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Future of Work in a Healthier and More Resilient Environment

Accelerating the global learning
on the evolving Future of Work
towards a Better Normal of the Philippines

September 24, 2020
2020 National Productivity Webinar Series
National Wage and Productivity Board

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Enterprise Development Specialist
International Labour Organization





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ILO Centenary Declaration for the Future of Work, 2019

A human-centred agenda

1

Increasing investment in people's capabilities

2

Increasing investment in the institutions of work

3

Increasing investment in decent and sustainable work

“Future of work is not pre-determined, it is up to us to shape it.”

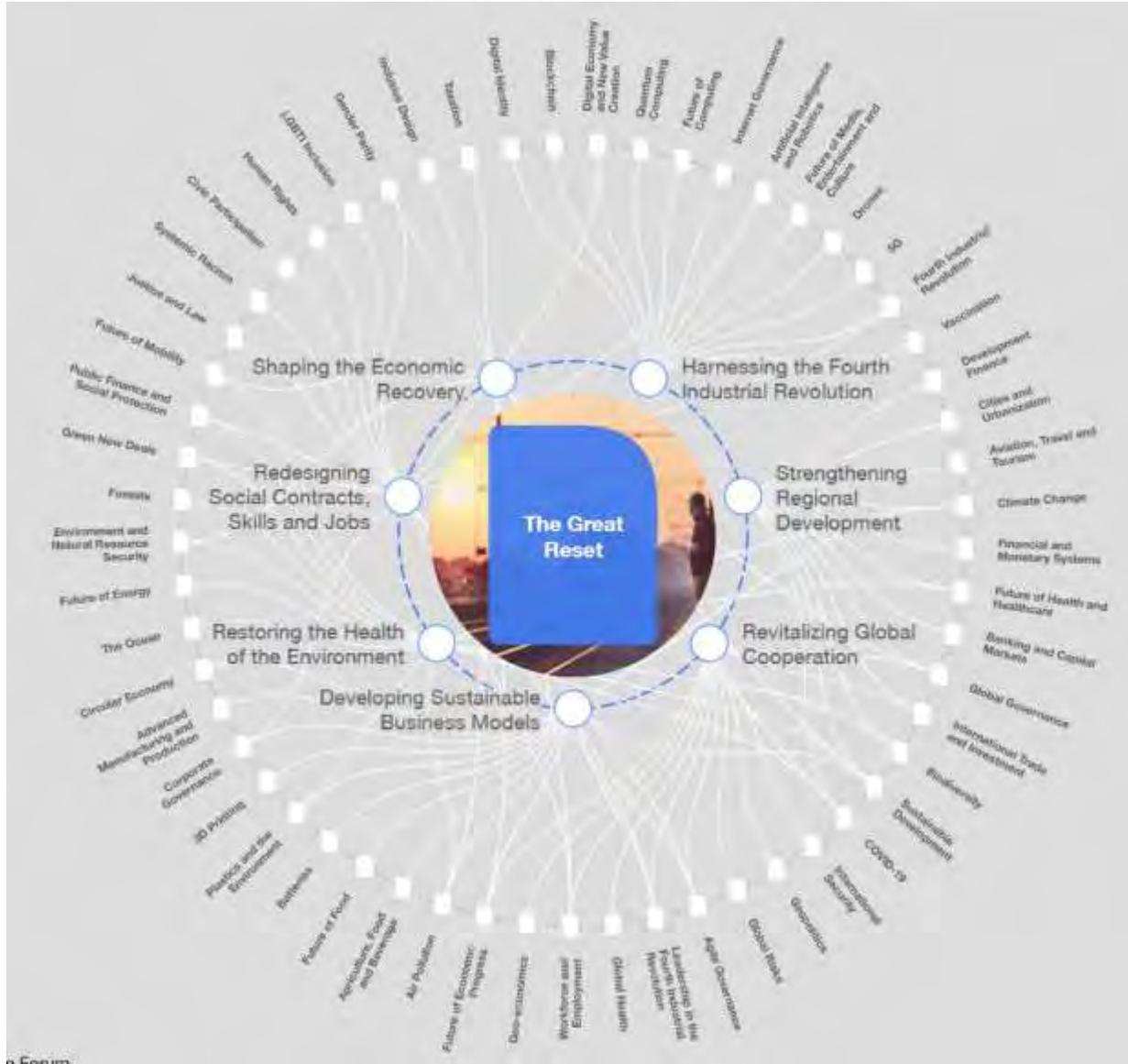
Susan Hayter,
Senior Technical Adviser
on the Future of Work
at the ILO



Next WEF will debate Great Reset w/ FoW



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“COVID-19 is a catalyst to reinvent the future of work and create opportunities for companies to look at things differently.”



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Future of Work and Life is Here with the Pandemic

- Pandemic has brought FoW much faster than we thought.
- The New Normal is pretty much what FoW debate anticipated.
- Most of the FoW recommendations remain valid in the new normal context.

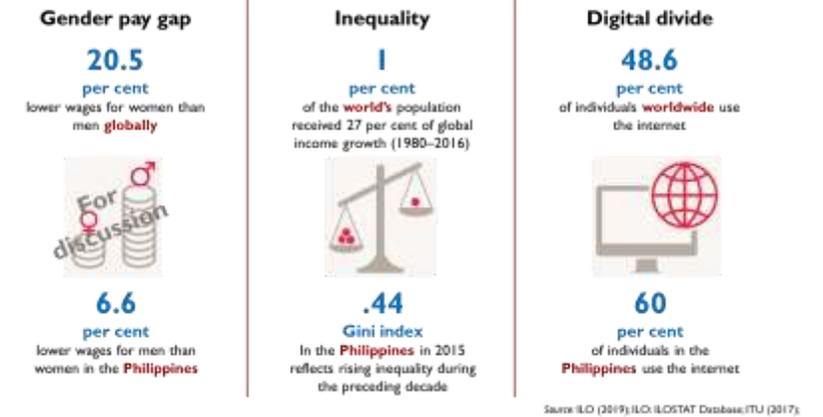


Pre-COVID-19 world of work deficits ... even more challenging under the pandemic

Persistent deficits in the world of work



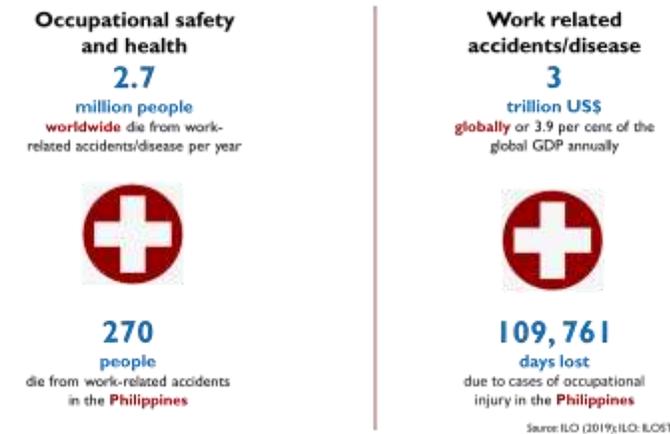
Persistent deficits in the world of work



Persistent deficits in the world of work



Persistent deficits in the world of work



Investing in People's Capabilities More Important Than Ever

INCREASING INVESTMENT IN PEOPLE'S CAPABILITIES

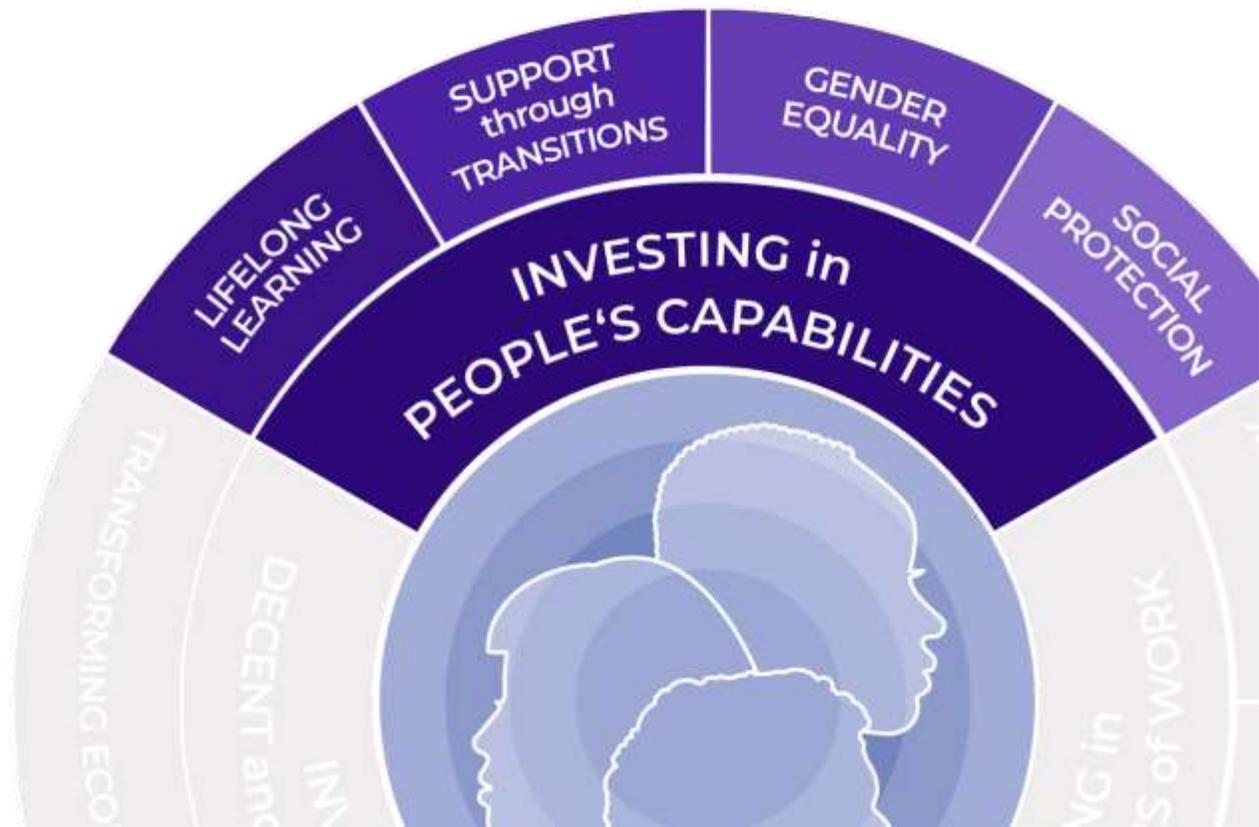
RECOMMENDATIONS:

Lifelong learning for all

Supporting people
through transitions

Transformative agenda
for gender equality

Strengthening
social protection



Crafting the Institutions of Work of the New Normal



RECOMMENDATIONS:

Establishing a universal labour guarantee

Expanding time sovereignty

Revitalizing collective representation

Technology for decent work

2 INCREASING INVESTMENTS IN THE INSTITUTIONS OF WORK

What would be the decent and sustainable work we want in a Better Normal?

