Clinic on challenges & solutions for Caribbean micro, small and medium enterprises in times of COVID-19

Date: Thursday / 07 / May / 2020
International Labour Organization: Our mandate

Only tripartite agency of the UN
- Created in 1919 after WWI
- Governments, employers and workers
- 187 member States

Mandate
- International Labour Standard Setting
- Develop policies and devise programmes promoting decent work for women and men

Advancing social justice, promoting decent work

Promoting decent work.

**CREATING JOBS**
Promoting economies that generate opportunities for investment, entrepreneurship, skills development, job creation and sustainable livelihoods.

**PROMOTING SOCIAL DIALOGUE**
Strong and independent workers’ and employers’ organizations are central to increasing productivity, avoiding disputes at work and building cohesive societies.

**EXTENDING SOCIAL PROTECTION**
Ensuring that women and men enjoy working conditions that are safe, allow adequate free time and rest, take into account family and social values, provide for adequate compensation in case of lost or reduced income and permit access to adequate health care.

**GUARANTEEING RIGHTS AT WORK**
Obtaining recognition and respect for the rights of workers. All workers, and in particular disadvantaged or poor workers, need representation, participation and laws that protect their rights.
ILO Monitor: COVID-19 and the world of work
Third edition- some numbers

Loss in working hours

Working hours declined in first quarter of 2020 by 4.5 per cent (equivalent to 130 million full-time jobs)

In the second quarter, these are expected to be 10.5 per cent lower than in the last pre-crisis quarter. (equivalent to 305 million full-time jobs)

Enterprises at risk

- Taking together employers and own-account workers, around 436 million enterprises in the hardest-hit sectors worldwide are currently facing high risks of serious disruption.

- More than half of these – some 232 million – are in wholesale and retail trade, currently one of the most impacted sectors globally. Own-account workers represent 45 per cent of employment in this segment.

- Own-account workers and small enterprises together account for more than 70 per cent of global employment in retail trade and nearly 60 per cent in the accommodation and food services sector, a reflection of the severe vulnerability of these sectors in the present economic crisis.

Pillar 1
Stimulating the economy and employment
- Active fiscal policy
- Accommodative monetary policy
- Lending and financial support to specific sectors, including the health sector

Pillar 2
Supporting enterprises, jobs and incomes
- Extend social protection for all
- Implement employment retention measures
- Provide financial/tax and other relief for enterprises

Pillar 3
Protecting workers in the workplace
- Strengthen OSH measures
- Adapt work arrangements (e.g., teleworking)
- Prevent discrimination and exclusion
- Provide health access for all
- Expand access to paid leave

Pillar 4
Relying on social dialogue for solutions
- Strengthen the capacity and resilience of employers’ and workers’ organizations
- Strengthen the capacity of governments
- Strengthen social dialogue, collective bargaining and labour relations institutions and processes

Advancing social justice, promoting decent work
ILO General Guidance on Support to Enterprises

**Phase 1: Measures Taken to Limit Spread**
- Convert production
- Support to cover fixed costs
- Support to adapt to new market circumstances
- Consider internal or external redeployment
- Retrain
- Explore alternative work arrangements
- (Discuss and agree on) Temporary lay-offs or pay cuts

**Phase 2: Reactivate Economy When Spread is Contained**
- Ease access to credit and other financial services
- Roll out demand policy
- Maximize near markets
- Make business environment more agile

**Phase 3: Recovery of Economic Growth**
- Upgrade infrastructure
- Upgrade services to MSMEs

---

**Social Dialogue**

**Inclusiveness / Greening**

**Time Bound**

Advancing social justice, promoting decent work
For more information:

www.ilo.org/caribbean

www.ilo.org/sme-resilience

https://www.ilo.org/global/topics/coronavirus/
Now is the time to look more closely at this new normal, and start on the task of making it a better normal, not so much for those who already have much, but for those who so obviously have too little.

Guy Ryder / Director-General / ILO