

# İnsan Haklarıyla İlgili Özen Yükümlülüğü ve COVID-19: Şirketler için Hızlı Öz Değerlendirme Çevrim İçi Buluşması

28 Ekim 2020 Çarşamba / 11:00-13:00



Uluslararası  
Çalışma  
Örgütü



Global Compact  
Network Türkiye



**HEDEFLER**  
İÇİN İŞ DÜNYASI



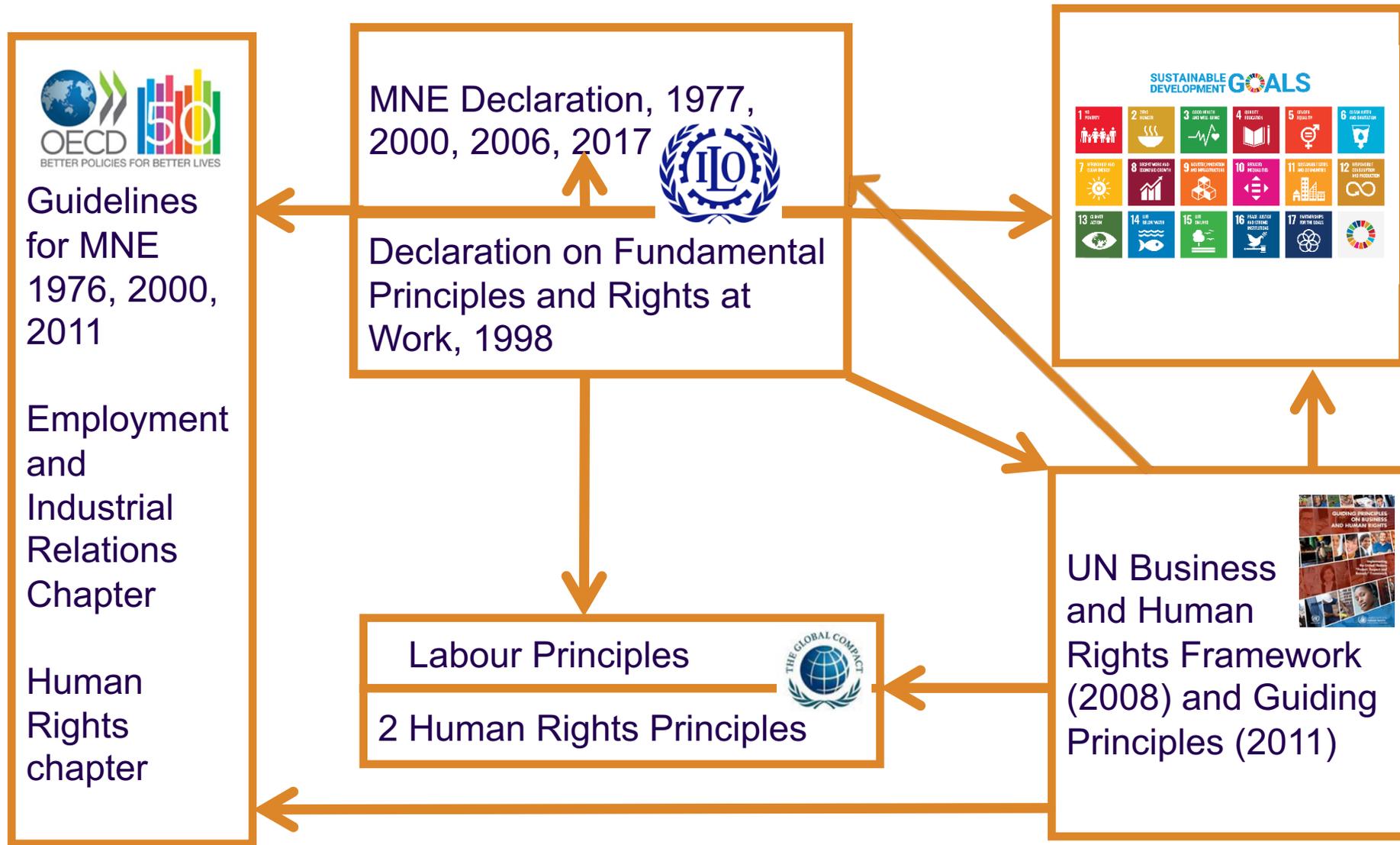


# COVID 19 and Building Back Better

Emily Sims, Manager, ILO Helpdesk for Business  
ILO Multinational Enterprises and Enterprise Engagement Unit

# International policy coherence on responsible business

## Alignment of international instruments



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# Business and COVID-19

The consequences of the coronavirus disease (COVID-19) outbreak are unprecedented and felt around the world. The world of work is being profoundly affected by the pandemic. In addition to the threat to public health, the economic and social disruption threatens the long-term livelihoods and wellbeing of millions. The pandemic is heavily affecting labour markets, economies and enterprises, including global supply chains, leading to widespread business disruptions.