3 INCREASING INVESTMENT IN DECENT AND SUSTAINABLE WORK

RECOMMENDATIONS:

Transforming economies for decent and sustainable work

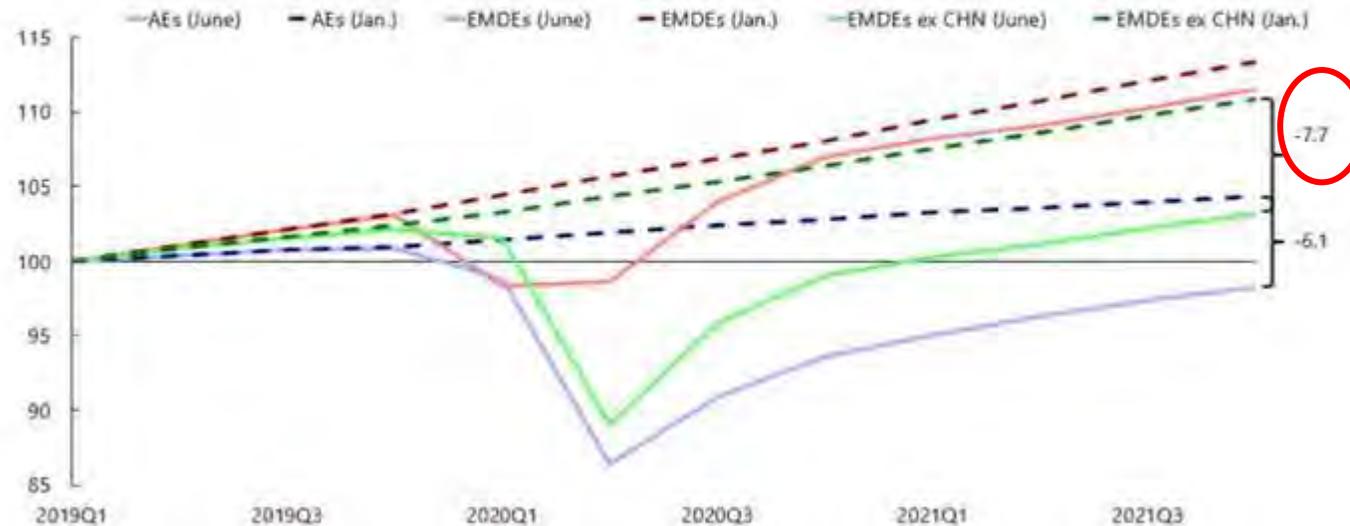
Shifting incentives: Towards a human-centred business and economic model



Recovery from the worst recession begins... but the pandemic hit EADEs ex China the hardest

The cumulative hit to growth over 2020-21 for emerging and developing economies, excluding China, is expected to be larger than in advanced economies.

(real GDP forecast, 2019-2021, index, 2019Q1=100)



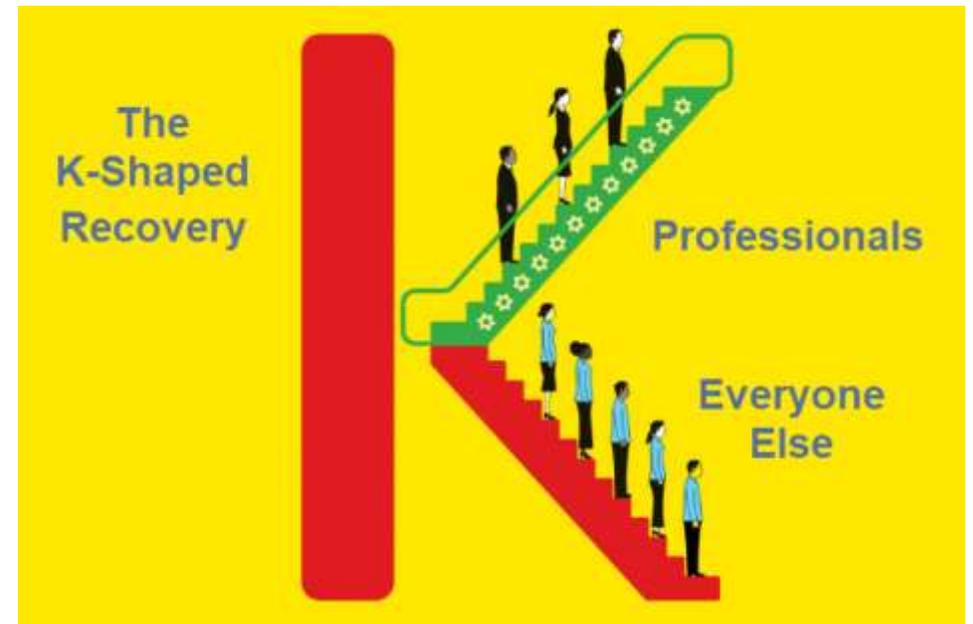
Sources: IMF, *World Economic Outlook*; and IMF staff calculations.

Note: Data go through the fourth quarter of 2021. AEs = advanced economies; EMDEs = emerging market and developing economies; and CHN = China.

Inequality risk under the new normal

“Inequality is rising even in those countries that have experienced rapid growth. The social and economic consequences of inequality are profound and far-reaching: a growing sense of unfairness, precarity, perceived loss of identity and dignity, weakening social fabric, eroding trust in institutions, disenchantment with political processes, and an erosion of the social contract.”

Klaus Schwab, WEF Founder and Executive Chairman





Remote work – a new normal?

- ILO estimates that 27% of workers **could** work from home in high-income countries.
 - New opportunities for older workers, female workers wanting to work from home, and outside metropolitan areas.
 - Urban offices may not necessarily disappear but their definition will change (e.g., tech giants expanding office in NYC).
 - New digital divide risk for the developing economies, those in the lower income brackets who have no choice but to commute, those in the crowded housing.
 - Higher risk of infection
 - Relatively time-poor
 - Wage stagnation



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▶ **Work from home:**
Human factors/
ergonomics considerations
for teleworking

▶ **Teleworking during
the COVID-19
pandemic and beyond**
A Practical Guide



More challenges to come under the Prolonged New Normal

- Prolonged demand depression may push more businesses to the edge, incl. the domino effect.
- While the aggregate demand remains low, the “***COVID-19 generation***” may emerge (e.g., new graduates, those who lost jobs).
- The informal entrepreneurs and workers represent the resilience, but they suffer the most.

What to do now?

More challenges to come
- Dual damage on youth



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"The pandemic is inflicting multiple shocks on young people. It is not only destroying their jobs and employment prospects, but also disrupting their education and training and having a serious impact on their mental well-being."

Guy Ryder, ILO Director-General



Youth and covid-19

impacts on jobs, education, rights and mental well-being

Executive Summary of the survey report

11 August 2020



- More challenges to come
- Informal economy suffers disproportionately

► Table 1: Informal economy workers significantly impacted by lockdown and physical distancing measures (2020)

	Informal employment (millions)	Significantly Impacted Informal workers (millions)	Informal Significantly Impacted (%)
World	2 060	1 564	76
By region			
Africa	391	325	83
Americas	192	169	88
LAC	158	140	89
Arab States	31	27	89
Asia and Pacific	1 346	988	73
Europe and Central Asia	100	65	64
By income group			
High-income	117	86	73
Upper-middle-income	716	395	55
Lower-middle-income	971	914	94
Low-income	256	197	77

Note: Estimates based on the analysis of national household survey data from 129 countries representing 90 per cent of global employment. LAC=Latin America and the Caribbean.

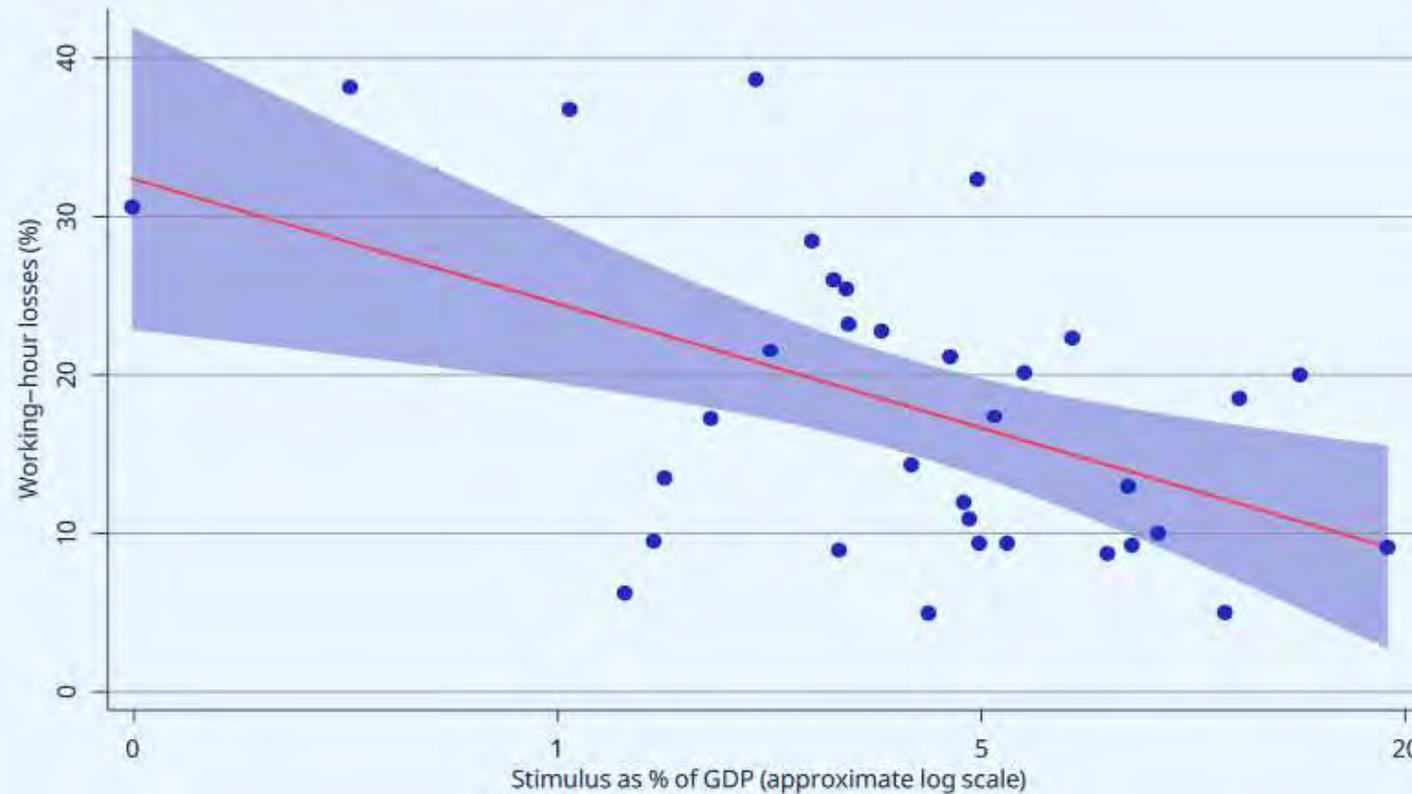
As of April 2020, it is estimated that almost 1.6 billion informal economy workers are significantly impacted by the COVID-19 pandemic, leading to a 60 per cent decline in their earnings.

