravail dès lors qu'il est autorisé par l'employeur à l'exclusion des accidents ménagers.

Des services d'assistance sociale ont été mis en place au profit des personnes en situation de rue pour les protéger contre le risque de propagation du coronavirus ([équipement de 145 espaces d'accueil](#))

Relying on social dialogue for solutions

Le chef du gouvernement a tenu [une réunion](#) avec les 4 centrales syndicales les plus représentatives en vue de les informer des mesures prises par le gouvernement.

Other measures

- Ministère de l'Education Nationale : Arrêt des cours présentiels dans l'ensemble des établissements scolaires et de FP et mise en place de l'enseignement à distance.
- Ministère de l'Intérieur : Adoption d'un décret-loi portant organisation de l'état d'urgence sanitaire (du 20 mars au 20 Avril 2020)

Activities of workers' organizations

Résumé

Dès le début de la crise, l'Union marocaine du travail (UMT) et la Confédération démocratique du travail (CDT) ont uni leurs forces pour gérer la situation des travailleurs. Le gouvernement a créé un «Comité de vigilance» composé de membres des organes gouvernementaux et de la

Confédération générale des entreprises du Maroc (CGEM), mais sans participation des organisations syndicales.

L'UMT a élaboré des mesures proactives et des recommandations à l'intention des organisations syndicales et des représentants des travailleurs qui se concentrent sur la protection sanitaire et l'organisation du travail par l'intermédiaire de programmes de continuité de la production

Les organisations syndicales ont été conviées à une réunion avec le Premier ministre le 30 mars 2020. L'UMT et la CDT ont participé à la prise des décisions politiques et sanitaires en réponse à la crise. Elles sont intervenues auprès du gouvernement pour lui recommander de prendre un décret afin d'empêcher le licenciement des salariés par les entreprises. Leur demande a été entendue.

L'UMT et la CDT ont appelé le gouvernement à:

- trouver des solutions urgentes pour inscrire les travailleurs à la sécurité sociale
- réintégrer les employés licenciés avant la pandémie du fait de conflits collectifs du travail ou d'autres raisons en lien avec l'action syndicale
- la reprise des activités des entreprises textiles et vestimentaires pour fabriquer des équipements de protection
- pallier les effets de la crise sociale et économique dans tous les secteurs
- L'UMT observe que les entreprises ayant des conventions collectives ont associé les organisations syndicales à leurs plans de gestion de la crise et ont fait en sorte de mobiliser les comités d'entreprise, en particulier sur les questions de santé et de sécurité. Toutefois, la proportion de ces entreprises reste faible dans la mesure où l'économie marocaine est caractérisée par un grand nombre de PME qui ne reconnaissent pas l'action syndicale

Activities of employers' organizations

La Confédération Générale des Entreprises du Maroc (CGEM) a développé un [Kit à l'usage des entreprises marocaines pour faire face à la pandémie de coronavirus-COVID 19.](#) Le kit comprend:

- Informations sur le mode de transmission du virus, les symptômes, les mesures préventives et les mesures de désinfection
- [Le Plan de Continuité d'Activité \(PCA\)](#) visait à aider les entreprises à assurer la continuité de leurs activités importantes; maîtriser les risques; rassurer les employés, les clients et les fournisseurs; organiser la reprise de l'activité dans les meilleurs délais.

Dans [une déclaration publique faite le 17 mars, la CGEM a proposé:](#)

- La suspension des charges salariales pour tous les secteurs, sauf "ceux qui ne souffrent pas de la crise"
- Un moratoire sur les échéances bancaires pour les entreprises et les particuliers touchés par la pandémie, en particulier pour les MPME
- La suspension des contrôles fiscaux et avis aux tiers détenteurs
- La mise en place d'une indemnité perte d'emploi pour les salaires bas
- La création d'un fonds de soutien aux secteurs les plus touchés par la crise économique

La CGEM participe au Comité de veille économique mis en place par le gouvernement pour suivre les impacts économiques de la crise COVID.

La CGEM est en contact avec les syndicats pour discuter de la constitution d'une commission paritaire.

La [CGEM a demandé aux membres](#) d'encourager le télétravail et de permettre aux employés souffrant de diabète et de maladies chroniques de rester à la maison.

Mozambique

Last Updated: **21 December 2020**

Stimulating the economy and employment

DATA uploaded 28 MAY 2020

Through a Presidential Communication, the Mozambican Government announced a continuation of the Level-3 State of Emergency until May 30.

1.2. Monetary policy

The IMF approved a disbursement under the Rapid Credit Facility (RCF) of US\$309 million to help Mozambique meet urgent balance of payment and fiscal needs stemming from the COVID-19 pandemic.

According to the Government of Mozambique, the money will be used to mitigate the impact of the pandemic and preserve macroeconomic stability such as: to increase health spending, strengthen social protection to the most vulnerable, and support micro, small, and medium-sized businesses.

3. Protection of workers in the workplace

The use of masks is highly recommended.

3.1. OSH

The Government issued a decree that wearing face masks is now compulsory on all forms of passenger transport, and wherever groups of people are gathered.

3.2 New Work Arrangements

Through a clause in the State of Emergency Decree, the Government of Mozambique relaxed the restriction on the number of people who can work in any factory to a third of the normal workforce with turnover of teams every 15 days.

3.5. Access To Health Care

The National Health Institute opened a new website:<https://covid19.ins.gov.mz/> to provide updated information about the COVID19 in the country. Those who have symptoms can also use this to get in contact for follow up.

DATA BELOW uploaded IN APRIL 2020

Fiscal policy

The Government stated that it will (exceptionally) reduce the import duties, excise taxes and VAT on imported goods and services necessary to combat the spread of the COVID-19.

Monetary policy

The Bank of Mozambique stated that it introduced:

Reduction in the rate of mandatory reserves on deposits from customers of commercial banks in national and foreign currency at 150 basis points 11.50% and 34.50%, respectively.

Introduction of a foreign currency financing line for commercial banks authorized to trade foreign currency, in the amount of US \$ 500 million for a period of nine months, from 23 March. More foreign currency will be available to allow imports of goods. This will also stabilize the exchange rate, prices of goods and services and therefore the inflation.

No obligation to set up provisions, in the case of debt renegotiation with customers affected by the COVID-19 pandemic, before the expiration of the loan, from 23 March to 23 December 2020. With this measure, Companies or consumers affected by COVID-19 may negotiate conditions enabling them to pay the debt in accordance with their financial capacity; avoiding bankruptcy and allow the payment of fixed expenses (as salaries).

Transactions between two clients of the institutionalised electronic coins (e-Mola, M-Kash and M-pesa) will not be charged any commission. This means that workers can use mobile devices, particularly smartphones to pay bills and buy groceries. Within the framework of the Central Bank's measures, commercial banks and electronic money institutions are expected to reduce fees and charges on transfers to individual customers by 50%.

Support to specific sectors

GoM is employing retired doctors and also medical students (as volunteers) to support in this moment. No information was available about other sectoral policies.

Supporting enterprises, jobs and incomes

DATA uploaded 28 MAY 2020

Social protection

- Decree 77/2020, 23 April --- INSS announces forgiveness of fines and reduction of interest on social contributions for enterprises for 3 months --- <https://www.inm.gov.mz/pt-br/content/br-n%C2%BA-77-de-230420-boletim-da-rep%C3%BAblica-iii-serie>
- 20th April --- INSS announces Sick-leave equivalent to 70% of medium salary, to contributors of pension fund, in case of COVID-19 --
- <https://www.jornalnoticias.co.mz/index.php/economia/96747-inss-vai-subsidiar-doentes-com-covid-19>

Social Protection

Government of Mozambique, counting on IL technical advise and UN-WB financial support, is currently **considering** the implementation of several measures:

Measures through INSS' Social Security system: To better understand the potential impact of the COVID-19 pandemic and propose effective measures for social security, the Ministry of Labour commissioned a study to evaluate the capacity of the National Institute for Social Security to respond in case of workers are infected or stay at home.

One-off payment to own-account workers in urban and peri-urban areas working on the informal economy (marketers, street vendors, domestic workers) would help ensure social

cohesion, avoid social unrest derived from a severe economic downturn.

Measures through INAS' (non-contributory) Social Protection system: Rapid response aims, firstly, at protecting current beneficiaries in the national social protection system in urban areas to avoid further deterioration of livelihoods and resorting to negative coping mechanisms.

The proposal is to reach both existing beneficiaries and additional urban poor activating INAS's shock-responsive programme.

It is also of utmost importance that current social protection programmes implemented by INAS continue to be implemented normally.

Employment Retention

The GoM restricted the number of workers in public and private institutions to 20 and the implementation of rotation schemes to avoid massive dismissal of employers.

Assistance To Business And Business Continuity

Businesses benefit from both the fiscal and monetary policies earlier presented. In addition to that, the GoM suggested that they should redirect their production to producing items needed to combat the COVID19 and delay the peak.

For people employed in informal economy particularly markets, GoM stated that it will use Municipalities for cash transfer (Fundo de Compensação Autárquico) (source: The UNCT Minutes Socio Economic Impact Group).

Protecting workers in the workplace

Collective and individual health care and social distance was introduced to avoid the risk of contamination between workers

OSH

Besides the access to information, the labour inspection has been inspecting various institutions to see if OSH measures are being implemented and additional measures are taken into consideration to protect workers.

New Work Arrangements

Through a presidential decree, the GoM proposed flexible work schemes for companies and the public administration to allow them implement teleworking schemes and avoid social contact. In addition, enterprises are suggested to rotate their staff to promote social distance and allow good air flow in the workplace.

Prevention Of Discrimination And Exclusion

Using the antidiscrimination laws the GoM is making sure that the names of the people infected by the COVID-19 are not mentioned to prevent discrimination and exclusion.

Access To Paid Leave

The Ministry of Labour and Social Security reassured that will make all the best to assure that the salaries are not cut, and this was also emphasised by the Employers Organization (CTA). The Employers' Organization requested that the government support the salaries of the employees for 6 months (to be confirmed).

According to a statement given by the Minister of Labour and Social Security, once social distancing is implemented the GOM will continue paying public servants salaries, while INSS will make payments to companies.

Access To Health Care

The National Health Institute does the tests and treatment of COVID-19. The GoM is putting emphasis in prevention measures. In case a worker is infected, after the quarantine period people infected are taken care in the specific centres provided by the Ministry of Health/National Health Systems.

Relying on social dialogue for solutions

DATA UPLOADED 28 May 2020

In view of the State of Emergency, and with the aim of ensuring the maintenance of jobs, the social partners, meeting on 13 April 2020, assessed the situation and decided to agree on the following:

1. *Immediately suspend the process of negotiations on national minimum wages for this year 2020.*
2. *To analyze, at the plenary of the Labor Advisory Committee, the conditions for resuming the wage negotiations process for this year, after the normalization of the covid-19 situation.*

DATA uploaded IN APRIL 2020

Approaches To Tripartite Consultation

The last session of the tripartite CCT (Labour Advisory Committee), was in the last quarter of March 2020 and the COVID-19 was one of the main topics discussed. For this body, the dialogue among Government, Employers and Workers will help to reach an agreement to share the cost of protecting those jobs and avoid business closures due to COVID-19. No information about concrete measures could be collected.

Joint Action of Employers And Workers

The CCT was in the front line in advising the President of Mozambique to declare the State of Emergency and allow that workers risk of infection, which will have impact in the companies.

Other measures

DATA uploaded 28 MAY 2020

- **Continued closure of all schools;**
- **Prohibition of cultural, recreational, and sports activities in public spaces;**
- **Closure of entertainment establishments, including museums, theatres, libraries, bars, pools, and gyms;**
- **Closure of all beaches for leisure activities with the exception of fishing;**
- **Suspension of religious services and celebrations in all places of worship;**
- **Continued business at markets from 6 a.m. – 5 p.m. subject to recommendation of competent health authorities and implementation of prevention and control measures within the markets;**
- **Penalization of non-compliance with State of Emergency measures under criminal law.**

Activities of workers' organizations

Summary

- As much as all workers in Mozambique are negatively impacted by the pandemic, there is special focus on the provinces of Maputo, Sofala, Nampula, Cabo Delgado and Inhambane
- There is an agreement by the social partners to suspend minimum wage negotiations for the duration of the pandemic, but at the same time maintain existing jobs. Further evaluation will be undertaken once the challenge is over
- The different measures that the government may take to prevent the closure of companies because of this crisis are under discussion at the tripartite level. The Organizaçâo dos Trabalhadores de Moçambique (OTM-CS) insists that social measures must also be taken to protect vulnerable groups
- A group of 44 civil society organizations and individuals elaborated their position on the State of Emergency, which includes some proposals in the scope of mitigation and fight against COVID 19

- Even in a State of Emergency, justice and basic rights must be safeguarded. OTM-CS and other organizations are engaged in the promotion of social protection for all and further ensure the respect of the rights of citizens in general and workers in particular. OTM-CS is also engaged on all fronts in coordination with other CSOs.

Activities of employers' organizations

The **CONFEDERATION OF ECONOMIC ASSOCIATIONS OF MOZAMBIQUE (CTA)** established a systematic data collection mechanism to gather just-in-time information on the impacts of COVID on enterprises and workers across the countries.

CTA issued a press statement saying that many companies in Mozambique are “suffocating” in the face of Covid-19. Among the main obstacles, the CTA highlights lack of clarity in accessing the US\$500 million credit line announced by the Bank of Mozambique. While welcoming the government’s efforts to combat the disease, the CTA awaits a more concrete action in support of the private sector, which is already suffering huge losses.

CTA has created weekly webinars with the Tax Authority and the entire private sector in Mozambique to explain how tax payments will be made respecting physical distance.

CTA is encouraging that Government and development partners coordinate the implementation of measures to alleviate the impact of COVID-19 on enterprise and workers.

CTA proposals include:

- Reduction of key interest rates.
- Postponement of tax payments until December 2020 for most hit sectors.
- Suspension of employment contracts (lay-offs) for six months.
- Relief of the wage burden of companies through an employment subsidy: Government created a subsidized credit line as a way of offering an option to finance the needs with the salary mass of SMEs.
- VAT for oils, soaps and sugar: The Government approved the measure proposed by CTA, which is exemption from VAT for oils, soaps and sugar.
- Payment of State overdue bills: Invoices overdue to companies due to the supply of goods and services to the State are being paid, which will help to provide some liquidity to companies. CTA is doing work to check how many companies have already been paid.

To adapt and roll out sector specific interventions for prevention and mitigation that could be used for outreach and set sector- specific guidelines by associations and provincial business councils (CEPs).

CTA called for specific measures to support:

- Fishing companies (by slashing the price of the fuel used by fishing boats) pointing out

that the export of fisheries produce makes a vital contribution to the Mozambican balance of payments. The fisheries sector was now facing cancellation of orders, accumulation of stocks and an increase in operational cost.

- The tourism sector with exceptional measures to rescue companies in the sector such as a 50% reduction in their water and electricity bills and a postponement of tax and social payments.

CTA proposes to assess and create a database of domestic private sector capacity in sourcing and selling equipment required for prevention and treatment.

CTA supported by USAID carried out an impact assessment on business.

CTA has provided relevant information for business continuity in the context of a state of emergency and/or a state of public calamity. This has been done through webinars in partnership with relevant public institutions that are tasked with the implementation of these measures (E.g. National Inspection of Economic Activities and the Migration Directorate).

Through the CTA green line and the business support office (GAE), CTA has been able to help clarify doubts pertaining to COVID-19 to all companies.

CTA Market Intelligence has provided a space to connect companies producing various products to their potential buyers and vice versa. This space is accessible on CTA Business link.

Companies have been receiving assistance in their process of submitting projects for eligibility to the financing lines launched by the Government to support business recovery within the turmoil caused by COVID-19.

In light of the Governments best intentions in implementing measures to help stimulate economic activity, it appears that in retrospect that these measures failed to generate the expected impact in the business sector. Therefore, CTA proposes for:

A definition of norms and prevention procedures that will guide the continuous functioning of the business sector in the context of COVID-19 and the aftermath caused by the pandemic in the business environment

The reformulation of the measures previously adopted to make them comprehensive and effective these involves the extension of measures relating to the postponement of payments on account and specials on behalf of the IRPC, reduction on the cost of electricity, offsetting of credits and VAT, and incentives to the Hotel and Tourism sector.

CTA further proposes that all these measures be part of a comprehensive and binding Instrument structured in the form of a "Post-COVID-19 Economic Recovery Program" based on two main vectors namely adaptation and creation of resilience, and economic recovery.

CAT participated in the discussion that led to the suppression of the minimum wage negotiation for 2020 due to the impact of COVID-19. The forum was made up of the CTA, Workers Unions and the Ministry of Labour.

CTA also took part in a tripartite forum along with the Ministry of Agriculture and Producers, where measures and policies for responding to COVID-19 were discussed.

CTA maintains a sectoral dialogue with the government in different areas.

Namibia

Last Updated: 4 October 2021

Stimulating the economy and employment

Fiscal Policy(ies): On 01 April 2020, the Government of the Republic of Namibia(GRN) adopted a N\$8.1 billion(USD450 million) as a First Phase of the Economic Stimulus and Relief Package geared at addressing the negative effects arising from the COVID-19 pandemic. The package was accompanied by other measures including:

- Fast-tracked payments of overdue and undisputed invoices for goods and services provided to GRN to inject about N\$800 million to businesses.
- A N\$500 million Non-agricultural small business loan scheme to be disbursed through the Development Bank of Namibia (DBN) and a N\$200 million Agricultural business loan scheme to be disbursed by the Agricultural Bank of Namibia.
- Tax-back loan scheme for non-mining corporates capped at N\$470million and a tax-back loan scheme for individuals that are tax registered and paying (PAYE) guaranteed by the government to the tune of N\$1.1 billion.
- Additional measures included reforms of the tax system that aims at strengthening fairness and equity principles including the removal of VAT on sanitary pads.

On 28 April 2020 the GRN gazetted the State Of Emergency - Covid-19: Suspension Of Operation Of Provisions Of Certain Laws And Ancillary Matters Regulations: Namibian Constitution to - (a) suspend the operation of provisions of certain laws; and (b) deal with incidental matters arising from the suspension of the operation of the laws, by the President pursuant to Article 26(5)(b) of the Namibian Constitution, subject to such conditions as are reasonably justifiable, for the purpose of combating, preventing and suppressing the spread of COVID-19, for the duration of the period of lockdown or the State of Emergency, as applicable.

In the 2021 - 2022 budget, the GRN has made provisions for essentials for economic recovery in the new normal and these includes: providing for the vaccine acquisition and distribution needs in the health sector and ensuring the continued provision of essential public services and shielding communities against drought spells.

The COVID-19 Stimulus package that was initially pegged at N\$8.1 billion was further scaled up to N\$9.1 billion (N\$6.7 billion total budgetary allocation and N\$2.4 billion Government guarantee-backed loans). This was meant to cushion the impact of the pandemic on the lives and livelihoods of Namibians, procurement medical equipment supplies, emergency income grants among other issues.

<https://mof.gov.na/documents/35641/36580/Phase+1+VF+Stimulus+and+Relief+Package%2C+Rep+4b39-00a1-b8bd-4ffcfe1f20d3>

Monetary Policy (ies):**The Bank of Namibia (BoN)**[\[1\]](#) introduced regulatory and policy relief measures to directly support individuals, small and medium-sized enterprises (SMEs) and corporations to manage the impact of the drought and the COVID-19 pandemic on business cash flows and continuity; as well as safeguard jobs. The measures include:

- 6-24 months discretionary loan payment moratorium; relaxing of the Determination on Liquidity Risk Management on cash inflows and outflows for lenders; and reduction of the Capital Conservation buffers to 0% for 24 months to enable the financial sector to expand supply of credit to the economy.
- The monetary policy rate has been kept at 3.7 % through 2020/2021 to promote investments and support private sector credit extension. In addition, other regulatory and policy relief measures such as the loan repayment holidays and liquidity relief measures have been extended to individuals, SMEs and corporations.

