



# Addressing the impact of covid-19 on the labour market

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## Addressing the impact of covid-19 on the labour market



### *Welcome words by the Vice-President of WAPES*



**Mr. Yeong-don Na**

Vice-President **WAPES** – Asia-Pacific  
**KEIS** President

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### *Welcome words by the SOCSCO CEO*



**Dato' Sri Dr. Mohammed Azman**  
SOCSCO CEO

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## Addressing the impact of covid-19 on the labour market



### *Session 1: Support economic recovery plans*



**Mr. Thierry Huort**  
WAPES consultant  
MODERATOR

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## Addressing the impact of covid-19 on the labour market



***Stabilising the Malaysian Economy  
through the Implementation of the  
Employment Insurance System (EIS)  
and MYFutureJobs, the National  
Employment Services Portal***



**Mr. Ummar Jai Kumar Abdullah**

Head of Department, Employment Information Analysis  
Services Division, **SOCSSO**

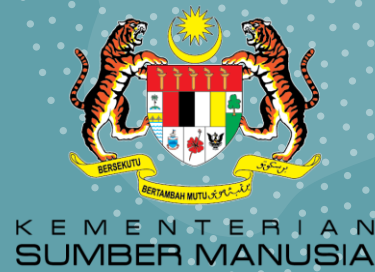
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# WAPES VIRTUAL CONFERENCE

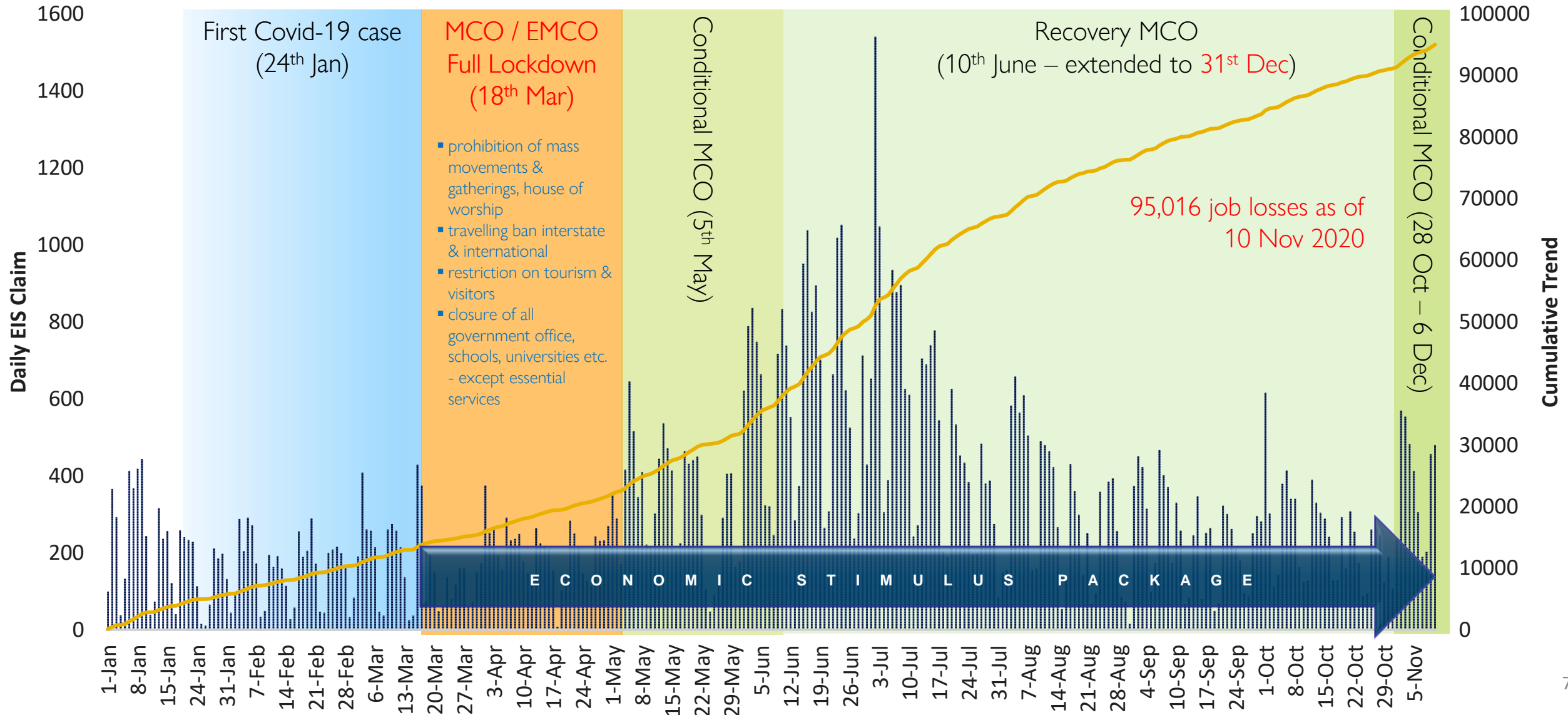
## *Role of Employment Insurance System (EIS) in Stabilising the Malaysian Economy during Covid-19*

**Mr. Ummar Jai Kumar**

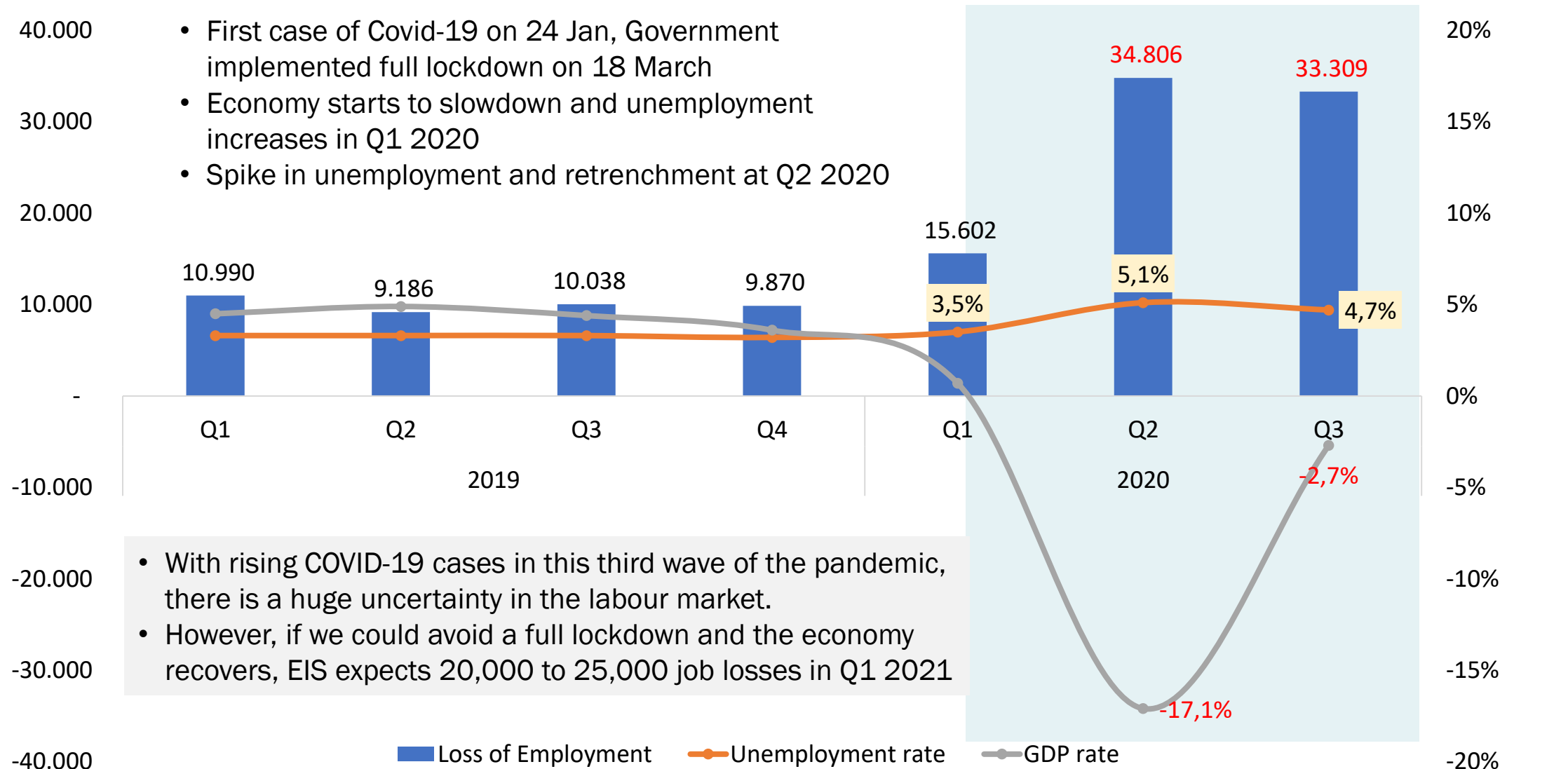
Head of Employment Information and Analysis Services  
Employment Insurance System (EIS) Office  
Social Security Organisation, Malaysia