The larger the fiscal stimulus, the lower the working-hour losses



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► **Figure 7. Relationship between fiscal stimulus (% of GDP) and working-hour losses (%) in the second quarter of 2020, selected countries**

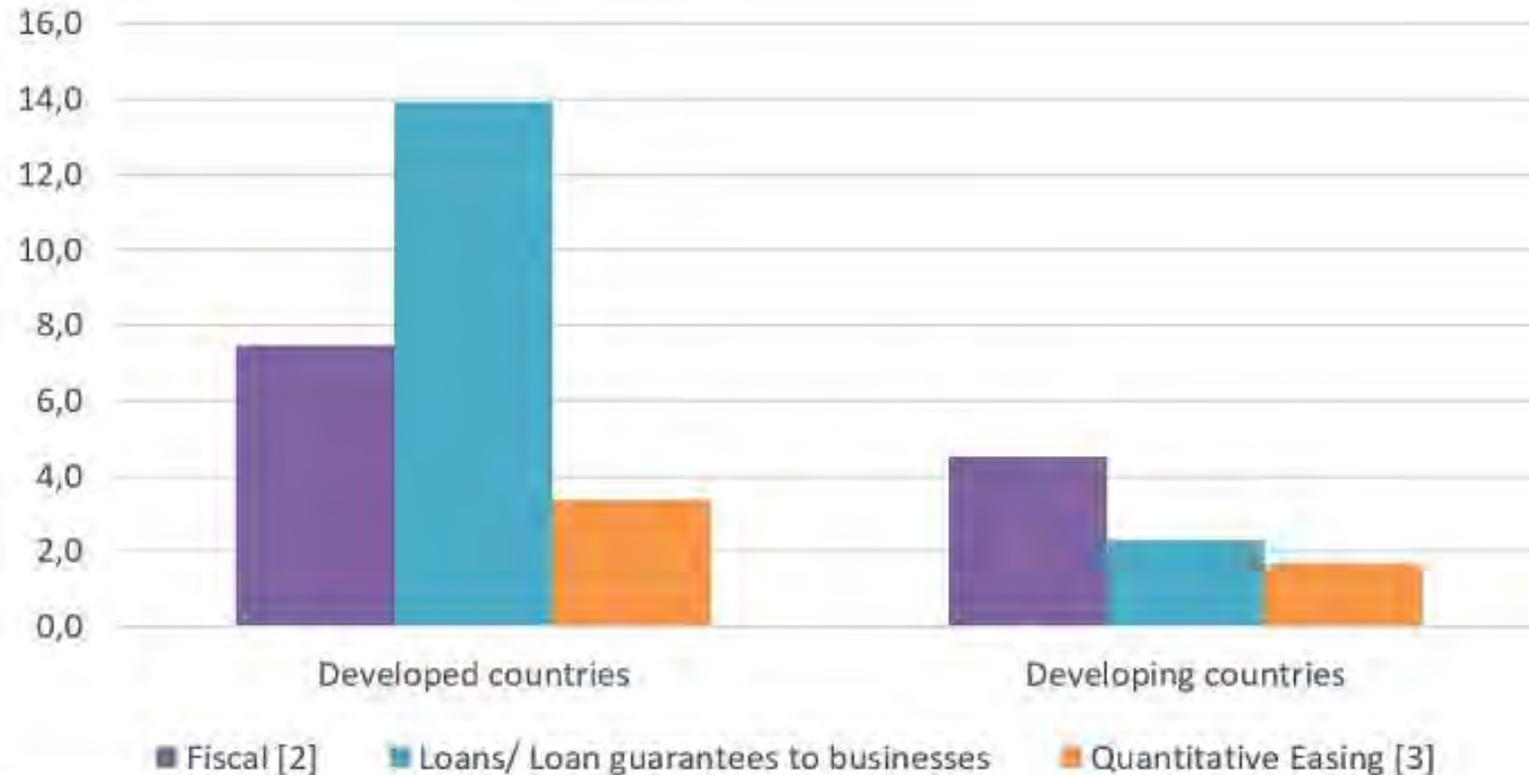


Note: The figure plots the relationship between working-hour losses (%) and fiscal stimulus (percentage of GDP on a log scale) in 34 countries for which the necessary data are available. The country-level observations are shown as black dots. The red line represents the linear fit (the average working-hour losses as a linear function of fiscal stimulus). Finally, the shaded grey area indicates the 95 per cent confidence interval of the linear fit. See Technical Annex 4 for further details of the multiple regression performed.

[Source: ILO Monitor: COVID-19 and the world of work. Sixth edition, 23 September 2020]

But the stimulus concentrated in high-income countries

Magnitude of policy stimulus measures in response to Coronavirus outbreak: developed and developing economies [1]



Source: UNCTAD secretariat calculations based on official national sources.

Notes: [1] As of 25 May 2020 [2] Short-term deferral measures, i.e. tax payments deferred from one quarter or month to the next, are not included. [3]

Estimate of additional asset purchases by Central Banks in response to the Coronavirus outbreak.

Developing countries should invest US\$1.2 trillion to guarantee basic social protection



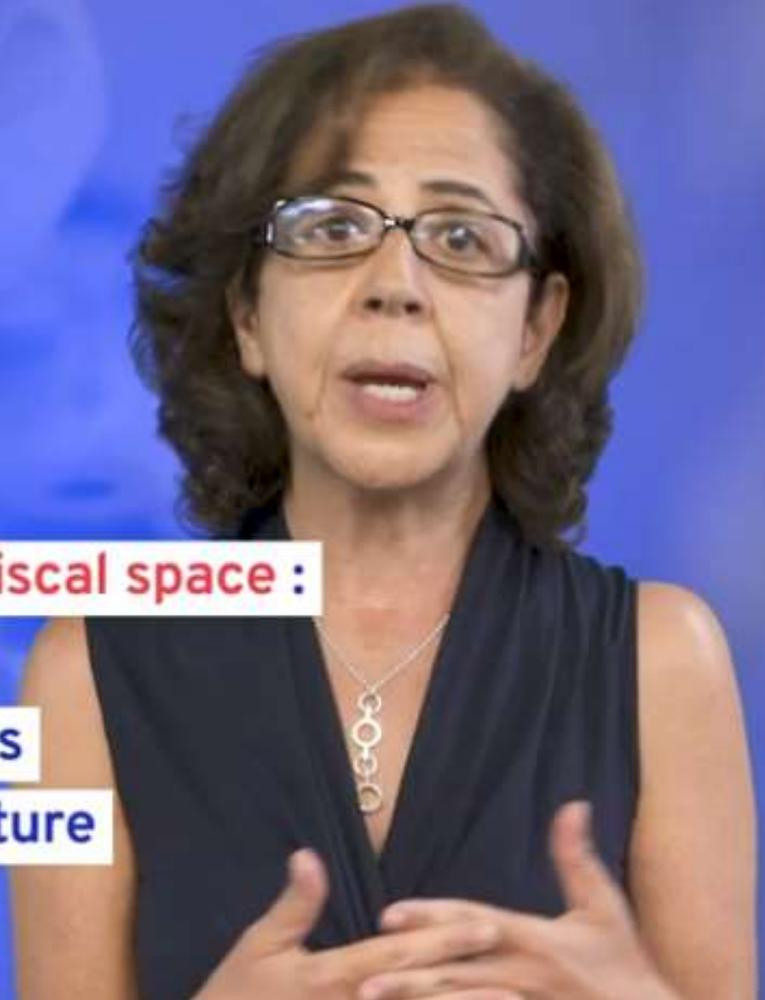
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Many options exist to **increase fiscal space** :

- ▶ Increasing taxation
- ▶ Eliminating illicit financial flows
- ▶ Reallocating of public expenditure

A woman with dark curly hair and glasses, wearing a dark blue sleeveless top, is speaking and gesturing with her hands. She is positioned in front of a blue background with a faint image of a globe.

Safe workplace as the stimulus
without much fiscal burden

Safe return to work can be
the win-win solution
protecting employment
while containing the
pandemic

**(if we address it well
for MSMEs and Informal Sector)**



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ILO-WHO discussion identified several areas of possible collaboration on safe work & contact tracing

1. Collaboration in promoting the guidelines on return to work from WHO and ILO.
2. *Link the digital solutions on contact tracing to the workplace safety support.*
3. *Engage employers and workers in the contact tracing.*
4. *Support minimizing the stigma of testing so that businesses and workers would not hide the case or delay the reporting.*
5. Making the safe workplace practices work in the MSME environment.
6. Communicating effectively the workplace prevention & control measures to the MSMEs incl. those in the informal sector.
7. Safe work environment at home for those in telework.