Support to specific sectors, incl the health sector:**A N\$400 million wage subsidy facility has been set to avoid further retrenchments in the tourism, travel and aviation and construction sectors. The monetary policy measures announced by the BoN have largely targeted the banking sector to expand credit.**

[1] <https://www.bon.com.na/CMSTemplates/Bon/Files/bon.com.na/55/556a2bff-8197-4820-8bfa-4cc9b76fe98e.pdf>

The Government, in partnership with the participating commercial banking institutions and with the financial support of the Bank of Namibia, announced the commencement of the Covid-19 SME loan scheme, to the tune of N\$500 million. This was for SMEs to recover from the shock of the pandemic. The interest rates are as low as 7% and the beneficiary SMEs will start repaying the loan after 7 months of accessing the loan.

Supporting enterprises, jobs and incomes

- Social protection: **The measures announced by the GRN include support households with reduced income, increased health related costs and other challenges caused by the pandemic to the tune of N\$562 million through the Social Security Commission (SSC):** GRN will provide a once off emergency income grant of N\$750 to employees who will lose their jobs during the pandemic in the formal and informal sectors. This grant will be disbursed only to those who are not currently benefitting from any social grants.
- A technical committee of public and private sector officials is assessing and proposing the reforms of the Public Service Medical Aid Scheme (PSEMAS) as regards the optimal restructuring of the scheme, achieving internal cost savings and alternative modes of service provision. This is to cater for various medical requirements during the period of COVID-19 and respond to various health needs.
- In the 2020/2021 the Ministry of Health and Social Services was allocated a budget to

support the national response on COVID-19, the associated roll-out of the vaccination plan, acquisition of pharmaceuticals and continued provision of services countrywide. On the other hand, the Ministry of Gender was also allocated a budget mainly to fund the social safety net programs and to support the fight against gender-based violence.

- Part of the measures by the GRN include the relaxation of labour regulations to protect jobs. This will see employers, including government and business owners, will be allowed to negotiate a temporary 20% decrease of salaries and wages during the crisis period and a 40% reduction for the worst-hit sectors. The relaxation is to avoid major retrenchments and the closure of businesses. The negotiations will be through a consultative process between employees and labour unions. Tripartite partners have released a statement through the Ministry of Industry Relations, Labour and Employment Creation (MIRLEC) that commits to ensuring that no workers will lose jobs through retrenchment or forced resignation during the lockdown period and that any further actions are subject to and are outcomes of dialogue. Employment retention:
- The Ministry of Labour, Industrial Relations and Employment Creation opened a platform for workers who lost jobs because of the State of Emergency and Lockdown due to the Coronavirus (Covid-19) to register with the Employment Services Bureau (ESB) for registration in the Namibia Integrated Employment Information System (NIEIS). The Ministry is focusing Post Lockdown and State of Emergency itself as a whole, whereby businesses will resume full operations under different work arrangements and may require new skills, capabilities and techniques to work differently including working remotely. The overall objective is to set up a reliable database and reservoir of different expertise and skills available that able to move Namibia forward post Lockdown and State of Emergency in general (Return Namibia to Work).
- The GRN measures are also aimed at maintaining core economic activities in the formal and informal sectors, and that essential financial services continue uninterrupted. The expansion of credit to business and tax measures seek to improve the overall cash flow situations of business to meet on-going costs and also facilitate responses to the COVID-19 pandemic.
- Assistance to business and business continuity: The Development Bank of Namibia (BoN) has continued to roll-out N\$450 million guaranteed loans to micro, small and medium-sized enterprises as well as to large businesses. The BoN will also continue with other targeted facilities such as the youth skills-based lending facility and the Credit Guarantee Scheme. The expansion of credit to business and tax measures seek to improve the overall cash flow situations of business to meet on-going costs and also facilitate responses to the COVID-19 pandemic.

Protecting workers in the workplace

OSH:

The GRN has urged all employers and workers to observe and ensure compliance with the precautionary measures announced by the MIRLEC, the Ministry of Health and Social Services (MHSS) and the World Health Organization (WHO). In April 2020, the Ministry of Labour, Industrial Relations And Employment Creation gazetted Labour Directives Relating To Covid-19: State Of Emergency - Covid-19 Regulations to include measures to require employers to put in place safety measures at the workplace that will assist with the prevention of the further spreading of COVID-19. In April 2021, the government further adopted the Namibia COVID-19/Occupational Safety and Health "Keeping Namibia Safe at Work" Guidelines 2021. The Guidelines aim to promote the integration of Cvoid-19 prevention and management into the workplace safety and health management and outlines minimum preventative measures that employers should take to curb the spread of Covid-19 in workplaces.

<https://mol.gov.na/documents/53329/398926/%237195-Gov+N110.pdf/72bd453b-f6fe-e015-2bfc-730e3fab0b27>

<https://mol.gov.na/documents/53329/0/Namibia+Covid-19+Occupational+Safety+and+Health+Guidelines+2021.pdf/e9402e80-9a32-af1f-8754-9e17c993c893>

- New work arrangements: **Non-essential staff in government and private sector are working from home or are under lockdown. Only designated critical service workers are reporting for duty.**
- Prevention of discrimination and exclusion: **Some businesses have started to lay-off staff especially contract workers in spite of the directives from GRN and appeals from tripartite partners to negotiate mutually acceptable arrangements to maintain jobs. The Labour Directives Relating To Covid-19: State Of Emergency - Covid-19 Regulations also state that an employee who leaves the workplace for reasons contemplated in paragraph (2) of the Regulations, is in terms of section 42(3) of the Labour Act entitled to - (a) the same conditions of service; and (b) the same remuneration, during his or her period of absence.**
- Access to paid leave/access to health care: **The tripartite partners have released a statement through MIRLEC committing to among other actions: ensure that workers are paid their March and April 2020 wages and salaries; and that workers are not forced to resign or take annual leave or forced unpaid leave. The Labour Directives Relating To Covid-19: State Of Emergency - Covid-19 Regulations also covers Sickness and employee compensation benefits to the extent that if an employee - (a) contracts COVID-19 or suffers from a COVID-19 related post-traumatic stress disorder during the course of his or her employment; and (b) is eligible to receive benefits from the Employees' Compensation Fund.**

Relying on social dialogue for solutions

Approaches to tripartite consultation: **The tripartite partners at national level have released a statement through the MIRLEC: 'Labour and Employment Sector Voice on COVID-19 at Workplace'. The statement highlights a commitment to maintain harmonious labour**

relations, and to ensure job security and business sustainability during the lock down period.

<https://mol.gov.na/documents/53329/70037/Labour+and+Employment+COVID-19+Message.pdf/d213cb54-a5f7-05ce-e106-ad45a7509f42>

The Ministry of Labour planned to develop and post a Statement of Management's (SM) commitment and responsibilities to reduce the risk of exposure to and transmission of COVID-19 at the workplace in consultation with workers representatives (Workers' Committees). A Workplace System (WS) was to be established for provision of up to-date reliable information to workers on the emerging situation on COVID-19, with reference to information released by the Ministry of Health and Social Services (MOHSS).

Joint action of employers and workers: Social partners are engaged with Government through the Labour Advisory Council (LAC) consultative mechanisms and have submitted proposals to the on the COVID 19 national response. Most employers and workers representatives are collaborating at enterprises level for those that are still operational to share information with staff and to introduce preventative measures, including social distancing, hand washing/sanitizing and working from home. The Labour Directives Relating to Covid-19: State of Emergency - Covid-19 Regulations have expanded the scope for negotiation topics in addition to the requirements provided for under section 34 of the Labour Act. The following topics form part of the subjects of the negotiations of a dismissal: (a) categories and manner of selection of employees to retain; (b) support for retraining of affected employees; (c) severance pay for employees; and (d) recall rights of retrenched employees.

During 2021/2021 budget presentation, the Finance Minister commended the support of the private sector, development partners and other non-state actors for their readiness to collaborate with the Government and to mobilize resources for the acquisition and rollout of the vaccine nationally.

Other measures

Water subsidy during lockdowns: The GRN will ensure access to free water during the lockdown period to be subsidized through NamWater and Local Authorities to the tune of about N\$10.0 million.

In the aftermath of COVID-19, Namibia is planning for targeted funding to support economic recovery and for the provision of essential services among them non-interest operational expenditure is budgeted at N\$53.9 billion, corresponding to 29.2 percent of GDP.

The Ministry of Labour issued guidelines on 'Keeping Namibia at Work.'

Summary of the national Covid-19 update as of 01 October 2021:

Cumulative confirmed cases: 127,756

Newly confirmed: 76

Recoveries: 123,092

Recovery rate: 96.3%

Active cases: 1,137

Cumulative Covid-19 vaccine 1st doses: 272,077

Cumulative Covid-19 vaccine 2nd doses: 174,454

Cumulative Covid-19 vaccine completed: 190,230

Covid-19 Deaths: 3,227

Covid-19 Related Deaths: 288

Total Deaths: 3,515

Total samples tested: 707,489

Active contacts: 1,010

Cumulative number of people quarantined: 78,555

Number of quarantined people discharged: 77,894

Number of people in quarantines: 661

Activities of workers' organizations

Summary

- The tripartite partners released a statement on 'Labour and Employment Sector Voice on COVID-19 at Workplace' highlighting the commitment to maintain harmonious labour relations, and to ensure job security and business sustainability during the lock down period. At the same time, social partners are engaged with Government through the Labour Advisory Council (LAC) consultative mechanisms and have submitted proposals on the COVID 19 national response
- Most employers and worker's representatives are collaborating at enterprises level for those that are still operational to share information with staff and to introduce preventative measures, including social distancing, hand washing/sanitising and working from home
- The Trade Union Congress of Namibia (TUCNA) has issued comprehensive demands including the need for immediate establishment of tripartite sectorial committees to ensure all employees receive their March and April wages, assess the financial positions of companies from time to time in case the point not being able to pay full salaries arises,

and use of leave days

- The Metal and Allied Namibian Workers Union has developed campaign materials advocating for the respect of the principle of collective bargaining even in times of COVID 19. The union believes that COVID-19 should not be used as a tool to exploit workers. The union is also calling for the protection of workers through retention of jobs and avoid retrenchments
- The Namibian Public Workers Union does not advocate the invoking of section 42 of the Labour Act of 2007, which calls for workers to be absent from their workplaces. The union is urging all employers to adhere with health and safety regulations in workplaces to curb the spread of the virus.

Activities of employers' organizations

The **NAMIBIAN EMPLOYERS FEDERATION (NEF)** has adapted the various ILO tools designed to evaluate the impact of the crisis and support the enterprise in its business continuity plan and disseminated to its members. NEF proposals include:

- Ease the economic collapse by supporting manufacturing /hotels who are serving during the crisis.
- Labour law flexibility to accommodate current lockdown.

NEF finalised the customisation of the ILO/ACTEMP tool '**Working from home guide**' with the technical support of the ILO/ACTEMP. NEF has started disseminating the guide amongst its members to assist them to cope with virtual working.

NEF Holding Statement

Tripartite engagement exists.

The Namibian Employers (NEF) working jointly with the Namibian Employers Association (NEA) lodged a court case against the government of Namibia with respect to the labour regulations promulgated during stages 1 and 2 of the State of Emergency. The State of Emergency Labour regulations banned dismissals, salary cuts and forced leave during the lockdown. The employers won the case as the court ruled such regulations as unconstitutional and invalid.

With assistance from the ILO, the NEF published two Covid-19 impact reports:

THE IMPACT OF THE COVID-19 PANDEMIC ON BUSINESS IN NAMIBIA

THE IMPACT OF THE COVID-19 PANDEMIC ON HOUSEHOLDS IN NAMIBIA

The NEF continues to partake in various social dialogue discussions with the Namibian Government and Workers' Unions (NUNW, MANWU and Namibia Truck Drivers Union)

The NEF took part in action planning workshops for the implementation of the following:

- National Labour Migration Policy

- National Employment Policy
- National Technical and Vocational Training Policy
- Implementation of ILO Convention 190 on Violence and Harassment in the place of Work

Successful negotiation for an ILO funded project on a “Rapid Assessment of Reskilling and Upskilling Needs Arising from the effects of Covid-19” and establishment of a task team for this purpose.

Development of a new NEF website that will offer an e-learning facility.

NEF is represented on the Labour Advisory Council of Namibia under the auspices of the Ministry of Labour, Industrial Relations and Employment Creation

NEF is represented on the National Advisory Council on Education, a body whose main function is to advise the Minister on educational matters.

NEF is also represented on the National Anti-Corruption Steering Committee that is responsible for the formulation and evaluation of the National Anti-Corruption Strategy and Action Plan (NACS), initially developed to bring all stakeholders under one roof to make their due contribution to the promotion of good governance, ethics and integrity.

NEF is represented on the National Employment Services Board established by the Employment Services Act (Act no 8 of 2011)

Nigeria

Last Updated: 4 May 2020

Stimulating the economy and employment

NIGERIA'S IMF FINANCIAL ASSISTANCE TO SUPPORT HEALTH CARE SECTOR, PROTECT JOBS AND BUSINESSES

[Nigeria's IMF Financial Assistance for health and jobs](#) The COVID-19 pandemic is severely impacting economic activity in Nigeria. The country's main export commodity is oil, which represents around 90 percent of its exports. The sharp fall in international oil prices, together with reduced global demand for oil, is worsening the country's fiscal and external positions. The country's oil exports are expected to fall by more than US\$26 billion. The economy—which remains highly reliant on foreign exchange proceeds and the recycling of petrodollars—is expected to contract by about 3.4 percent in 2020, a 6-percentage point drop compared to pre-COVID-19 projections. With the decline in economic activity, large fiscal and external financing gaps have emerged. Nigeria has experienced heightened risks which are mostly linked to a further collapse in oil revenue—due to persistent low oil prices, and inability to sell oil because of depressed global demand, or declining production because of additional OPEC-agreed cuts. It is expected that COVID-19 spread in Nigeria will be contained in the second half of 2020. If these measures fail to contain the virus or domestic infections rise, the economic recovery would be

slower and gaps would become even larger. To help alleviate the impact of the COVID-19 pandemic and the sharp fall in oil prices, Nigeria requested emergency assistance of about US\$3.4 billion—equivalent to 100 percent of its quota—under the IMF's RFI. The financial support—approved by the IMF Executive Board on April 28, 2020—will provide critical support to shore up Nigeria's health care sector, and shield jobs and businesses from the shock of the COVID-19 crisis. <https://www.imf.org/en/News/Articles/2020/04/29/na042920-nigerias-imf-financial-assistance-to-support-health-care-sector-protect>

The CBN Policy Measures in Response to COVID-19 Outbreak and Spillovers The Central Bank of Nigeria (CBN), on Monday, March 16, announced various policy measures in response to COVID-19 outbreak. In announcing the measures, the CBN acknowledged that COVID-19 was already having significant adverse effect for both the global and Nigerian economies and had led to an unprecedented disruptions in the global supply chains. Amongst others, COVID-19 impacted negatively on economy leading to reduction in crude oil prices, turmoil in global stock and financial markets, massive cancellation in sporting, entertainment and business events and travels. The CBN would support affected households, businesses, regulated financial institutions and other stakeholders by: Creating a NGN50 billion (about US\$136.6 million) targeted credit facility to support households and small and medium-sized enterprises (SMEs) that have been particularly hit by COVID-19. [Extension of moratorium on CBN intervention facilities by one year on all principal repayments, effective March 1, 2020.](#)

Supporting enterprises, jobs and incomes

COVID-19: Finance Minister Seeks N500 Billion Intervention Fund

The [Minister of Finance](#), Budget and National Planning, Mrs Zainab Ahmed has met with the NASS leadership led by Senator Lawan to formally inform them of an Executive proposal to establish a N500 billion COVID-19 Crisis Intervention Fund. She said the proposed fund would be dedicated to upgrading of existing health facilities in states across the federation. The Fund would also be deployed to take care of special Public Work Programmes currently being implemented by the National Directorate of Employment(NDE). She said: "What we are proposing is an establishment of a N500 billion COVID-19 Crisis Intervention Fund," the minister told the parliamentary leaders.

"This fund that we are proposing, that should be created, will involve mopping up resources from various special accounts that the government, as well as the Federation, have, to be able to pull this N500 billion. "Our general view is that this crisis intervention fund is to be utilised to upgrade healthcare facilities as earlier identified. In her presentation, the Minister of Finance said the N500 billion COVID-19 Fund being proposed would be pooled from various special accounts, grants being expected and loans from multilateral institutions. The Ministry of Humanitarian Affairs, Disaster Management and Social Development led by Honourable Sadiya Umar Farouk have been giving out the sum of N20,000 to individuals as the Federal Government Social Intervention Programme.

But the President of the Senate insisted that the federal government could do better than doling out cash to Nigerians to alleviate economic hardship. "I think the time has come for us to redefine the implementation of the Social Intervention Programme, probably going out to

communities to give them N20,000 per person might not be the best way to go. It is still an effort, but I think we need a better approach that will be more efficient."

Protecting workers in the workplace

Address by H.E. Muhammadu Buhari, President of The Federal Republic of Nigeria on The Covid-19 Pandemic Lockdown, Abuja, Sunday 29th March, 2020

On Sunday, 29th March 2020, President Buhari, based on advice of the Federal Ministry of Health (FMH) and Nigeria Centre for Disease Control (NCDC), announced the cessation of all movements in Lagos and the Federal Capital Territory (FCT) for an initial period of 14 days with effect from 11 pm on Monday, 30th March 2020. This restriction would also apply to Ogun State due to its close proximity to Lagos and the high traffic between the two States. By the announcement, Nigerians were advised to stay in their homes and not to travel to or from other states. All businesses and offices within these locations should be fully closed during this period.

According to the President, the cessation of movement would enable government to use this containment period to identify, trace and isolate all individuals that have come into contact with confirmed cases and to ensure the treatment of confirmed cases while restricting further spread to other States. The presidential order however exempted hospitals and all related medical establishments as well as organizations in health care related manufacturing and distribution. Other commercial establishments exempted from the order included:

- food processing, distribution and retail companies;
- petroleum distribution and retail entities,
- power generation, transmission and distribution companies; and
- private security companies are also exempted.

Access would be restricted and monitored while workers in telecommunication companies, broadcasters, print and electronic media staff who could prove that they were unable to work from home were also exempted. Seaports in Lagos were also allowed to remain operational.

[Source](#)

Relying on social dialogue for solutions

Federal Government to develop sectoral guideline for the health sector

Following the identification of gaps in the delivery of service in the health sector, the Federal Government, with the support of stakeholders, has pledged its determination to establish a sectoral guideline for the health sector. The Permanent Secretary, Federal Ministry of Labour and Employment, Mr. William Alo, disclosed this at the stakeholders' meeting for the Development of Guidelines for the Health Sector in Abuja. He stated that a functional health system was akin to productive and functional workforce which acted as a catalyst for the growth and development of the Nation's economy".

He maintained that the meeting took place at the right time, considering the enormous challenge facing the health sector which had become inimical to the promotion of industrial relations, peace and harmony in the health sector. He opined that a healthy nation was a wealthy one and that no country could achieve national wealth without a harmonious and peaceful working relationship within its industrial space. He urged the stakeholders to fully participate in the discussions as their contributions at the meeting would proffer solutions to rebuild and strengthen the health institutions to achieve the objectives for which they were established by the Government.

The Director of Trade Union Services and Industrial Relations, Mrs. Omoabie Akpan, stated that health sector was a panacea to National Development that was prone to industrial crisis, hence the need for guidelines that would enhance sustainable industrial peace and harmony in the sector was paramount.

Goodwill messages were presented by Ministry of Health, Employee Industrial Relations, Nigeria Medical Association, Trade Union Congress, Nigeria Association of Resident Doctors, and a Representative of Head of Civil Service of the Federation.

[Source](#)

Activities of workers' organizations

Summary

- The already precarious situation of unemployment is further worsened by the impact of covid-19 pandemic. The huge informal economy service providers and producers of agricultural products for consumption of the expansive Nigeria population is affected. The formal sectors involved in manufacturing, aviation, health and petroleum are also badly impacted
- There has not been engagement with the social partners, in spite of the approached by the Nigeria Labour Congress (NLC). Hence, the NLC proceeded to issues its own statement on covid-19 in Nigeria and is campaigning for how workers can protect themselves and their families against covid-19
- There has been no tripartite or bi-partite dialogue so far in the country with regard to covid-19.

