

Social Protection for Recovery

ILO-WEC Webinar



International
Labour
Organization

Activation for Recovery

15/10/2020

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Agenda

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Introduction

Section 1: Social Protection: From Challenges to Solutions

- The impact of Covid-19 crisis on social protection systems and on labour market groups; policy responses in the short, medium and long term: Ms Christina BEHRENDT, Head of Social Policy Unit, SOCPRO, ILO
- The role of OSH for a safe return to work and the interplay with social protection to fight the virus and promote more resilient and safe workplaces: Ms Joaquim Pintado NUNES, Branch Chief, LABADMIN/OSH, ILO
- Safely back to work through Social Innovation: Mr Sébastien DELFOSSE, Board Member World Employment Confederation and Chair of the EU Sectoral Social Dialogue Committee

Section 2: Social Partners: Shaping Futureproof Social Protection and OSH to Support Recovery

- Workers' perspectives on the short- and long-term needs and strategies for better social protection systems: Ms Evelyne ASTOR, Policy Advisor, Economic and Social Policy, ITUC
- Employers' perspectives on the short- and long-term needs and strategies for better social protection systems : Mr Luis Rodrigo MORALES, Senior Advisor IOE

Q&A Session

Wrap-up

- Mr Sangheon LEE, Director, Employment Policy Department, ILO
- Ms Bettina SCHALLER, President, WEC
- Mr Jiyoung YOON, Director of International Cooperation at Korea Employment Information Service (KEIS)

Moderation

Tom Hadley



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Introduction





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Section 01

Social Protection: From Challenges to Solutions



► The impact of Covid-19 crisis on social protection systems and on labour market groups: Policy responses in the short, medium and long term

WEC/ILO webinar “Social protection for the recovery”

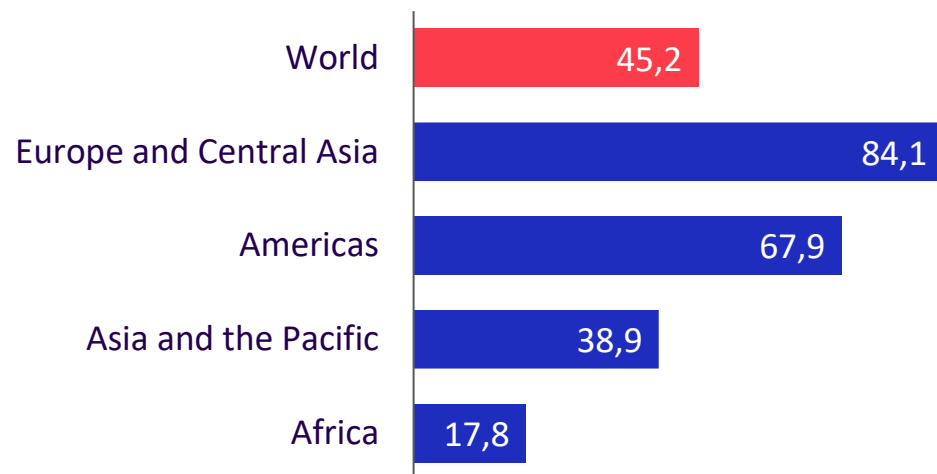
15 October 2020

Christina Behrendt, Head Social Policy Unit, ILO Social Protection Department, Geneva

Contact: behrendt@ilo.org

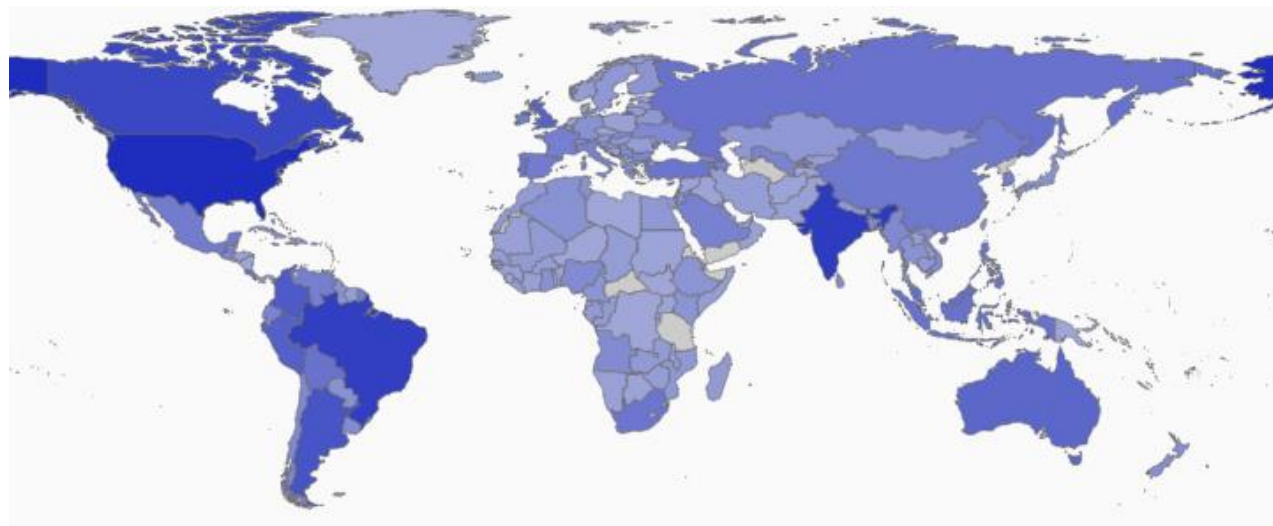
► The COVID-19 pandemic exposed serious gaps in social protection systems – and required urgent measures to close these gaps as a crisis response

Situation prior to COVID-19: only 45% of global population covered - 4 billion people excluded from coverage (SDG indicator 1.3.1)



Source: [ILO World Social Protection Report, 2017-19](#)

COVID-19 social protection policy response: urgent measures to extend coverage and improve benefits



Source: [ILO COVID-19 Social Protection Monitor \(13 October 2020\)](#)

► COVID-19 social protection policy responses: two major channels

“Automatic” responses through existing social protection systems

- Countries with solid social protection systems were able to respond faster and better than others
- Protecting people’s health, jobs and incomes
- Higher resilience at both macro- and micro-level
- Social protection systems as key automatic stabilizers for the economy
- Adapting delivery mechanisms, for example through use of digital technology or physical distancing protocols

Emergency policy responses to close coverage and adequacy gaps

- Focusing in particular on workers who were previously not adequately protected
- Strongly dependent on pre-existing structures
- Using social insurance and tax-financed benefits/measures, or a combination of both
- Mobilisation of additional resources (domestic and international)
- Temporary character: one-off or short-term measures

Recovering from COVID-19: Social protection at a crossroads Towards a new “better normal”?

Austerity context

- ▶ Limited coverage
- ▶ Minimal “safety net” benefits
- ▶ Further erosion of labour and social protection
- ▶ Limited solidarity, risk-sharing and redistribution, fiscal consolidation
- ▶ No decent work