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ILO's current view from its Return to Work Guidance



- ▶ A safe and healthy return to work during the COVID-19 pandemic

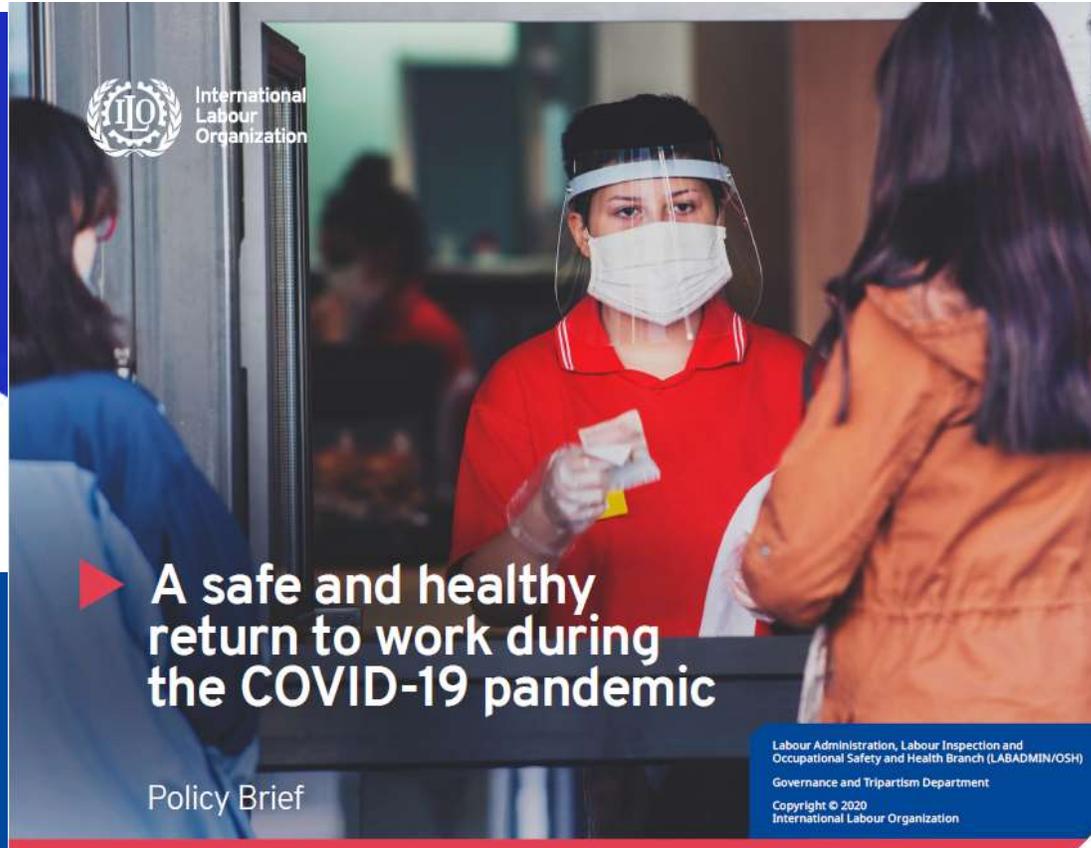
ILO guidance



▶ Practical Guidance

May 2020

Safe Return to Work: Ten Action Points¹



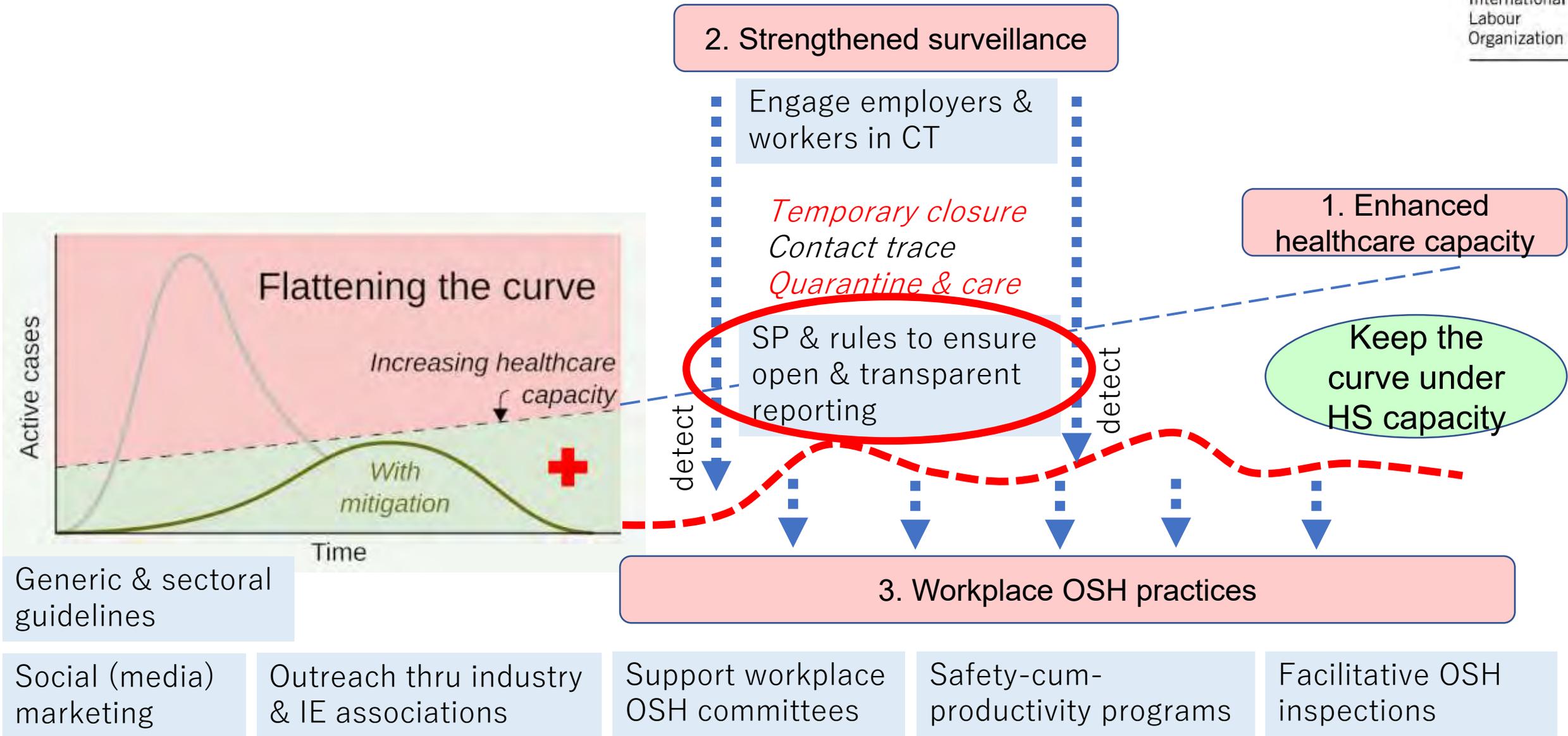
Upcoming: Sectoral guidelines for BPO sector



ILO Policy Advice on Safe and Healthy Return to Work

- Formulating policy guidance
 - International Labour Standards as framework
 - Social Dialogue for policy design and trust
 - Embedded in national OSH systems
 - Coordinated action among Government institutions
 - Non-discrimination
- Implementing policy guidance
 - Decisions on opening/closing should be based on risk assessment
 - Worker management planning at enterprise level
 - Apply a hierarchy of controls to prevent and mitigate infection risk
 - Implement and monitor health measures and worker health

Minimizing stigma of testing and contact tracing



Minimizing stigma of testing and contact tracing

State practice to address COVID-19 infection as a work-related injury

Social Protection Responses to COVID-19 around the World

Argentina

Contractors of the area could qualify as a work-related disease and fall under the Safety, Hygiene and Compensation Act (SSAC Act) for a disease to be covered. It must be established to be a significant degree, by the employer's employment contract. In any case, it can be difficult to determine the exact time and place of contraction. As a result, it is difficult to determine that employment significantly contributed to the virus. Nevertheless, when an employer's employment puts them at greater risk of contracting the virus, it is easier to prove the significant contribution. For example, if the employer's workers travel to an area with a known local outbreak, workers that include engagement or interaction with people who have contracted the virus (visiting) that includes Department of Health recommendations. Such cases would need to be considered on its individual circumstances.

<https://www.inecua.gov.ar/2020/06/16/seguridad-y-salud-en-el-trabajo-en-el-contexto-de-la-pandemia-de-covid-19/>

[https://www.inecua.gov.ar/2020/06/16/seguridad-y-salud-en-el-contexto-de-la-pandemia-de-covid-19/](https://www.inecua.gov.ar/2020/06/16/seguridad-y-salud-en-el-trabajo-en-el-contexto-de-la-pandemia-de-covid-19/)

<https://www.inecua.gov.ar/2020/06/16/seguridad-y-salud-en-el-trabajo-en-el-contexto-de-la-pandemia-de-covid-19/>

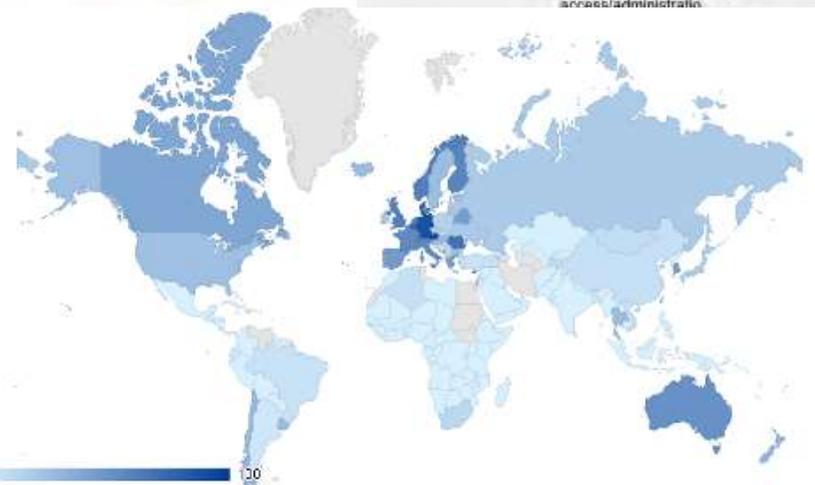
Austria

Die Ansteckung mit SARS-CoV-2, die nach dem Arbeitsvertrag 1290 als Krankheit gilt, hat für Arbeitgeber an der Krankheit folgende Auswirkungen von einem Arbeitgeber wahrnehmbar gemacht wird.

Social Insurance (ANVA)

(TRANSITION) Infection of SARS-CoV-2 considered as a disease under the Epidemic Act 1800. (Employers) should that the worker suffering from the condition is recognized by the employer.