**26 November 2020**

# TREND OF LOSS OF EMPLOYMENT



# Trend of Loss of employment is highly correlated with the GDP growth where LOE increases when GDP rate declines

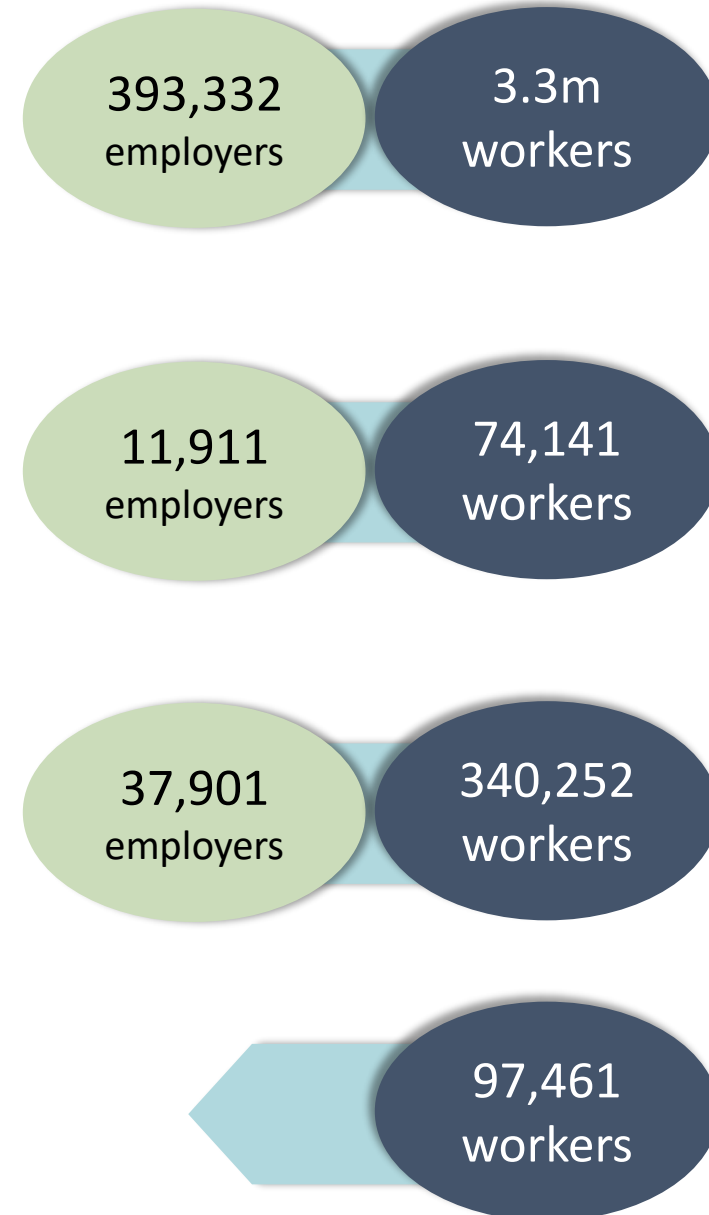




**Benefits and  
ALMPs  
implemented  
by EIS  
benefitted  
for **44.6%**  
out of 8.62  
million  
workers**

- 01 WAGE SUBSIDY PROGRAM 1.0 & 2.0**  
help sustaining the businesses and avoid massive retrenchments  
**RM13.8bn + 5.3bn (RM16.8bn)**
- 02 HIRING INCENTIVE PROGRAM**  
Financial supports to stimulate job demand  
**RM1.5 billion**
  - Reskilling / Upskilling
  - Mobility Assistance
- 03 EMPLOYMENT RETENTION PROG**  
aims to assist workers who have agreed to take unpaid leave  
**RM240 million**
- 04 EMPLOYMENT INSURANCE**  
aims to provide replacement of income and employment services for workers who lost their jobs  
**EIS fund + RM10 million**

