

Some examples of social dialogue activities during corona times

In DECP partner-countries

Bangladesh

A joint action plan on COVID-19 has yet to be developed. The tripartite constituents are in the process of developing a joint statement on COVID-19 followed by a tripartite dialogue that will lead to a COVID-19 action plan.

Côte d'Ivoire

- 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.

Indonesia

Given the decentralized governance of Indonesia, some local tripartite councils (*LKS Tripartit Kabupaten/Kota*) met and discussed various workplace issues concerning work arrangements during the outbreak and adopted recommendations. The national tripartite council has not issued any statements regarding the outbreak as of 06 April 2020.

Kenya

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

Malawi

- The Ministry of Labour, Skills and Innovation (MOLSI) 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 (MCCCI), and Malawi Congress of Trade Unions (MCTU).
- The [National Preparedness and Response Plan](#) was informed by recommendations issued by the 27 March 2020 session of the Technical Working Group convened by MOLSI. 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 ECAM and MCTU are identified as implementing partners for the Plan's Employment and Labour Force Protection cluster.
- The Technical Working Group is due to convene for its second session during April 2020.

Pakistan

The Employers Federation of Pakistan (EFP) and the Pakistan Workers Federation (PWF), 26 March 2020, issued a joint declaration on the outbreak of the COVID-19 and its challenges. The declaration reinforces their commitment to work together, reach out to governments and other stakeholders to promoting actions, and help address these challenges. Both the social partners called upon the government to constitute special tripartite taskforce in each province for consultations on collective action and assistance in execution of the plans for economic and social recovery once the pandemic is contained, and asked for long and short-term measures to mitigate the long-lasting consequences of the epidemic.

Philippines

- The Department of Labour and Employment (DOLE) conducted separate bilateral dialogues with unions and employers.

Togo

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

Uganda

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 develop 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

Tanzania

The social dialogue in Tanzania has not been as effective and timely, coincidentally that there are current plans by the government for social dialogue with constituents, for which it has approached the ILO for support through the ministry responsible for labour issues

Vietnam

- Enterprise unions have discussed with employers to organize workers' annual leave and staggered-leave; arrange reasonable working shifts so that workers can look after their children during school closure. For quarantined workers, the grassroots trade union has discussed with employers to pay 70% of the salary, or apply the annual leave and try to ensure not lower than the regional minimum wage as prescribed by law.

Zambia

- 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.