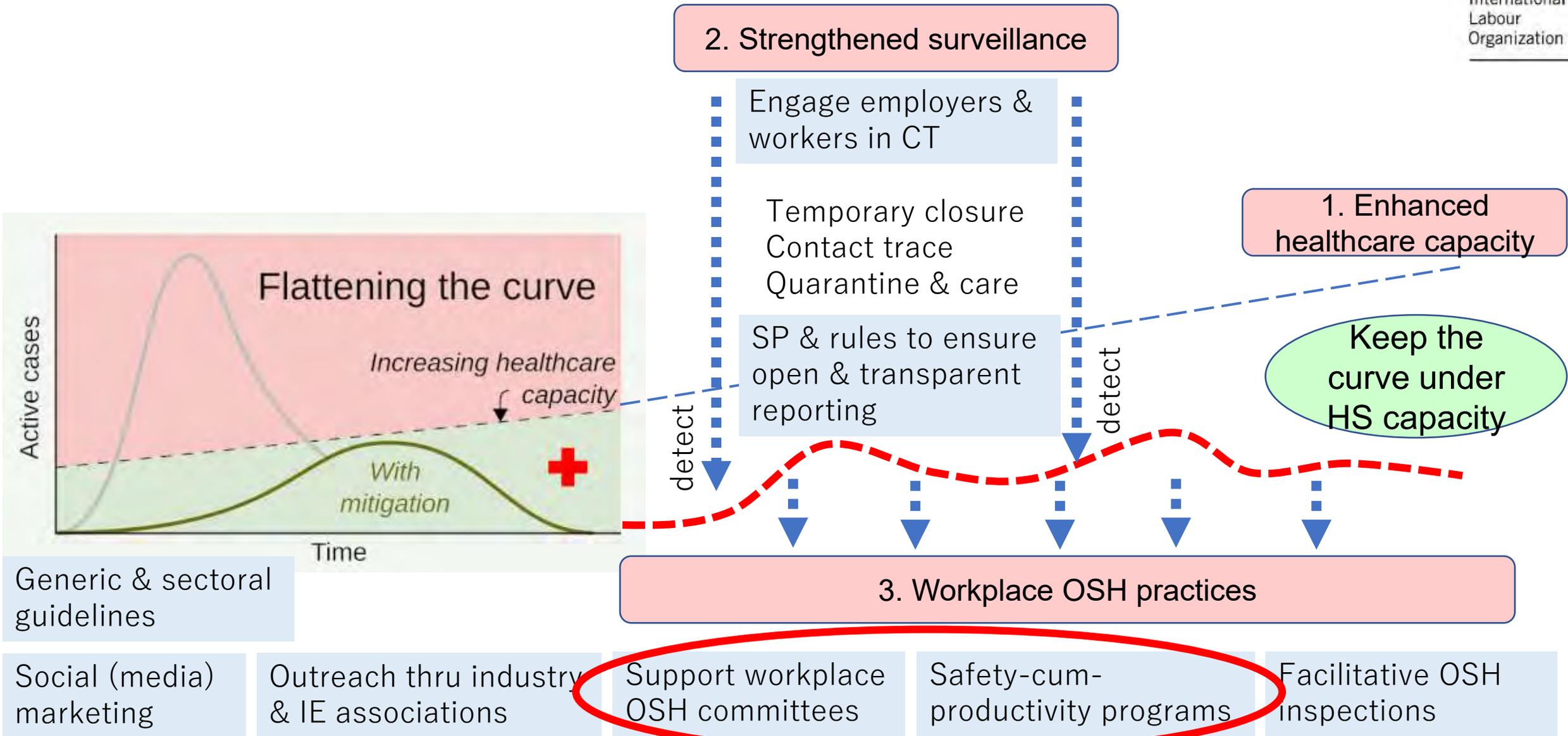
Region	Country / territory	Measure	Function of social protection	Type of adjustment	Brief description	Date	News headline
Americas	Venezuela, Bolivarian Republic of	Improving delivery mechanisms/capacity	Health	Administration adjustment	Special grant for doctors fighting covid-19	01 April 2020	Approved
		Introducing benefit for workers and/or dependents	Health	New programme or benefit	Stipend to formal and informal workers and to owners of small business to stay at home	31 March 2020	Comunicación Venezuela: comunicado a familiares al emitir plan de Acción para enfrentar el coronavirus en Venezuela
Arab States	Lebanon	Introducing benefit for workers and/or dependents	Health	New programme or benefit	Paid sick leave to medical employees	04 March 2020	Policy Responses to COVID-19
	Saudi Arabia	Improving access/administration	Health	Administration adjustment	Automatic renewal of health insurance cards for 6 months	04 March 2020	Policy Responses to COVID-19
		Increasing package of services/benefits	Health	Programme adjustment	Free testing and treatment services for Coronavirus	30 March 2020	Saudi Arabia Issues its Corona Emergency Response Plan
Asia and the Pacific	China	Deferring, reducing or waiving social contribution	Health	Spending adjustment	Halves contribution for health insurances	20 February 2020	China halves health insurance contribution
		Improving access/administration	Health	Administration adjustment	Increasing use of online service platform for social security	12 February 2020	China implements increasing use of online platforms for social security services
				Spending adjustment	Emergency medical care mechanism	05 March 2020	China improves emergency medical care mechanism
				Programme adjustment	Health insurance to reimburse online consultations	04 March 2020	China's health insurance reimburses online consultations
				Administration adjustment	Economic response taskteam	19 March 2020	PM Modi announces Covid-19 Economic Response Task Force to tackle virus outbreak
				Programme adjustment	Reallocation of funds to social assistance measures - Covid-19	23 March 2020	Mozambique social assistance
				Spending adjustment	Budget allocation to subsidize social contributions to health insurance	04 March 2020	ICR 3.1 billion to finance contributions to the national health insurance scheme for 30 million non-catalytic workers



Making the safe workplace practices work in the MSME environment



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Help MSMEs change their behavior towards safe workplaces



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- ✓ Philippines has adopted the small enterprise-focused OSH training of ILO (e.g., WISE, WIND) which will establish the OSH committee at the workplace.
- ✓ WISE/WIND an effective vehicle in realizing safe and productive workplaces for MSMEs under the past major epidemics.
- ✓ ILO-SCORE has just updated its OSH module for covid-19 context.

Global Manual for WISE
Work Improvements in Small Enterprises



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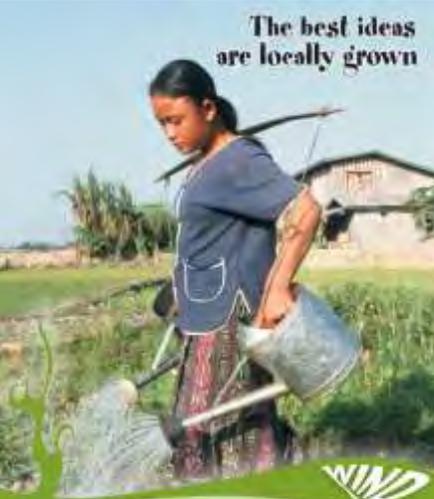
▶ **COVID – 19 OSH**
Prevention and Mitigation of COVID-19 at Work



SCORE Training
Sustaining Competitive and Responsible Enterprises



The best ideas are locally grown



WISE AT WORK



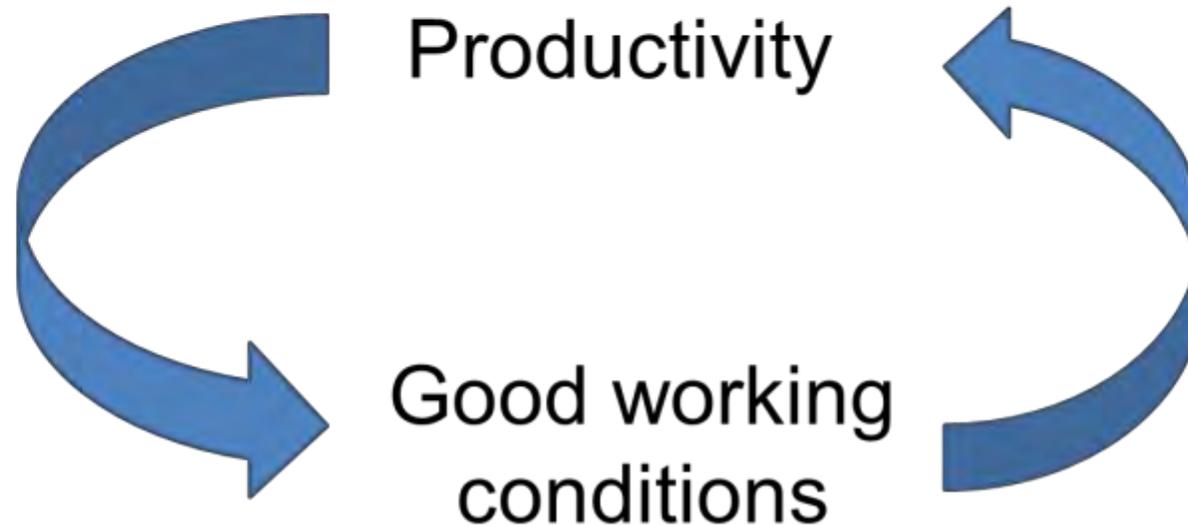
HIGHER PRODUCTIVITY AND
A BETTER PLACE TO WORK