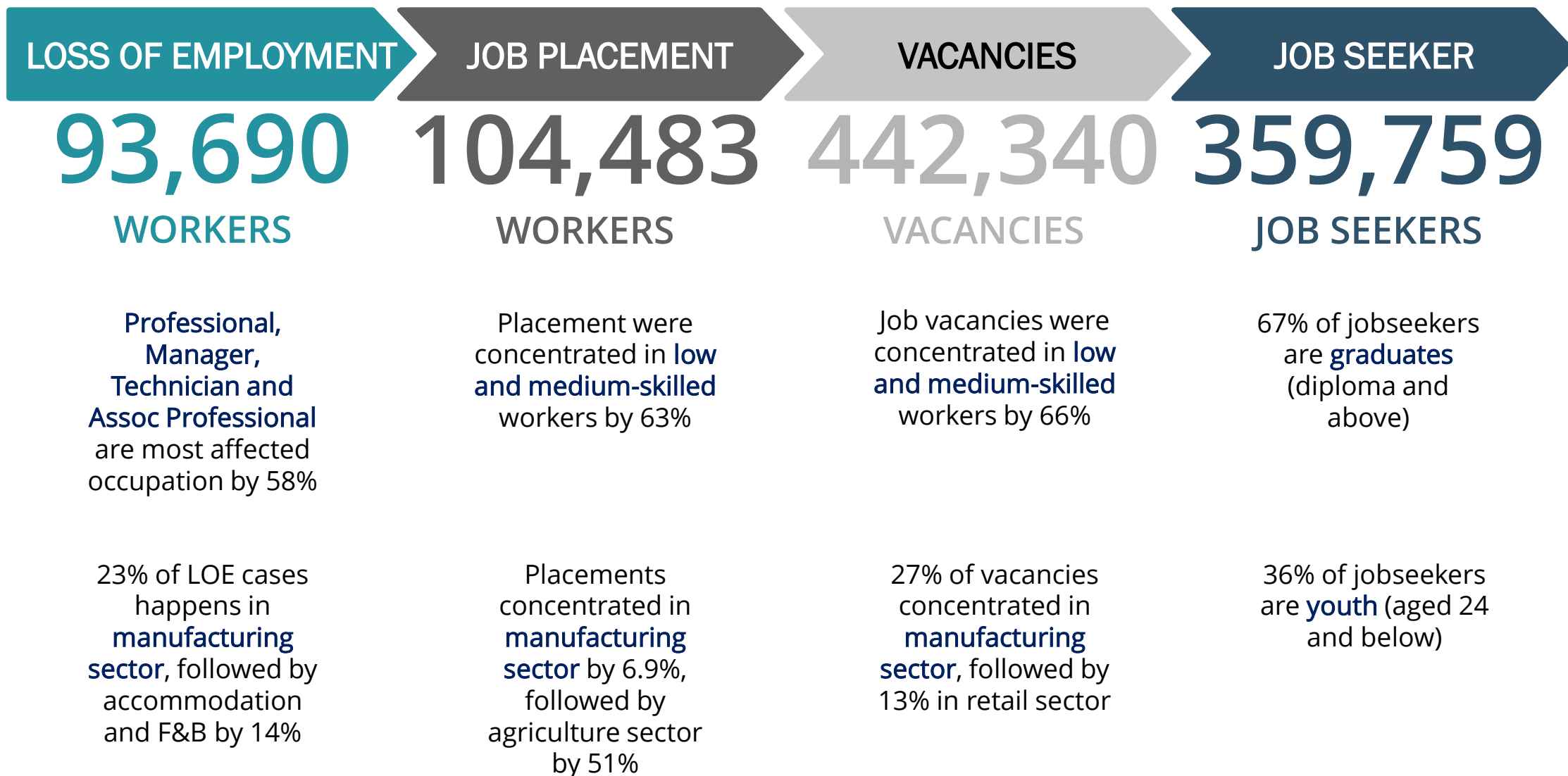
Benefit coverages  
as of 6 Nov 2020



Notes:  
8.62 million of employees are excluded , of which 1.1 million government servants and 1.5 million foreign workers.

# Malaysian Employment Outlook

(as of 6 Nov 2020)



# LABOUR MARKET CHALLENGES DURING COVID-19

1. Even though employment is stabilizing – we are not sure what lies ahead:
  - Rising in the Covid-19 for third wave in Malaysia
  - Implementation of Conditional Movement Control Order until 6 Dec 2020
  - Sluggish global trade/export barrier due to raging Covid-19 elsewhere
2. Tourism related industries are badly affected i.e. airlines industry exercises massive retrenchment.
3. Other challenges - over 300,000 graduates will flood labour market by November and December

# LESSON LEARNED

- **Active labour market program (ALMPs) i.e. Wage Subsidy Program (WSP & ERP)** is the most appreciated by businesses, fast and timely compare to other measures
- **WSP & ERP** play very important roles in **stabilizing employment** & successfully avoid massive retrenchment during economic shocks except for tourism related industries
- **Self-employed are the most** badly affected in term of income security and safety net
- **Inadequacy of EIS Fund for economic shocks** - WSP & ERP are **too dependent on Government allocation** (RM250bn – 17% GDP)
- **Absence of data - real time labour market data**, contribute to difficulty in formulating labour market intervention (targeted assistance). Survey data does not really helpful in the fast changing labour market
- **Currently, EIS policy is only meant for loss of employment.** To be ready to face similar shocks in the future, EIS law have to be transform – to address coverage, sustainability & policy flexibility
- **Moratorium on hiring foreign worker - Local workers are willing to do 3D jobs but low wage regime is the main hindrance.** Policy on hiring of foreign workers / expatriates need to be analysed in-depth & be made transparent



Database  
2020

450,000  
Employers

7.5 million  
Employees

Assistance

Amount Disbursed

1.47 million

33 Employers 3,661 Employees

ing and Upskilling

Amount Disbursed

10.33 million

8 Employers 9,327 Employees

on  
ion

579 Employees

Insurance System Office

Job Loss  
Statistics



Amount Disbursed

270.65 million

LOE 19,654 Employers  
91,027 Employees

Priha  
Pekej Rangsangan Ekonomi

Wage Subsidy Progi

Total Allo

15.3 b

331,950

Wage Subsidy Progi

Total Allo

2.4 bi

54,860

Employment Retent

Total Allo

240 mi

37,900

EIS Plus and Training

Total Allox

10 mil

1,641 Employers,

— Employers,

# Thank you

Employment Insurance System

For further information on Malaysian Labour Market Outlook, please visit:

[eiscentre.perkeso.gov.my](http://eiscentre.perkeso.gov.my)



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## Addressing the impact of covid-19 on the labour market



# *The French Skills Investment Plan*



**Ms. Maud Venturini**

Head of the Training Engineering Department,  
Department of Skills Development for the Territories,  
**Pôle Emploi**

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# The French Skills Investment Plan

WAPES Conference 26<sup>th</sup> November 2020

Maud VENTURINI, Pôle emploi





# 1. The institutional organization of vocational training in France

**A shared responsibility between:**



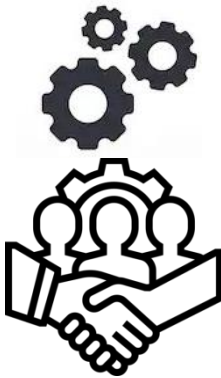
**State**



**Local governments  
(regions)**



**Companies**



*Pôle Emploi* provides support in vocation training schemes for unemployed workers only.

Several additional training devices are available for all types of jobseekers and managed by other players.

## 2. The Skills investment plan, led by the Ministry of Labour: investing in tomorrow's skills



INVESTIR  
DANS VOS  
COMPÉTENCES



- Train one million low-skilled or unskilled jobseekers and one million young people, the most remote from the labour market



- Meet the needs of companies facing recruiting difficulties



- Contribute to the skills transformation, particularly related to ecological and digital transition.

***A 15 billion EUR 5-year roadmap***

### The Plan is structured around 3 lines of intervention :

1. Better analysing the need for skills in order to provide better guidance for training policies;
2. Financing of new training path towards sustainable employment;
3. Innovate and transform through experimentation, via calls for proposals.

### 3. 2020 Recovery Plan



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COMPÉTENCES



***The Recovery Plan builds on the PIC and strengthens particularly several measures***

➤ **Focus on « jobs of the future »**

Through the CPF scheme, perform 100 000 trainings in the following sectors : *digital, ecological transition, health, industrial strategic sectors*

➤ **Strengthening of training digitalisation**

Develop online training contents ; foster creation of digital platforms for training agencies ; conceive training paths including digital channels support

➤ **Prioritization of training schemes addressing the least qualified**

In particular : additional places in existing devices are allocated to low qualified youth

## 4. Main training support schemes implemented



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	Purpose	Objectives	Post Covid-19 implications
<b>FOAD</b>	100% remote learning courses, targeting specific profiles	15 000 trainees in 2020, 30 000 in 2021	Rise of trainees
<b>POEI</b>	Support vocational training for aspiring employees for a specific position in accordance with the future employer	Develop pre-employment training	Further target « jobs of the future »
<b>CléA digital</b>	Provide basic digital skills to the least qualified	5 000 in 2020 ; 10 000 in 2021	Rise of trainings to perform
<b>Trainees' allowances</b>	Incite training enrollments, fight against unequal access to training	Different financial aid amounts, according to job seekers age category	Financial support rise
<b>Personnal Training Account</b>	Improve and promote trainings information and search, via a website and a smartphone app	Facilitate access to vocational training	Serve as leverage for « jobs of the future » trainings

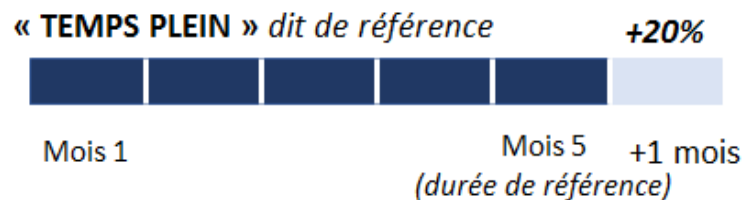
# Public Procurements of Open distance learning courses (FOAD)

- Possibility for the jobseekers to be trained within fully open distance learning courses

The fully open distance learning courses are tailorable to trainees' level of education and availabilities. For the same training, trainees may take 20 or 10 hours courses per week for a duration of 5 to 12 months.