The ILO and its constituents – Governments, workers and employers – will play a crucial role in combating the outbreak, ensuring the safety of individuals and the sustainability of businesses and jobs.

## Practical resources and tools

[Prevention and mitigation of COVID-19 at work for small and medium-sized enterprises Action Checklist >](#)

[Practical Guide on Teleworking during the COVID-19 pandemic and beyond >](#)

[Restructuring for recovery and resilience in response to the COVID 19 crisis >](#)

[Family-friendly policies and other good workplace practices in the context of COVID-19: Key steps employers can take >>](#)

### Inclusion of people with disability

[Persons with disabilities in the COVID-19 response >](#)

### Safety and health

[COVID-19 and accommodation food service activities: Prevention and control checklist >](#)



## Tools



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## ▶ Additional ILO support to companies

Company-Union Dialogue

Business schools

- Teaching
- Training of faculty

ILO trainings:

- ILS and Due Diligence (taking place now)
- MNE Declaration and sustainable development

Toolkit on labour issues in sustainable supply chain management

Training package for SMEs on labour-related human rights, developed with the ILO SCORE Programme

## ► COVID-19 related tools for companies:

### Policy briefs

- Restructuring for recovery and resilience in response to the COVID-19 crisis
- Disability inclusion in company responses to COVID-19
- Prevention and mitigation of COVID-19 at work for small and medium-sized enterprises (Action Checklist)

### Webinars

- Business, non-discrimination and gender equality in the time of COVID-19

## ▶ Examples of good practice

### ▶ Health and safety measures

- Sanitary measures (Austria food retailing)
- Enhanced PPE (Belgium National Labour Council)
- Protocols for safe re-opening

### ▶ Wages

- Guarantees (South African Textiles sector)
- Adjustments (Singapore national agreement)
- Government wage subsidies for work-sharing schemes and work-training schemes (France, Germany)

### ▶ Skills development

- skills development program instead of furlough (Denmark hospitality sector)

### ▶ Flexible work measures

- Working from home with limited overtime at no additional cost (Denmark financial sector)
- Spreading work hours over 12hr period (Italy banking sector)
- Hours banking (Hungary food retail sector)

### ▶ Temporary staff movement to other employers (Flanders child care sector)

- ▶ **Child care** (Germany Metal and electrical sectors)
- Cover cost of child care when schools are closed

### ▶ Responsible restructuring

- ICS training for suppliers

### ▶ Adapting to changing situation

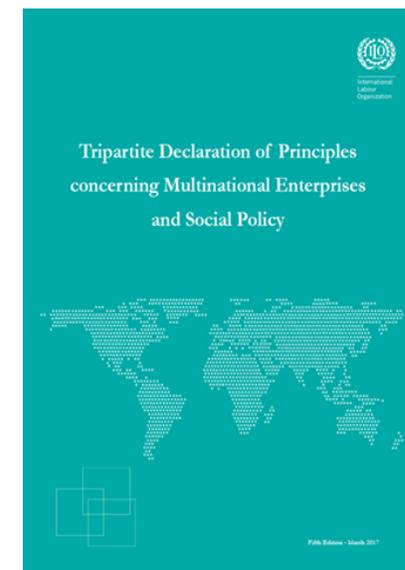
- Bipartite enterprise committees to respond to change (Italy transport sector)