Why the OSH-cum-Productivity programmes work



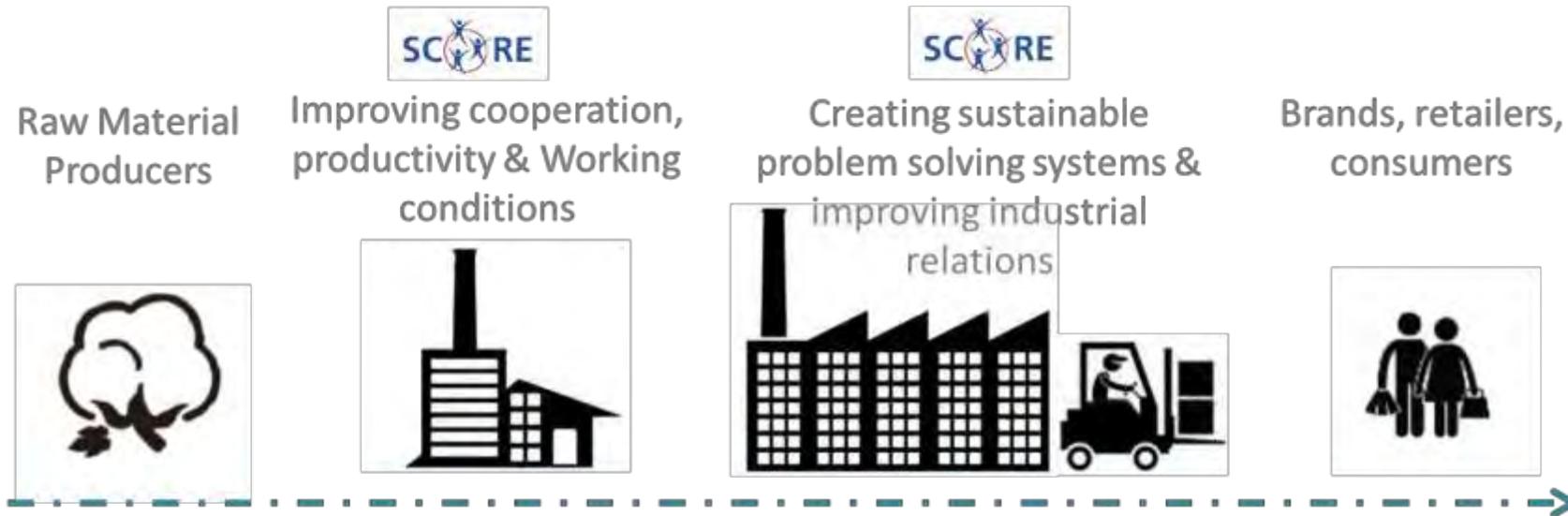
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Rationale behind SCORE



Why the OSH-cum-Productivity programmes work

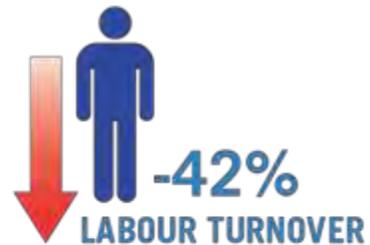
Building capacity in supply chains



- A world-class training programme geared to SMEs in supply chains
- A pool of trainers who are sectorial experts and can drive productivity and quality gains

Why the OSH-cum-Productivity programmes work

Results



New Module on COVID-19 OSH



Why is COVID – 19 OSH important for your business?

Prevention and Mitigation of COVID-19 at Work



Why is it necessary for your enterprise to put in place preventive and mitigation measures against COVID-19

- Can you imagine:
 - How the staff was affected?
 - How the operations be affected? For how long?
 - What would be the financial costs?
 - What would happen when they tried to re-open?

Coronavirus outbreak closes German meat-packing plant

The national emergency called to open emergency operations. Meat plants are considered high risk for spreading the virus.



© Reuters



Workplace risk assessment and management

5 step process

- Step 1:** Identify the hazards
- Step 2:** Identify who might be harmed and how
- Step 3:** Evaluate the risks – identify and decide on the safety and health risk control measures
- Step 4:** Record who is responsible for implementing which control frame

view your risk assessment and update when



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Integration of COVID-19 response in OSH management system



Adopt appropriate control measures following the hierarchy of control

- Since it is not yet possible to eliminate or substitute the occupational hazard (virus), a combination of other preventive measures is required to protect workers from exposure to the coronavirus



Safe return to work

SCORE volume 22 | June | 2020

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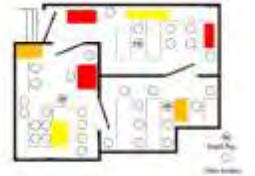
Workplace risk assessment and control for COVID-19



16

Mapping hazards and assessing risks of contagion in relation to all work operations

- Map the hazards of all operations and covering all jobs
- Not only the workers but also for contractors, customers and visitors may expose to the hazards.
- Consider possible exposure for the entire working day- commuting in work, access to common areas such as cafeterias and sanitary facilities, and areas of the building where workers circulate.



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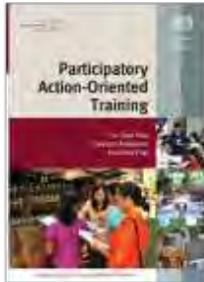


Tips for OSH Trainers

Recent COVID-19 OSH training in Asia

Action checklist to protect workers and businesses from COVID-19

Appropriate preventive measures to achieve a safe and healthy return to work and contribute to suppressing transmission of COVID-19 in the workplace



- Apply the ILO Participatory action-oriented training (PAOT) methodology
- Support **self-efforts** and **initiatives** of local people
- Enhance **voluntary and low-cost** solutions.
- Focus on practical improvements that **build on local good practices**
- Facilitate the mutual relationships among workers and managers.

ILO RECOMMENDATIONS ON OSH DURING COVID-19 PANDEMIC



▶ A safe and healthy return to work during the COVID-19 pandemic

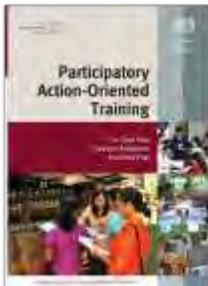
Ton That Khai
ILO OSH consultant
Former ILO OSH Specialist
DWT/CO Dakar Senegal



When cleaning, pay **attention to high touch areas** such as water taps, door knobs or control panels. Train cleaners to protect themselves.

Action checklist to protect workers and businesses from COVID-19

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III. Prevention and mitigation measures.

Some typical checkpoints



- Provide and encourage workers to wear gloves, masks, eye protection at all times
- Designate separate entrance and exits (one-way traffic flows)
- Promote the use of stairs
- Provide hand washing stations or hand sanitizers at convenient places
- Provide disinfectants and disposable towels to sanitize frequently touched work surfaces
- Read the Safety Data Sheet for the cleaning products and follow safe practices regarding dwell times.

Enterprise got idea in webinar that encourages & strictly to follow stairs in one way for upward. Similarly use second stairs for downward, also management appreciated for this practice.



Safe return to work must go beyond workplace



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What about face masks?

Face masks are tricky because not all face masks are the same. The loose, surgical masks you may have seen many people wearing are not air-tight and fitted to the face. When you breath in, air can still get around the sides and they are not considered adequate protection against breathing in the virus. They are more intended to be worn by anyone who has the virus to help prevent the spread of germs to other people in the form of exhaled droplets or other bodily fluids, which isn't a bad thing, but it is important to know the difference. N95 respirators are different from the face masks and can protect you

from inhaling up to 95% of airborne particles.



Keep 6ft between you and others

Try to maintain at least 6ft of distance between you and your coworkers, customers, or anyone else you come in contact with. The six feet of distance is intended to protect you both from exhaled airborne droplets. By keeping distance between yourself and others, you help prevent the chance of exposure. The UFCW is working with employers on ways

to reduce risk of transmission within stores, such as plastic barriers between customers and cashiers, or reworking the checkout procedures.



Use your gloves properly

Even if you have gloves on, they still are not going to protect you if you touch your face while wearing them. Gloves can be worn for an extended period of time as long as they are not damaged. Remove your gloves when you go on break and wash your hands after taking them off. Do not wash your gloves. Get a fresh pair of gloves when you return to work and be sure to dispose of your old gloves properly.



Your right to refuse work

If you are over 60 or have an underlying health condition that compromises your immune system, you have the right to refuse work you feel is putting your life in immediate danger. Higher risk workers should be moved to roles with less customer interaction.



Report any issues

If you are experiencing issues in your store, such as a shortage of protective equipment, lack of hand sanitizer or access to handwashing stations, please contact your local union rep and [fill out this form here](#). The form will help us keep track of the types of problems most worker are facing and help use better work with employers to solve them.

Report an Issue

How infection happens

The primary routes of entry for the virus are the eyes, nose, and mouth. Most infections will occur from either inhaling droplets from another sick person, or touching a contaminated surface and then touching your face. This is why handwashing is so important. Skin address barriers and the more you wash your hands, the more chances you have for each off and get you may have picked up.

How long does the virus stick around?

We really don't know about this but, and from what experts have said, it can linger in the air for up to 2 hours at the most. On some hard surfaces, it can last a lot longer. On porous surfaces like paper and cardboard, it can last up to 24 hours. It is not really that long. Bright light or cloth surface work it down.

Wash your face and hands before leaving work

If you return home with dirty hands, you may touch a number of surfaces in your home before you get to your room. As soon as the very from your work back to where you live. Wash both your face and hands before washing your clothes and do not enter your house until you finish done so.

Wash your clothes when you get home

It is not clear what temperature will kill the virus, but it is clear that you don't want a bunch of contaminated work clothes lying around your house. Bag clothes when you work and get them into the washing machine as soon as possible. Handle clothing as though it is contaminated. You may wish to use gloves, but at the very least wash your hands after getting everything into the laundry.

Wipe down your cell phone

Wipe down your cell phone and anything else you take to work and touch frequently before you enter your home.

UFCW's safety guide for grocery workers is a good example of simple tips covering the safety (IPC) during AND after work.

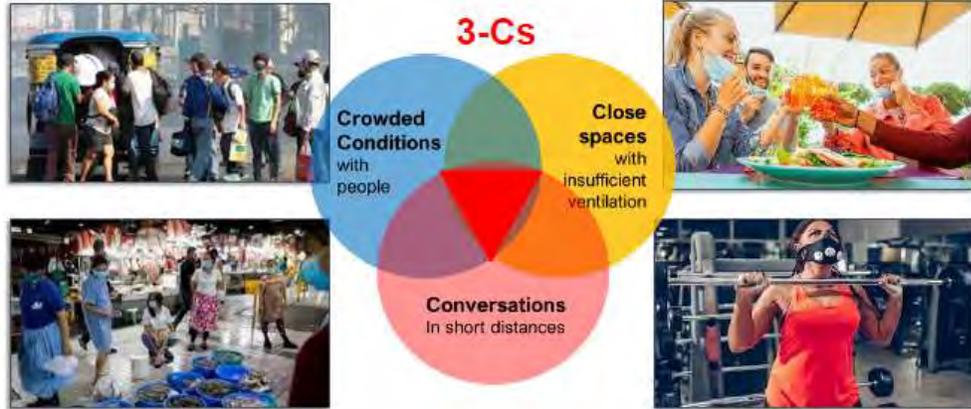
[A coronavirus safety guide for grocery workers, UFCW]

Recent PEZA-WHO webinar addressed the risk after work



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Risks we encounter going home from work



World Health Organization
Representative Office for the Philippines

Things to remember while travelling

Remove the Hazard:

- Apply for alternative work arrangements when necessary and possible
- Avoid going to multiple destinations

Replace the Hazard:

- Plan your route / mode of transportation

Isolate the Hazard

- Maintain physical distancing / avoid crowded areas
- Refrain from talking as much as possible
- Sanitize hands after touching objects
- Ask the driver to open the windows
- Wear your masks properly



World Health Organization
Representative Office for the Philippines

Choose a 'Healthy Building' for your employee housing



Things to remember when going to the grocery or market

Remove the hazard

- Minimize the number of people from the household who shop or visit the pharmacy
- Limit your trips
- Visit a few different places as possible
- Purchase a supply for at least 1 week – leave some for others.