Example of individualized training paths :

- Weekly intensity (« full time »): 20 hours/week within 5 months
- Weekly intensity (« part-time »): 10 hours/week within 10 months



# CLEA Certification

The CLEA national certification ensures that a person holds the « **set of knowledges and skills basics needed to take a vocational training and for professional integration** »

## 7 CLEA modules

- Communication
- Calculation rules and mathematical reasoning
- Information technology
- Teamwork
- Individual work and individual objectives
- Long life learning
- Movements and postures, basic health, safety and environmental rules

- Enable acquisition of basic digital use
- Guarantee regional equity to citizens' access to public services and digital opportunities access
- Foster digital upskilling to respond to employers needs

Enrollment in course track for the certification « Digital CLEA » follows these steps :

1. Assessment of digital skills
2. If needed : personal training account loaded with amount corresponding to a CLEA training

# P.O.E.I – Upskilling before recruitment

The training scheme is managed through a partnership between *Pôle Emploi*, employers, and sectorial competencies operators (OPCO), and aims to provide trainings for recruitment to specific positions.

- All unemployed job-seekers who have received an offer which needs an upskilling are eligible.
- *Pôle Emploi* provides financial support for trainings up to 400 hours

## **Ongoing partnership test to strengthen and facilitate employers access to the POEI scheme :**

- Confirm the possibility for OPCO to mobilize directly the training scheme when they identify a training gap
- Build links between *Pôle Emploi* networks and OPCO ones, in order to reach more companies and employers
- Improve the exchange platform between OPCO and *Pôle Emploi*

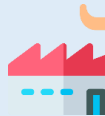
## 2. The Skills investment plan in Auvergne-Rhône-Alpes



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- 145.5 millions € per year for jobseekers



- 13 promising sectors “DOMEX” based on a socio-economic analysis and according to tension in the labour market



- Innovative training courses which are adapted to territorial needs.

### Example : POC “potential detection” in the transport and logistics sector

- **Method of transferable skills : build pathways thanks to a series of pre-qualifying and qualifying training courses and enhanced placement traineeships**
- **Creation of a pathway to discover professions**





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# *The French Skills Investment Plan*



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## Addressing the impact of covid-19 on the labour market



# *Labour market information systems at the service of recovery policies*



**Pr. Pedro Martins**

Labour economist and Professor at **Queen Mary  
University of London, Socieux+**

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# Labor market information systems at the service of recovery policies

“Addressing the impact of Covid-19 on the labour market” Conference

26 November 2020

Pedro Martins

Queen Mary Univ of London & IZA & GLO

Leader:



Co-financed by the European Union:



Les marchés du travail  
sont avides  
d'informations -  
d'autant plus en  
période de  
changements majeurs  
comme en 2020/21

Le SPE peut jouer un  
rôle clé en apportant  
plus d'informations



# What is a labour market information system?

- LMI: any information about labour demand, labour supply, labour matching, and labour institutions
- LMIS: activities and stakeholders
  - Collection, processing, storing, analysis, dissemination of LMI
  - Stakeholders: individuals (students, jobseekers), businesses, government (statistical, employment, social security, education, training departments), social partners
  - Information as “public good”
  - Scale matters: thick markets lead to better matching
  - Critical role of the PES (and partnerships)

# Who is an LMIS for? Some examples

Short-term needs:

- A worker searching for a new job
- An entrepreneur deciding what occupations to recruit

Medium/long-term needs:

- A government evaluating a public programme
- A young person deciding whether/what to study
- A secondary school/training centre reviewing its programmes

Many of the decisions above are still taken without *evidence* - mistakes may be made while resources are wasted

Lack of *transparency* can also increase *discrimination*, inequities and corruption



# How should LMISs be developed?

- Ideal LMI: rigorous, detailed, representative, economical, timely, and actionable
- Practical proposals:
  - Exploring existing resources (e.g. administrative data)
  - Paying proportional attention to informal and rural sectors
  - Leveraging mobile phones
  - “Actionable implies local”
  - Strengthening ownership and sustainability
  - Establishing partnerships (including with private stakeholders)

# New forces assisting LMISs - the internet

- Labour matching is increasingly conducted online, creating records that can feed LMIS
  - Labour market surveys - online (also phone) interviews
- Partnerships with private employment services - including vacancies and placements - and or web scraping of jobs portals
  - Informal and rural sectors inclusiveness (e.g. “[Biscate](#)”)
  - Customisation of data (e.g. occupation codes)
  - [Skills-OVATE](#): Skills Online Vacancy Analysis Tool for Europe (CEDEFOP)
  - Swedish PES job records: [link](#) and [research](#)



# New forces... – administrative data

Considerable LMS potential from:

- Social security/protection records (contributions and allowances)
- Tax records
- Business registers

Despite focus on formal sector, can be stepping stone

# **“Which Occupations Do Jobseekers and Firms Look For? Evidence from Three PES”**

Background report for ‘Global Employment Trends for Youth 2020’ (ILO)

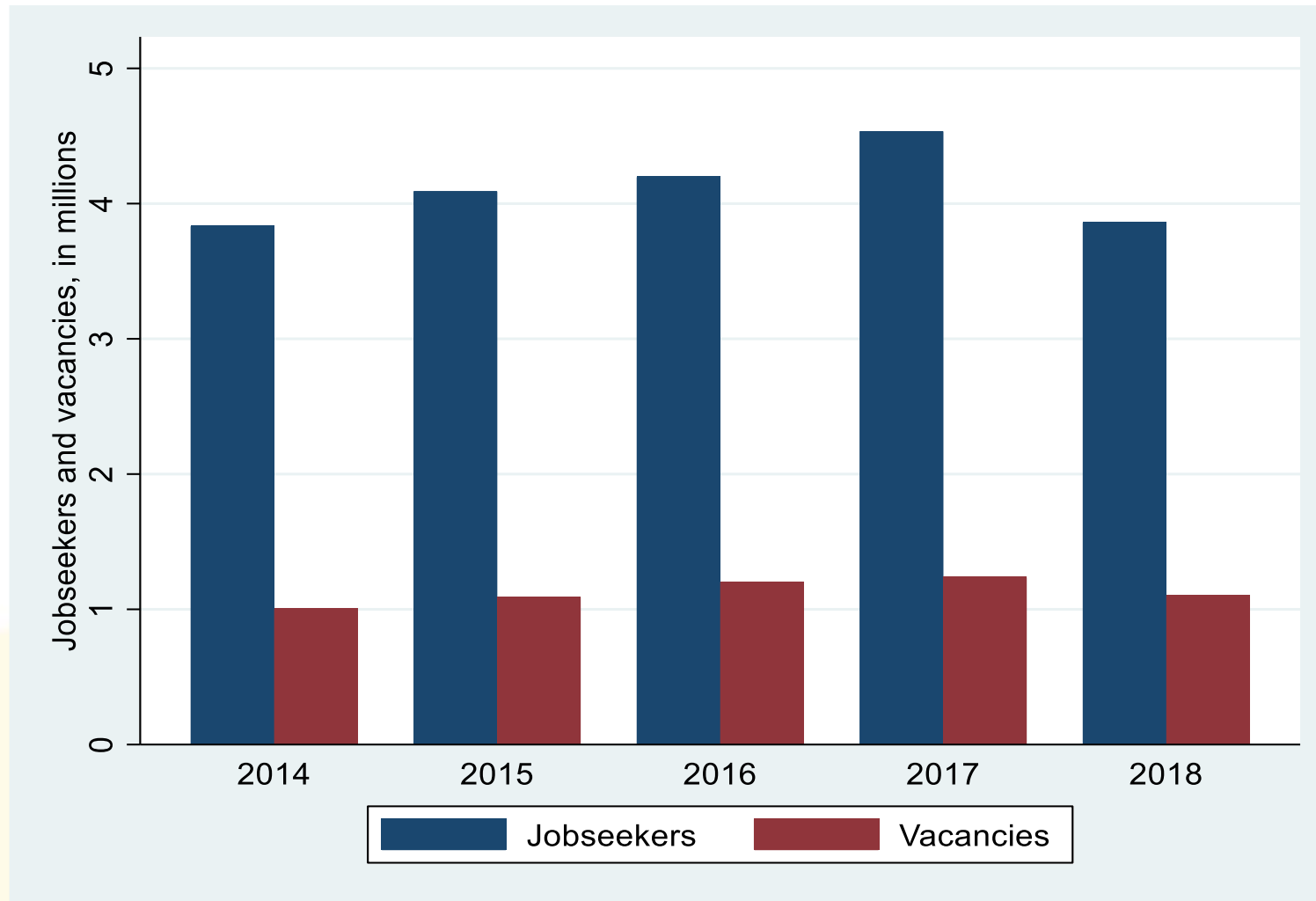
Study based on comparable micro data from the PES of Belgium, Morocco, and South Korea, covering all vacancy and jobseeker registrations in 2014-2018