For more information, see also:

- <https://fmic.gov.ng/address-by-h-e-muhammadu-buhari-president-of-the-federal-republic-of-nigeria-on-the-covid19-pandemic-sunday-29th-march-2020/>
- <https://www.cbn.gov.ng/Out/2020/FPRD/CBN POLICY MEASURES IN RESPONSE TO COVID-19 OUTBREAK AND SPILLOVERS.pdf>

Activities of employers' organizations

The **Nigeria Consultative Employers Association (NECA)** has launched:

- Guidelines on managing the COVID 19 consequences.
- A platform for its members to share experiences on precautionary measures put in place in different organizations for the benefit of member-companies.
- A letter has been sent to the President on the impact of COVID 19 on businesses, job creation and industrial harmony.
- NECA has issued a [press statement](#) requesting specific interventions. Proposals elaborated by NECA include:
 - A temporary scheme to pay compensation to companies in the risk of laying off in order to retain jobs. Under the scheme, the government will cover 60% of the salaries of employees paid on a monthly basis with companies paying the remaining amount.
 - Demand of support from Government to negotiate and reschedule bank loans.
 - Tax payment deferrals more flexible for a period of six months, upon request, with a discount on interest rates. Special focus to sectors that are worst hit.
 - Call on targeted and sector specific stimulus packages in collaboration with NECA as the representative body of organized business.
 - To institute payment support for employees in the Public and Private sector who are self-isolating and for those diagnosed with the virus.
- NECA has adapted the ILO ACT/EMP [business continuity plan tool](#).

Niger

Last Updated: **1 June 2020**

Stimulating the economy and employment

4 Avril 2020

Devant la progression de la pandémie du COVID-19 et son impact sur la population, l'économie et l'emploi au Niger, le Gouvernement a pris un certain nombre de mesures sanitaires, économiques et sociales, sur décision en conseils des Ministres.

Allègement fiscal:

- Suspension des contrôles fiscaux sur place pendant les mois d'avril et mai 2020;
- Exonération de la TVA pendant toute la durée de la suspension des activités, pour les transports terrestres inter urbain de personnes;
- Report du paiement de la deuxième échéance de l'impôt synthétique du secteur de

transport au 1er mai 2020 au lieu de 1er mars 2020;

- Application d'un taux réduit de 10% en matière de TVA dans le secteur de l'hôtellerie;
- Suspension des poursuites en matière de recouvrement des impôts et taxes pendant trois (3) mois soit jusqu'au 30 juin 2020 pour les agences de voyages;
- Suspension des poursuites en matière de recouvrement des impôts et taxes pendant deux (2) mois à compter du 1er avril 2020 pour les bars et débit de boissons;
- Suspension des poursuites en matière de recouvrement des impôts et taxes pendant deux (2) mois à compter du 1er avril dans les secteurs du Sport et Loisirs.

La révision du plan d'urgence pour tenir compte des nouvelles exigences et l'allocation d'une somme de Un milliard de francs CFA sur le budget national pour son financement constitue l'une des mesures prise par le gouvernement en matière de politique monétaire.

Soutien à certains secteurs :

Les secteurs du transport terrestre de personnes, de l'hôtellerie, des agences de voyages, des bars et débit de boissons, ainsi que des sports et loisirs sont ceux ayant bénéficié d'un soutien fiscal. Par ailleurs quelques mesures ont été prises dans le secteur de la santé :

- Exonération des droits et taxes sur tous les produits imposés qui rentrent dans le cadre de la lutte contre le coronavirus
- Mise en place de facilités de crédit d'enlèvement pour tout importateur qui le souhaite pour une durée de quinze à quatre-vingt dix (15 à 90) jours, moyennant production d'une caution bancaire;
- Recrutement de 1500 nouveaux agents de santé à la fonction publique de l'Etat.

29 Mai 2020

- La formation d'environ 2700 agents de santé

Supporting enterprises, jobs and incomes

04 Avril 2020

En matière de protection sociale:

- Prise en charge par l'Etat des factures d'électricité et d'eau pour les tranches sociales défavorisées, pour les mois d'avril et mai 2020;
- Renforcement du plan de soutien annuel pour soutenir les personnes vulnérables (distribution gratuite de vivres pour les plus démunies, vente à prix modéré, etc.);
- Remise gracieuse de peine à 1540 détenus, cette mesure concerne les personnes âgées, les cas de maladies chroniques et tous ceux qui ont moins neuf mois à purger;
- Intitiation des mesures d'hygiène obligatoires dans les marchés, les magasins, les restaurants, les services publics et les universités publiques;
- Désinfection des lieux publics, les marchés, les institutions et services publics ainsi que les universités;
- Renforcement de la communication de risque et engagement communautaire, assuré par

- la cellule de communication gouvernementale et la commission communication du comité technique de crise, en incluant tous les acteurs influents (leaders religieux, coutumiers, les groupements des femmes et des jeunes, etc.);
- Elaboration et diffusion d'un plan de communication avec avec les télévisions et radios nationales en collaboration avec les opérateurs de téléphonies mobiles et les radios communautaires privées.

En matière d'aide aux entreprises et à la poursuite des activités:

- Application d'un taux d'amortissement des immeubles de 5% au lieu de 2% pour tenir compte de l'importance des capitaux investis dans le secteur de l'hôtellerie;
- Exonération de l'IMF au titre de l'exercice 2019 dans le secteur de l'hôtellerie;

29 Mai 2020

Dans le cadre du plan de riposte contre le COVID-19, le gouvernement a actualisé le plan de soutien de l'année 2020 au profit des ménages vulnérables. Ainsi le nombre de personnes qui pourraient être impacté par le COVID-19 a été estimé à 1.200.000. Pour accompagner ces personnes, le volet Distribution Gratuite Ciblé DGC) et le volet vente à prix modéré ont été réévalués.

Protecting workers in the workplace

04 Avril 2020

Sécurité et santé au travail:

- Renforcement des équipements de protection du personnel de santé engagé dans la lutte contre le Coronavirus;
- suspension de l'utilisation de l'ascenseur dans les services publics;
- Dotation des services publics d'accueil en moyens de protection individuelle et collective appropriés;
- Interdiction d'accès au service à tout agent non retenu;
- Restriction des visites des usagers du service public;
- Respect des consignes de sécurité prévues par la réglementation sanitaire en vigueur.

Nouvelles modalités de travail:

- Désignation par chaque Ministre ou Responsable d'institution de la République des agents devant assurer la continuité du service public de manière rotative;
- Aménagement des services publics sans interrompre leur bon fonctionnement;
- les horaires de travail pendant la mise en œuvre de ces mesures sont réaménagées comme suit: du lundi au vendredi, de 08 heures à 14 heures sans interruption;
- Suspension de tous les stages dans l'administration publique.
- Restriction des réunions de direction ou de service sauf en cas d'extrême nécessité, le cas échéant écourter les dites réunions.

Il est prévu le départ en congés de tous les travailleurs en possession d'une décision de mise

en congés.

Par ailleurs la prise en charge des malades confirmés positifs au COVID-19 suivant le protocole chloroquine et/ou azithromycine en milieu hospitalier ou de soins est gratuite.

29 Mai 2020

- Rétablissement des horaires habituels de travail, à savoir de 08heures à 17 heures 30 du Lundi au Jeudi et de 08 heures à 13 heures le vendredi, avec la levée de la réduction du personnel au strict minimum depuis le 25 Mai 2020.

Other measures

04 Avril 2020

- Ferméture des aéroports internationaux de Niamey et de Zinder le 19 mars 2020, sauf pour les vols domestiques, les cargos sanitaires et militaires;
- Ferméture des frontières terrestres excepté pour le transport des marchandises, le 19 mars 2020;
- Ferméture de tous les établissements d'enseignement préscolaire, primaire, secondaire et supérieur le 20 mars 2020
- Ferméture des bars, des boîtes de nuit, des salles de cinéma et des lieux de spectacles le 18 mars 2020
- Interdiction des rassemblements de plus de 50 personnes depuis à partir du 17 mars 2020
- Proclamation de l'Etat d'urgence sur toute l'étendue du territoire national le 27 mars 2020
- Isolement de la ville de Niamey à compter du dimanche 29 mars 2020 à minuit;
- Instauration d'un couvre-feu sur le territoire de la ville de Niamey à partir du samedi 28 mars 2020 de 19 heures à 06 heures du matin;
- Création du fonds de solidarité pour la lutte contre le COVID-19 destiné notamment à la prise en charge des ménages et à l'économie le 03 Avril 2020
- Augmentation de la capacité hospitalière et de réanimation;
- Renforcement des capacités des services de santé en ressources humaines de qualité, en médicaments, en matériels et équipements de protection au niveau des sites de prise en charge;
- Mise en oeuvre de la stratégie de recherche active des cas suspects de maladies à Coronavirus ainsi que le renforcement du test de dépistage et du confinement;
- Mise en place des sites d'isolement dans les régions du pays.

Les mesures monétaires prises au niveau national par le gouvernement, sont complétées par celles prises au niveau de l'UEMOA

- Augmentation de 340 milliards de francs CFA du volume de liquidité injecté par la BCEAO chaque semaine sur le marché monétaire en faveur des banques pour porter à 4750 milliards de francs CFA;
- Elargissement de l'accès au financement aux effets de 1700 entreprises supplémentaires;
- Adondement par la BCEAO du fonds de bonification de la BOAD respectivement de 25

milliard de FCFA par la BCEAO et 15 milliards par l'UEMOA afin de mobiliser des ressources concessionnelles en faveur des Etats;

- Octroi par la BOAD d'un prêt concessionnel de 15 milliards de FCFA par Etat membre de l'UEMOA;
- Moratoire BOAD pour le remboursement des dettes du Niger pour un montant de 13,2 milliard de francs CFA.

29 Mai 2020

- La levée du couvre feu depuis le 13 mai 2020;
- La réouverture des lieux de culte depuis le 13 mai 2020;
- La levée de l'isolement de Niamey depuis le 15 mai 2020;
- La reprise des transports inter-urbain depuis le 15 mai 2020;
- La reprise des cours à partir du 1er juin 2020;
- La suspension de la mesure d'interdiction des ateliers et séminaires sur toute l'étendu du territoire depuis le 25 mai 2020;
- La suspension de la mesure relative à la fermeture des bars et boîtes de nuit le 29 mai 2020
- La distribution gratuite de vivres à 230 000 personnes à Niamey, réparties dans environ 33 000 ménages composés des employés des secteurs privés
- Le lancement de la vente de masques à prix subventionné (100 F CFA)
- L'institution des mesures d'hygiène dans les marchés, les magasins, les restaurants, les services publics et privés.

Activities of workers' organizations

Résumé

- Le gouvernement du Niger a pris différentes mesures sanitaires, sociales et économiques pour combattre la pandémie de Covid-19
- Il n'y a eu qu'une seule réunion tripartite afin d'évaluer la situation et d'identifier les besoins. Les organisations syndicales souhaitent que d'autres réunions de ce type aient lieu afin de participer à la riposte, notamment à la mise en œuvre des mesures socio-économiques prises par le gouvernement
- Ces organisations mènent de leur côté des campagnes d'information et de sensibilisation auprès de leurs membres sur la gravité de la maladie et sur les mesures à respecter pour stopper la propagation du virus. Ces campagnes ont lieu sur les réseaux sociaux et dans les médias
- Les organisations syndicales mènent également une campagne de sensibilisation auprès des entreprises quant à la nécessité de fournir des équipements de protection à leurs salariés et de promouvoir les mesures de protection sur les lieux de travail (distanciation sociale, ventilation des locaux, limitation du nombre de personnes, etc.).

Stimulating the economy and employment

On 18th March 2020, National Bank of Rwanda (NBR) in its Press release on measures to mitigate the economic impact of the COVID-19 Pandemic BNR together with other Government Institutions engaged with various stakeholders (Banks, Mobile Network Operators) in a bid to come up with measures to mitigate the Economic Impact of the Pandemic. Following measures were taken:

- Easing of Loan repayment conditions to borrowers affected by the COVID-19 Pandemic (Banks were exceptionally allowed to restructure outstanding loans of borrowers facing temporary cash flow challenges arising from the COVID-19 Pandemic).
- **Liquidity support:** introduced an extended lending facility to Banks
- Reviewed the existing Treasury Bonds rediscounting window for the next six (6) months, BNR offers to buy back bonds at prevailing market rate and the waiting period if one fails to sell the bond at the secondary market to be reduced from the current 30 days to 15 days.
- Reduced the reserve requirement ratio by effective April 1st 2020 by 100%bps from 5% to 40% to allow banks more liquidity to further support affected businesses.

Encouraged use of digital channels and contactless mobile payments

For the next 3 months effective from 19th March 2020, Mobile Operators and Banks agreed the following:

- Zero charges on all transfers between Bank accounts and mobile wallets (Pull and push services);
- Zero charges on all mobile money transfers;
- Zero merchant fees on payments for all contactless point of sale (mobile and virtual-POS) transactions;
- The limit for individual transfers using mobile money wallets to be increased from FRW 500,000-1,500,000 for Tier I customers and from FRW 1,000,000-4,000,000 for Tier II customers.

Source: <https://www.bnrrw/home/>

Supporting enterprises, jobs and incomes

Social protection floor in Rwanda is key pillar and strong and its used in the fight of the impact of COVID-19. The country response to the outbreak was among the most robust and aggressive actions that were taken. On March 27th 2020, His Excellency President Paul Kagame addressed the nation and revealed a social protection plan set up in response to the economic shock related to COVID-19 outbreak and the effects of the country's shutdown.

Government prioritised the wellbeing of its vulnerable citizens by catering for their basic needs. Some projects were re-prioritised or delayed in order to manage economic shocks that may result from COVID-19 shutdown.

The private sector and individual Rwandans have also heeded the call and tonnes upon tonnes of food and other essential commodities have been contributed to help vulnerable families through these difficult times. Government also accounted for the heightened importance of free and equal access to treatment among all COVID-19 patients, including non-nationals.

In addition, for the purposes of COVID-19 mitigation, all patients and suspected people (citizens and foreigners) are given free treatment during quarantine and isolation process.

Established UBUDEHE programme has attributed to the Rwandan culture of identifying the needy in communities and lending support. This helped much during this difficult times of COVID-19 outbreak in order support each other.

Cabinet decision of 1st April 2020, discussed measures to mitigate the economic impact of COVID-19 as well as strategies to lessen the burden on the most vulnerable groups.https://www.primature.gov.rw/index.php?id=43&no_cache=1&L=224&tx_drblob_pi1%5BdownloadUid%5D=783

Right Hon. Prime minister also issued communique on 5th April 2020, indicating that above ongoing social protection initiatives, that all cabinet members, permanent secretaries, Heads of institutions and other senior Government officials shall forfeit one month's salary (April).

Protecting workers in the workplace

The Government of Rwanda took measures after outbreak of COVID-19 Pandemic on 14th March 2020, when the first case was reported. On 20th March 2020, the Office of the Prime Minister announced measures to enhance COVID-19 prevention with effect from 21st March 2020. The announcement requested all employees (public and private) to start working at home except for those providing essential services. Government commenced sensitization and awareness campaigns on how to prevent COVID-19 infections and requesting all employers to buy hygiene facilities to their employees. https://www.primature.gov.rw/index.php?id=2&no_cache=1&tx_drblob_pi1%5BdownloadUid%5D=779

The Government of Rwanda through the ministry of health developed and is implementing the National COVID-19 preparedness and response plan.

Relying on social dialogue for solutions

In consultation with Government, employers and trade union, Government came up with a list of activities supported by ILO in response to COVID-19 Pandemic which includes, contribution in terms of budget in one UN basket in order to support vulnerable people; conducting a study on impact of COVID-19 to labour and employment in Rwanda and then after review the decent work for country programme for Rwanda.

Sensitization and awareness campaigns on COVID-19 was conducted by trade union through Announcement which was issued by CESTRAR.

Other measures

Other measures are in announcement of prime minister of 20th March 2020 and Cabinet resolutions of 1st April 2020.

Activities of workers' organizations

Summary

- Some workers in the formal economy have been temporarily laid off due to the reduction or closure of business activities. All activities in the informal economy have completely ceased due to the nationwide lockdown. The most affected industries include aviation, tourism, agriculture, services, mining, fishery, culture, public service, and manufacturing
- The entire Rwandan population has been subjected to a complete nationwide lockdown. Only essential services workers are allowed to report for work. This is very challenging for informal economy businesses and workers, in particular the self-employed and freelancers whose livelihood is dependent on the daily work that they are able to perform
- Trade unions continue to play their advocacy role by in consultation with the government and employers to take measures that can protect workers' jobs, salaries, wages and benefits as well as safeguard the continuity of businesses. The trade unions are working closely with the employers' organization to identify SMEs and other businesses that been adversely affected and have temporarily laid-off their workers to find joint solutions. The two groups are advocating the government to implement certain measures such tax relief and the provision of other incentives to keep businesses afloat and being able to protect the job and wage of their employees
- Trade unions are participating in community sensitization campaigns aimed at protecting the population against Coronavirus pandemic.

Activities of employers' organizations

The **Private Sector Federation (PSF)** is quite visible in the [media](#) and has taken a number of actions:

- o PSF has conducted (25.03.2020) [survey](#) to assess impact on members;
- o PSF has now hosted five COVID 19 webinars
- o PSF launched a [survival course](#) for entrepreneurs
- o PSF is mobilizing effort (for funds) for vulnerable sectors of [society](#)
- o PSF led efforts to develop an [advisory note](#) (COMMUNIQUÉ) for the East African Business Council.

PSF is very active in providing recommendations to high level inter-ministerial group and has set up an internal crisis group.

Inter-ministerial crisis group has been set up with other stakeholders that includes PSF.

PSF signed a [Memorandum of Understanding](#) with Access to Finance Rwanda in a new initiative aimed at supporting entrepreneurs in Rwanda to adjust to economic realities.

Sao Tome and Principe

Last Updated: **5 May 2020**

Stimulating the economy and employment

Suspension de l'application de certaines dispositions du Code du travail approuvées par la loi n ° 6/2019 du 11 avril.

Soutien aux entreprises qui éprouvent des difficultés en raison de la pandémie COVID 19, par le biais d'incitations fiscales, comme incitation au maintien de l'emploi et non au chômage.

- 30% de baisse de salaire dans les secteurs de l'administration indirecte et des entreprises, directement impactée par la baisse des revenus, afin d'éviter le licenciement, compte tenu de la baisse d'activité;

- Introduction de mécanismes permettant le paiement des factures de consommation d'eau et d'électricité, par voie électronique (carte Dobra24 et / ou virement bancaire), à l'instar d'autres services, comme le CST, afin de réduire les atroupements de personnes aux guichets de la société d'eau. et électricité.

- Réduction du taux directeur de la Banque Centrale (frais de facilité d'apport de liquidité)

- Réduction du ratio des réserves de liquidités minimales (RMC)

- Assouplissement temporaire de certains ratios prudentiels de la Banque Centrale

- Octroi d'une ligne de crédit, garantie par l'État, aux secteurs du tourisme, de l'hôtellerie, de la restauration, de l'agriculture et de la transformation.

ii) Mise en œuvre du système de gouvernance électronique intégré, comme moyen de réduire l'utilisation du papier et de minimiser la propagation de la maladie par contact avec le papier.

Supporting enterprises, jobs and incomes

- Exonération des intérêts moratoires et autres ajouts légaux aux dettes fiscales et parafiscales accumulées pendant la période de l'état d'urgence ou qui, ayant été accumulées par rapport à la période précédente, sont notifiées pendant l'état d'urgence, pour les entreprises
- Moratoire, sans pénalités pour les paiements en cours pour les entreprises
- Suspension des saisies fiscales en faveur des entreprises
- Attribution d'une compensation de rémunération aux travailleurs concernés, dont la valeur peut être complétée par l'employeur, pour garder le salarié et non le licencier, pour le secteur du tourisme

Secteur Agriculture et transformation

- Création de centres d'approvisionnement décentralisés (Région autonome de Príncipe, zones centrale, sud et nord de São Tomé), pour la vente de produits alimentaires locaux);
- Disponibilité de semences, de matériel et d'équipement et d'autres intrants pour l'agriculture
- Création d'une plateforme d'achat et de vente, impliquant le fournisseur, le distributeur et l'acheteur

Secteur de la pêche

- Disponibilité de réfrigérateurs sur les marchés et transport réfrigéré pour assurer la conservation du poisson et garantir le stock d'approvisionnement;
- Réhabilitation des fabriques de glace pour conserver le poisson;
- Renforcement des matériels et équipements de pêche (navires, moteurs et autres instruments de pêche)

Secteur informel

- Soutien aux personnes affectées pour des emplois dans l'agriculture, la pêche et l'assainissement (mesures à mettre en œuvre avec le soutien du PAR et des conseils de district.)