Replace the hazard

- Try online options

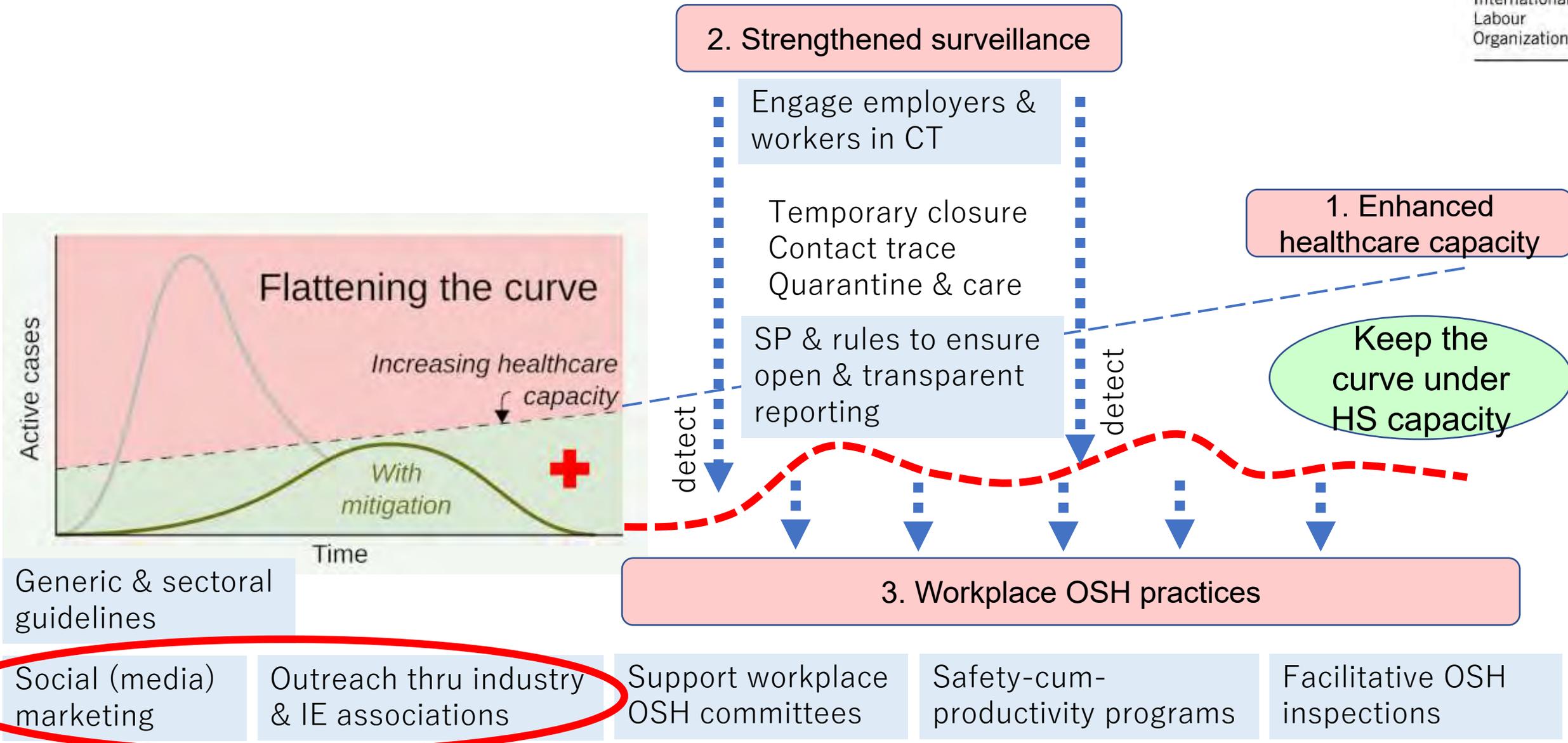


World Health Organization
Representative Office for the Philippines

Communicating effectively to MSMEs and Informal Sector



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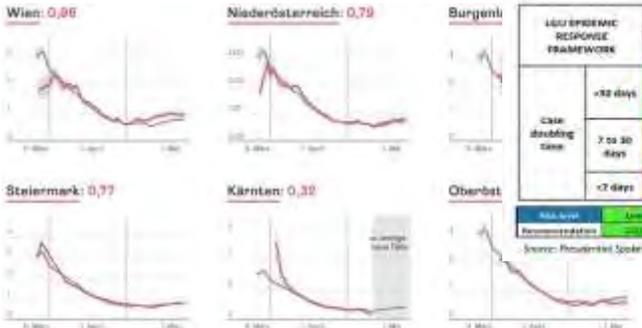
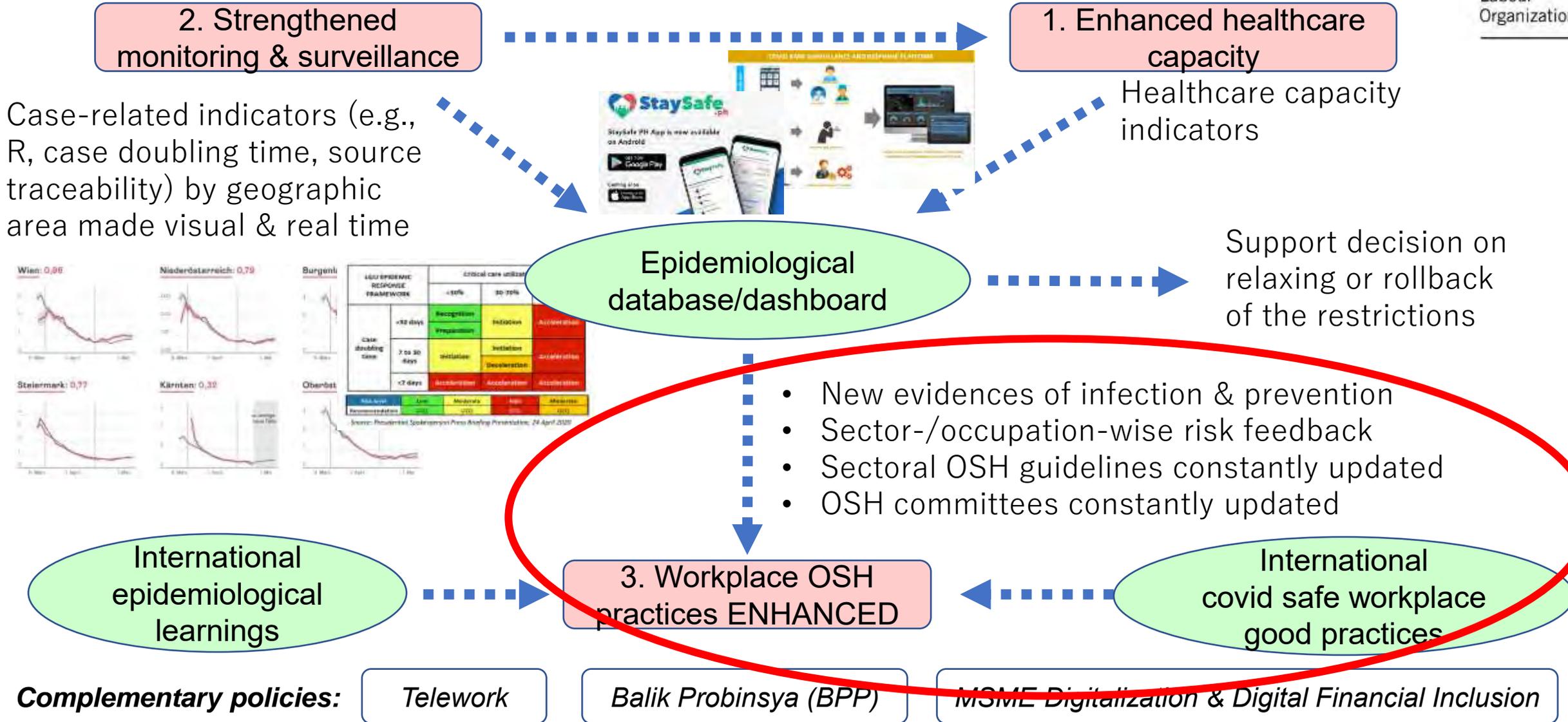


Micro & Informal are the missing link in covid-19 response

- Difficulties in accessing to the emergency cash assistance
- Many cannot do telework
- Many cannot ride on the digital economy boom
- Many not smartphone users (analog phones)
- Traditional MF model met with clients' resistance (e.g., no more face-to-face meetings)
- Cannot join the online tripartite discussion (= lack of voice)