A small number of occupations are found to be responsible for a large share of registrations and may deserve particular attention.

High degree of stability in occupation preferences, especially for jobseekers, but the correlation between firms’ and workers’ preferences tends to weaken over time.

Different degrees of responsiveness of jobseeker preferences to vacancy gaps but little evidence that young jobseekers tend respond more quickly to such gaps.

# Jobseekers and vacancies per year, South Korea



# Top 10 vacancy occupations, South Korea, 2018

Caregiving Service Workers	5501	81953
Production Related Elementary Workers	8900	75971
Book-keeping Clerks	272	54790
Metal Work Machinery Operators	8132	43758
Cleaners	5611	35876
Door to Door Deliverers	6241	32367
Production and Quality Management Clerks	284	26341
Korean Food Cooks	5312	23927
Inventory Clerks	283	21627
General Affairs Clerks and College Administrative Assistants	263	21002

This table lists in descending order the ten most sought occupations by firms (vacancies) in South Korea in 2018. The total number of vacancies is 1,106,498. Each top-ten list accounts for 35% of all vacancies, across 447 different occupations (KECO codes).

# Top 5 growth occupations (jobseekers and vacancies), South Korea (2018 vs 2014)

			Jobseekers	
Occupation	KECO	Rel. Growth	2014	2018
Other Computer System and Application Software Developers	1339	2.00	0	1091
Other Information and Communications Technology Equipment Fitters	8419	2.00	0	1577
Other Food Processing Related Workers	8729	1.49	232	1604
Entertainment Facilities Service Workers	5240	1.42	471	2772
Inspection Clerks	264	1.34	113	570

			Vacancies	
Occupation	KECO	Rel. Growth	2014	2018
Other Food Processing Related Workers	8729	1.61	76	707
Chefs and Culinary Development Professionals	5311	1.40	28	160
Other Clerks	299	1.12	630	2229
Power Generation and Distribution Equipment Operators	8330	1.05	80	256
Product Planning Specialists	243	0.96	387	1097

# Conclusions

- Information greases the wheels of the labour market
  - More/better information can reduce duration of vacancies and costs of recruitment, while improving quality of matches, productivity and wages
  - Large social and economic benefits, **particularly at times of major change** as in 2020/2021
- Considerable potential from information not yet fully used – and PES can play leading role in this process



## Sharing EU public expertise to foster socio-economic development

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# *Labour market information systems at the service of recovery policies*



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# ***BREAK***

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## Addressing the impact of covid-19 on the labour market



### *Session 2: Propose policies to support the most affected sectors and populations*



**Ms. Gayathri Vadivel**

Head of Employment Services Department,  
Employment Insurance System

**SOC SO**

**MODERATOR**

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## Addressing the impact of covid-19 on the labour market



*Overview of  
employment policies  
with strong reference to  
specific measures to  
support businesses*



**Mr. Sher Singh Verick**

Head of the Employment Strategies Unit in the  
Employment, Labour Market and Youth Branch  
in the **ILO**

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# Responding to the impact of the COVID-19 crisis through employment policies

*Sher Verick*

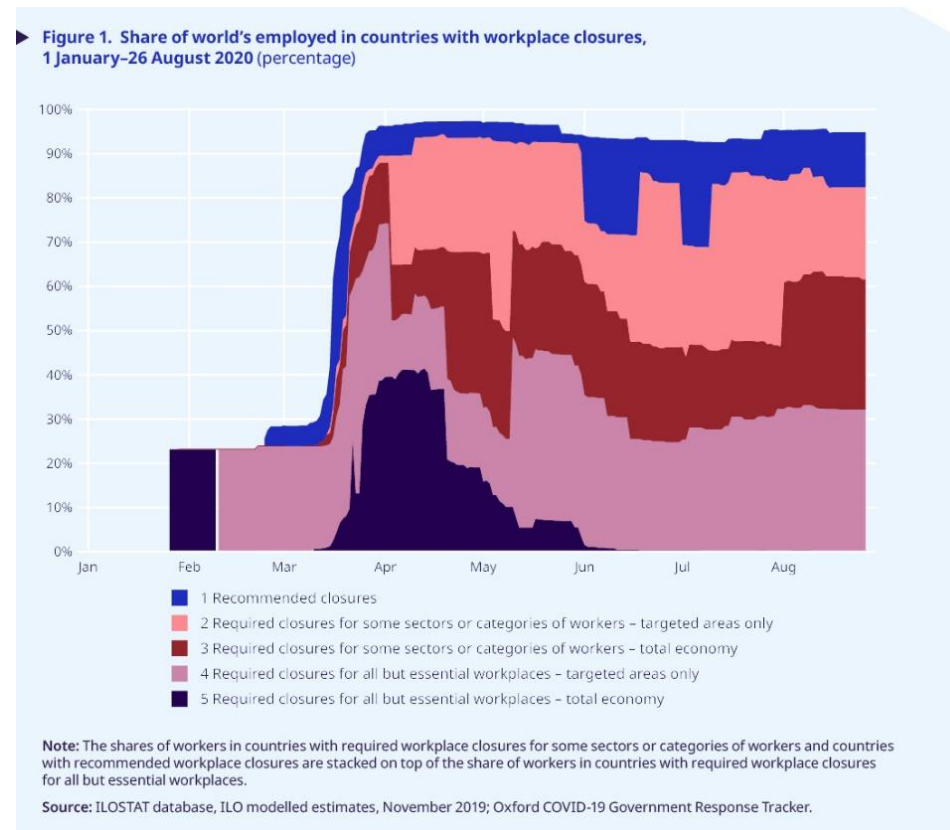
Head, Employment Strategies for Inclusive Transformation Unit, ILO