Protecting workers in the workplace

- Programme des Familles Vulnérables - Transformation de la subvention bimensuelle en soutien mensuel aux familles qui bénéficient déjà d'une aide, dans le cadre du soutien du gouvernement et de la Banque mondiale;
- Soutien aux personnes nécessiteuses et aux centres de soins (personnes âgées, handicapées, maisons de soins infirmiers et centres de soins pour enfants abandonnés);
- Paiement des salaires du personnel de l'ambassade;
- Soutien aux médicaments pour les patients santoméens au Portugal;
- Attribution d'une allocation mensuelle de transport aux personnes malades au Portugal.

Activities of employers' organizations

- La **CHAMBRE DE COMMERCE, D'INDUSTRIE, D'AGRICULTURE ET DES SERVICES DE SAO TOME ET PRINCIPE (CCIAS)** a lancé un message de sensibilisation aux entreprises et a fait un certain nombre de propositions au gouvernement telles que:
 - Exonérer les entreprises des pénalités de retard dans la déclaration fiscales périodiques
 - Evaluer les différentes mesures à mettre en œuvre par les Banques Commerciales afin de minimiser les éventuels impacts pouvant résulter de la situation socio-économique actuelle;
 - Examiner des éventuelles subventions de l'Etat à l'économie, notamment aux secteurs les plus sensibles (hôtellerie / restauration, agriculture, transformation, artisans, enseignement privé, services) et pour leur entretien, ainsi que celui des travailleurs;
 - Elaborer un plan d'urgence pour adapter les actions résultant de la situation défavorable de Covid-19 - chômage, faillites, etc., etc.
 - Accord avec la Sécurité sociale sur le salaire du conjoint tuteur des enfants, en vue de la fermeture obligatoire des écoles, avec un accent sur les crèches et les jardins.
 - Consultation conjointe pour la réflexion post-crise.

Senegal

Last Updated: **15 June 2020**

Stimulating the economy and employment

04.04.2020 : Allocution du Président du Sénégal (<http://aps.sn/actualites/politique/article/fete-de-l-independance-2020-l-integralite-du-discours-du-president-de-la-republique>) Mise sur pied d'un programme de résilience économique et social articulé autour de quatre axes: le soutien au secteur de la santé/le renforcement de la résilience sociale des populations/la sauvegarde de la stabilité macroéconomique et financière pour le secteur privé et le maintien des emplois à travers un programme d'injection de liquidités assorti de mesures fiscales et douanières/le programme de relance économique et sociale.

Création par le Président de la République d'un fonds de riposte et de solidarité dénommé FORCE COVID 19 contre les effets du coronavirus qui sera doté de 1000 milliards de FCFA et supervisé par un comité de pilotage composé de représentants de l'Etat, de l'assemblée nationale , toutes sensibilités confondues et de la société civile.[FORCE COVID19](#).

Mise sur pied d'un **programme de résilience économique et social reposant sur 04 piliers fondamentaux** et dont les fonds baptismaux figuraient déjà dans l'allocution du 04 avril 2020 de SEM Macky SALL [PROGRAMME DE RESILIENCE ECONOMIQUE ET SOCIALE](#).

08.04.20 - Adoption du **projet d'ordonnance n° 001-2020 aménageant des mesures dérogatoires au licenciement et au chômage technique durant la période de la pandémie du COVID-19.**<http://www.presidence.sn/actualites/communique-du-conseil-des-ministres->

[du-8-avril-2020 1999.](#)

09.04.2020 - Point de presse du Ministre du travail relatif à l'ordonnance n°001-2020 cité plus haut: https://www.pressafrik.com/Covid-19-le-gouvernement-interdit-tout-licenciement-outre-que-celui-motive-par-une-faute-lourde-ministre-du-travail_a214429.html

<http://aps.sn/actualites/societe/social/article/samba-sy-decline-les-motivations-de-l-ordonnance-du-chef-de-l-etat>

17.04.2020: Décret n°2020-965 portant création et fixant les règles d'organisation et de fonctionnement du comité de suivi de la mise en oeuvre des opérations du FORCE COVID19 https://twitter.com/PR_Senegal/status/1251993628035203072

19.04.2020 Ecoutez le Ministre de l'économie, de Plan et de la coopération du Sénégal sur Youtube :

<https://www.youtube.com/watch?v=fqkgEPJSV6A&feature=youtu.be>

Supporting enterprises, jobs and incomes

L'axe programmatique 3 contenu dans l'allocution du chef de l'Etat du Sénégal en date du 04 avril 2020 <http://aps.sn/actualites/politique/article/fete-de-l-independance-2020-l-integralite-du-discours-du-president-de-la-republique> indique entre autres mesures importantes une enveloppe financière de:

1. 302 milliards de FCFA pour le paiement des fournisseurs de l'Etat avec l'engagement pour le secteur privé de maintenir le niveau des salaires;
2. 100 milliards de FCFA dédiés spécifiquement aux secteurs les plus durement de l'économie à savoir le transport , l'économie et l'agriculture.

Les autres mesures pourront être consultées dans l'allocution de SEM Macky Sall mentionnée ci-dessus.

08.04.2020 - En conseil des ministres, examen et adoption du [projet d'ordonnance n°001-2020 aménageant des mesures dérogatoires au licenciement et au chômage technique durant la période de la pandémie du COVID-19](#).http://www.presidence.sn/actualites/communique-du-conseil-des-ministres-du-8-avril-2020_1999

17.04.2020: https://twitter.com/PR_Senegal/status/1251993628035203072

19.04.2020 :Ecoutez le Ministre de l'économie, du Plan et de la coopération du Sénégal :

<https://www.youtube.com/watch?v=fqkgEPJSV6A&feature=youtu.be>

Protecting workers in the workplace

Un certain nombre d'initiatives et de mesures ont été prises par le Ministère du Travail , du dialogue social et des relations avec les institutions ainsi que certaines entreprises et portent sur des notes de services , l'élaboration des guides de conduite en lien avec le COVID 19 et la redynamisation des comités d'hygiène , de santé et de sécurité au travail.

Relying on social dialogue for solutions

Les consultations bipartites employeurs- travailleurs se redynamisent dans divers secteurs d'activités et également au niveau national en essayant d'apporter les réponses et les ripostes appropriées sur le lieu de travail.

L'une des préoccupations majeures demeure celle de l'étendue de l'impact du COVID sur l'économie informelle , les femmes et les personnes handicapées.

Other measures

Vu l'évolution de la pandémie et l'incertitude qu'elle crée, il conviendra de noter que d'autres mesures spécifiques en lien avec le monde du travail seraient susceptibles d'être prises par l'Etat du Sénégal en fonction de l'évolution de la situation.

Ecoutez le Ministre de l'économie , du Plan et de la coopération :

<https://www.youtube.com/watch?v=fqkgEPISV6A&feature=youtu.be>

Activities of workers' organizations

Résumé

- Avec les mesures de couvre-feu en place, tous les secteurs de l'économie sont touchés. Mais les effets les plus nets et les plus visibles sont dans les secteurs de l'hôtellerie, de la restauration, de l'aérien et des transports interurbains. En outre, les travailleurs les plus exposés sont ceux du secteur de la santé, les migrants et les jeunes. Toutefois il n'y a pas de statistiques disponibles quant à l'ampleur de l'impact de la crise sur les populations vulnérables.
- L'approche tripartite n'est pas opérationnelle au Sénégal. Néanmoins, des initiatives lancées par des employeurs et des travailleurs ont permis d'accélérer le processus de soumission et d'adoption de l'ordonnance n°001-2020 du 8 avril 2020 aménageant des mesures dérogatoires au licenciement et au chômage technique pendant la période de la pandémie.

Activities of employers' organizations

Actions réalisées par le **Conseil National du Patronat du Sénégal** (CNP Sénégal):

- Communiqué pour sensibiliser les entreprises et rappeler la disponibilité de son unité «SST & Environnement».
- Circulaire sur les dispositions du Code du Travail pour la gestion de la pandémie.
- Dissémination du guide du Ministère du Travail sur «Milieu de travail et covid-19».
- Diffusion d'une vidéo de simulation de confinement d'un employé en entreprise.
- Diffusion le 3 juin 2020 d'un document sur l'impact et la gestion du Covid19 dans les entreprises membres du CNP incluant entre autres les résultats d'une enquête sur l'impact de la pandémie sur les entreprises et l'emploi, une adaptation du guide ACT/EMP sur la gestion du Covid19 sur le lieu de travail ainsi que des textes réglementaires et les mesures prises par le gouvernement.

Les propositions du CNP Sénégal comprenaient:

7. Soutien d'urgence pour les secteurs les plus touchés notamment celui du tourisme et de l'hôtellerie;
8. Création d'un comité tripartite de crise; et
9. Traitement spécial pour les chaînes de valeur à l'importation et à l'exportation.

La vision du CNP Sénégal pour la relance économique est axée notamment sur la réduction du déficit structurel de la balance commerciale et celle des capitaux, la mise en place d'un mécanisme de mobilisation des ressources financières et de l'épargne nationales.

D'autres actions du Conseil National du Patronat du Sénégal:

- Concertation bipartite le 20/03 avec les centrales syndicales de travailleurs sur l'impact social de la pandémie et les mesures à prendre par l'Etat et les entreprises.
- Le CNP représente le secteur privé dans le Comité de croissance et de veille économique mis en place par le gouvernement pour anticiper sur les répercussions économiques de la pandémie.
- Contribution des groupements professionnels et entreprises à la solidarité nationale de plus de 10 milliards CFA.

1er septembre 2020

The situation in Seychelles has improved as at 20th August, there was only 1 active case, 126 recovered and no death. However, it is evident that the pandemic has impacted negatively on the economy of Seychelles.

On March 16th 2020, Government announced emergency review of its budget programmes to be implemented this year, in order to manage the impact of COVID-19 on the economy particularly employers and workers to be affected in the process. The President unveiled an ambitious economic stimulus package to ensure job security and reassure small and medium businesses of financial security.

Government, through STC, is working with the fishing and agriculture sectors on the Committee for Food Security Surveillance established to increase the level of local production and effectively manage food supplies.

There are donations from private individuals to strengthen logistics to receive incoming cargo from South Africa and Dubai.

The Cabinet approved the amendment of the Companies Act, 1972.

On the roll out of the ambitious stimulus announced by the President, the Minister of Finance reiterated the postponement of taxes until September 2020 and guaranteed jobs of 37,000 employees in the private sector up to a ceiling of SCR 30,000 per month. For this, a sum of SCR 1.1 billion has been budgeted. The budget address also outlined the processes for the accessibility and screening of the financial assistance to SMEs and those employed in the informal sector. On public sector budget revisions, the Minister of Finance outlined restrictions and deductions in various sectors most notably in the reduction of activities, allowances and capital projects.

In late March, the Central Bank of Seychelles (CBS) decided to loosen its policy stance by reducing the policy rate by 100 basis points and increasing liquidity in the banking system. The CBS initially set up a long-term lending instrument of SCR 500 million for commercial banks to assist SMEs struggling with the financial impact of the pandemic with emergency relief measures. This was followed by another on-lending facility of SCR750 million for commercial banks to assist larger businesses. The CBS also called on commercial banks to grant a moratorium of six months on the repayment of principal and interest on loans to assist businesses in impacted sectors. Some commercial banks are expected to face the prospect of an increase in non-performing loans especially by private sector operators in the tourism sector. The CBS maintained its flexible exchange rate policy and limited foreign exchange interventions to the extent needed to address disorderly market conditions, while allowing exchange rate adjustment. Consequently, the Rupee depreciated by 25-30% against most major currencies (USD, Euro, GBP). The inflation is expected to remain moderate and the CBS indicated intention to closely monitor its developments. The Central Bank has also successfully launched the Solidarity Bond with various periods of maturity ranging from 3-7 years. This has also helped with some FDI as Seychellois both locally and abroad have converted foreign exchange to purchase such bonds.

Farmers were also assisted with 14 additional plots for Farmers Association to increase production and move towards food security. Furthermore, interest rates for loans in Agriculture or Fisheries were reduced to 1%.

Supporting enterprises, jobs and incomes

1er septembre 2020

The ban on international travel resulted in Government's response to offer salary bailout to private sector (particularly tourism operators) initially for the period April-June 2020, which was subsequently extended to 31st December 2020. (NB Initially, the salary bailout was for all employees, but with effect from 1st July it applied to Seychellois employees only). Government also offered financial assistance to informal sector under the Unemployment Relief Scheme of the Agency for Social Protection. The number of persons receiving such benefits rose from a Pre-COVID 19 level of about 1,000 to more than 4,000 as of July 2020. Whereas Government had initially made it mandatory for 100% job retention (i.e. no furloughing or no redundancies) during the period April – June 2020, such policy was revised with effect from 1st July 2020, whereby private sector could negotiate redundancies with the Ministry of Employment.

In July 2020, the government also set up the Seychelles Employment Transition Scheme (SETS) with the objective of assisting all employees made redundant with effect from 1st July 2020 by ensuring that they would continue to receive their monthly salary up to a ceiling of SCR30,000 until 31st December 2020. SETS also assists such redundant employees with re-skilling as well as up-scaling with a view to find alternative employment. As of end-July 2020, there were applications for 850 employees to be made redundant. SETS was also mandated to carry out an Onboarding Programme to assist the unemployed under the URS scheme to develop skills and find employment.

The government has also been undertaking health System strengthening; emergency facility measures including the provision of a special allowance for frontline health workers, immigration staff and customs officials at the airport and seaport and the government established a National Disaster Relief Fund to raise funds from governments, private individuals, corporations and institutions aimed at providing emergency relief supplies; provide temporary relief for small business through short term loans for equipment, raw materials and; and to assist charitable organizations provide community support. The 3800 home carers looking after the elderly will also receive a special allowance during this period on the condition that they continue to work.

In the case of employees placed in quarantine, the employer would continue to pay the salary of the worker until the employee is released. This amount could be claimed back by the employer from the Agency for Social Protection (ASP) following certification from the Department of Health that the employee was in quarantine.

For those children receiving financial assistance through the dedicated fund, the Agency for Social Protection will make a direct transfer to parents during this period to ensure no child is affected.

For those citizens on welfare with a special STC card, the government have made arrangements so that the same card can be used to purchase gas.

Protecting workers in the workplace

1er septembre 2020

For the labour administration, priority was given to:

- introduce new Regulations to enable working parents, workers in isolation or quarantine, workers whose company has closed in whole or in part, to take special leave from work in order to look after their children below 15 years, given closure of all schools and child care facilities
- amend list of essential services which need to remain operational in view of the pandemic and guide employers on working arrangement
- provide employment advise based on queries from workers and employers in view of the effect of COVID-19 on businesses

All communications regarding COVID-19 is being done by the Department of Health of Seychelles as this is a Public Health issue. Any employer/worker requesting information with regards to same are advised to consult the Department of Health through a Hotline or the Website of the Department of Health of Seychelles.

All meetings with employers have been cancelled and no walk-in clients are being entertained for assistance but instead directed to call the Departments land line for assistance.

Inspectors work on a rotational basis to ensure social distancing

Inspectors have been provided with face-mask and hand sanitisers

The Ministry of Employment is adopting all the Health measures being put in place by the Department of Health which includes social distancing, good hygiene and washing of hands. Labour inspectors are only based at office now and respecting all the measures from the Department of Health. Possibly in future, the Ministry will adopt a more flexible hours of work and working from home.

Following declaration by the Government that no redundancy will be approved by the Ministry, all application for redundancy are currently on hold.

Grievances in relation to termination of employment specifically non-Seychellois workers are fast track.

Relying on social dialogue for solutions

1er septembre 2020

The Ministry of Employment is liaising with social partners to identify any action that may be

taken.

The Seychelles Chamber of Commerce and Industry (SCCI) was part of initial meetings held with the President at State House and they welcomed the direction set forth by Government in regards to assistance to businesses. The Seychelles Federation of Workers Union (SFWU) also gave their views in the media and was pleased to note assistance the Government will provide to workers especially in terms of salary assistance.

The tripartite constituents intend to hold a tripartite forum that will provide a platform for the tripartite partners - the government, unions and employers - to table concerns and work together more effectively to overcome the more complex challenges faced by all today especially with COVID-19.

Other measures

1er septembre 2020

Regulation is also underway to enable working parents with children below 15 years to proceed on emergency leave until all schools and child care facilities are allowed to be re-opened.

Activities of workers' organizations

Summary

- The hospitality workers in Seychelles are not only afraid of the security of their employment but also the vulnerability of infection at work. Airlines and cruise industries have been shutting their operations as the hotel industry continue to reduce their operations. The tourism sector has been severely being affected by the impact of COVID-19
- The Ministry of Employment is liaising with social partners to identify appropriate actions to deal with the impacts of the crisis. The Seychelles Chamber of Commerce and Industry (SCCI) was part of initial meetings held with the President at State House and they welcomed the direction set forth by Government in regards to assistance to businesses. The Seychelles Federation of Workers Union (SFWU) also gave their views in the media and was pleased to note assistance the Government will provide to workers especially in terms of salary assistance
- The tripartite constituents intend to hold a tripartite forum that will provide a platform for the tripartite partners to table concerns and work together more effectively to overcome the more complex challenges faced by all today especially with COVID-19
- Seychelles Federation of Workers' Union has welcomed the different measures the government has adopted to address the impacts of the COVID-19 pandemic. Before the announcement the federation had been informed that certain businesses had already

informed their employees that as from April their salaries would be slashed, creating additional uncertainty and panic among the already worried workforce. The union noted that the measures the president has announced would bring some security and peace of mind to the worried workers

- SFWU has demanded to be involved in ways to improve work place sanitary environment by ensuring there are enough sanitary material for workers, discussions on humane manner on how employees and employers can support each other instead of employers encouraging workers to take their annual leave.

Activities of employers' organizations

The **Seychelles Chamber of Commerce & Industry SCCI** has undertaken some actions addressed to its members:

- Immediate [survey](#) of members on impacts of COVID 19 conducted;
- Initial [guidance](#) sent to members;
- SCCI has adapted and launched ILO ACT/EMP tools, "[COVID 19 Workplace Guide](#)", the [Six-sept COVID 19 Business Continuity Plan](#); the [enterprise impact survey](#); [Guide on Work from Home](#) ; SCCI video on Business Continuity Plans; and has used the [ACTEMP policy statement](#) to guide its dialogue with government.

SCCI part of [TASK force](#) meeting weekly with President on COVID 19 responses.

SCCI submitted range of [policy proposals](#) and engaged in consultations on [legislative changes](#).

SCCI attended the meeting with [National President](#) with representatives from key sectors in the country.

SCCI is using the [ACTEMP policy statement](#) to guide its dialogue with government.

A tripartite meeting has taken place.

SCCI is part of the high level [emergency group](#).

SCCI Business Continuity Plan training course be launch in May.

The Government of Sierra Leone developed a Quick Action Economic Response Programme (QAERP) to address the fiscal, economic and health challenges. The QAERP has the following objectives:

- Build and maintain adequate stock levels of essential commodities at stable prices
- Provide support to the hardest hit businesses to avert layoffs and unemployment and poor loan repayment
- Provide safety nets to vulnerable groups
- Support labour based public works

The government has come up with a number of policy measures to cushion the economy, private sector and the public from the effects of the COVID 19 pandemic which it will implement with the support of development partners and the private sector.

1. Fiscal policy measures - The government of Sierra Leone has requested for debt relief and applied to the IMF to support the balance of payments and cover for the anticipated revenue shortfall. The government requests are for:
 - Emergency support from IMF through Extended Credit Facility, Rapid Credit Facility or Catastrophic Containment and Relief Trust.
 - Debt relief from the IMF, World Bank, Bilateral partners, development agencies and relief trusts
 - Grant Funding and Technical Assistance from Development Partners of the different aspects in the implementation of the health strategy and post COVID 19 recovery social impact plan
 - In-kind support from Development Partners and Private sector
2. Monetary policy - The Government of Sierra Leone through Bank of Sierra Leone has introduced the following monetary policy measures
 - Lowered monetary policy rate from 16.5% to 15%
 - Creation of a Leone 500 billion (USD50 million) credit facility to finance production, procurement and distribution of essential goods and services at a concessionary rate.
 - Provide foreign exchange resources to the private sector to ensure importation of specified essential commodities.
 - Provide liquidity support to the financial sector through lowering of the reserve requirements.