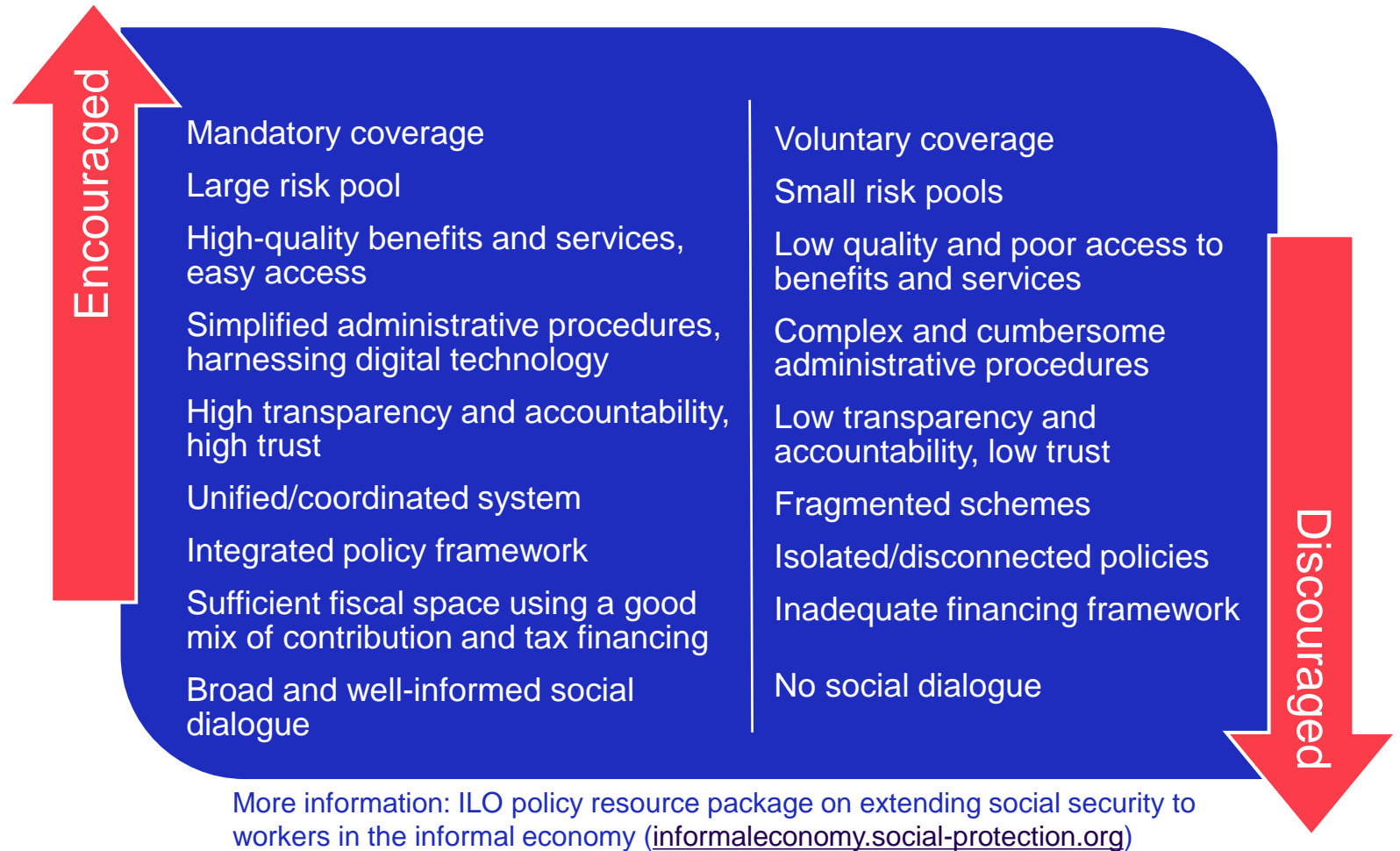
Universal social protection systems, including floors

- ▶ Universal coverage
- ▶ Adequate protection
- ▶ Comprehensive protection
- ▶ Sustainable and equitable financing
- ▶ Adapted to the world of work

Recovery priority 1: Consolidating and accelerating the extension of social protection to those not yet protected

Key principles:

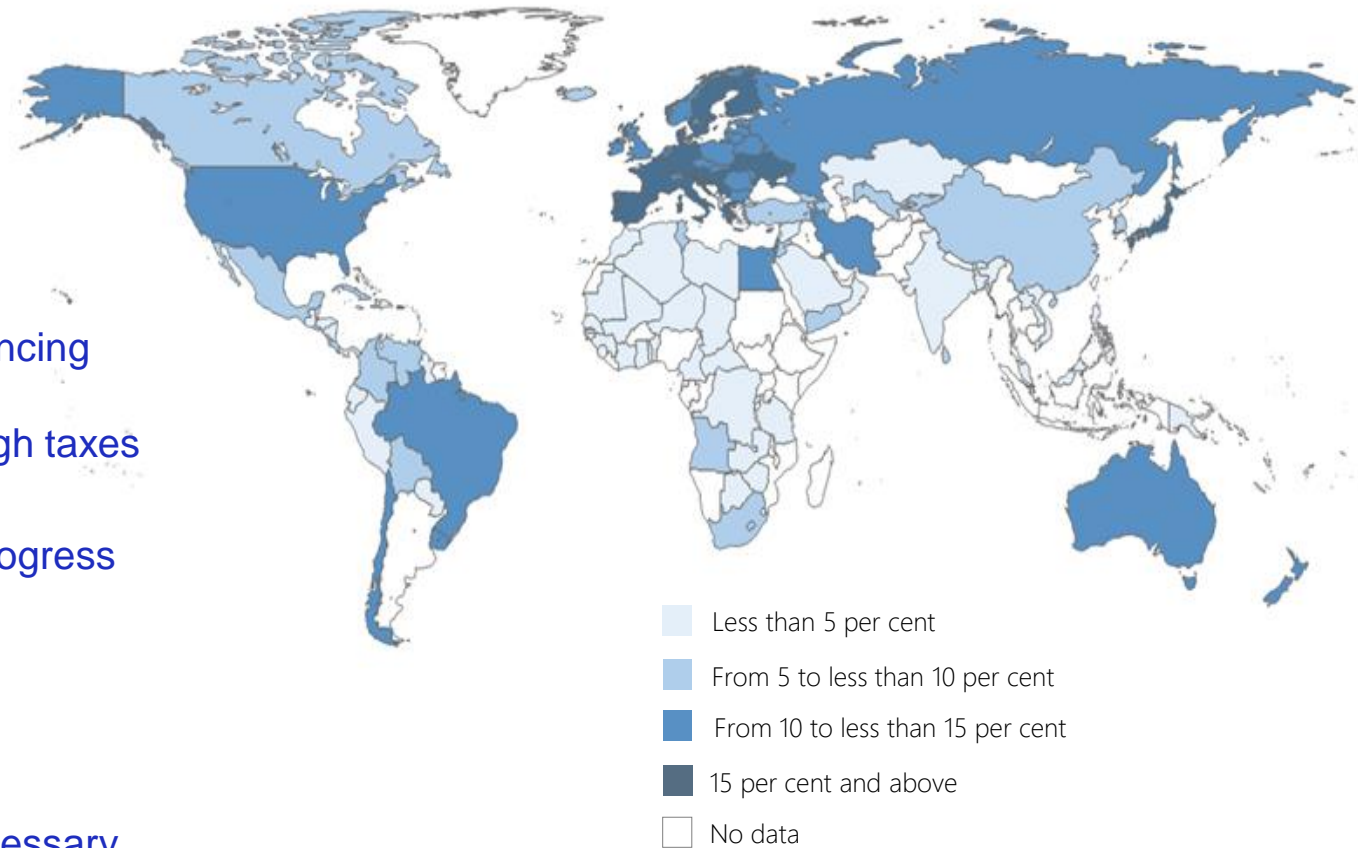
- ▶ Universality of protection, including for workers in all types of employment
- ▶ Adequacy
- ▶ Portability and transferability
- ▶ Transparency
- ▶ Gender equality
- ▶ Good governance and trust



Recovery priority 2: Ensuring sufficient investment in universal social protection systems for more resilience

- ▶ Strengthening sustainable and equitable domestic financing mechanisms for universal social protection systems, to close coverage and adequacy gaps, including through taxes and social security contributions;
- ▶ Austerity could have significant negative impacts on progress achieved
- ▶ Safeguarding social expenditure (IMF framework)
- ▶ International support needed to support countries with insufficient own capacities
- ▶ Global support for universal social protection more necessary than ever ([USP2030](#))

Public social protection expenditure, excluding health, latest available year (percentage of GDP)