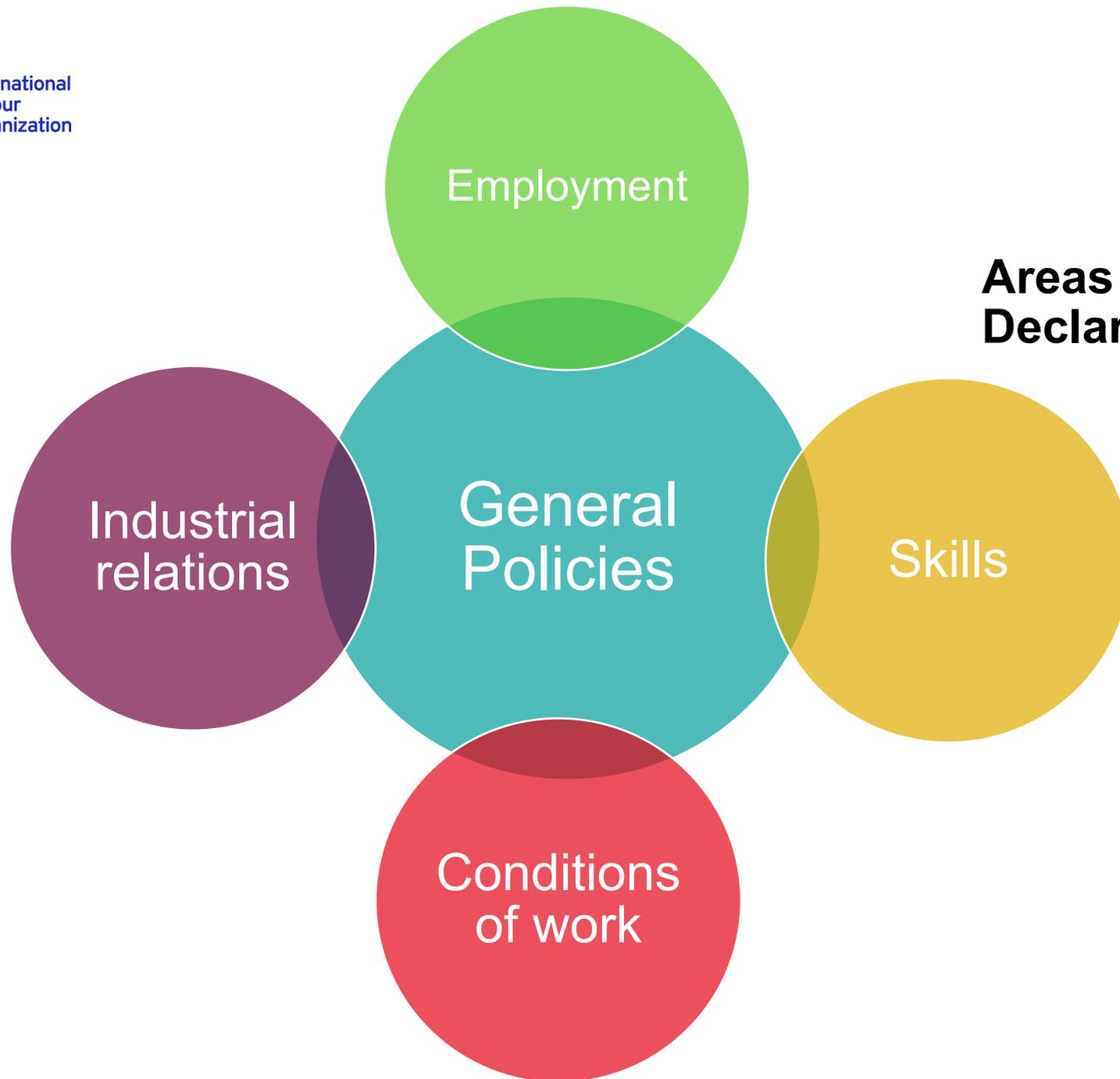
## ▶ Building Back Better in Turkey

- COVID 19 has exposed structural inequalities in the labour market and the inadequacy of social protection systems in many countries.
- The 17 Sustainable Development Goals of the 2030 Agenda are more relevant than ever, particularly those relating to inequality. It is urgent to build back better with equality and environmental sustainability.
- Turkey, like every other country, needs a social compact between government, the private sector, the social partners and civil society to achieve inclusive economic growth, decent work and more resilient communities.
- How can ILO help to support Turkey to Build Back Better?

## ILO MNE Declaration

- Reflects the international consensus of governments, employers and workers on where business contributions can have the greatest positive social impact while remaining sustainable.
- Addresses companies and governments, because both have essential roles to play in promoting sustainable enterprises.
- Identifies roles not only for host governments and business, but also home governments and employers' and workers' organizations.
- Focuses on:
  - the labour-related human rights of workers and
  - on inclusive economic growth to support a sustainable and thriving formal economy.





## Areas addressed in MNE Declaration

## ▶ ILO support to governments and social partners

### Investment

- Investment promotion agencies (with WAIPA, UNIDO and UNCTAD) «COVID 19 and Building Back Better: the Role of IPAs»
  - Invest in Turkey has participated
- Investment policy reviews (supporting UNCTAD)

### Export Processing Zones and Decent Work

- Working with WFZO and UNCTAD on training for zone managers

### Measuring impacts

- Working with National Statistics Offices to develop indicators to measure the decent work impacts of FDI

Supporting Governments and social partners which are developing a NAP on Business and Human Rights

Supporting tripartite constituents which are setting up MNE Declaration national focal points

## ▶ Further information and support available at:

**General:** <http://www.ilo.org/empent/units/multinational-enterprises/lang--it/index.htm>

**Company operations:** <http://www.ilo.org/empent/areas/business-helpdesk/lang--en/index.htm>