

What Role Did Social Dialogue Play in Finding Responses to the Pandemic?

WESTERN BALKANS

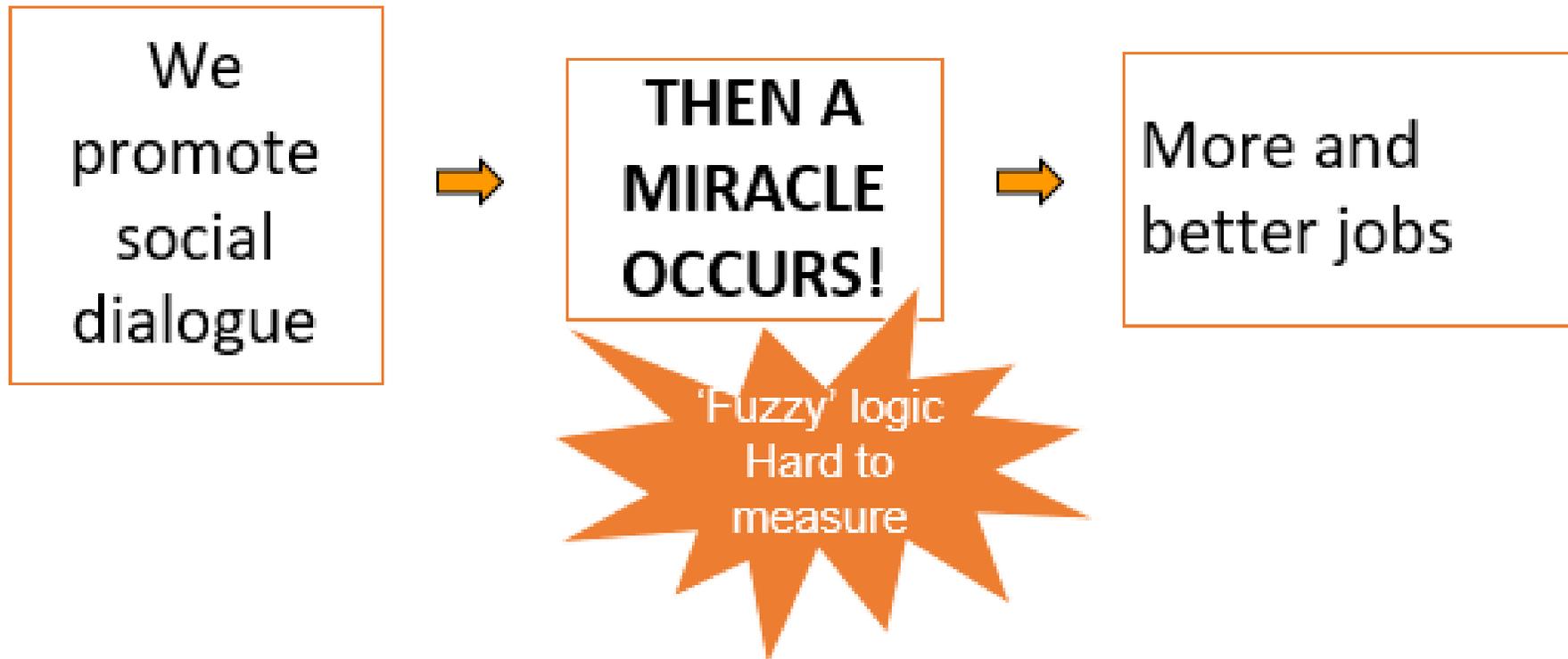
Markus Pilgrim

ILO Office for Central and Eastern Europe

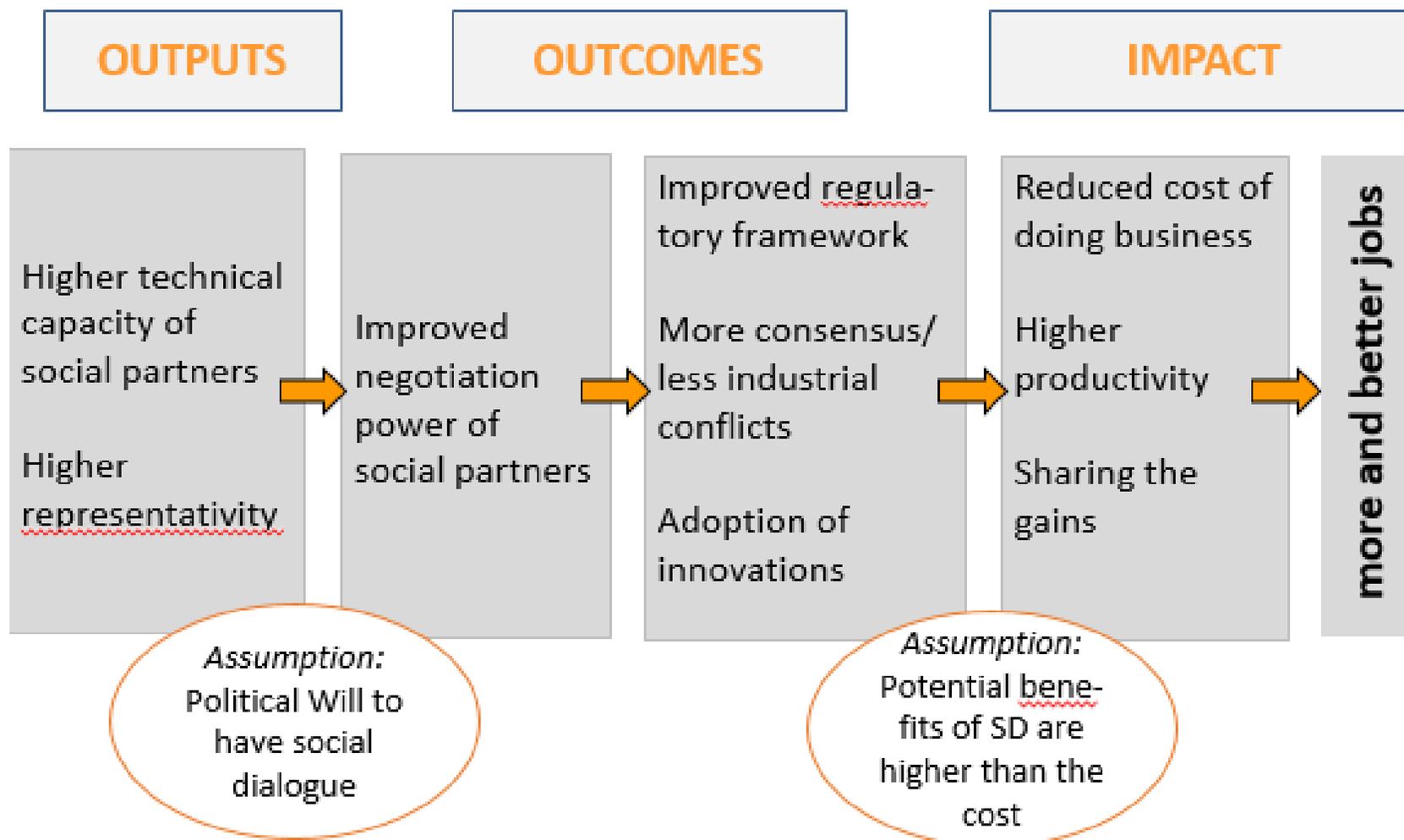
19 Nov 2020



Theory of change (as often applied)



Theory of change (refined)



What does the evidence tell us?

Level of Social Dialogue	Findings
Firm Level	Higher productivity Business growth Lower staff turnover
National or Sector level	Higher productivity Wage moderation Pay equity