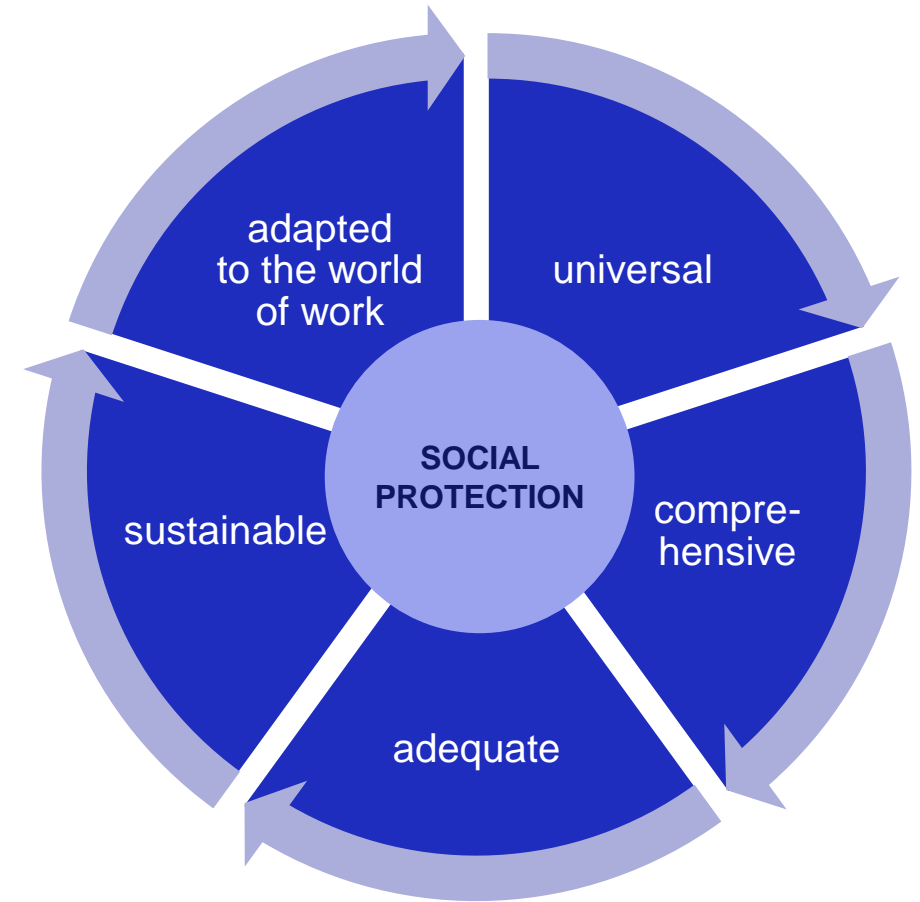


Source: [ILO, World Social Protection Report 2017-19](#)

Recovery priority 3: Strengthening social protection systems, with the bigger picture in mind

Key priorities:

- ▶ Promoting universal social protection systems anchored in human rights and international social security standards
- ▶ Enhancing national social protection policies and strategies to make them fit for purpose, including through social dialogue
- ▶ Stronger attention to short-term benefits to facilitate life and work transitions, in particular unemployment protection, sickness benefits, maternity & paternity protection, health protection; linkages with child and long-term care, life-long learning etc.
- ▶ Strengthening coordination between employment and social protection policies for decent work



**Tripartite agreed framework reflected in
international social security standards and
the ILO Centenary Declaration for the Future of Work**

COVID-19 crisis response:

- ▶ [ILO portal on social protection response to COVID-19, including](#)
 - ▶ [Spotlight briefs: Extending social protection to informal workers in the COVID-19 crisis; Social protection responses to the COVID-19 pandemic in developing countries; Unemployment protection in the COVID-19 crisis; Sickness benefits during sick leave and quarantine; Financing gaps in social protection.](#)
 - ▶ [Data dashboard: Social Protection Monitor: Social protection responses to the COVID-19 crisis around the world](#)
 - ▶ [Costing tool: Rapid Social Protection Calculator for COVID-19](#)
- ▶ [ILO portal on COVID-19 and the world of work](#)

Other key resources:

- ▶ [World Social Protection Report 2017-19](#)
- ▶ [Policy resource package on extending social security to workers in the informal economy](#)
- ▶ [Social protection systems and the future of work: Ensuring social security for digital platform workers](#)
- ▶ [ILO Social Protection Platform](#)
- ▶ [Joint UN Social Protection and Human Rights web platform](#)
- ▶ [Global Partnership for Universal Social Protection \(USP2030\)](#)

Contact: behrendt@ilo.org





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Safe return to work and interplay with social protection to fight the virus and promote more resilient and safe work places

A background image showing a group of healthcare workers, mostly women, wearing white protective gowns and hairnets. They are smiling and looking towards the camera. The image is partially obscured by orange and white geometric shapes.

**SAFETY
+ HEALTH
FOR ALL**

Joaquim Pintado Nunes
Chief

Labour Administration, Labour Inspection and
Occupational Safety and Health Branch
Governance and Tripartism Department

▶ The ILO's four policy pillars to address COVID-19

- ▶ Stimulating the economy and employment
- ▶ Supporting business, employment and income (extending social protection, employment maintenance measures, financial/tax aid to companies and other means of relief)
- ▶ **Protecting workers in the workplace** by strengthening OSH measures, adapting the modalities of work (e.g. telework), preventing discrimination and exclusion, providing access to health for the entire population and extending the use of paid leave
- ▶ **Social dialogue** (strengthening the capacity and resilience of employers' and workers' organizations, strengthening the capacity of governments and social dialogue, collective bargaining, and industrial relations institutions and mechanisms)

Updated data on the pandemic: ILO's monitor

https://www.ilo.org/global/topics/coronavirus/impacts-and-responses/WCMS_749399/lang--en/index.htm

▶ The intersect between OSH and social protection

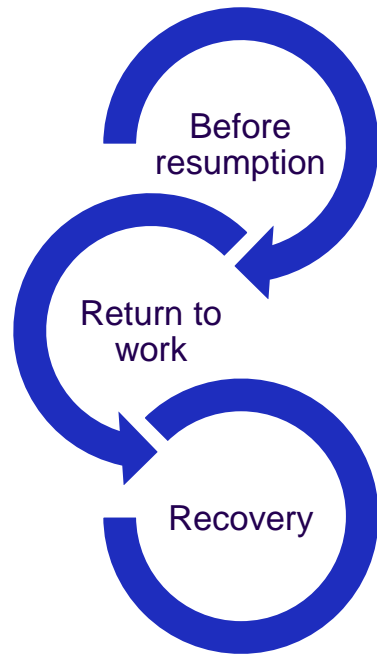
- ▶ National policies should take into account the nexus between OSH and social protection (protection of workers and communities) - lack of livelihood increases risk of transmission/ transmission increases costs
- ▶ Indirect COVID- risks on mental health (stress and anxiety because of the virus and uncertainty)
- ▶ workers with adequate social protection more likely to feel secure in their health decisions (ex: staying home because of sickness, child-care)
- ▶ Absence of workers may lead to increased workload of other workers – psychosocial effects, MSD, lower perception of risk = higher number of accidents
- ▶ Safe return to work policies are more likely to assist in protecting the health of workers thus limiting the spread thus reducing the strain on social protection systems
- ▶ Special need of focusing on prevention of contagion in the informal economy – reliable information on transmission and basic infection control measures (respiratory etiquette, handwashing, use of PPE)

*The chat can be used for general comments or cheering – for questions, please use the Q&A functionality.
If you have any questions or are experiencing issues, chat in private to **Gabriella Coorey***

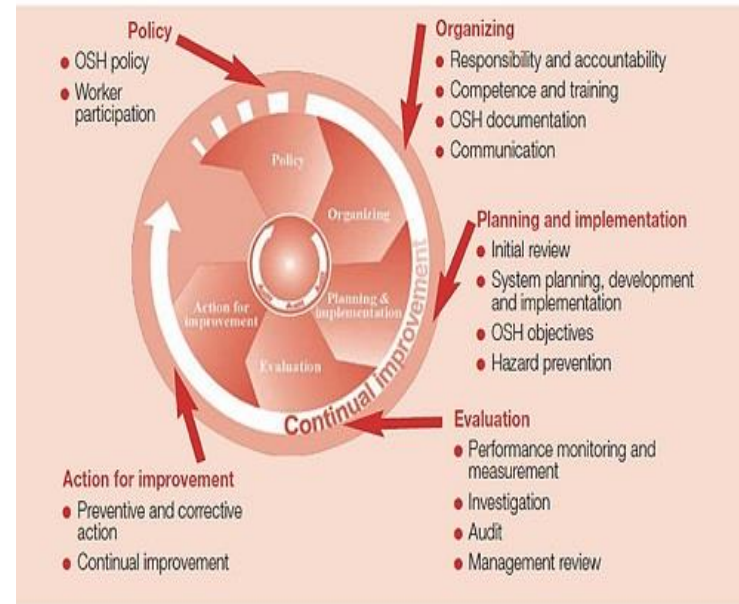
How to ensure return to work policies are appropriate?