Supporting enterprises, jobs and incomes

Work on support to enterprises is still in its infancy with the government working on the credit facility to support SMEs. The plans for social protection and employment retention are yet to be discussed and effected.

Protecting workers in the workplace

The main action in this area has been sensitization on COVID 19. The messages are being broadcast on how to prevent COVID 19 and also encouraging the public not to discriminate COVID 19 suspects.

Workplaces have been ordered to have hand washing facilities and workers as other members of the general public are encouraged to maintain social distance. Workers have been sent home on a 3 day lockdown to contain the spread of COVID 19 and protect workers from contracting deadly virus.

Relying on social dialogue for solutions

Sierra Leone social partners have been consulting amongst themselves on how to address the employers and workers issues. The social partners have requested for a meeting with the President to address issues concerning workers and employers. This meeting is expected to take place soon.

Meanwhile, the Sierra Leone Employers' Federation and Sierra Leone Labour Congress has issued a joint statement on Sierra Leone can collectively response to the pandemic. They requested that the government set up a national-level committee comprising private sector representatives and other key stakeholders such as trade unions, academics, scientists and community groups along with related ministries to deal with the economic and social fallout of the COVID-19 pandemic. In the statement, they listed out measures to support health systems, workers, businesses, hard-hit sectors, supply chains, and the informal economy.

Other measures

The QAERP is a COVID 19 response programme coordinated by the Government of Sierra Leone with the support of development partners to address specific facets of economic and social services that will be impacted by the pandemic. Five (5) technical working groups have been formed to address the identified issues:

- Local food production
- Commodity supply
- SME support
- Social Protection
- Public Works

Activities of workers' organizations

Summary

- Due to the weakened health infrastructure in Sierra Leone, the number of vulnerable

groups to be affected by the Covid-19 pandemic is overwhelming. The Sierra Leone Labour Congress (SLLC), the Sierra Leone Employers' Federation (SLEF) and the Ministry of Labour and Social Security are working together to develop a position paper on the outbreak of COVID-19

- Meanwhile, SLLC and the SLEF have issued a joint statement on covid-19, with the following demands:
 1. zero-interest loan programme to enterprises under a certain size that are impacted by COVID-19 (measured by industry and/or decline in revenue)
 2. direct grants to enterprises to cover some share of payroll expenses or revenue losses
 3. flexible tax regime to help distressed companies with their cash flow constraints
 4. grant temporary leave with an agreed fix monthly payment until recovery from COVID-19 should be considered for struggling businesses. Employers should however in such circumstances pay the Employer and Employee NASSIT monthly benefits in full
 5. put in effect the Minimum Wage of Le600,000.00 announced by the Minister of Finance last year in budget proposals for 2020 as from 1st July 2020
- On its own, SLLC has embarked on series of campaign activities to sensitize workers and their families on covid-19. They have developed flyers and other printed materials
- Sierra Leone Labour Congress has submitted proposals to the Director of ILO Office in Abuja, Nigeria for financial support to undertake more campaign activities for their members and their families.

Activities of employers' organizations

- The **Sierra Leone Employers Federation (SLEF)** sent on March a request to the Deputy Minister of Labour and Social Security for a meeting of the Joint Consultative Committee. The meeting was held on 30/03. A technical committee was formed to draft a document to be presented to the President.
- On March 2020, **SLEF** sent a letter to its members with the Enterprise survey tool prepared by ILO ACT/EMP "Employers'guide on managing your work place during Covid-19" and to assess their needs.
- **SLEF** and the Sierra Leone Labour Congress (SLLC) highlighted their positions on COVID19 and recommendations to Government on April 2020.
- Agreement between the **SLEF** and Union Representatives in the Hotel and Tourism.

Collective Bargaining Agreements (CBA) negotiated during COVID 19.

Because of the close collaboration between SLEF and the Sierra Leone Labour Congress two wage re-openers negotiations were concluded quickly and the outcome reflected the

collaboration. These increases were in respect of staff below Supervisory Grade.

1)) Industrial Trade Group Negotiating Council -Wage Re Opener

Agreed an increase of Leones 50,000.00 per month (approximately US\$5.00)

2) Public Utilities Trade Group Council -Wage -Re-Opener

Agreed an increase of Leones ,170,0000.00 (approximately US\$ 17 per month

Somalia

Last Updated: 13 April 2020

Stimulating the economy and employment

Somali's economy is import drive and major parts of its revenue comes from taxes on international trade. Due to covid-19 measures imports have been impacted and have resulted in significant reduction in trade from early March 2020. Trade and other restriction has resulted in a huge gap in the already limited domestic revenue. The Somali authorities do not have a borrowing or other means to cover the fiscal gap. The Government with the support of international partnership have launch a massive fiscal stimulus plan to boost the economy and contain the economic effects of the COVID-19. One of the measures is the debt relief under the HIPC initiative. Debt relief will help Somalia make lasting change for its people by allowing its debt to be irrevocably reduced from US\$5.2 billion at end-2018 to US\$557 million in net present value terms (NPV) once it reaches the HIPC Completion Point in about three years' time

On monetary policy management, the newly revived Central Bank of Somalia is in the process of taking full charge of formulating and implementing monetary policy. Speedy resumption of taking full charge of monetary policy by the Central bank is however handicapped by lack of adequate resources, both financial and material.

International solidarity is urgently needed to support Somalia's weak health sector. Ministry of Health estimates \$200m is needed to prevent, rapidly detect and effectively respond to any COVID-19 outbreak to reduce morbidity and mortality in the country. The support prevention and response efforts across the country through the provision of primary and secondary health care, infection prevention in health facilities, clean water and soap, and community outreach on hygiene best practices will be essential in curbing COVID-19. Due to the fast-changing nature of the crisis. The aim is to provide full access to emergency health services, including for the most marginalized members of the community.

Supporting enterprises, jobs and incomes

Social Protection: UN agencies are supporting government to reach the most vulnerable through a variety of rural and urban safety-nets to address food insecurity and loss of income,

through the Safety Net for Human Capital Project (SNHCP) financed by the World Bank. Whenever possible, transfers are provided through cash allowing linkages to local suppliers and financial service providers building ecosystem of locally sources solutions. WFP is already accelerating registration of people in the field and planning to expand transfers in the coming weeks for the urban safety net.

Cash injection / Access to finance: Quick financial and material injection is being planned to small and medium enterprises in urban and rural areas hosting large numbers of IDPs and migrants to avert closure of private sector businesses and laying off workers through grants, loans, micro-credit or in-kind. UNIDO is exploring how to adapt its credit line for SMEs to target value chains most disrupted by COVID-19.

Employment: The Government of Somalia with support of UN agencies is working to ensure ongoing and planned infrastructure work continues, with extra protective measures implemented for construction teams. The aim is to ensure continued employment for those hired under these operations so as to avoid further contributing to the anticipated economic downturn. ILO is beginning planning potential short-term job creation and cash injection opportunities for the early recovery stage.

Protecting workers in the workplace

The consequences of covid-19 have been felt in the health, hospitality, transport, financial and informal economy sectors as well as in the public sector. Employers are beginning to be constrained with matters related to maintenance of workforce and labour productivity. The government through Ministry of Labour and Social affairs has directed employment agreements and general employer-worker relationship should not be disrupted. The government has introduced some guidelines to mitigate the consequences of the pandemic on labour in Somalia:

- Public sector workers of the federal government and government administration shall be retained.
- Private sector employers to endeavour to retain employees to promote solidarity and benevolence.
- The engagement of workers under casual terms may be re-examined and some can be directed to stay at home.
- Employers should provide training of workers on preventive measures for covid-19, provide PPEs and the treatment of affected workers as part of the duty of care and in line with OSH practices.
- Workers returning from high risk countries shall be subjected to terms and conditions set by MOH ie mandatory quarantine for 14 days.

Relying on social dialogue for solutions

There has not been a formal meeting among the tripartite constituent since the beginning of the year. However, there has been on-going informal discussion among the social partners on how to deal with the pandemic notably among them are the implementation of social dialogue

projects.

Other measures

Durable Solution: Adapting and accelerating existing programming to meet urgent needs of displacement affected communities. A response and preparedness plan formulated by the National Durable Solutions Secretariat was developed in an effort led by the Ministry of Planning, and coordinated with 14 Ministries and entities in the Federal Government of Somalia. It will focus on coordination capacity and support to local and national authorities, on prevention and on awareness advocacy. Thematic priorities include health, cash interventions, WASH, awareness and the primary focus will be persons living in informal settlements, displaced communities and urban poor.

Activities of workers' organizations

Summary

- The workers in the private sector including hotels, restaurants, aviation/airport, education institutions and the informal economy are the hardest hit. The workers in private sectors that have scaled down or closed their operations have either been temporarily laid-off or made redundant.
- The government's cancellation of all international flights to and from Somalia as well as domestic flights has adversely affected hotels, airports, airlines and restaurants which have either scale down or completely shut down. The drastic drop in imported goods and farms products as well as the limits imposed on the number of passengers which moto-taxis (Bajaaj) and mini buses should carry has caused severe economic challenges for motorbike riders/owners, petty traders, and many others who eke out a living from the informal economy
- Health care workers, caregivers and other front-line workers in the course of their normal duties are at high risk of contracting the coronavirus disease due to insufficient supply of PPE, and the ill-prepared and ill-equipped nature of public institutions to implement public health measures such as surveillance, exhaustive contact tracing, social distancing, travel restriction and educating the public on hand hygiene and respiratory etiquette
- The Federation of Somali Trade Unions (FESTU) through a tripartite teleconferencing program held with representatives of the Ministry of Labour and Social Affairs and the Somalia Chamber of Commerce and Industry (SCCI) on March 29, 2020 articulated the concerns of workers in the context of the raging Covid-19 crisis, in particular on the need for the authorities and the Chamber to guarantee job, wage and income protection of all workers in Somalia; the government to provide incentives to enterprises e.g. tax relief; the employers to protect their workers by way of providing hand washing facilities, sanitizers, PPE, and enforcing social distancing requirements through proper work arrangements.

Stimulating the economy and employment

The Minister of Finance has announced the introduction of exceptional tax adjustments and measures to help alleviate the impact of COVIS-19 on the economy. These tax adjustments include the introduction of a tax subsidy to employers of up to R500 per month for the next four months for private sector employees earning below R6, 500 under the Employment Tax Incentive. In addition to these tax relief measures, the Government of South Africa has introduced a 4-month holiday for companies' skills development levy contributions, a fast tracking of VAT refunds and a 3-month delay for filing and first payment of carbon tax. To assist a greater number of businesses, the turnover threshold for tax deferrals has increased to R100 million a year.

The president established a Solidarity Fund to cushion the most vulnerable South Africans from the impact of the Corona virus pandemic. The State put in R150 million in seed capital, of which R100 million came from National Treasury and R50 million from the National Lottery. To-date, 75,000 South Africans have helped to boost the initial R150 million to R2.6 million, and R1.1 billion has already been spent to procure PPEs for frontline workers,.

The South African Reserve Bank (SARB) has taken measures to keep money flowing in the economy by providing lenders with cheaper access to funding and has bought government bonds in a bid to unblock the strained local money market. To-date, the SARB has also cut the interest rates by 200 basis points in response to the Coronavirus outbreak.

President Ramaphosa has announced a massive social relief and economic support package of R500 billion amounting to 10% of GDP. Part of the R500 billion support package has been allocated to fund additional expenditure on PPEs for health workers, community screening, testing and other medical necessities. In early April 2020, the South African Public Health Sector kickstarted a massive rollout of screening testing, tracing and medical management programme. Additional funding of R20 billion from the R500 billion has been allocated to municipalities for the provision of emergency water supply, increased sanitisation of public transport and facilities, food and shelter for the homeless.

Part of Government's R500 billion economic support package includes a special Covid-19 Social Relief of Distress grant of R350 a month for the next 6 months for the millions of South Africans in the informal economy without employment and who do not receive any form of social grant or UIF payment. The economic support package also makes provision for support to SMMEs, Spaza shop owners and other informal businesses in the form of loans, grants and debt restructuring. An additional amount of R2 billion has been set aside to assist SMEs and spaza shop owners and other small businesses. <https://www.gov.za/welcome-official-south-african-government-online-site>

Supporting enterprises, jobs and incomes

Government has also introduced the Business Growth Resilience Facility for essential services to benefit SMMEs that are geared to take advantage of supply opportunities resulting from the corona pandemic or shortage of food in the local market. The National Disaster has allocated approximately USD 1, 733, 272,470 and this will pay UIF benefits for 3 months for workers whose income is negatively affected by the impact of COVID-19. The Fund is administered through the Employer-Employee Relief Scheme. This benefit is applicable only to employers registered with the UIF.

Government will be putting in place a R200 billion loan guarantee scheme in partnership with major banks, the National Treasury and the South African Reserve Bank. The loan guarantee scheme aims to support enterprises with operational costs, such as salaries, rent and the payment of suppliers. In the initial phase, companies with a turnover of less than R300 million a year will be eligible. The loan guarantee scheme is expected to support over 700, 000 firms and more than 3 million employees.

Within the R500 billion economic response package an additional R100 billion will be set aside for protection of jobs and to create jobs in light of the corona virus. R40 billion has already been set aside for income support payments for workers whose employers are not able to pay their wages

Productivity South Africa, a public entity linked to the National Department of Labour has put together measures to ensure continued enterprise competitiveness and sustainability enhancement programmes particularly for SMMEs in the productive sectors.

Protecting workers in the workplace

Part of Government's R500 billion economic support package will be directed to Child support grant beneficiaries who will receive an extra R300 in May and from June to October they will receive an additional R500 each month. All other grant beneficiaries will receive an extra R250 per month for the next six months. The South African Social Security Agency (SASSA) will also implement a technology-based solution to roll out food assistance at scale through vouchers and cash transfers to ensure that help reaches those who need it faster and more efficiently.

The Department of Employment and Labour has issued a Workplace Preparedness guide to assist employers preparedness for COVID-19. In terms of the guide, employers are required to ensure that workers have protective clothing, a safe working environment where proper hygiene is fully practiced.

The Department of Employment & Labour's COVID-19 Guide on workplace preparedness directs employers to implement administrative controls that include encouraging sick workers to stay at home, minimizing contact amongst workers, clients and customers by replacing face to face meetings with virtual communication in order to minimize the number of workers on site at any given time.

At a Special Executive Council Meeting of Nedlac (the national social dialogue

institution) the leadership of Government, Business, Labour and Community agreed that workplaces would need to adapt to new work arrangements. During the meeting employers and trade unions agreed to work together to manage issues like short time, shift work changing working hours and lunch breaks to reduce too many workers congregating in one place. There was an acknowledgement that working from home and using online and technology platforms were important where possible.

To fight Corona stigma, Government has embarked on an intensive communication campaign to counteract discrimination and fake news that often fuel discrimination and stigma. Government has also enacted regulations to criminalize statements intended to deceive any person about COVID-19 or government's response to the pandemic.

Government has communicated provisions in the occupation health and safety, unemployment insurance and compensation fund legislation provide special leave to be claimed when a worker has to take time off to be quarantined.

Hospitals across the 9 provinces in the country have been equipped and prepared to receive potential Corona cases. These hospitals have been identified as centres for isolation and treatment for people infected with Corona. The Public Health Care system provides affordable health care for the majority of the country's poor in state hospitals and through its primary health care system.

Relying on social dialogue for solutions

The National Economic Development and Labour Council (NEDLAC) is a national social dialogue institution that has been used for engagement by Government, Business, Labour and the Community Constituency to deliberate and reach agreement on policy responses to the COVID-19 pandemic. It is at Nedlac that Government has tabled a series of draft National Disaster regulations for discussion.

During consultations held by the tripartite-plus partners at Nedlac, Business and Labour pledged to work together to embark on sector specific issues to give effect to common commitments agreed. Another issue on which Business and Labour agreed to collaborate is to manage issues like short time, shift work, teleworking and other work arrangements that employers could put in place to mitigate spread of Corona virus in the workplace.

Ramaphosa has indicated that Government's efforts at instituting structural reforms to the economy will be driven through a new social compact between business, labour, community and government. These structural reforms will seek to reduce the cost of doing business, to promote localisation and industrialisation, to overhaul state owned enterprises and to strengthen the informal sector.

Other measures

None

Activities of workers' organizations

Summary

- The informal economy has been the most affected by the month-long lockdown due to inadequate social protection has worsened the situation. Hotels and mining industries are also affected. Sectors where women predominate, such as domestic work, hospitality, clothing, retail and informal employment have been hard hit by income and job losses
- In South Africa, with high levels of poverty, and significant levels of HIV and TB, with associated poor living conditions, working class and poor people are particularly vulnerable
- Women face increased unpaid care work, with children at home from school, care for the elderly and increased housework and emotional support during the pandemic. Gender based violence has been on the rise during the lockdown. The GBV command centre has received triple the usual number of calls
- Migrant women and refugees are vulnerable to harassment and violence
- Farm workers are also in a very vulnerable position
- The National Economic Development and Labour Council (NEDLAC) is a national social dialogue institution used for engagement by Government, Business, Labour and the Community Constituency to deliberate and reach agreement on policy responses to the COVID-19 pandemic. It is at NEDLAC that Government has tabled a series of draft National Disaster regulations for discussion
- During consultations held by the tripartite-plus partners at NEDLAC, Business and Labour pledged to work together to embark on sector specific issues to give effect to common commitments agreed. Stigmatization and discrimination is a concern to social partners, an issue emphasized within NEDLAC
- The Congress of South African Trade Unions (COSATU) has emphasised on the need for trade union organizers need to be able to access workers and workplaces and to respond to retrenchments. Union organizers are essential workers and need permits to access workplaces, thereby helping unions to set up response teams.

Activities of employers' organizations

Business Unity South Africa (BUSA) released an [overview of COVID-19](#) for members on 12 March. BUSA is working closely with National Department of Health to support the distribution of key messaging and factual information on the virus and encouraging member companies and organizations to help distribute and/or place NDOH messages and posters up in their companies, workstations. BUSA is also [fully supportive of the Ramaphosa's COVID-19 plan](#).

BUSA through in-house communication team and SharePoint system is issuing regular communiques to members to update and provide guidance and has set up a [website](#) to provide specific info on COVID 19 crisis and works with its members to disseminate information, interpret regulation and formulate proposals. It has developed and is disseminating to its members different tools:

-Return to work guideline. The guideline provides a brief overview of the Regulatory Framework pertaining to the COVID19 in South Africa in so far as workplaces are concerned. The idea is to ensure that employers, when they resume operations, they do so in a manner that is safe with minimal risk to the health of employees and the health of members of the public.

-Business Continuity Plan Video

BUSA set up four critical work streams with clear structures for coordination covering issues related to Health, Economic, Labour and Communication and has set up a hotline to give assistance, information and guidance on the current situation to its members and enterprises. BUSA proposals include:

- Setting up a Solidarity Fund based on WHO model
- Amendments to the Unemployment Insurance Fund (UIF) Act to allow for any shortfall in workers' wages to be claimable from the UIF.
- Immediate tax and loan relief, particularly for SMMEs
- Reduction / elimination of customs duties on critical imports
- Terminating financial support for non-critical SOEs

BUSA formulated an integrated accelerated **economic recovery strategy** to harnesses South Africa's potential in the shortest possible time by leveraging all resources – across government, business, and civil society – to address the economic challenges the country faces today. The strategy prioritised 12 key projects and initiatives, 12 policy focus areas which could increase GDP by over R1 trillion (tn), generate 1.5 million (m) jobs, and increase tax revenues by R100 billion (bn) per annum. It also emphasises the need to restore business and consumer confidence in the country.

BUSA released an [overview of COVID-19](#) for members on 12 March. USA is working closely with National Department of Health to support the distribution of key messaging and factual information on the virus and encouraging member companies and organizations to help distribute and/or place NDOH messages and posters up in their companies, workstations. USA is also [fully supportive of the Ramaphosa's COVID-19 plan](#). [BUSA](#):

-calls for evidence-based interventions balancing health, economic recovery and societal impact

-supports stringent health and hygiene protocols for all public and private sector activities

There is an ongoing engagement with various ministries to address specific issues including measures and regulations affecting business during the easing of the lockdown.