WAPES Virtual Conference, 26 November 2020

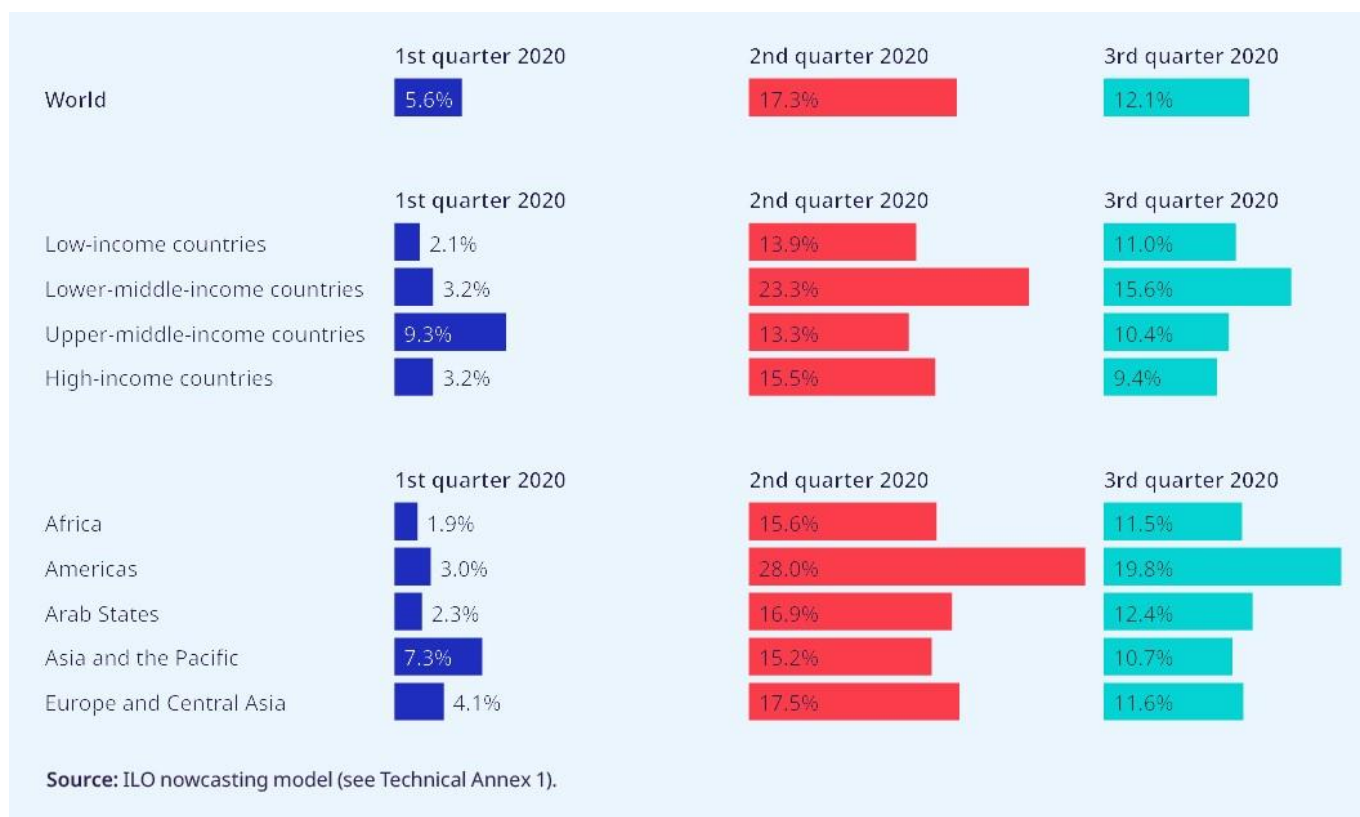


## Lockdown and containment measures have led to demand and supply-side shocks, amplified by uncertainty

Workplace closures



## ... which has damaged economies and labour markets around the world



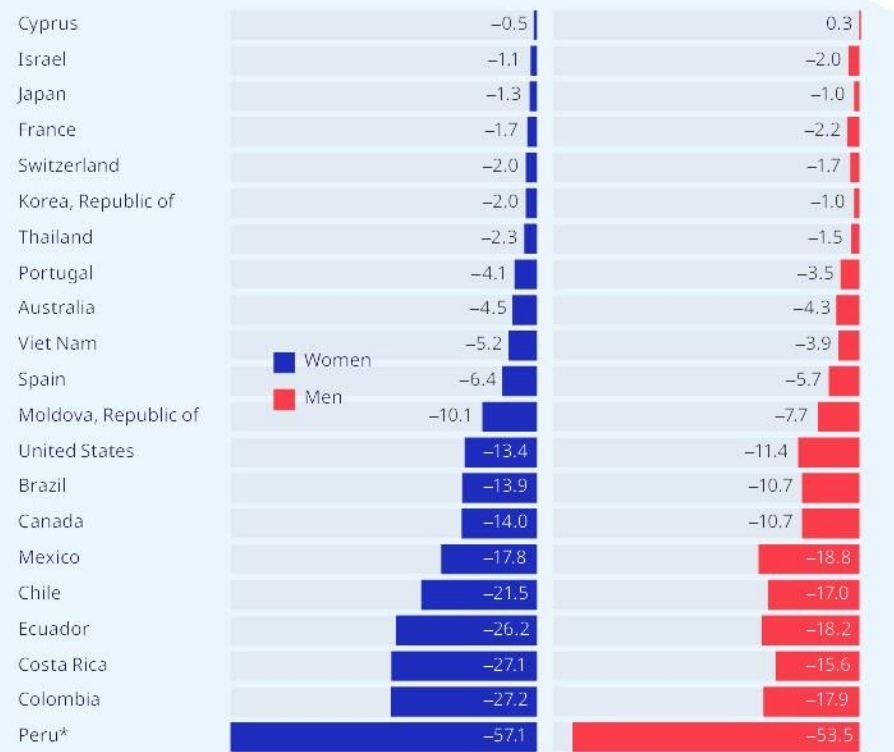
Source: 6<sup>th</sup> ILO Monitor.

Advancing social justice, promoting decent work

- Working-hour losses in 2020Q2 (relative to 2019Q4) estimated at 17.3%, equivalent to 495 million full-time jobs
- Global labour income is estimated to have declined by 10.7%, or US\$ 3.5 trillion, in the first three quarters of 2020
- Lower-middle-income countries and some regions (esp. Americas) have been hit harder
- Certain sectors (accommodation & food service, retail) and groups (women, youth) are badly affected

## ... leading to substantial employment losses in a number of countries, particularly for women

► **Figure 5a. Decline in employment between Q2/2019 and Q2/2020, by sex, selected countries (percentage)**