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1. Consider whole cycle



2. Preventative and integrated system approach



3. Never forget OSH basic principles



Unsafe work practices anywhere pose a threat to health everywhere ▶ ilo.org

Criteria suggested by the ILO when defining return to work policies

National level

- ▶ Rely on **International Labour Standards** as an adequate normative framework for a safe return to work, including a clear system of rights and responsibilities
- ▶ Critical role of **social dialogue** to ensure effective policy design and create trust
- ▶ Importance of embedding RTW policy guidance in **national OSH systems** to help combat COVID-19 (continuous OSH improvement, culture of prevention)
- ▶ Coordinated action of government institutions
- ▶ Policies must be gender-sensitive, prevent discrimination and assist those in vulnerable situations
- ▶ Effective, reliable, coordinated and accesible communication

Workplace level

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Decisions to open, close, reopen and suspend or scale down need to be **risk-based** and **prevention-oriented** and follow an **OSH management systems approach**

- ▶ Look into all operations, jobs and specifics of each workplace
- ▶ Give attention to all sources of hazards
- ▶ Consider environment, task, threat, available resources and individuals
- ▶ **Cooperation** between management and workers
- ▶ Tailored risk assessment and implementation of OSH measures following a **hierarchy of controls**
- ▶ Role of **safety delegates, OSH committees or workers' representatives**
- Availability of critical staff and services

In informal economy work settings: Access to basic services (water/ sanitation), access to information, cost-effective solutions to avoid contagion

▶ Looking into all OSH risks and their interaction

Risk of contagion

- ▶ Contact with infectious clients/ customers/ suppliers/ workers
- ▶ Contact with contaminated materials, surfaces & environments
- ▶ PPE not properly used, cleaned or disinfected

Psychosocial risks

- ▶ Fear for being infected
- ▶ Job insecurity
- ▶ Lack of appropriate OSH measures, including availability of PPE
- ▶ Isolation & lack of social support
- ▶ Increased workload, long working hours & reduced rest periods
- ▶ Multiple burdens (working duties, household chores, caretakers, home-schooling, etc.)
- ▶ Stigma, violence & harassment
- ▶ Difficulty in maintaining self-care activities (e.g. exercise, good eating habits, rest, etc).

Other hazards

- ▶ Systems and machinery that may not have been properly maintained or deteriorated during lockdowns
- ▶ Cleaning and disinfection with chemicals (e.g. use of quaternary ammonium and sodium hypochlorite)
- ▶ (...)

► Relevant ILO International labour standards

Occupational Safety and Health Convention (No. 155) and Recommendation (No. 164):

- Employers' roles and responsibilities
- Workers' rights and responsibilities
- Right to removal

Occupational Health Services Convention, 1985 (No. 161) and Recommendation (No. 171)

- Functions and purposes of the occupational health services

Employment Injury Benefits Convention, 1964 (No. 121)

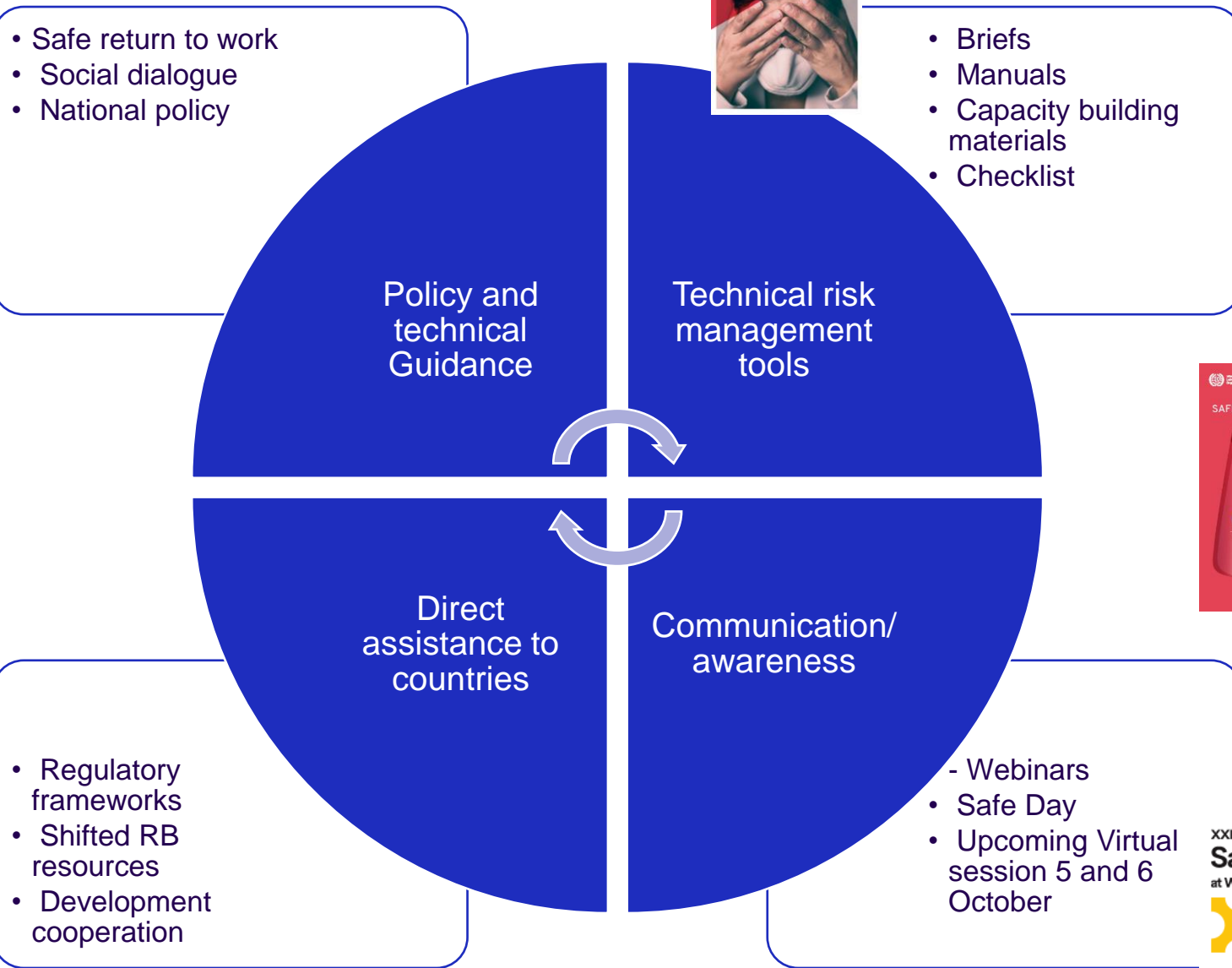
- Cash compensation and medical and allied care for workers victims of occupational accidents and diseases

ILO updated list of occupational diseases (2010)

- Biological agents and infectious or parasitic diseases
- Post-traumatic stress disorder

Labour inspection Conventions, 1947 (No. 81) and 1969 (No. 129)

Sectoral standards (Construction, C167 + R175; Mines, C176 + R183, Agriculture, C184 + R192)