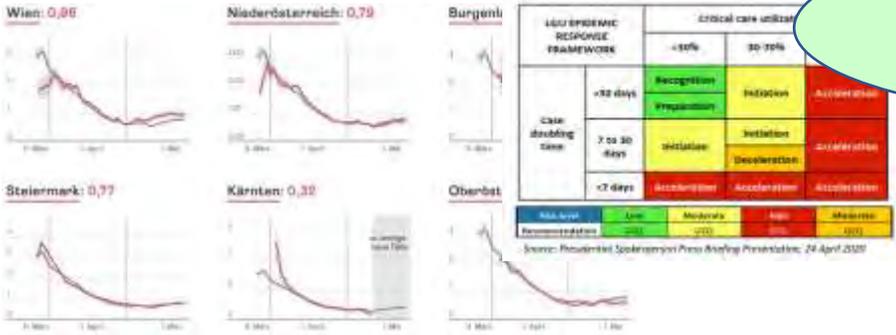
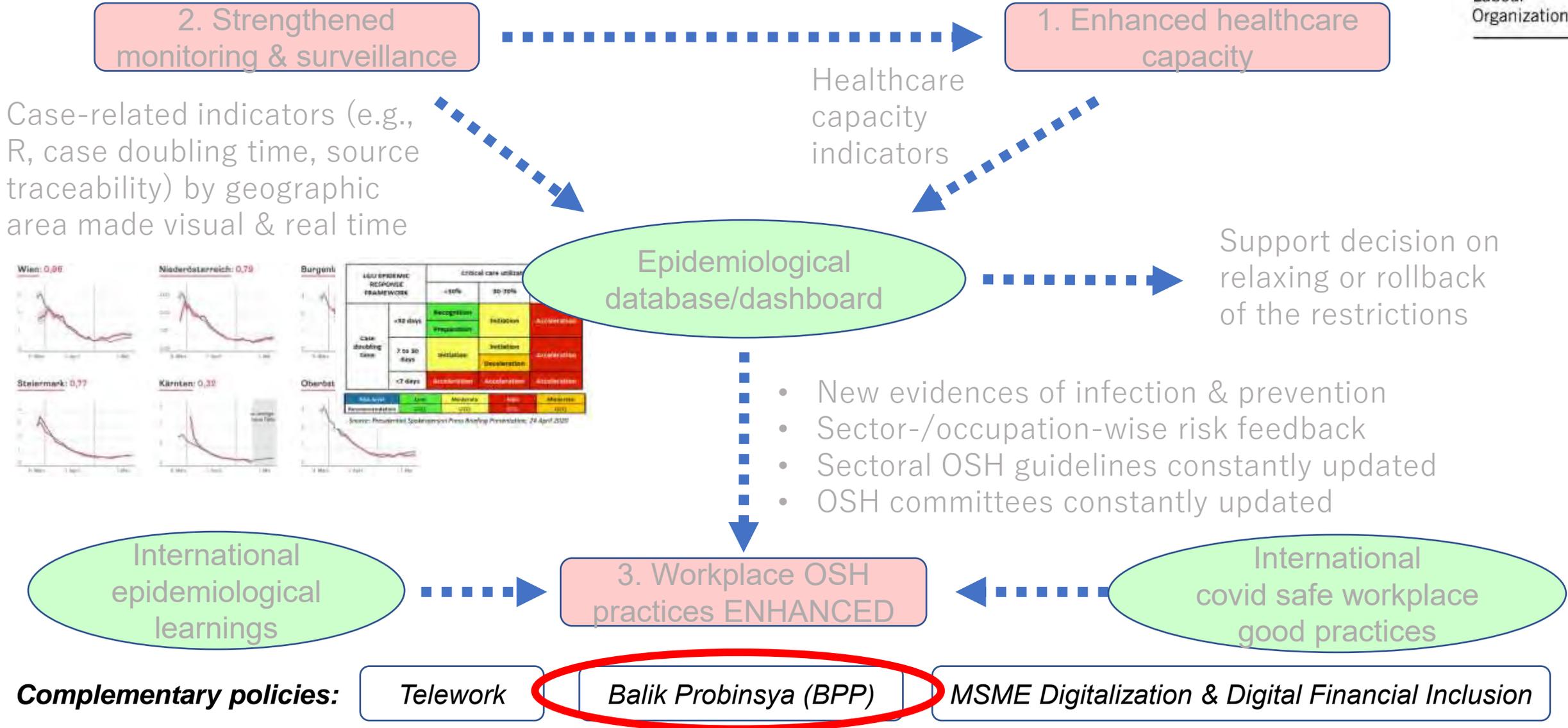


Linking the digital tracing system to the workplace safety



14-DAY EPIDEMIC RESPONSE FRAMEWORK		critical care utilization		
case doubling time	critical care utilization	<10%	30-70%	>70%
> 10 days	Recognition	Prevention	Prevention	Accommodation
7 to 10 days	Initiation	Initiation	Prevention	Accommodation
< 7 days	Acceleration	Acceleration	Acceleration	Acceleration

Growing challenge of containing the spread of infection beyond the mega cities while promoting rural livelihood



Recap of the seven points of possible collaboration on safe work & contact tracing identified by ILO-WHO



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1. Collaboration in promoting the guidelines on return to work from WHO and ILO.
2. *Link the digital solutions on contact tracing to the workplace safety support.*
3. *Engage employers and workers in the contact tracing.*
4. *Support minimizing the stigma of testing so that businesses and workers would not hide the case or delay the reporting.*
5. Making the safe workplace practices work in the MSME environment.
6. Communicating effectively the workplace prevention & control measures to the MSMEs incl. those in the informal sector.
7. Safe work environment at home for those in telework.





Other issues of the New Normal

- Platform economy in the New Normal
- Global supply chain and automation in the New Normal

Emerging platform ecosystems in PHL



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Ant Financial-backed mobile payment firm Mynt seeks Philippine bank partners to grow microloan business

Tencent takes mobile payment fight with Alibaba to Philippines



Go-Jek for Go-Pay acquired Coins.ph



Indonesian online lending gains momentum with Go-Jek announcing three P2P partner platforms



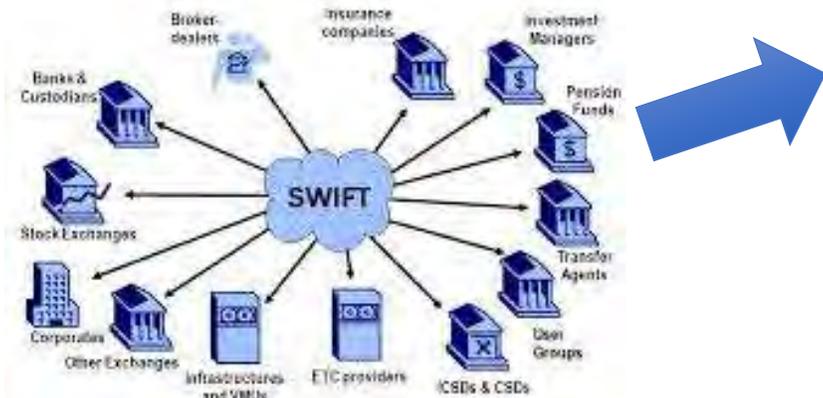
Grab Financial efforts with a newly minted partnership with ZhongAn Online Insurance

Blockchain is here, disrupting banks and others

Blockchain Association of the Philippines



“SWIFT is Expensive’: Major Philippine Bank Taps IBM for Japan Blockchain Remittance”



“Ateneo, MediXserve launch 1st university-based blockchain research center”



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*“Increasing concerns around tech monopolies
and
the potential erosion of workers’ rights through
the gig economy have raised questions over
who really holds control over the platforms”*

[New Economics Foundation (2018) Disrupting Together: The Challenges (and Opportunities) for Platform Co-operatives]

Types of non-standard forms of employment



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Temporary employment >



Part-time and on-call work >



Multi-party employment >



Disguised employment /
Dependent self-
employment >

Robotics and reshoring under the New Normal

- Largescale replacement of humans by machines and large-scale reshoring unlikely in the near future.
- The impact on employment would depend on i) the ability to overcome the technological bottlenecks, ii) the extent to which products are for niche markets or mass markets, iii) economic factors such as relative costs.
- Much of what actually happens will depend on policies and social dialogue.



Tech will enable responsible supply chains



International Labour Organization

International Instruments on Biz & Human Rights

OECD Guidelines for Multinational Enterprises
2011 EDITION

Guiding Principles on Business and Human Rights

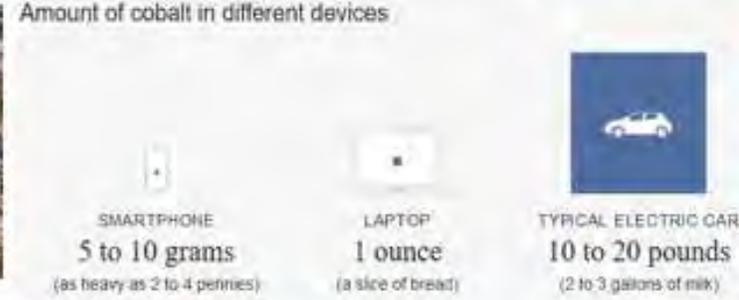
United Nations Global Compact

Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy

ISO 26000 SOCIAL RESPONSIBILITY

→ Binding UN treaty on business and human rights?

Increasing scrutiny on global supply chains



ethical trading initiative

United in eradicating Conflict Diamonds

retiring governments, civil society and the industry, the Kimberly Process (KP) remains confident as tough diamonds used in finance wars against governments around the world.

More measurements/assessments available

KnowTheChain Benchmarks

DOING GOOD INDEX 2018

Corporate Human Rights Benchmark

2018 Results

2018 Results - Across Industries

Global Map of Environmental & Social Risks in Agro-Commodity Production

FAIR GAMES?

Progressing on responsible sourcing in the cocoa bean supply chain



Most auditors in Asia find child labour in supply chains, survey finds [Reuters, June 22, 2016]





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Blockchain for supply chain traceability deployed

BLOCKCHAIN NEWS OCTOBER 13, 2018 20:41 CET

French Grocery Chain Integrates IBM's Food Trust Blockchain



The 1st full deployment in the commercial SCM among IBM's global partnership with the supermarket giants

Blockchain traceability in your smartphone

A grassroots approach to proving fair pay with Fairfood



Arjo Wiyadi is one of 55 farmers who took part in a joint effort by Fairfood and Provenance to prove fair pay with blockchain technology.

In the regular sales processes, it's almost impossible to find out what a farmer receives for the goods they produce. Our work with Dutch NGO Fairfood brings greater transparency to the coconut industry, using blockchain to prove fair pay.

Together with Fairfood, we used blockchain technology in creating a grassroots approach for proving fair payment in coconut trade. How did we do this? First, we enabled 55 farmers from Yogyakarta, a town on the Indonesian island of Java, to connect with Provenance software via SMS. We then integrated with Fairfood's platform, designing a proof of payment mechanism to verify and display a visual representation of farmers receiving the Living Income Premium (LIP) for their harvest. The premium is derived from the United Nations formula for living wage, which considers location, family size, and modes of transport, to determine a satisfactory living wage per nut, shown in Euros.



PoP (Proof of Payment) webpage displaying the Living Income Premium verified by Fairfood, and powered by Provenance blockchain technology.

ILO's strategic policy framework for Covid-19 response provides a basis for an integrated approach



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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



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Salamat po