International
Labour
Office
Geneva



Social Dialogue
and Economic Performance
What matters for business - A review

Damian Grimshaw
Aristea Koukiadaki
Isabel Tavora

CONDITIONS OF WORK AND EMPLOYMENT SERIES No. 89

INWORK

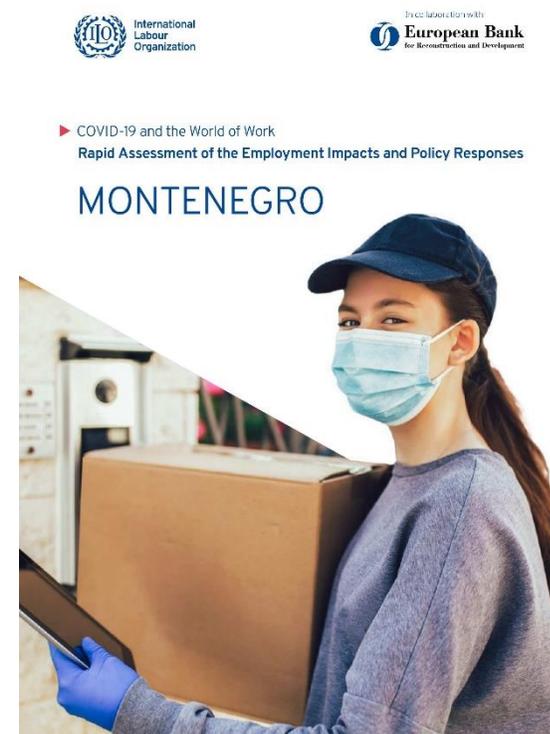
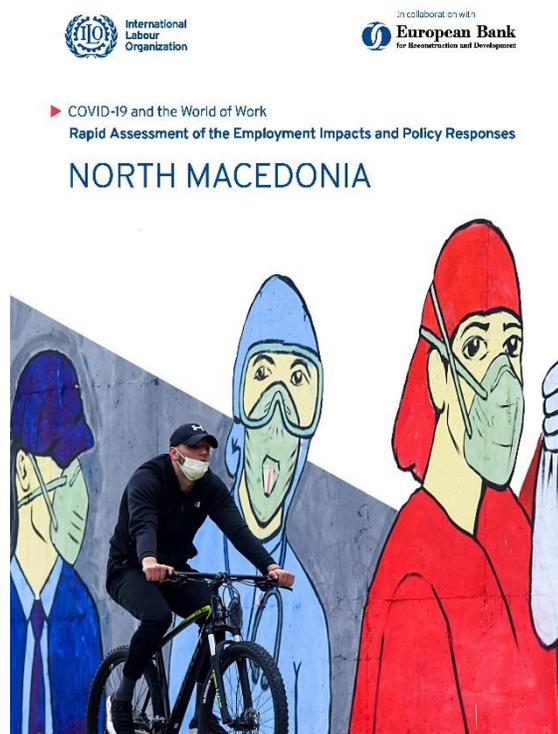


Country Assessments of the Labour Market Impact of the Pandemic

	Description	Emphasis
Enterprise survey	No pretention of being representative of the full extent of the impacts of the Covid-19. Conducted periodically by employers' organizations.	Snapshots of how enterprises in different sectors are faring throughout the different phases of the crisis and what urgent needs they voice.
Sectoral Analysis	Sectoral decomposition (2-digit) of Labour Force Survey (LFS) data.	Overview of the sectors most at risk from the viewpoint of job quantity and quality.
Administrative data	Selected administrative data from public employment service, social welfare centres, tax authority, etc.	Gauge some trends (short and medium-term)
ILO Nowcasting Model	Direct nowcast available. Uses high-frequency real time data to estimate the loss in hours worked	Short-run



Country assessments of the Labour Market Impact of the Pandemic



The decline in working hours during q2 and q3 is equivalent to the loss of 1.17 mio and 810,000 full time jobs, respectively

Reference area	working hours lost (%)			FTE jobs lost Q2 (48 hours)	FTE jobs lost Q2 (40 hours)	FTE jobs lost Q3 (48 hours)	FTE jobs lost Q3 (40 hours)
	Q1	Q2	Q3				
World	5.6	17.3	12.1	495 mio	/	345 mio	/
Western Balkans	2.9	17.3	12.0	970,000	1.17 mio	680,000	810,000
Bosnia and Herzegovina	3.6	20.3	16.2	180,000	220,000	140,000	170,000
North Macedonia	5.8	14.0	10.6	100,000	110,000	70,000	90,000
Serbia	1.7	16.8	11.0	480,000	580,000	320,000	380,000

Source: ILO Nowcasting model (30 June and 23 September 2020)

FTE rounded to the nearest 10'000



Policy Responses

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

► Topics for Social Dialogue on the Responses to the Pandemic :

1- Targeting/diversification

2 – Use of ALMPs (particularly for certain categories and in the spirit of intergenerational solidarity)

3 – Experiment with non-contributory unemployment assistance or relax eligibility criteria for UB

4 – New poor/new vulnerable – extend access to certain forms of protection

5 – Adjust labour legislation