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

What the ILO does

Some examples of ILO tools

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

Safe Return to Work: Ten Action Points

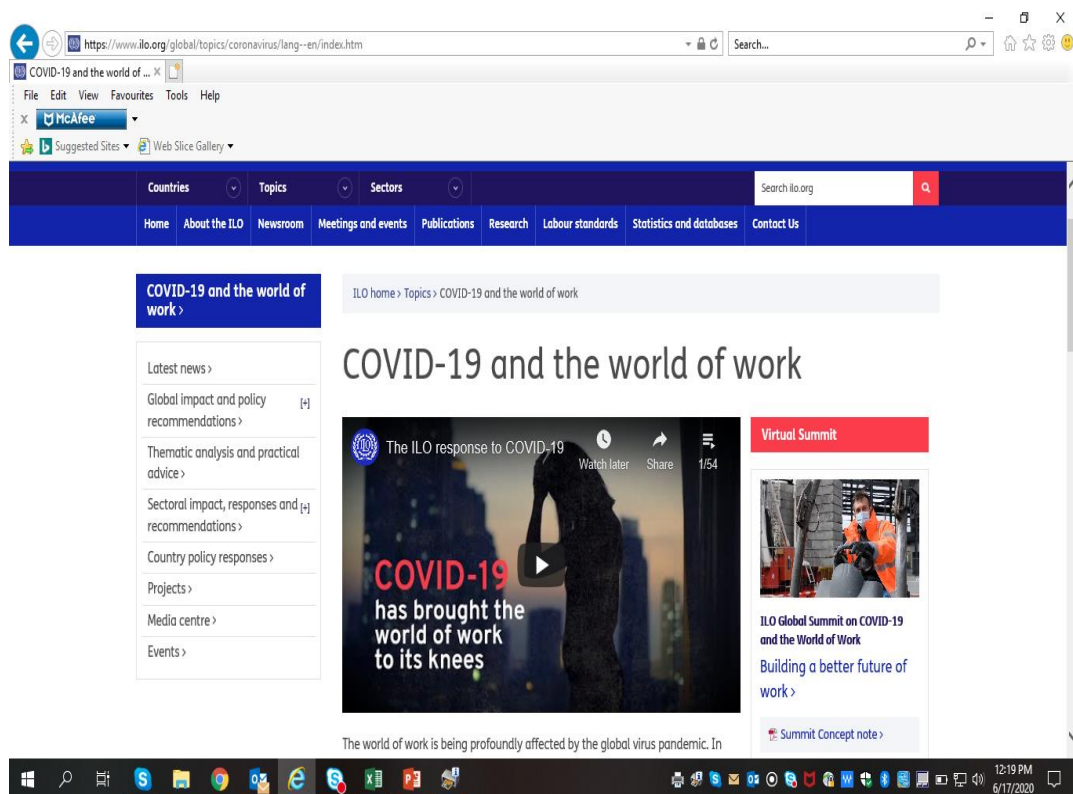
Prevention and Mitigation of COVID-19 at Work

FAQ - Key provisions of international labour standards relevant to the evolving COVID-19 outbreak

In the face of a pandemic: Ensuring Safety and Health at Work

Managing work-related psychosocial risks during the COVID-19 pandemic

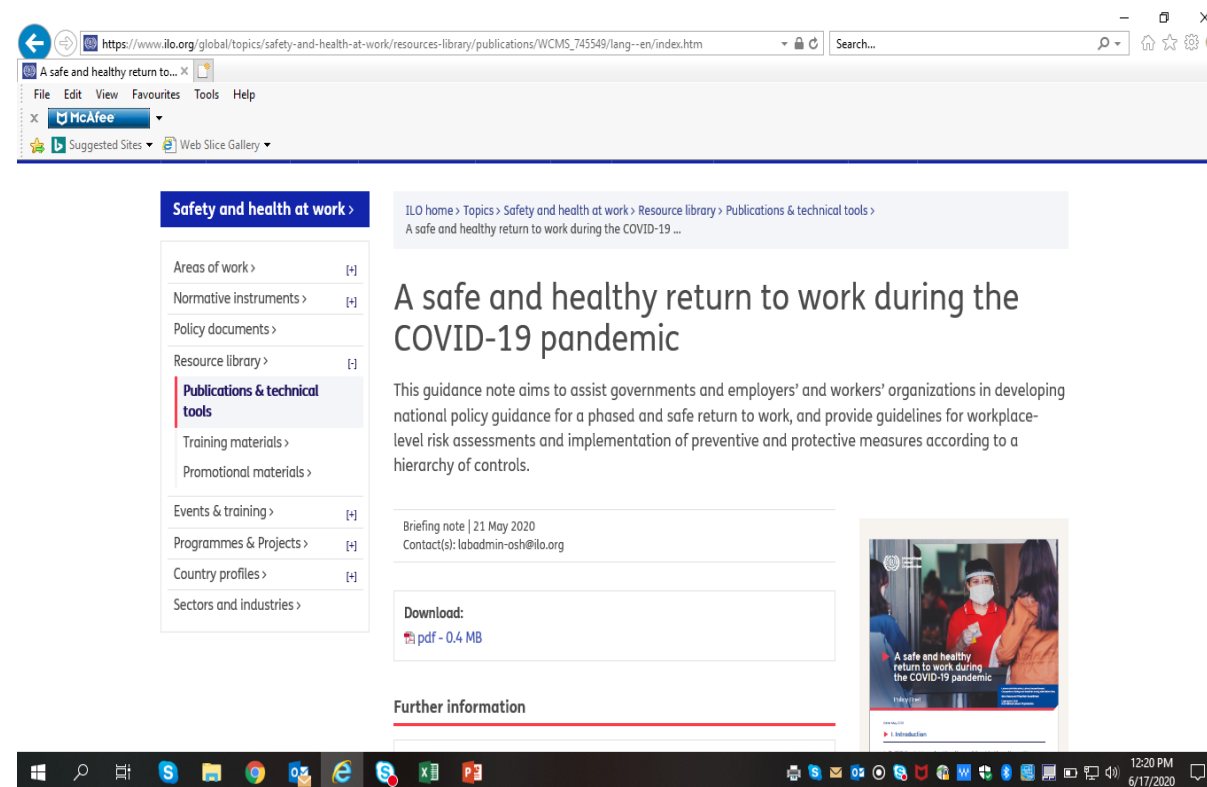
Action check-list and follow-up for SME



The screenshot shows the ILO Portal COVID-19 page. The URL is <https://www.ilo.org/global/topics/coronavirus/lang--en/index.htm>. The page features a navigation bar with links to Home, About the ILO, Newsroom, Meetings and events, Publications, Research, Labour standards, Statistics and databases, and Contact Us. The main content area is titled "COVID-19 and the world of work" and includes a video player with the title "The ILO response to COVID-19" and a thumbnail showing a person in a hard hat. A sidebar on the left lists various news items and a "Virtual Summit" section.

ILO Portal COVID-19

<https://www.ilo.org/global/topics/coronavirus/lang--es/index.htm>



The screenshot shows the LABADMIN/OSH web site. The URL is https://www.ilo.org/global/topics/safety-and-health-at-work/resources-library/publications/WCMS_745549/lang--en/index.htm. The page features a navigation bar with links to Home, About the ILO, Newsroom, Meetings and events, Publications, Research, Labour standards, Statistics and databases, and Contact Us. The main content area is titled "A safe and healthy return to work during the COVID-19 pandemic" and includes a video player with the title "The ILO response to COVID-19" and a thumbnail showing a person in a hard hat. A sidebar on the left lists various news items and a "Virtual Summit" section.