BUSA is actively participating in National Economic Development and Labour Council (NEDLAC) meetings regularly.

BUSA and the Black Business Council (BBC) have joined hands in the response to COVID-19 under the banner **Business for South Africa**. They used materials from WHO, ILO and Government (Ministry of Health) to develop the "Return to Work During COVID-19" Tool. They have stressed the need to ensure that core educational content is delivered in order not to waste an academic year and, wherever possible, business must accommodate the needs of parents so that learners and families can be supported with their emotional, health and safe wellbeing. This was constituted in recognition of the gravity of the present situation to mobilise business' capabilities in response to the Covid-19 crisis and to assist government in addressing the associated ramifications for the economy and society.

BUSA continues to participate in the Nedlac Covid Rapid Response Team. BUSA continues to inform members via newsletters of changes in regulation and also informed them of necessary health protocols and other behavioural issues.

Proposals were made on the lifting of regulations barring tobacco sales and liquor sales. Both have now been opened. BUSA also made proposals on the extension of TERS (grants) until the end of the State of Disaster and continue to engage on the tourism sector and there has been partial success with the opening of international travel.

BUSA developed approximately 34 SME's to manufacture PPE in SA after importing the initial needs. They are learning from this and have established a Localisation Committee to drive local manufacturing in different sectors of the economy.

Decision making processes continue to be taken via the Nedlac Covid RRTT.

BUSA is currently working with health experts and financial sector to develop approaches to a possible 2nd wave of the pandemic.

South Sudan

Last Updated: **23 April 2020**

Stimulating the economy and employment

A High Level Taskforce directly under the Presidency was set up to advise on the policy and strategic measures to be undertaken in response to the envisaged threat posed by COVID-19 Pandemic. The First Vice President Riek Machar and the UN Mission in South Sudan confirmed yesterday, 5 April 2020 that the Country has its first case of COVID-19, making it the 51st of Africa's 54 countries to have the disease. The High Level Taskforce has held four meetings so far and advised on the evolution of the Pandemic and passed measures to prevent the spread of the virus in the Country. The Taskforce under the chairmanship of the First Vice President took the following measures with the view to curb the spread of the virus and minimize the socio-economic implications:

- The Council of Ministers' Meeting to be suspended instant for a period of two weeks, in the interim the government to work on clusters

- Employers, both private and public to make provisions for allowing their non-essential staff to stay home on a paid leave
- Worktime at public institutions are limited to a half day starting 7:30am and ending at 1:00pm Monday to Friday, while hospital staff, police and other security agencies shall follow their normal work routine
- All planned sport and religious events including Christian Sunday Prayers, Muslim Salat Al Juma prayers, overnight parayers and all other religious congregations are suspended
- All bars, tea places and nightclubs are to be closed effective as of mid night on 24 March 2020, while restaurants may be open for takeaway services only till 6:00pm.
- The Taskforce directed the Ministries of Finance & Planning, Trade & Industry and the Bank of South Sudan to facilitate urgent purchase of sufficient essential goods such as food items, medicines, medical products, fuel and other essential commodities
- The Media Houses are urged to partner with the government in fighting the COVID-19 Pandemic by airing jingles and health messages

Supporting enterprises, jobs and incomes

With the view to limit the spread of the Virus and sustain the incomes of workers, the High Level Taskforce urged employers both private and public to make provisions for allowing their non essential staff to stay home on a paid leave basis.

Protecting workers in the workplace

The High Level Taskforce urged restaurant owners and traders to make provisions for infection prevention procedures in and around their workplaces with a view to protect workers and reduce the risk of their exposure to the COVID-19. A measure is also introduced to limit the working time at public institutions to a half day starting from 7:30am ending at 6:00pm Monday to Friday.

Relying on social dialogue for solutions

The Ministry of Labour and Administrative Reform has already received requests from employers to be allowed to undertake salary cuts of employees as the incomes of the companies has gone down due to the precautions to minimize infection by COVID-19. The Ministry is planning to organize consultation to discuss the pros and cons of the intended measure by the employers and reach agreement on the way forward through social dialogue.

Activities of workers' organizations

Summary

- The entire population is in a total state of panic of the probably devastation which the pandemic might cause to the people, the ailing economy and the overall recovery effort in

the event of an outbreak. The precautionary and preparedness measures in response to the Covid-19 threats taken by the government including the grounding of all international flights, the closure of all land borders and the ban on public gathering, sporting and other entertainment activities, and measures such as social distancing have adversely affected some categories of workers namely aviation, tourism, hotels, restaurants, motorbike riders, commercial transport drivers, workers in the informal economy, rural economy workers, petty traders, workers hair dressing and beauty salons and other family-based SMEs

- Health care workers, caregivers, aviation and other front-line workers in the course of their normal are at high risk of contracting the coronavirus due to insufficient supply of PPE, and the ill-prepared and ill-equipped nature of public health institutions
- The tripartite constituents have taken part in a series of radio awareness raising campaigns over the SSBC and FM radio stations to educate the population in general and workers in particular about how to protect themselves against, prevent the spread based on the WHO guidelines and mitigate the economic impact of the Covid-19
- State level trade union representatives and employers' organizations are involved in community sensitization and awareness campaigns on the Covid-19
- The South Sudan Workers Trade Unions Federation and the South Sudan Employers Association made joint representation to the government to appeal for the release of foreign currency to enable importers to bring in food commodities from the neighboring countries and elsewhere
- Unions are assisting the security apparatus in monitoring and enforcement of the land border closure measures aimed at ensuring that the process is based on a human face.

Sudan

Last Updated: 13 April 2020

Stimulating the economy and employment

The Transitional Government of Sudan set up a High-level Committee to lead and coordinate the national response to COVID 19. Within this the committee, the MoL&SD is co-leading the Aid, Transport and Services Committee. This committee is responsible for provision of transport and food services to isolation centres, to cover the people under medical isolation during the first 14 days of Covid-19 Isolation period.

As a precautionary measure to control the spread of the coronavirus, the government closed all airports, ports and land crossings and declared a public health emergency on 16 March 2020. The government further restricted intra-state public transport and imposed a country wide

curfew, currently between 6:00pm and 6:00am

PM Hamdok launched a national campaign 'Stand Up for Sudan Initiative). The PM appealed to the Sudanese people to contribute with what they can so that the country can overcome the economic crisis and the current pandemic threat. (*Suna-2nd April 2020*)

Khartoum, April 1 (SUNA) - The Council of Ministers, chaired by the Prime Minister, Dr. Abdalla Hamdouk, unveiled that the Economic Conference will be held on June 2 and will last for three days.

<http://mof.gov.sd/en/about/welcom>

<https://www.worldbank.org/en/country/sudan>

<https://www.afdb.org/en/countries/east-africa/sudan>

Supporting enterprises, jobs and incomes

Ministry of Labour and Social Development has proposed a 6 billion SDGs (equivalent to \$110 million at the commercial rate of exchange) program to support 30% of the population for one month, through a mixture of goods and cash.

Through the Ministry of Finance instructions, the public and private sectors, employees are working half time with full payments and in-kind support to the public sector was provided through the ministry's poverty reduction unit

Prime Minister, Dr. Abdalla Hamdouk, in accordance with recommendation of the Minister of Finance and Economic Planning issued a decree allocating 10% of the imports' revenues to fund the costs of medicine imports and the production inputs of the local factories. (*suna-sd.net, March 2020*)

The exportation of livestock to Egypt through Ashkeet crossing in Wadi Halfa is continuing, according to a protocol signed between Sudan and Egypt, where a thousand heads of cow have been exported. (*suna-sd.net, March 2020*)

Prime Minister Dr. Abdallah Hamdouk issued a decision giving the Agricultural Bank exclusive right to buy the locally produced wheat. (*suna-sd.net, March 2020*)

The Governor of the Central Bank of Sudan (CBOS) Professor Badr-Eddin Abdal-Rahim Ibrahim issued instructions to take the necessary measures to protect the CBOS employees, the public dealing with the central treasury and the Khartoum branch. (*suna-sd.net, March 2020*)

Khartoum, March 22(SUNA) - Minister of Culture and Information Faisal Mohamed Salih inaugurated on Sunday National Chamber Importers initiative for Combating Coronavirus in the country at the Ministry' Hall.

There are numerous efforts in support (in kind) to informal sector by Ministry of Social Welfare, NGOs and Sudanese business persons (individual bases).

<https://www.sd.undp.org/>

<https://suna-sd.net/en>

<https://www.unocha.org/sudan>

<https://www.dabangasudan.org/en/all-news>

Protecting workers in the workplace

The Governor of the Central Bank issued a number of decisions that enhance occupational safety and health in order to circumvent the risk of the virus and to preserve the staff and the public dealing with the bank. (*suna-sd.net, March 2020*)

Khartoum March 17 (SUNA)-Minister of Interior LT Gen Al-Tirafi Idris Dafaa Allah has ordered suspending deals ad services at all public service complexes and centres in all over the country. The order exempted offering necessary humanitarian service and vital cases and taking administrative actions to reduce employee congestion at those complexes.

Khartoum Mar. 16 (SUNA)- The Ministry of Culture and Information issued a decision offering a limited vocation for the employees at the ministry during March 16 - 29. The ministry stated that the decision was issued in accordance with the decree (91) of the Council of Ministers for the year 2020 paragraph (8') which stipulated reducing congestion at working places as a precautionary measure to ward off infection with coronavirus.

For the protection at work place, government applied measures to reduce number of employees, and reduce working hours, providing sterilizers and sterilizing offices.

Khartoum, April 3 (SUNA) – The Mining Sector at Ministry of Energy and Mining has launched a campaign to prevent Corona-virus in more than (70) markets of traditional mining spread in more than (14) states, in addition to the distribution of masks and sterilizers to more than One million workers in the traditional mining nationwide.

Relying on social dialogue for solutions

There is no notice of social dialogue on the COVID19, although dialogue is reported to be ongoing regarding the new law for trade unions, some strikes are happening across the country on the economic situations due to fuel, bread and gas scarcity

Other measures

None at the moment.

Activities of workers' organizations

Summary

- The Sudan Workers' Trade Union Federation (SWTUF) and all its affiliated trade unions have been dissolved and their assets including bank accounts have been frozen by the Transitional Sovereignty Council (TSC) of Sudan.
 - This has severely constrained unions' response to address the health and economic impact of the Covid-19 crisis
 - That notwithstanding, the leadership of the dissolved SWTUF prepared awareness guidelines on how workers can protect themselves and halt the spread of coronavirus disease
 - The SWTUF contacted the Minister of Labour for financial assistance for the implementation of this awareness campaign, but to date, the SWTUF has received no response.
-

Eswatini

Last Updated: **21 December 2020**

Stimulating the economy and employment

- **fiscal policy:** Eswatini Central Bank has indicated that inflation has picked to 2.8% and the GDP growth will be lower than the 1.3% recorded in 2019 due to Eswatini's slowdown in economic activity as a result of the coronavirus (COVID-19). Given the already slower economic growth in the past three years the impacts of COVID-19 will exacerbate socio-economic challenges among the population.
- **monetary policy:** According to the, Eswatini Central Bank Global GDP growth is now expected to be lower than the initially projected 3.3% for 2020 due to the slowing down of economic activity.
- **support to specific sectors, incl the health sector:** Government has also approved a preliminary costed procurement plan for the COVID-19 Eswatini National Emergency Response after wide consultation with stakeholders. The Resource Mobilization team has been able to raise E18 million towards the Covid-19 Response.

Supporting enterprises, jobs and incomes

- **social protection:** To cope with the demands of halting the spread of coronavirus, Government has recruited several health personnel. They include 8 doctors, 145 nurses, environmental health specialists, paramedics, orderlies and others. 1,007 nurses from all levels, 147 medical doctors and over 3,000 rural health motivators have been trained on COVID 19. Rural health motivators are crucial in reaching out to communities and helping with the required information to stop the spread of COVID 19. Also , forty water tanks with

a capacity of 5000 litres each have been procured and distributed to various communities in the country to provide running water to wash hands. The priority has been rural areas that are experiencing water shortages.

- The Government has pledged to provided food assistance to the most vulnerable of our society that have been adversely affected by the COVID 19 pandemic. The food assistance will benefit over 300 000 individuals from 63 000 households across all four regions of the Kingdom.
- Government will ensure availability of facemasks to minimize the spread of the virus.
- Increase the number of ventilators available in the Kingdom to assist COVID 19 positive cases.
- A thousand scanners are made available to help upscale the screening process.
- Increase provision of Personal Protective Equipment (PPE) for health workers. Government to intensifying the processes of sourcing PPEs and has encouraged local suppliers to produce some of this equipment.
- The water sanitation and hygiene sector is also supporting interventions to rehabilitate non-functional water points and expand reticulated schemes.
- **employment retention and assistance to business and business continuity:** As the world economy slows down, stock exchanges crash, trade flows are curtailed and movement in countries is stopped, there was a need for Eswatini to put some measures in place to try to assist individuals and businesses that will suffer the consequences of the economic crisis.
 - Fuel prices were reduced during the first week of April;
 - The Central Bank has reduced the discount rate with 100 basis points that reduce the cost of debt with 1%.
 - The Central Bank has reduced the liquidity requirement for the banks from 25% to 20% giving the banks more liquidity.
 - The Banks have announced that those individuals and companies that need short term financial support or relief can approach them and each application will be assessed on a risk-based approach.
 - Provisional tax payments: Taxpayers projecting losses will file loss provisional returns, hence no payment will be required. The due date has been postponed by 3 months, which means June declarations and payments are due in September and December declarations due in March 2021.
 - Extension of returns filling deadlines by 3 months before penalties kick-in, otherwise normal filling is welcome.

Protecting workers in the workplace

- OSH:
 - All work establishments are required to establish and set up the safety and health committees envisaged by the occupational safety and health act 2001 with immediate effect
 - The OSH unit within the department of labour should be reinforced to conduct robust inspections in an effort to monitor and enforce compliance with all the OSH directives

- Employees from the essential services sectors and those assigned to assist in the fight against the outbreak are deemed to be at high risk of contracting the disease. Therefore, such employees who may contract this disease within their official line of duty are to be treated within the ambit of occupational safety and health cases as per the provisions of the Workmen's Compensation Act, No. 7 of 1983.
- **new work arrangements:** It was resolved that employers acting in consultation with the employees recognized organizations or employee representatives and the commissioner of labour are advised to consider the options when forced to scale down their operations in response to the declared emergency situation:
 - Shift work
 - Working from home
 - Short time
- **Access to paid leave & access to health care:** Identified and/or suspected COVID-19 positive cases are to be relieved from duty with immediate effect and treated in terms of the provisions of the relevant workplace sickness policy and/or the Employment Act, No. 5 of 1980 in relation to sick leave.

Relying on social dialogue for solutions

- **Approaches to tripartite consultation and Joint action of employers and workers:** All labour market organizations undertook to assume the following responsibilities in an attempt to provide collaborative measures in the fight against the spread of the coronavirus:
 - Circulate to their respective membership all Government Circulars, Press Statements Directives and Notices pertaining to COVID-19.
 - Collaborate with the Ministry of Labour and Social Security's OSH Unit in an effort to conduct countrywide workplace inspections to monitor and enforce compliances with the issued health and safety directives.
 - Collaborate with all Government efforts in raising awareness about the outbreak of COVID-19 and the health and safety precautions and standards to maintain at the workplace in an effort to mitigate against the spread of the virus.
 - Report or alert the relevant Government Ministry, agency or Department about suspected anomalies observed at any workplace, which counteracts the efforts concerted towards the spread of the virus.

Other measures

Other measures: It was resolved that the national management council should consider expanding the objectives of the disaster management fund to cover relief needs arising from loss of income by laid off employees and businesses who are directly affected pursuant to the pandemic.

Eswatini's health authorities on the 27th March 2020 have indicated that the country has recorded 9 confirmed cases of COVID-19

with 1 case having fully recovered. The government has instituted additional measures since the declaration of state of emergency to include travel restrictions and a partial lockdown effective for 20 days from 27th March.

Links to relevant websites

<https://www.centralbank.org.sz/monetarypolicy/mpc/Monetary%20Policy%20Statement%20-%202020%20March%202020.pdf>

<http://www.gov.sz/index.php/covid-19-corona-virus/situational-analysis>

<http://www.gov.sz/index.php/covid-19-corona-virus/press-statements>

Activities of workers' organizations

Summary

- The Kingdom of Eswatini has embarked on measures to prevent the spread of the virus. The country is currently in a partial lockdown, where many industries (save for those in the agriculture and in essential services) are closed
- The partial lockdown has caused serious misunderstanding in the operations of the industries as the definition attributed to essential services has resulted on almost all the sugar and forestry companies to be in full operation despite their labour intensive character
- Some companies even in the textile and apparel sector are in operation with the understanding and hope that they will observe the requirements and guidelines provided by the government and the World Health Organization
- The Trade Union Congress of Swaziland (TUCOSWA) is desirous to produce fliers to sensitize workers on the virus specifically those that are currently at work. It is also intending to establish a Solidarity Fund to help members and their families who may be affected by the disease

Activities of employers' organizations

BUSINESS ESWATINI (BE) has been developing guides and sharing them with its members via email.

BE finalised a survey of the impact of COVID-19 on the economy and the labour market. The survey was supported by the ILO and utilised the ACTEMP developed tool - Qualtrics. The reports makes recommendations to Government on the relief measures during and post COVID-19

BE will be revamping its website and other aspects of its IT system to allow it to continue offering services to the private sector online in order to retain relevance and generated the

much needed revenue.

BE has partnered with some of its members to brand sanitizers and masks for distribution to members and the general public.

BB proposals include:

- Government's support to essential services companies during the lockdown.
- Labour Law flexibility to accommodate current lockdown.
- BE has a robust engagement with the Government and has supported tripartite exchanges.
- BE is coordinating all private sector contributions/donations to face the crisis at the request of the Government.

BE was a critical stakeholder in the vetting process for the application of border permits for cross border trade either exports or imports

Assisted by the ILO, BE was able to share through printed media the work from home guide to its members

Through the Labour Advisory Board BE is advocating for viable reasons to retrench especially in hard-hit sectors (Tourism Sector)

BE together with the Ministry of Trade and Commerce; and the Competition Commission launched a campaign against price gouging

BE chairs the Delivery Unit of governments proposed private sector led economy that is part of the overarching governments Economic Recovery Plan.

BE is actively involved in the Employment Act review process.