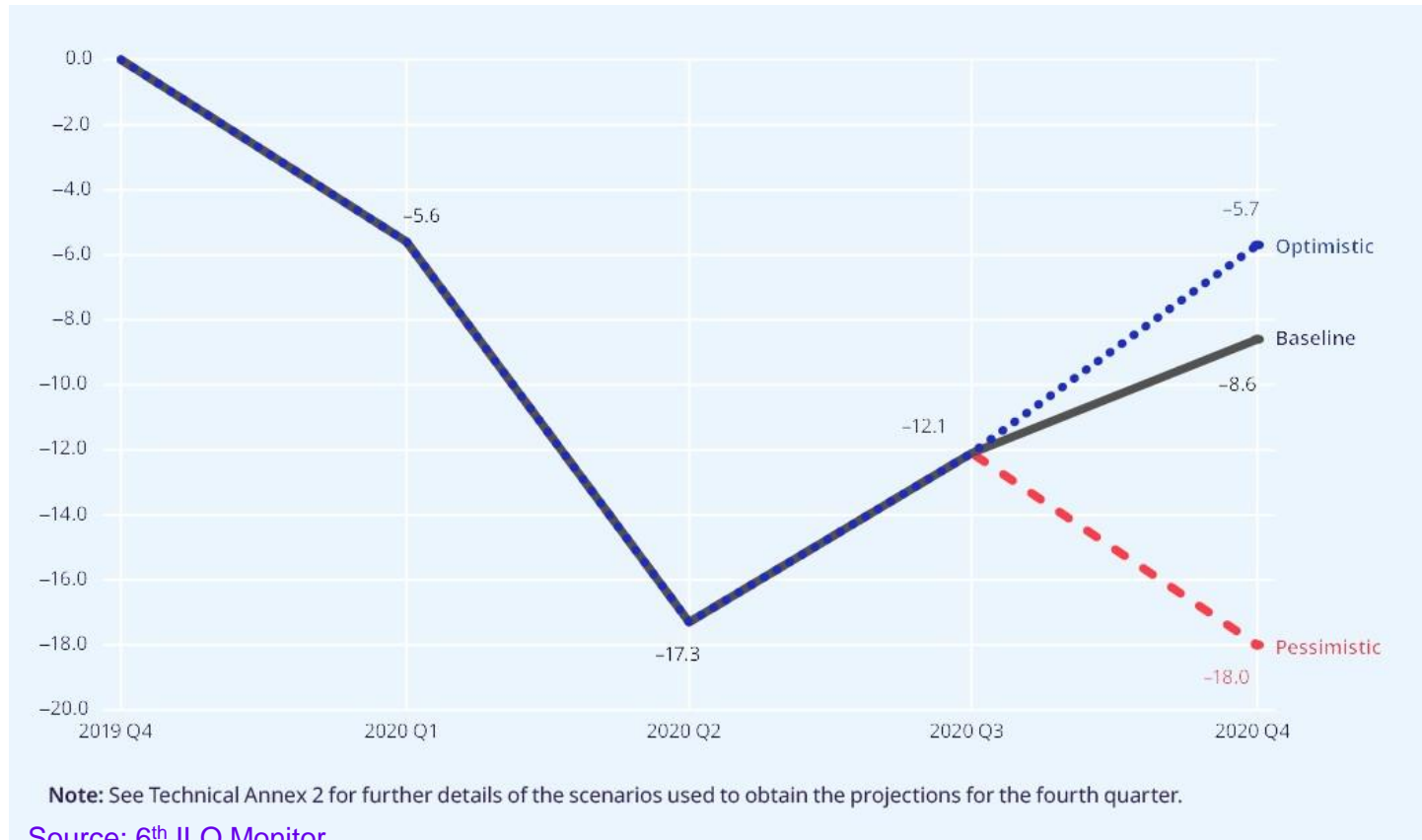
- Working-hour losses are reflected in a fall in employment – catastrophic declines in the Americas
- Decline in employment numbers has generally been greater for women than for men
- In response, inactivity has increased to a greater extent than unemployment (but there are also issues regarding how people are defined)

Source: 6<sup>th</sup> ILO Monitor. Peru is for only Lima and its metropolitan area.

Advancing social justice, promoting decent work



## But recovery will be slow, painful and uncertain

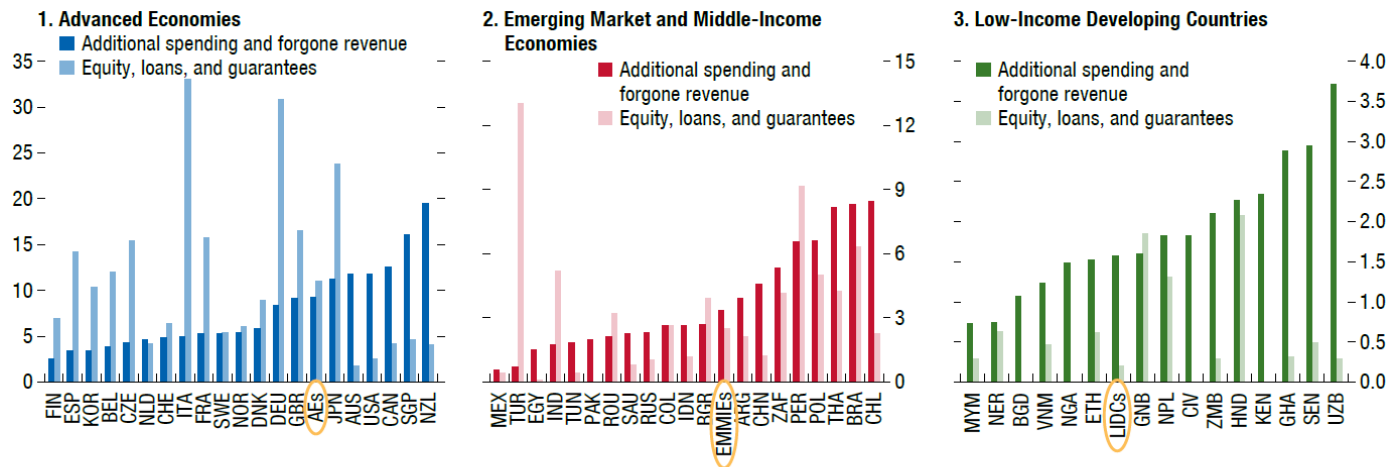


- Global working-hour losses are expected to amount to 8.6 per cent in the fourth quarter of 2020, equivalent to 245 million full-time jobs
- Or worse, especially since we now see a resurgence in the virus and new lockdown measures in many countries (esp. Europe)

## ► **Policy responses have been decisive in many cases, but significant gaps remain... the key task is to maintain and adapt measures**

- Stimulus has played a crucial (unprecedented) role – fiscal measures are estimated at \$11.7 trillion globally, or close to 12 percent of global GDP (IMF)
- Balancing and sequencing of health, economic, employment and social policy interventions continues to be crucial – Premature loosening of health measures risks prolonging the pandemic, which would worsen its overall labour market impact.
- Support for jobs and labour income will need to continue well into 2021 – to keep employment, businesses and incomes afloat, along with adapting support for growing/target sectors (e.g. care, green, digital economy) – as we move to recovery, more focus on how to increase public investment over the longer term is needed
- Income support measures for vulnerable and hard-hit groups, including women, young people and informal workers, should remain a priority, while strengthening social protection system for greater resilience.
- Given the complexity of these challenges, social dialogue has a key role to play. ILO brings these issues together through employment policy approaches at the country level (including assessments and policy advisory services).

## Some insights on COVID-19 employment policy responses – fiscal stimulus has been much higher than earlier crises but there are gaps in low-income countries



Sources: *Fiscal Monitor* Database of Country Fiscal Measures in Response to the COVID-19 Pandemic (<https://www.imf.org/en/Topics/imf-and-covid19/Fiscal-Policies-Database-in-Response-to-COVID-19>); and IMF staff estimates.

Source: IMF 2020 Fiscal Monitor

- Fiscal stimulus has been unevenly distributed worldwide in relation to the scale of actual labour market disruptions.
- ILO estimates the fiscal stimulus gap is around US\$982 billion in low-income and lower-middle-income countries (US\$45 billion and US\$937 billion) (Source: 6<sup>th</sup> ILO Monitor)
- This gap represents the amount of resources that these countries would need to match the average level of stimulus relative to working-hour losses in high-income countries.