LABADMIN/OSH web site

<https://www.ilo.org/global/topics/safety-and-health-at-work/>



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Safely back to work through Social Innovation

Mr Sébastien DELFOSSE

Board Member World Employment Confederation and Chair
of the EU Sectoral Social Dialogue Committee



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Safely Back to Work through Social Innovation

Sebastián Delfosse

WEC Board and Chair EU SSDC

Social Protection for the Recovery

15 October 2020

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Content

1. Safely Back to Work in the New Normal
2. How do Private Employment Services support Social Security, Employability and Incomes
3. The Opportunity for Social Innovation



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Section 02

Safely Back to Work in the New Normal

Safely Back to Work in the Normal

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International Alliance to support the return to work



The COVID-19 health crisis and continued lockdown in many markets is posing **unparalleled challenges** to people and economies around the world

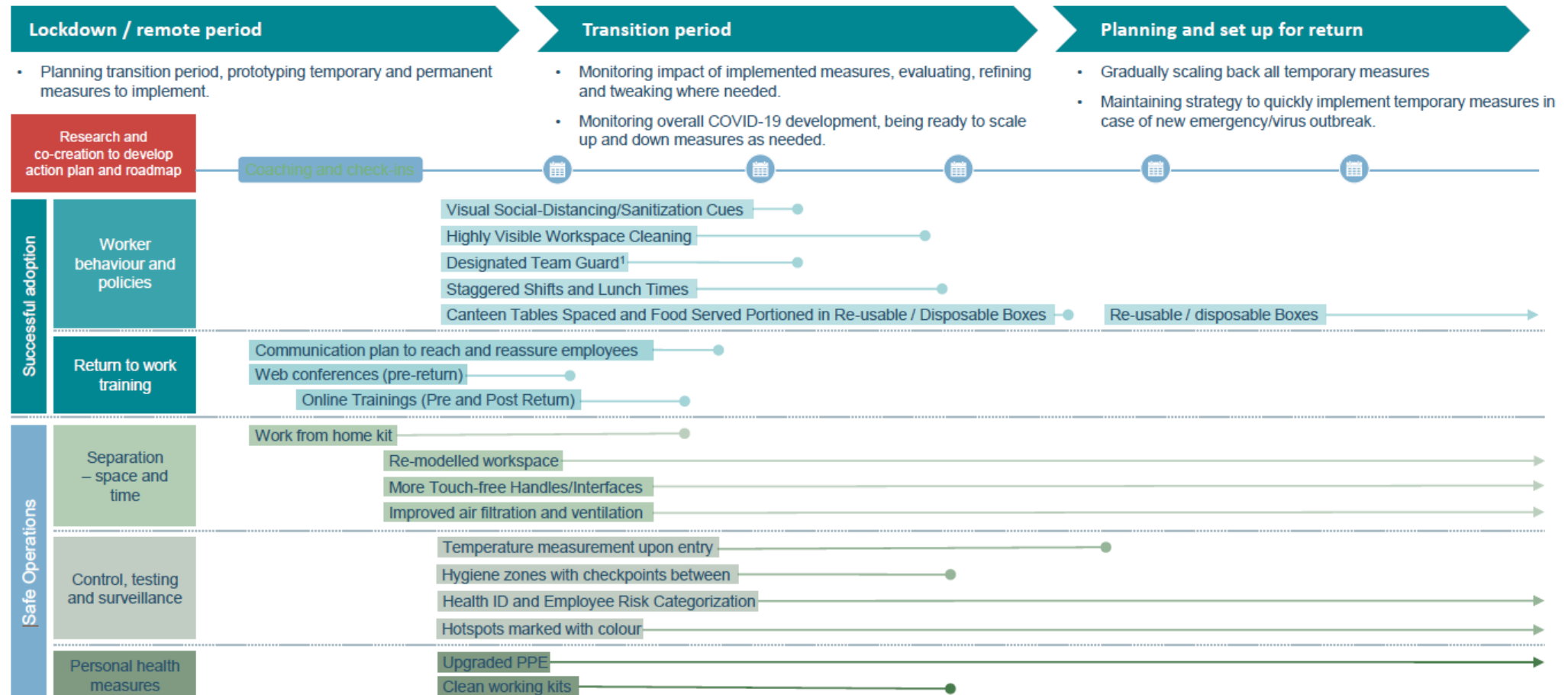
To limit the economic downturn and impact on people's ability to earn a living, the labor market and all its stakeholders must **quickly adjust** to a new reality

Leveraging the unique, international and extensive operational onboarding expertise of Private Employment Services: Over 160,000 place over 50 million people into jobs across a great variety of sectors, supported by 2,4 million staff/consultants.

Best Practice Health and Safety Protocols contains >100 **collected measures** in their markets. These measures **can help to complement** country and sector specific protocols. Industry bodies, unions, employers, governments, healthcare authorities and others **can help shaping these protocols**

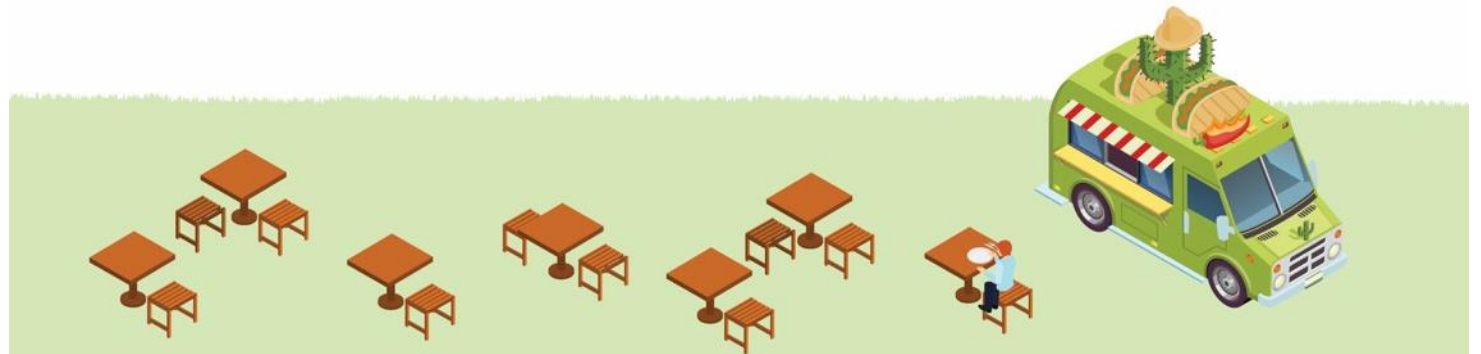
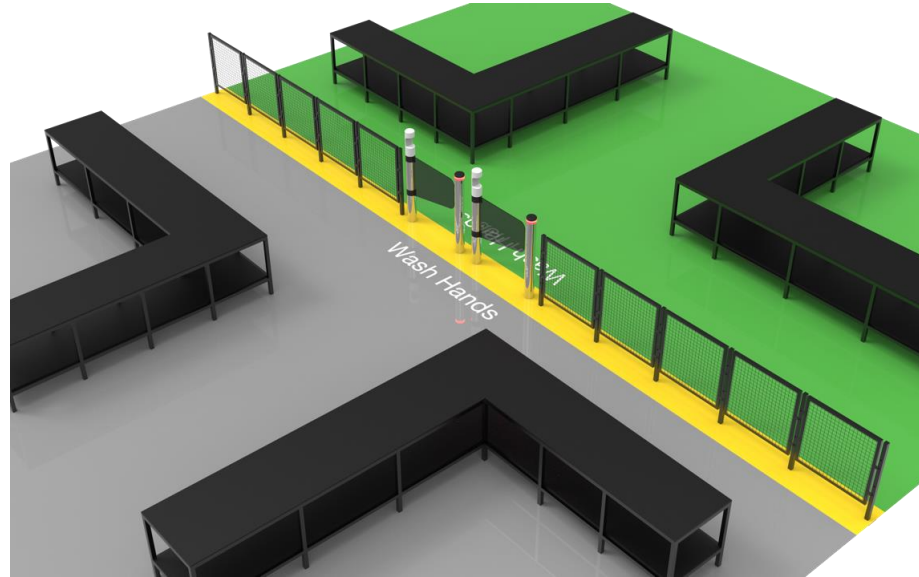
Safely Back to Work in the Normal

Supporting companies shaping a “Safely Back to Work” Action Plan



Safely Back to Work in the new normal

Inspiring & Exchanging Workplace Protocols



Safely Back to Work in the New Normal

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Implementing on the National Level

INDIA

HELP INDIA GET BACK TO WORK SAFELY

Best Practices Handbook

COVID-19 Health & Safety Protocols

As employers, our aim is to provide a risk-free environment for our personnel so that they can perform their duties and fulfil their responsibilities without additional mental stress. This will be based on the MHA guidelines and workplace protocols to maintain employee health and safety in COVID-19 times.