Togo

Last Updated: **17 February 2021**

Stimulating the economy and employment

1. Création d'une coordination nationale de riposte au COVID-19
<https://www.republiquetogolaise.com/sante/0304-4223-creation-d-une-coordination-nationale-de-gestion-de-la-riposte-au-covid-19>
2. L'assemblée nationale accorde au Gouvernement l'habilitation pour prendre des mesures relevant du domaine de la loi en vue de freiner la propagation du COVID-19
<https://togopresse.tg/pour-une-riposte-efficace-contre-le-covid-19-lassemblee-nationale-autorise-le-gouvernement-a-prendre-les-mesures-en-legiférant-par-ordonnances-pour-une-duree-de-six-6-mois/>
3. Le 16 mars, mise en place par le gouvernement des mesures pour freiner la propagation du virus covid19.gouv.tg, celles-ci ont été renforcées le 20, et 21 mars 2020 par des

- mesures de limitation des déplacement permettant d'accentuer la distanciation et freiner d'avantage la propagation du virus covid19.gouv.tg
4. Réquisition du Centre Hospitalier Régional de Lomé Commune pour la prise en charge exclusive des malades du COVID-19
 5. Réquisition d'un l'hôtel à Lomé pour l'accueil des cas suspects
 6. Aquisition du matériel médical de protection pour le personnel soignant et le traitement des malades, ect.. <https://l-frii.com/coronavirus-au-togo-144-respirateurs-artificiels-et-2-millions-de-masques-receptionnes/>
 7. Mise en place d'un collège scientifique
 8. Campagnes de sensibilisation organisées sur tous les médias, dans les marchés, gares routières, ect.
 9. Formations du personnel médical dans toutes les régions du pays sur la gestion médicale du COVID-19
 10. Prise de mesures pour prévenir la flambée des prix des denrées de première nécessité
 11. Etat d'urgence sanitaire décrété assorti d'un couvre-feu et création d'une force spéciale anti-pandémie composée de 5000 hommes <https://www.republicoftogo.com/Toutes-les-rubriques/Politique/Etat-d-urgence-sanitaire-decrete-au-Togo>,
<https://presidence.gouv.tg/2020/04/01/adresse-du-chef-de-l-etat-sem-faure-essozi-magna-gnassingbe-au-peuple-togolais-sur-la-riposte-nationale-contre-le-covid-19/>

Supporting enterprises, jobs and incomes

1. Gratuité pour trois mois de la consommation d'eau et d'électricité pour les ménages dont les consommations se situent dans la tranche sociale
<https://www.republiquetogolaise.com/services-publics/0404-4228-la-gratuite-de-l-eau-pour-les-tranches-sociales-est-effective>
2. Réduction des coût de branchement d'au courante de 75000 F CFA à 25000 F CFA,
3. Suspension du recouvrement et du redressement fiscal et des pénalité de tout genre
<https://www.icilome.com/actualites/882445/covid-19-sani-yaya-l-otr-va-suspendre-les-recouvrements-jusqu-a-nouvel-ordre->
4. Exonération d'impôt, taxes et de frais de douanes sur tout matériel et médicament en lien avec COVID-19
5. Mise en place des mesures pour soutenir les entreprises, PMI, PME avec une attention particulière accordée aux jeunes entrepreneurs
6. Mise en place des mesures spécifique pour soutenir les producteurs agricoles et assurer l'autosuffisance alimentaire
7. Réflexion avec le secteur privé pour l'adoption des mesures de soutien à la consommation et de sauvegarde de l'emploi
8. Création de fonds national de solidarité d'un montant de 400 milliards de F CFA qui permettra, entre autres, de prendre en charge les malades, soutenir les ménages vulnérables, les travailleurs de l'économie informelle, les PME et PMI
<http://finances.gouv.tg/node/757>
9. Négociation avec la BCEAO pour un moratoire sur le paiement des prêts contractés par les entreprises.
10. Un programme de revenu universelle de solidarité "NOVISSI" a été lancé le 08 avril 2020.

C'est un programme de transfert monnetaire au profit de tout citoyen ayant perdu son revenu surtout les acteurs de l'économie informelle (conducteur de taxi-moto, artisans)<https://novissi.gouv.tg/>

11. Mesures d'accompagnement de la Caisse Nationale de Sécurité Sociale (CNSS) aux entreprises: <https://cnss.tg/note-d-information-portant-mesures-daccompagnement-de-la-cnss-aux-employeurs-pour-faire-face-aux-effets-de-la-pandemie-du-covid-19/>

Protecting workers in the workplace

1. Réajustement des horaires de travail avec l'instauration d'une journée continue de 09 à 16 heures
2. Télétravail et possibilité de former des équipes rotatives pour renforcer la distanciation sociale sur les lieux de travail
3. Mise en place des dispositifs de protection individuelles et collectives sur les lieux de travail : dispositif de lavage de main, des gels, des masques, ect...
4. Information et sensibilisation sur les lieux de travail sur les mesures de prévention et de protection

Relying on social dialogue for solutions

1. Concertation entre le ministre du travail et les partenaires sociaux concernant la pandémie, ses effets et les mesures préventives
<https://www.icilome.com/actualites/882395/sensibilisation-sur-le-covid-19-bawara-en-appelle-au-bon-sens-de-tous-les-partenaires-sociaux>
2. Mise en place d'un cadre technique de réponse à la crise avec la participation des partenaires sociaux

Activities of workers' organizations

Résumé

- Le 30 mars dernier, le ministre togolais des Services publics a rencontré les partenaires sociaux pour faire le point sur la situation et créer une synergie d'action afin de renforcer la prise de conscience de la crise sanitaire. Les responsables des centrales syndicales et des organisations d'employeurs ainsi que des représentants de l'Association des grandes entreprises togolaises et de la Chambre de commerce et d'industrie du Togo (CCIT) ont participé à cette réunion
- Les partenaires sociaux, en particulier les syndicats des travailleurs du secteur du transport, font partie de la coordination nationale, régionale et préfectorale mise en place pour gérer la crise
- Les organisations professionnelles représentant les travailleurs se sont prononcées le 26 mars dernier sur les points suivants:

1. Les conséquences négatives que pourrait avoir cette crise sur l'avenir des travailleurs dans tous les secteurs d'activité et sur l'emploi
2. Le besoin d'activer le dialogue social dans le contexte de gestion de la crise afin de faire face au ralentissement économique et aux effets néfastes pour les entreprises comme pour les travailleurs
3. Le besoin de mettre en place une structure tripartite pour surveiller et évaluer les effets sur le monde du travail des mesures prises par le gouvernement. Ce cadre permanent de discussion devra accorder une attention particulière à la santé et aux services essentiels
4. Le besoin pour le personnel de santé de bénéficier de programmes de renforcement de capacités et de disposer des outils de travail adéquats pour intervenir rapidement et de manière plus efficace
5. Dans le cadre de la protection sociale, la nécessité de prendre en compte la fourniture de produits et de services capables de satisfaire les besoins de base de la population, en particulier des personnes vulnérables et des plus démunies.

Activities of employers' organizations

- Actions réalisées par Conseil National du Patronat du Togo (CNP Togo):
 - Communiqué diffusé par mail, sur son site web et Facebook pour sensibiliser les chefs d'entreprises sur leurs obligations en matière de prévention des risques sur le lieu de travail et sur les mesures sanitaires à appliquer.
 - Enquête rapide sur l'impact du Covid-19 sur les entreprises.
 - Elaboration d'une stratégie et d'un plan d'action pour le CPCB.
- Les propositions de CNP Togo comprennent:
 - Mettre en place un fonds de solidarité national pour le soutien aux entreprises, différer les échéances de paiement des impôts et taxes sans pénalités de retard.
 - Différer les échéances de paiement bancaire; bloquer les intérêts de retard sur la période ; demander le soutien de l'Etat pour les banques.
 - Eviter les ruptures de contrat et maintenir la fourniture des services d'eau et d'électricité aux entreprises en difficulté.
 - Réviser le cadre légal en vigueur pour limiter les ruptures de contrats de travail
 - Accompagner les employés ayant des difficultés à honorer les engagements vis-à-vis des fournisseurs et des banques.
 - Allonger la durée du chômage technique qui aujourd'hui ne peut excéder 02 mois.
- D'autres actions du CNP Togo:
 - Appel à des dons volontaires des associations professionnelles pour une solidarité du secteur privé à l'endroit des victimes du coronavirus et du personnel soignant.
 - Signature d'un protocole d'accord entre le CNP et les centrales syndicales pour la mise en place d'un Cadre Permanent de Concertation Bipartite Patronat-Centrales syndicales (CPCB)
 - Elaboration d'une stratégie et d'un plan d'action pour le CPCB.

Stimulating the economy and employment

Un plan d'urgence de 2,5 milliards de dinars (2% du PIB) a été annoncé le 21 mars et concerne une série de mesures:

- Mise en place d'un haut comité de veille économique, chargé de 1) suivre l'évolution de la situation économique, 2) identifier les mesures appropriées en termes d'accompagnement et de soutien des secteurs impactés et les actualiser continuellement.
- Mise en place de fonds d'investissement de 700 millions TND pour restructurer les entreprises sinistrées.
- Mise en place d'un fonds de garantie de 500 Millions TND pour faciliter l'accès au financement aux entreprises.
- Permettre aux sociétés totalement exportatrices de revoir à la hausse leur part du marché local de 30 à 50%.
- Décider une amnistie fiscale et douanière au profit des entreprises sinistrées.
- Dispositions réglementaires pour sursoir les pénalités et autres amendes financières pour les entreprises sinistrées,
- Exempter les entreprises ayant conclu des marchés publics des amendes pour retard de paiement pendant 6 mois.
- Rééchelonnement des dettes fiscales et douanières sur 7 ans.
- Restitution du crédit de TVA sur 1 mois,
- Report du paiement des impôts exigibles et des cotisations sociales pendant une période de 3 mois.

Sur le plan de l'économie monétaire, les mesures suivantes ont été prises par la Banque Centrale :

- Baisser le taux directeur de 100 points pour se situer à 6,75% et ce, pour alléger les charges financières des personnes ayant des crédits auprès des banques, et augmenter ainsi leur pouvoir d'achat ainsi qu'alléger les charges financières des entreprises, notamment les PME.
- Offrir la liquidité nécessaire aux banques afin qu'elles puissent poursuivre leurs activités.
- Accorder aux entreprises la possibilité de reporter le remboursement des crédits bancaires

Supporting enterprises, jobs and incomes

- Mise en place d'une ligne de dotation de 300 millions TND pour la prise en charge par l'Etat des employés en chômage technique.
- Consacrer des financements exceptionnels d'une valeur de 150 millions TND sous forme de transferts en espèces au profit des classes sociales vulnérables. Environ 900 000

familles seront considérées.

Protecting workers in the workplace

- Un confinement total a été décrété par le Gouvernement. Les employés dans des secteurs vitaux et d'utilité publique (agroalimentaire, santé, administration, justice, énergie, sécurité, eau, transport, télécommunications, médias et industries vitales) sont exempts de ce confinement total et continuent à travailler en ayant des autorisations spécifiques et en poursuivant des horaires de travail adaptés.
- Le télétravail est fortement recommandé, chaque fois que c'est possible et approprié
- Des guides pour préparer le déconfinement ont été préparés par le MAS.

Relying on social dialogue for solutions

Les deux partenaires sociaux jouent un rôle important dans la gestion des conséquences socio-économiques et sont consultés, d'une manière systématique notamment autour des mesures du plan d'urgence.

Les partenaires sociaux ont exprimé leur satisfaction quant au niveau respecté du dialogue et de consultation.

Les partenaires sociaux ne cessent de rappeler l'importance du dialogue social à tous les niveaux pour la bonne gestion des défis actuels.

Other measures

- Un Fonds dédié à limiter les impacts socio -économiques a été mis en place et a mobilisé les dons de plusieurs hommes d'affaires, entreprises, travailleurs, banques et personnalités nationales. Un élan de solidarité dans le pays est noté.
- La crise a facilité une prise de conscience à tous les niveaux en vue de la digitalisation de plusieurs services.

Activities of employers' organizations

- La **Fédération nationale du numérique** (membre de L'UNION TUNISIENNE DE L'INDUSTRIE, DU COMMERCE ET DE L'ARTISANAT (UTICA)) a lancé une [plateforme](#) avec une collection de propositions de soutien et de contributions technologiques pour le gouvernement et en particulier le secteur de la santé. Cette plateforme est utilisée pour collecter des propositions de mesures de soutien et d'assistance aux entreprises du secteur numérique.
- [La Fédération nationale du numérique / UTICA](#) a appelé les entreprises de tous les secteurs et en particulier le secteur numérique à passer au mode télétravail et a demandé aux opérateurs télécoms et aux fournisseurs de services Internet d'augmenter les

capacités et les vitesses du réseau.

- L'UTICA a plaidé pour davantage de mesures pour les MPME et les travailleurs indépendants, en particulier pour résoudre les problèmes de trésorerie.
- L'UTICA s'est opposée au projet d'imposer des taxes exceptionnelles aux entreprises pour financer les mesures COVID 19 et a condamné les politiciens qui demandent de l'argent illégalement.
- L'UTICA a plaidé avec succès pour la mise en place d'une cellule d'écoute mixte au sein du ministère des finances, qui travaillera en permanence afin de soutenir les entreprises en difficulté lors de la crise COVID 19.
- L'UTICA a également salué publiquement les mesures prises par le gouvernement
- L'UTICA a assuré le 22 mars 2020 que les entreprises privées continueraient de rémunérer leurs salariés pendant le confinement total, décidé le 20 mars 2020, par le président de la République, jusqu'au 4 avril 2020.
- UTICA assured on March 22nd 2020 that private companies will continue to pay their employees during the total confinement, decided on March 20, 2020, by the President of the Republic, until April 4, 2020.

Uganda

Last Updated: 4 June 2020

Stimulating the economy and employment

In its April 2020 Monetary Policy Statement, Uganda's Central Bank reduced its Central Bank Rate by 1% point to 8%. This is intended to ensure adequate access to credit and the normal functioning of financial markets during this COVID-19 pandemic. The Central Bank also directed Supervised Financial Institutions to defer payments of all discretionary distributions such as dividends and bonus payments for at least 90 days effective March 2020, depending on the evolution of the pandemic as this is expected to ensure banks have adequate capital buffers, while supporting the real economy. The Central Bank has also undertaken to Provide Liquidity assistance to commercial banks that are in liquidity distress for a period of up to one year
https://www.bou.or.ug/bou/bouwebsite/bouwebsitecontent/MonetaryPolicy/Monetary_Policy_Statement_April-2020-FINAL.pdf

Supporting enterprises, jobs and incomes

On 31st March 2020, the National Social Security Fund (NSSF) in Uganda put in place measures to ease the cash flow burden of affected employers/businesses in the private sector. This will allow Ugandan Businesses facing economic distress to reschedule their NSSF contributions for the next three (3) months without accumulating any penalty. <https://twitter.com/nssfug/status/1244987818314784769?s=20>

Protecting workers in the workplace

Uganda's Ministry of Labour is documenting the negative effects of COVID-19 on Labour, Productivity and Employment Relations. In a public announcement issued on 30th March, 2020, the Ministry is calling upon all employers to provide the labour returns and statistics with details of the names of employee, designation, monthly salary and national identity number of all workers whose employment status is, or most likely to be affected by the COVID-19 pandemic.

<https://twitter.com/GovUganda/status/1245458491378225152?s=20>

In consultations with Social Partners, Uganda's Ministry of Labour has issued Response Guidelines on the Employment Effects of COVID-19 on Employment Relations. In its communication to the Federation of Uganda Employers (FUE) dated 25th March 2020, Uganda's Ministry of Labour issued guidance to employers on how to manage the employee related challenges posed by COVID-19.

<https://twitter.com/FUEmployersUg/status/1243590135066877953?s=20>

In a bid to ensure access to basic essentials for informal sector workers who are the most affected and vulnerable to effects of COVID-19, Uganda's Office of the Prime Minister announced that it will provide relief food to this category who are largely informal sector workers.

<https://twitter.com/RuhakanaR/status/1245363149009825794?s=20>

Government of Uganda on 25th March 2020 suspended receiving new refugees and asylum seekers with immediate effect, for a period of 30 days. Accordingly to Government, this is one of the refugee focused prevention and control measures to curb spread of COVID-19 to refugees and host communities. Uganda hosts the largest refugee population in Africa, with 1,411,098 refugees and asylum seekers as of 29th Feb 2020. Uganda's Refugee Act of 2006 also guarantees refugee their full enjoyment of fundamental rights such as freedom of movement and to participate in economic activities such as access to work.

<https://opm.go.ug/2020/03/25/government-suspends-receiving-new-refugees-over-covid-19/>

Relying on social dialogue for solutions

Constituents in Uganda have worked together delivered joint Press conferences and media discussion focusing on guidelines for the labour sector in relation to COVID-19

https://twitter.com/Mglsd_UG/status/1242040046687002624?s=20

<https://twitter.com/FUEmployersUg/status/1245210634486263809?s=20>

Constituents further developed COVID -19 response interventions in the World of Work with a joint Concept Note detailing actions aimed at enhancing the understanding of workers, employers and government on the pandemic in relation to work place policies; Increasing awareness and dissemination of COVID-19 control and preventive measures in the World of Work; Strengthening the Management of Employer-Employee relations and; Addressing critical vulnerabilities among the informal sector employees and employers

Activities of workers' organizations

Summary

- The National Organization of Trade Unions (NOTU) has issued a joint communiqué with the Federation of Ugandan Employers (FUE) that among others calls for adoption and adherence to Standard Operating Procedures as guided by the Ministry of Health and WHO
- NOTU has also carried out nationwide sensitization campaigns on how workers should protect themselves at work and curtail the spread of the Covid-19 disease. The Uganda Nurses and Midwives Union is proposing the development of a mobile phone application that could be used by nurses to trace and help Covid-19 patients.

Activities of employers' organizations

The **Federation of Ugandan Employers** (FUE) have taken a number of targeted actions to its members:

- FUE sent an [advisory note](#) to all members;
- FUE launched FUE EMPLOYERS' GUIDE DURING THE COVID-19 PANDEMIC
- A number of press briefings have outlined [FUE recommendations](#);
- FUE has adapted ILO ACT/EMP tools, "[COVID 19 Workplace Guide](#)", the [Six-sept COVID 19 Business Continuity Plan](#) and the [Enterprise survey tool: Assessing the needs of enterprises resulting from COVID-19](#) to be sent to its members; and has completed the ILO/ACTEMP survey on business impact of COVID 19.
- FUE has launched video on [Business Continuity Plans](#)
- FUE quite visible in the mediaprint, [facebook](#) and [TV](#)

FUE has launched a number of webinars:

[Webinar on Business Continuity Plans](#)

[Webinar on NSSF \(social security\) contributions to COVID 19 responses](#)

[Webinar on labour law implications from COVID 19](#)

FUE has used the ILO/[ACTEMP policy statement](#) to guide its dialogue with government (01.04.2020);

Two [Op-eds](#) by Executive director using the initial FUE circular and the ACTEMP policy statement have been produced;

Also FUE is publishing the [ILOpolicy framework](#)

FUE will launch the ILO/ACTEMP Guide on [Work from Home](#)

Very active tripartite process. As a result of this the Ministry gender, labour and social development has developed covid-19 intervention/response plan;

FUE and the National Organisation of Trade Unions (NOTU) issued a joint statement on COVID

Zambia

Last Updated: **18 February 2021**

Stimulating the economy and employment

Tax Relief

1. **Waiver of Tax Penalties and Interest:** to assist companies and businesses manage their cash flows during this period when they are faced with reduced revenues, Government has decided to waive tax penalties and interest on outstanding tax liabilities resulting from the impact of Covid-19.
2. **Suspension of Customs Duties and VAT on medical supplies:** Government will extend the list of medical supplies that are not subject to Import Duty and Value Added Tax for an initial period of 6 months. The complete list comprises 38 individual items which include testing equipment, protective garments, thermometers, disinfectants, sterilisation products and other medical equipment such as ventilators and patient monitoring devices.

Easing of Liquidity

Tight liquidity conditions continue to impact on businesses and households. Government has already released: K500 million (26,315,789) to the Public Service Pensions Fund to pay over 1,500 retirees or their beneficiaries; K170 million (\$8,947,368) to Banks to clear third party arrears; and K140 million (\$7,368,421) paid to various road contractors.

Building new and sustainable value chains

3. Government has established a taskforce comprising representatives of South African owners of chain stores, on one hand, and the Zambia Association of Manufactures (ZAM), Zambia Farmers Union (ZNFU) and the Zambia Chamber of Commerce and Industry, on the other. It is to bring more Zambian products on the floors of these shops in order to support domestic production which has previously been hindered by the lack of a reliable market.

Engagement with Multilateral Organisations

4. Zambia has just completed a two-week virtual mission with the IMF at which an assessment of the macroeconomic and fiscal situation was undertaken. This follows Zambia's request for an economic programme with the IMF which was made at the end of 2019. Zambia has applied to the World Bank, African Development Bank and Afreximbank to be considered for support under their various Covid-19 Emergency Funds^[1].

^[1] STATEMENT BY THE HON. MINISTER OF FINANCE ON FURTHER MEASURES AIMED AT

MITIGATING THE IMPACT OF THE CORONAVIRUS (COVID-19) ON THE ZAMBIAN ECONOMY, 20 APRIL 2020, LUSAKA.

<https://www.dropbox.com/s/07cabes1i6st6l3/Statement%20by%20the%20Hon%20Minister%20of%201.pdf?dl=0>

Supporting enterprises, jobs and incomes

Employment promotion

- To avoid undertaking redundancy exercises as this has undesirable consequences on the part of the employer as it escalates expenditure, as the employers may not be able to fulfil the redundancy criteria of prescribed notice periods, and consultation requirements that are integral to a fair redundancy process.
- The Bank of Zambia has scaled up open market operations to provide short-term liquidity support to commercial banks on more flexible terms than those obtaining before the outbreak of COVID- 19.
- Implemented Business Continuity protocols that will ensure that systematically important payment systems and financial market infrastructure remain available.