LIFTS & STAIRWAYS
Not more than 4 people in a lift at any time. Encourage the use of stairs over lifts.

SANITISERS
Sanitisers to be placed at frequent spots throughout the premises.

SOCIAL DISTANCING
Distancing from your peers at all times, throughout the day, as per MHA guidelines.

GROUP OF 5
Not more than 5 people will be allowed to convene together at all times.

REGULAR DISINFECTION
Daily disinfection of all rooms and departments, equipment and surfaces as per recommendations.

AGE & HEALTH FACTOR
Employees over 65, those with underlying health issues, and those with kids aged 5 and under, are encouraged to continue WFH until further government guidance.

COVID-19 INFORMATION
Possible symptoms and prescribed treatments, hospitals and clinics providing COVID-19 medical care, helpline numbers and addresses of organisations to be furnished throughout the premises.

Source: Excerpts from "Getting your workplace ready for COVID-19" by WHO.int



USA

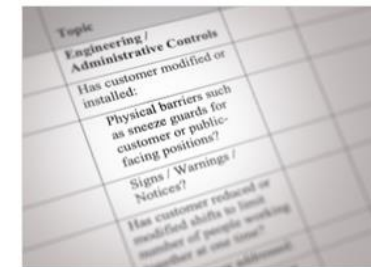


safely back TO WORK



#SAFELYBACKTOWORK

Safely Back to Work Best
Practice Protocols



#SAFELYBACKTOWORK

Work Site Safety Checklist
for Staffing Companies



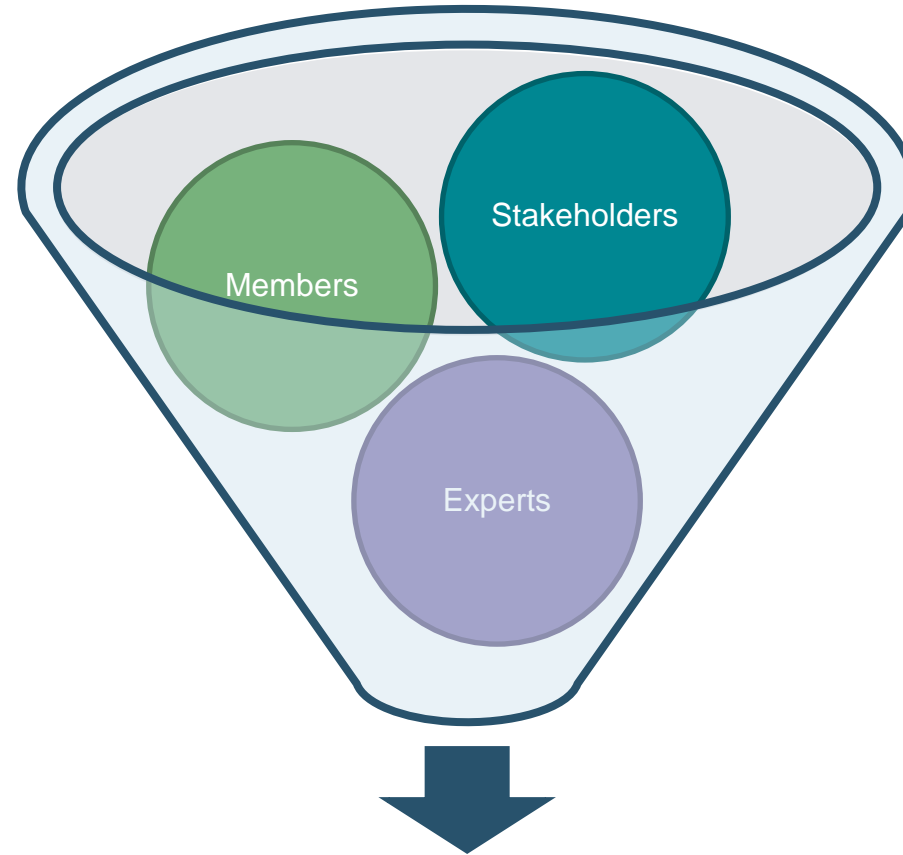
#SAFELYBACKTOWORK

The National Safety
Council SAFER Program

Safely Back to Work in the New Normal

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The next steps



What's the role of the Private Employment Services Industry in the New Normal?



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Section 01

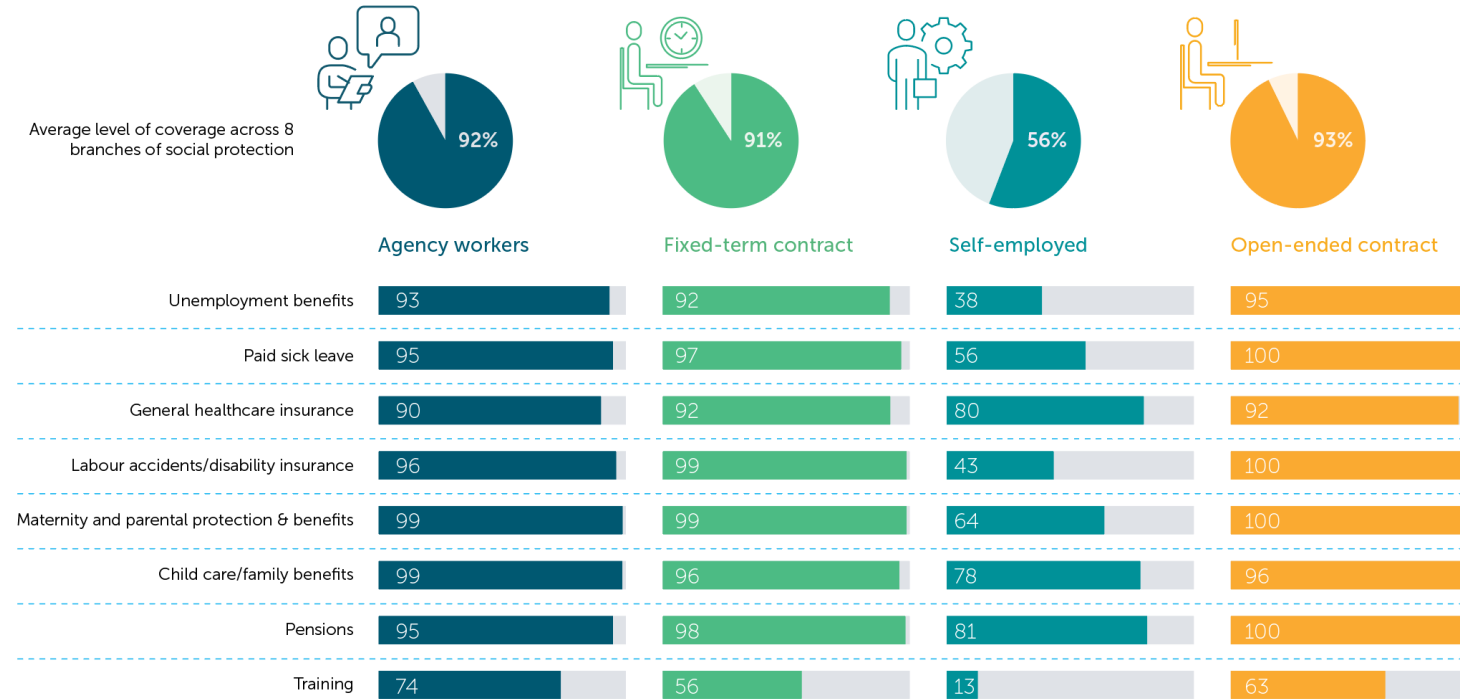
**How do Private Employment
Services support Social Security,
Employability and Incomes?**

How do Private Employment Services support Social Security, Employability and Incomes?

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The Baseline: how are agency workers covered for social security?

Statutory access to social protection branches by work arrangement, % of coverage (either full or partial/voluntary)





Source: WEC Survey 2019; EU (2017); Eurociett/UNI Europa (2015); OECD (2019a)

Note: The analysis is based on four sources of information. The information was compiled into one database using the following indexation for statutory coverage: 1=full coverage; 0.5=only partial/voluntary access; 0=no access. 42 countries are included in the analysis. The percentage of statutory coverage therefore includes countries where full access is available, and those where only partial or voluntary access exists. Instead of showcasing the share of countries with full statutory coverage, the graphs represent a measure of how well the types of workers are protected across the countries in the sample. The Annex contains more detailed description of the methodology, the list of countries and further graphs.

- Agency workers are formally covered for social security comparable to others forms of employment
 - employment agencies contribute through work related taxes and premiums)
 - Coverage issues exist for self-employed
 - Room for Improvement: Coverage ≠ Effectiveness
 - Portability of benefits
 - Eligibility, Thresholds & Requirements
 - Training and other career support
- Value Add of Being Covered or Paying for it?

How do Private Employment Services support Social Security, Employability and Incomes?

Complementing the Baseline: Additional benefits provided by Private Employment Services – complementary to statutory systems

	Supplementary pension schemes	Complimentary health insurance	Access to credit or accommodation	Support to parents in childcare
	✓			
			✓	✓
	✓	✓		
	✓			
		✓	✓	✓
		✓		
	✓	✓	✓	✓
	✓	✓		
	✓		✓	
		✓		
	✓	✓	✓	✓
	✓	✓		
	✓			
	✓	✓	✓	✓

Source: WEC 2020 Social Impact Report:
<https://wecglobal.org/uploads/2020/07/WEC-Social-Impact-Report-2020.pdf>

How do Private Employment Services support Social Security, Employability and Incomes?

Complementing the Baseline: complementary social protections – Best Practices

France: Social Security coverage for agency workers (FAS.TT)



To improve the social security coverage of agency workers in France, a supplementary health insurance scheme (Intérimaires Santé) has been implemented to cover medical costs and hospitalisation. This adds to the coverage already provided by the French state. The premium of the additional insurance is half covered by the employment agency. The insurance not only covers the worker, but also their family members. The scheme is jointly managed by the trade unions and Prism'emploi, the French association of private employment agencies through a bipartite fund (FAS.TT).



860,000
beneficiaries



11,523
agency workers received support to finance worker premiums



52,000
partners & children covered



€47 million
provided as benefits

Italy: Social Security coverage for agency workers (EBITEMP)



Italian trade union organisations and employers' associations in the agency work sector set up Ebitemp, a welfare system that provides up to 14 types of benefits to workers and their families. With these innovative forms of protection, support and facilitation, they are guaranteed the right conditions to build a life project.



23,500+
beneficiaries



€100
Monthly support for Up to 3 new born



€ 2,250
contribution for pregnant (ex-) agency workers



€8 million
provided as benefits

How do Private Employment Services support Social Security, Employability and Incomes?

Complementing the Baseline: complementary training schemes –Best Practices

Japan: Career College

JASSA Career College provides 300 different courses to temporary agency workers to develop their competences, in areas such as business / technical skills (business manner, Word, Excel, PowerPoint, etc.), career development (how to undergo an interview, life plan, career design, etc.) or training related to a specific qualification (book keeping, financial planner, real estate business, etc.).

The courses can be followed via any platform or device and is accessible to all JASSA members.



290,000

AW trained



300

Different courses offered



400

PrES offering 'Career College' service



23,000

Agency staff enrolled in Legal Test

Switzerland: TempTraining

Temporary agency workers often look for work in various industries, staying only for a short time in one company, or lack the necessary resources to finance training on their own. To tackle this, Swissstaffing created a training fund together with the trade unions. Every agency worker that has worked over four months is entitled to a CHF 4,000 (approx. €3,500) training voucher. To compensate the loss of income during training hours, the worker is also entitled to get up to CHF 2,000 (approx. €1,800) as training allowance. The bipartite training fund has an annual budget of CHF 16 million (approx. €12.5 million). 7,544 workers used the fund to access skilling and training in 2017.



7,544

AW trained (2017)



CHF 2,000

Income compensation to cover training hours (approx. €1,800)



CHF 4,000

Training Voucher (approx. €3,500)



CHF 16 million

Total annual budget

How do Private Employment Services support Social Security, Employability and Incomes?

Complementing the Baseline: Covid-19 response – some best-practices



Advocating govt for agency workers to access to Short Time Working Schemes and other relieve measures



Leveraging Social Partnership for the employability of agency workers via specific training schemes



Creating ad-hoc income support through social dialogue



Celebrating and rewarding innovative learning programs to train, re- and upskill temporary workers



Negotiating Agency Work specific workplace protocols with trade unions

How do Private Employment Services support Social Security, Employability and Incomes?

Complementing the baseline Success factors



Recognition of Employment Agency as Employer



Shaping an environment for Social Innovation by governments, businesses and social partners



Social Dialogue between PrES sector and worker representatives



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Section 03

The Opportunity for Social Innovation

The opportunity for Social Innovation

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Social Protection system support those that need it least



*"The COVID-19 crisis has revealed the worrying consequences of coverage and adequacy gaps in social protection for some categories of workers, such as part-time workers, temporary workers and self-employed workers. **It has highlighted the importance of ensuring adequate social protection coverage for workers in all forms of employment that is adapted to their circumstances**, in line with international social security standards and the ILO Centenary Declaration for the Future of Work"*



*"The COVID-19 pandemic has reinforced the need for strong social protection systems to support all workers and their families, including through crisis and recovery. **We recognize that social protection systems are facing significant and unprecedented challenges in many of our countries, including identifying and providing adequate protection for all**, in particular the self-employed, platform workers, own account workers and workers in informal employment. Social protection systems also need to adapt to provide comprehensive and adequate protection to women and youth, who are often concentrated in the lowest paid, most vulnerable sectors and disproportionately represented in informal employment."*

*"**With changing patterns of work linked to digital transformation, the classification of workers employment status has significant implications for workers' rights and access to adequate social protection for all.** We recognize that correct classification will help support the creation of regulations and policies to reduce social protection gaps, help minimize worker exploitation and ensure fair support from employers."*

The Opportunity for Social Innovation

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The Way Forward for Social Protection



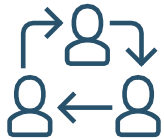
Reform safety nets to ensure all workers have **access to effective transition and income support** as they take cautious steps back to the labour market



Basic minimum protections need to be available **irrespective of how people engage with work**



Reforms need to **speed up** to ensure effective access to skilling and social protection across diverse forms of work



Diverse forms of work sustain employment for all. Thus, benefits, costs and risks need to be proportionately shared



Bank on private expertise to deliver Social Innovation that provides value add for the people that need support



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IN A CHANGING
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Social Protection for Recovery

ILO-WEC Webinar

Section 02

**Social Partners:
Shaping Futureproof Social Protection and OSH to
Support Recovery**



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ILO-WECE Webinar

Workers' perspectives on the short- and long-term needs and strategies for better social protection systems

Ms Evelyne ASTOR

Policy Advisor, Economic and Social Policy, ITUC

15 October, 2020

COVID-19: SOCIAL PROTECTION FOR THE RECOVERY

Luis Rodrigo Morales – IOE



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and balanced
voice for business

Covid-19: Social Protection and wellbeing

Remaining challenges

- Sustainability
- Informality
- OSH
- SME's, self employed, platform economy
- Efficient transitions



Social protection measures must consider the well-being of the entire population

Lessons from the crisis

“The Covid-19 pandemic is not only a health but also an employment and social crisis”.



- Business continuity
- Well-designed and sustainable social protection systems
- Fiscal space
- SPF financing
- Social dialogue

Building futureproof social protection systems

- Sustainability
- Inclusiveness
- Policy Coherence
- No one size fits all
- Solid institutions and collective action





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Wrap-up





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Mr Sangheon LEE

Director, ILO Employment Policy Department



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Ms Bettina SCHALLER

President, World Employment Confederation





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Mr Jiyoung YOON

Director of International Cooperation at Korea Employment
Information Service (KEIS)



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Thank you!

ILO-WEC Webinar Series

All resources from the webinar will be shared at:
https://www.ilo.org/emppolicy/events/WCMS_756738/lang--en/index.htm