Promotion of digital financial services

- The Bank of Zambia has stepped up sensitization and is encouraging the use of digital channels and contactless mobile payment mechanisms aimed at prevent the spread of the disease by minimizing person-to-person contact, decongesting banks and other financial institutions premises and reduced use of cash.
- No charges for money transfers for person-to-person electronic money transfers.
- Increasing transactions and wallet limits for individuals, small-scale farmers and enterprises, as well as removing these limits for agents and corporates.
- Reduce processing fees for the Real Time Gross Settlement System for banks.
- Reduce provision requirements for Bank loans.
- Encouraging retail chain and supermarket to buy local products.

As of 18 February 2021, the Governmet of Zambia has disbursed K4.1billion (1USD; K21.76) from the K10billion allocation for the stimulus package.

Protecting workers in the workplace

- All employees sent on forced leave must be paid basic pay during the period of the forced leave in accordance with section 48 of the Employment Code.
- Termination of employment due to covid-19 falls within the meaning of redundancy and notice must be given provided for in section 55 of the Employment Code Act No. 3 of 2019.
- To limit forced leave to employers in the tourism and hospitality sector that has been significantly impacted negative by the pandemic due to cancellations of booking and demands for refunds in some cases. Section 48 of the Employment Code No.3 of 2019

shall only be invoked for other sectors after assessments have been conducted by authorised officers.

- Review state of affairs on the basis of information advice from the Ministry of Health if Public Health threat deteriorates or fails to abate within agreed timeframe the ministry through the Tripartite Consultative Labour Council (TCLC) shall consider further mitigation actions.
- To amend the Workers Compensation Fund Control Board Act aimed at revising the Assessable earnings from K800 to K1200. The Assessable earnings is a factor that is used in computing compensable benefits to injured workers.
- All non-essential civil servants should work on rotation basis or work remotely from home[1].
- Secretary to Cabinet has identified critical workers to report for work while others will work remotely or from homes.

[1] Ministry of Labour and Social Security measures to support workers and employers during Covid 19, 27 March 2020, Lusaka.

Relying on social dialogue for solutions

- The Ministry of Labour and Social Security convened a special Tripartite Consultative Labour Council (TCLC) on Thursday March 26 2020 with a view of formulating viable strategies and solutions to mitigate the challenges posed by the Corona virus (COVID- 19) on the administration of the employment relations in Zambia. The tripartite partners consisted of the Government, Employers' and Workers' organizations.
- The Government has been updating the nation on COVID- 19 on a daily basis. The media are invited to ask questions and seek clarifications if need be. The live updates are conducted live on national television and private television and radio stations, including social media platforms.

Other measures

Governement has shut down places of worship, Gymnasiums, Bars and Restaurants in order to promote Social Distancing among the people of Zambia. Markets remain open but strictly monitored to close early to avoid people being in one place for a long time and minimise the risk of exposure to Corona Virus.

Ministry of General Education has partnered with the National Broadcaster, the Zambia National Broadcasting Corporation to continue teaching learners through a dedicated channel. The educational television channel will become operational on Monday 13 April, 2020. and will be operated daily from 07:30hours to 20:00hours. The channel will initially begin with Secondary education while materials for early Childhood education aswell as other education levels and subjects.

Activities of workers' organizations

Summary

- On 26 March 2020 the Government convened a Special Tripartite Consultative Labour Council (TCLC). At the meeting, the Zambia Congress of Trade Unions (ZCTU) commended the government for taking timely measures aimed at containing the Covid-19 pandemic aimed at safeguarding the lives of workers and the general population. The support to these measures was because trade union believe they were carefully thought out to ensure adequate interventions are in place while taking into account the economic consequences should there be a complete lockdown
- All the same, ZCTU are demanding for a systematic approach in addressing the challenges arising from such loss of incomes and business. This is because some employers have already started sending workers on forced leave without the consent of the workers and the consent of the workers' representatives. Due consideration of existing labour laws must be taken into account before wrong decisions are taken. For this reason, ZCTU is appealing to the employers and their representatives to ensure engaging workers' representatives where workers have representation to arrive at amicable solutions in response to the pandemic
- ZCTU is also concerned that there is absence of a proper, detailed economic support package and social protection measures for the workers and the vulnerable groups, there will be increased socioeconomic vulnerability and a significant health risk to the larger community
- ZCTU and its affiliates, including the general trade union membership, are playing a significant role in disseminating information on responsible public health practices and to provide community support to the most vulnerable in the communities
- ZCTU is also proposing to Government to encourage the formation of a network within the Southern Africa Development Community (SADC) countries to monitor the spread and development of measures aimed at combatting COVID-19.

Activities of employers' organizations

The **ZAMBIA FEDERATION OF EMPLOYERS (ZFE)** uses email to continuously disseminate to its members guidelines from the Ministry of Health. .

ZFE uses the tools developed by ILO/ ACTEMP to guide its members on how to manage workplaces and mitigate the impact of COVID-19.

ZFE proposals in response to the crisis include:

- Evoke clause on forced leave with basic pay for hard hit sectors.
- Government to apply for the World Bank funds and use to cushion hard hit employees.
- Government to settle its outstanding accounts with businesses to ease cash flow.
- Give a holiday on National Insurance premiums and VAT payment.
- The waiver/suspension of tax and penalties on delayed remittances Business (through

some industry players) to establish medical responses like test centres, which will be available to Government.

ZFE interfaces with government through the Tripartite Consultative Labour Council (TCLC) chaired by the Minister of Labour who then escalates issues to the Government Response Team at level of President.

ZFE used its position in the the Tripartite Consultative Labor Council (TCLC) to lobby hard for its members to have a *window for the hardest hit employers to obtain exemption from section 48 of the Employment Code Act No. 3 of 2019 (ECA 2019). The ECA was launched in May 2020, and s48 requires the payment of a minimum of basic pay for employees sent on forced leave.*

ZFE lobbied for the expansion of the list of exemptions that the Minister would consult the TCLC over before promulgating Exemption Regulations.

TCLC agreed to consider the hardest hit employers and, to “propose strategies that target employers in distress particularly without exempting entire sectors as there may be employers that are able to meet the full employee obligations” during the COVID-19 outbreak.

Government has tasked ZFE to carry out a rapid impact assessment of the crisis on the private sector.

ZFE has implemented various projects addressing the following:

1. Complex issues on Labour Management Relations, as COVID -19 has impacted on companies in a manner that businesses have slowed down and, in some instances, completely closed following Presidential degrees.
2. Advising employers to operate within the provisions of the Zambian Labour Laws regardless of the COVID-19 impact on industry and especially on the requirement to give not less than 60 days' notice to the Labour Commissioner for any intended redundancy when companies are financially distressed and cannot survive beyond the 60 days' notice period.
3. Advocacy – ZFE being the voice of the industry to encourage social dialogue between employers and employees in the world of work in the management of the impact of the COVID-19.
4. Supporting member organizations to develop COVID-19 workplace programs including policy and guidelines development and making working environment safer by adhering to the national COVID-19 guidelines for prevention and care.
5. Formulation of Standard Operational Procedures (SOP) and dissemination of the SOPs to the Employers and Conducting and updating Risk Assessments for work related exposures to COVID – 19.

ZFE is in the process of developing Standard operating procedures (SOP) a COVID-19 workplace management policy.

Tripartite approaches are yet to be established as the SOP is still in an infant stage.

ZFE has targeted various sectors in Zambia such as the tourism/hospitality, Mining,

Manufacturing etc for a Rapid Assessment on the Impact of COVID -19 on Industry.

ZFE has joint actions with 1) International Labour Organization, for technical support and funding; 2) The Government, for assessment of the current situation in the world of work with regards to the impact of COVID-19; 3) Sector Unions to obtain data on job losses as one of the impacts of COVID – 19 and reach agreements on Standard Operational Procedures (SOP). In addition, ZFE will support member organizations to create a network of partnerships that will enhance collaboration, learning and cost sharing for certain activities such as training, personal protective equipment (PPEs) such as face masks and shields.

ZFE through the management of covid-19 in the workplace project has aimed at:

1. Building capacity for COVID-19 prevention, care and support workplace programming.
 2. Building capacity for organisational COVID-19 impact mitigation.
 3. Building capacity for establishing public-private partnerships.
- .

Zimbabwe

Last Updated: **14 July 2020**

Stimulating the economy and employment

Fiscal policy(ies): **On the 4th of May 2020 the GoZ eased lockdown measures allowing formal businesses to open and announced a ZWL\$18billion (9% of GDP) economic recovery and stimulus package[1]. The Ministry of Finance and Economic Development[2] launched the stimulus and rescue package cuts across all productive sectors so that they get the critical liquidity to kick-start their operations and protect jobs.**

[1] http://www.veritaszim.net/sites/veritas_d/files/Details%20on%20the%20COVID-19%20Economic%20Recovery%20and%20Stimulus%20Package.pdf

[2] <http://www.zim.gov.zw/18bn-stimulus-package-team-cards>

Monetary policy(ies): **US\$2 million in forex has been allocated for urgent and immediate health related imports. The Reserve Bank of Zimbabwe(RBZ) increased the Medium Term Bank Accommodation Facility for supporting productive sector activities by an additional ZW\$1 billion to ZW\$2.5 billion; it also reduced the Statutory Reserve Ratio for the financial sector from 5% to 4.5% to free funds to enhance their lending activities; reduced the RBZ's Policy rate from 35% to 25% with the expectation that banks will reciprocate to meet the requirements of their customers that are being adversely affected by the pandemic; and**

issued Open Market Operations (OMO) Corporate Bills to enhance the monetary targeting framework that is necessary to support the exchange rate and to stabilise prices in the economy.

Support to specific sectors, incl the health sector: **The GoZ has approved redirecting of 2020 National Budget allocations towards health sector expenditures including water and sanitation programmes. The 2% Intermediated Money Transfer Tax (IMTT) remains ring-fenced for social protection expenditures. Government has also unfrozen 4000 health sector posts and created an additional 200 to ensure a full scale response to the pandemic. Tax incentives for production and importation of essential drugs and health related capital equipment, as well as other medical supplies have been gazetted. Furthermore, in order to enhance preparedness to fight the pandemic, and also guided by the United Nations Covid-19 Medical Supplies, government further suspended duty and tax on various list of goods and services related to testing, protection, sterilisation, and other medical consumables.**

[1] ZWL/USD exchange has been pegged by the RBZ at 1:25 to facilitate price stability but the alternative market is trading 1:45

Supporting enterprises, jobs and incomes

Social protection: **The GoZ has set aside ZWL\$600 million to cover one million vulnerable households under existing cash transfer programmes to the vulnerable populations and is exploring three (3) scenarios to extend coverage to respond to the effects of the COVID-19 pandemic. These are i) a universal emergency cash transfer to all urban households; ii) a transfer to households employed in the informal sector and iii) a transfer to informal sector vendors organised through their associations. These will be complemented by the expediting of the delivery of existing social protection programs (Harmonized Social Cash Transfer(HSCT) and Food Deficit Mitigation Programme(FDMP)) to rural households that will suffer indirectly from the effects of the COVID-19 pandemic.**

Employment retention: **In a statement on the 10th of April 2020 the Ministry of Public Service, Labour and Social Welfare has called for dialogue at various levels to ensure the protection of the rights and job security for workers while also ensuring continued business viability. This includes a moratorium on retrenchments during the lockdown period. This is expected to ensure fair labour practices are upheld in line with Section 65 of the Zimbabwe Constitution and Section 2A of the Labour Act(Chap. 28:01).**

Assistance to business and business continuity: **The GoZ has approved support to Economic Activity/Relief to Productive Sectors that includes expediting the tax processes on refunds and approval requests for extension of the time period within which tax is payable without accruing interest and penalties for companies that experience cashflow challenges. Government is engaging and supporting the local industry to identify local capacity to produce basic food stuffs and pharmaceuticals and provide services as an import substitution measure. As part of the stimulus package announced on the 4th of May 2020 - specific funds have been set for SME Support (\$500 million), Tourism Sector (\$500 million), Arts Sector Fund (\$20 million), and Health Sector Support Fund (\$1 billion) among others.**

Other Relief Measures include reduction of Import duty on raw materials up to the end of 2020, corporate Tax Credits on up to 50% of expenditure for Covid-19 Donations and Interest Rates reduction to not more than 20% for productive Sector borrowing and loans restructuring to allow businesses to recover.

Protecting workers in the workplace

OSH: The GoZ has called on Employers to ensure the safety and health of frontline and essential service workers in the response to COVID-19. The National Social Security Authority (NSSA) have developed guidelines[1] for protection of workers in the workplace from COVID-19. Guidelines[2] on the manufacture and distribution of COVID-19 PPE and medical consumables have also been developed. Tax incentives to support local production of PPE including ventilators; sanitizers and masks through local educational institutions and private enterprises have been instituted. The Ministry of Labour has started joint inspections with the NSSA based on guidelines following easing of lockdown restrictions.

[1] <https://www.nssa.org.zw/news-blogs/nssa-covid-19-guidelines/>

[2] <http://www.veritaszim.net/node/4085>

New work arrangements: Non-essential staff in government and private sector are under lockdown and or are working from home to enforce social distancing and business continuity measures. After the easing of lockdown measures, the GoZ has allowed the tobacco and mining industries to begin operations subject to restrictions[1]. Restrictions have also been eased for all 'businesses in the formal commercial and industrial sector' subject to screening and testing for the Covid-19 disease; 7-hour operating day; observance of social distancing, wearing of protective masks and availability of sanitisation consumables.

[1] <http://www.veritaszim.net/node/4090>

Prevention of discrimination and exclusion: The GoZ has through public information campaigns urged the public not to stigmatise those infected and affected by the COVID-19 disease. The Ministry of Labour has called on tripartite partners to begin consultations on an employment insurance scheme to cushion workers and employers in the future. The GoZ is also assisting the safe return of migrant workers from Botswana and South Africa with transportation and safe integration in communities after quarantine.

Access to paid leave/access to health care: The GoZ has promised to put in place a comprehensive insurance cover for all civil servants whose work involves direct interaction with Covid-19 patients, in line with international best practices. The Ministry of Labour has indicated that COVID-19 is compensable disease for health workers under the Accident Prevention Workers' Compensation Scheme. Guidelines for compensation of work related infections have also been developed. The Ministry of Labour has urged Employers to refrain from retrenchments and unfair terminations; and to implement unpaid leave measures based on mutual agreements with workers. Old Mutual Zimbabwe has a set-up

a 6-month ZWL\$2 billion 'free' life insurance cover for COVID-19 deaths and accidental deaths for health sector workers. The GoZ has also extended the declaration of COVID-19 as a formidable epidemic disease(FED) until January 2021-allowing the Ministry of Health to take measures to lead the response.

Relying on social dialogue for solutions

Approaches to tripartite consultation: The tripartite partners under the ambit of the Tripartite Negotiating Forum (TNF) have discussed the potential impacts of the COVID-19 and provided recommendations to Government, including implementation of the lockdown. The Ministry of Labour has made proposals for full tripartite partner involvement in the COVID-19 Zimbabwe National Preparedness and Response Plan (NPRP) to reflect and follow closely on world of work issues. Workers in collaboration with the Labour and Economic Development Research Institute of Zimbabwe (LEDRIZ) and the ILO Country Office for Zimbabwe and Namibia have drafted a working paper that has provided recommendations for an effective response to the COVID-19 pandemic. The paper has now been proposed for discussion by the (TNF) and to distill policy briefs to Government and social partners for a more pronounced and effective response to world of work issues.

Joint action of employers and workers Employers and Workers at national level have joined the Ministry of Labour and the National Social Security Authority (NSSA) on workplace monitoring and inspections^[1] for COVID-19 measures compliance. Most employers and workers representatives are collaborating at enterprise level for those that are still operational to share information with staff and introducing preventative measures, including social distancing, hand washing and sanitising. Employers have domesticated the Global Employers' Guide information, educational and communication materials for their membership. Business has also responded under the initiative "*Business Fighting Covid-19*" to mobilise substantial financial and logistical resources to assist all Zimbabweans. Workers are following on the effects of the pandemic and lockdown on their membership through various media platforms including sharing information in the informal economy.

[1] <https://twitter.com/OMpslsw/status/1259746327828795392>

Other measures

The GoZ is responding to the COVID-19 pandemic from a constrained position due to long standing macro-economic challenges including a huge domestic and international debt burden that has severely limited the ability of its response and normal government operations. The country is \$1.2 billion in arrears to the World Bank, African Development Bank and European Investment Bank, making it ineligible for funding or debt forgiveness from global lenders. The economy is suffering from a currency instability with Month-on-Month inflation jumping from 13.52% in February to 26.59% in March 2020 and the Year-on-Year rate stood at 676.39% in the same month.

Almost 8 million people require urgent food assistance and 2million require social protection; these are mainly the households and communities working in the urban informal and rural economies whose situation has been made worse by the lockdown measures.

The GoZ launched on April 2, 2020 a US\$2.2 billion domestic and international humanitarian appeal covering the period April 2020 to April 2021. Of this, US\$220 million is targeted at fighting COVID-19, US\$37 million for other critical health spending, and US\$34 million for water, sanitation and hygiene (WASH). Other critical needs include US\$956 million for food insecurity, and US\$20.8 million for social protection. The GoZ has only managed to access USD7million from the World Bank's global financing facility trust and another \$2 million would be diverted from funds meant to help the country recover from the 2019 Cyclone Idai.

[1] <https://www.financialgazette.co.zw/full-statement-mthuli-ncubes-measures-to-fight-covid-19/>

[2] <https://www.rbz.co.zw/documents/press/March/Press-Statement-COVID-Measures--website.pdf>

Activities of workers' organizations

Summary

- The Zimbabwe Congress of Trade Unions initiated the discussions on Covid-19 at Tripartite Negotiation Forum (TNF) calling for the government to declare the pandemic a national disaster. The declaration was indeed made and social partners agreed to undertake various measures including:
 - 1-protection of workers in risky sectors in informal and formal economies
 - 2-adoption of enhanced OSHE standards, PPC/E, and workplace reorganization (work shifts) without undermining workers job security
 - 3-Ensuring basic minimum conditions for workers attending to essential service include agreed reasonable hazard allowances, life assurance, medical aid for the workers and their families, safe transport, suitable accommodation to isolate workers in case of infections, agreed workplace access modalities as well as external suppliers' access modalities
 - 4-Effective social dialogue at national and workplace level, including mechanisms such as works councils to take centre stage in developing win-win outcomes and reviewing strategies in the context of new developments as the pandemic unravels. Particular attention should be taken for workers and citizens with disabilities
- The most affected workers are those involved in public health, vendors commuter drivers, artisanal miners, cross border traders, hospitality sector

- The ZCTU also published a comprehensive trade union calling for reprioritization and efficiency of government expenditures to free-up resources to support efforts to deal with direct and indirect impacts of the pandemic. It also called for enhanced social protection support and other be proactive measure to mitigate the adverse impacts of the pandemic on workers, businesses and citizens

Activities of employers' organizations

The **EMPLOYERS CONFEDERATION OF ZIMBABWE (EMCOZ)** is adapting various ILO tools designed to evaluate the impact of the crisis and support the enterprise in its business continuity plan and disseminated to its members. With the ILO support, EMCOZ is revamping its website and upgrading its IT system to facilitate online events and services during the crisis. This is to ensure that EMCOZ remains relevant and is able to generate the much needed revenue.

EMCOZ has been calling on government to ease the cash flow to reduce burden on small businesses.

EMCOZ collaborated with other EBMOs in the country and embarked on joint advocacy which has resulted in Government putting in place a number of relief measures:

- i) Though the social cluster in the TNF, the social safety net that includes cash transfers to vulnerable households has been increased from Zim\$180 to Zim\$300 per month.
- i i) Testing has been rolled out in the country and the Government working with employers (EMCOZ ,CZI Tourism Association, Chamber of Mines, and ZNCC) joined hands to mobilise donations e.g. ambulances

Social dialogue- An employer's representative sits in the National Task Force Committee on COVID-19 that feeds into Cabinet

EMCOZ interfaces with government through the Tripartite Negotiating Forum (TNF) chaired by the Minister of Labour.

Zimbabwe National Chamber of Commerce, Chamber of Mines & Confederation of Zimbabwe Industries are carrying out a survey to obtain data from their members.

Government has sent out a survey to all employers and business membership organizations to collect data from its members.