## ► Strong focus on employment retention and income transfers during the immediate crisis phase

### Job retention schemes

- By May 2020, 50 million workers were covered in OECD countries by such measures, 10 times the level reached during the global financial crisis
- Most famous scheme is Germany's Kurzarbeit but many middle-income countries are using subsidies to help businesses keep workers in jobs (including new schemes)
  - South Africa's Temporary Employee/Employer Relief Scheme (TERS)
  - Argentina's ATP Program (Asistencia de Emergencia al Trabajo y la Producción)

### Social protection

- A total of 208 countries and territories had announced (as at 12 August, 2020) 1,364 social protection measures in various policy areas, including measures for health and income protection, unemployment protection and job protection (ILO Social Protection Monitor).
- Many countries have extended measures to those not normally covered by formal schemes (e.g. self-employment, platform workers), along with payments to those operating in the informal economy.

## What about recovery measures?

### Most countries are not yet fully in the recovery phase

- We see elements of employment policy measures to support a recovery, especially in countries that are (were) ready to kick start the economy but there is a need for coherent and comprehensive strategies
  - Shifting to hiring subsidies to get people into work (e.g. Australia's new JobMaker Subsidy, building on its JobKeeper Subsidy) plus adjustments to job retention schemes
  - Investments in green economy - Korea Green New Deal, about 30% of the EU's €750 billion (\$891 billion) stimulus plan and its €1.1 trillion (\$1.3 trillion) 2021-2027 budget will be dedicated to climate-friendly investments
  - Investments in digital economy - Korea Digital New Deal, increased budget for technology in schools in Germany; supporting workers to get (free) vocational skills online in China (by 15 May, 9.3 million had registered)

### Are we moving to a better future of work?

# Thank you!

## Further resources

### COVID-19 crisis response:

- ▶ [ILO portal on COVID-19 and the world of work](#)
- ▶ [ILO's response to the impact of COVID-19 on employment, including](#)
  - ▶ [Rapid assessments and country-level guidelines](#)
  - ▶ [Briefs: National employment policies for an inclusive, job-rich recovery from the COVID-19 crisis](#)







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# *Overview of employment policies with strong reference to specific measures to support businesses*



**Mr. Sher Singh Verick**

Head of the Employment Strategies Unit in the  
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## Addressing the impact of covid-19 on the labour market



# *COVID-19 related employment maintenance policy in Rep. Korea*



**Mr. Ji-Young Yoon**

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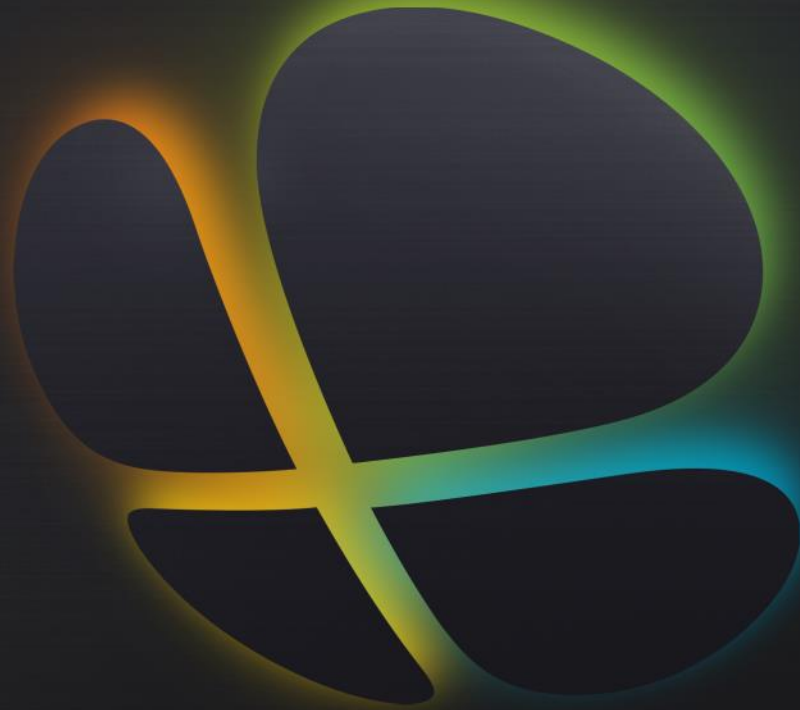


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WAPES Virtual Conference

“Addressing the impact of COVID-19 on the Labor Market”



**K E I S**

KOREA EMPLOYMENT INFORMATION SERVICE

Ji Young Yoon (pooh73@keis.or.kr)

## **COVID-19 Related Employment Maintenance Policy in Rep. KOREA**

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**Confirmed Cases of COVID 19**

**Impact on Labor Market from COVID 19**

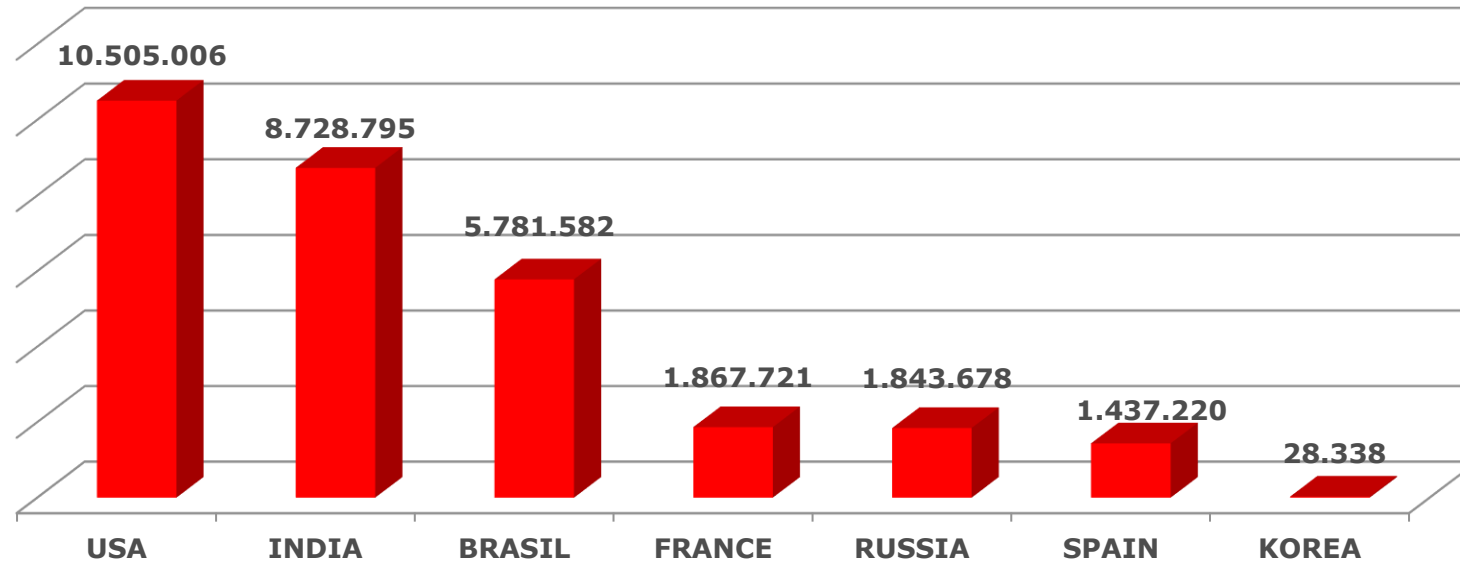
**Agile and proactive Policy programs**

**Emergency Disaster Support**

**Result & Conclusion**

# Confirmed Cases of COVID 19

## Confirmed Cases (end of 13th Nov. 2020)

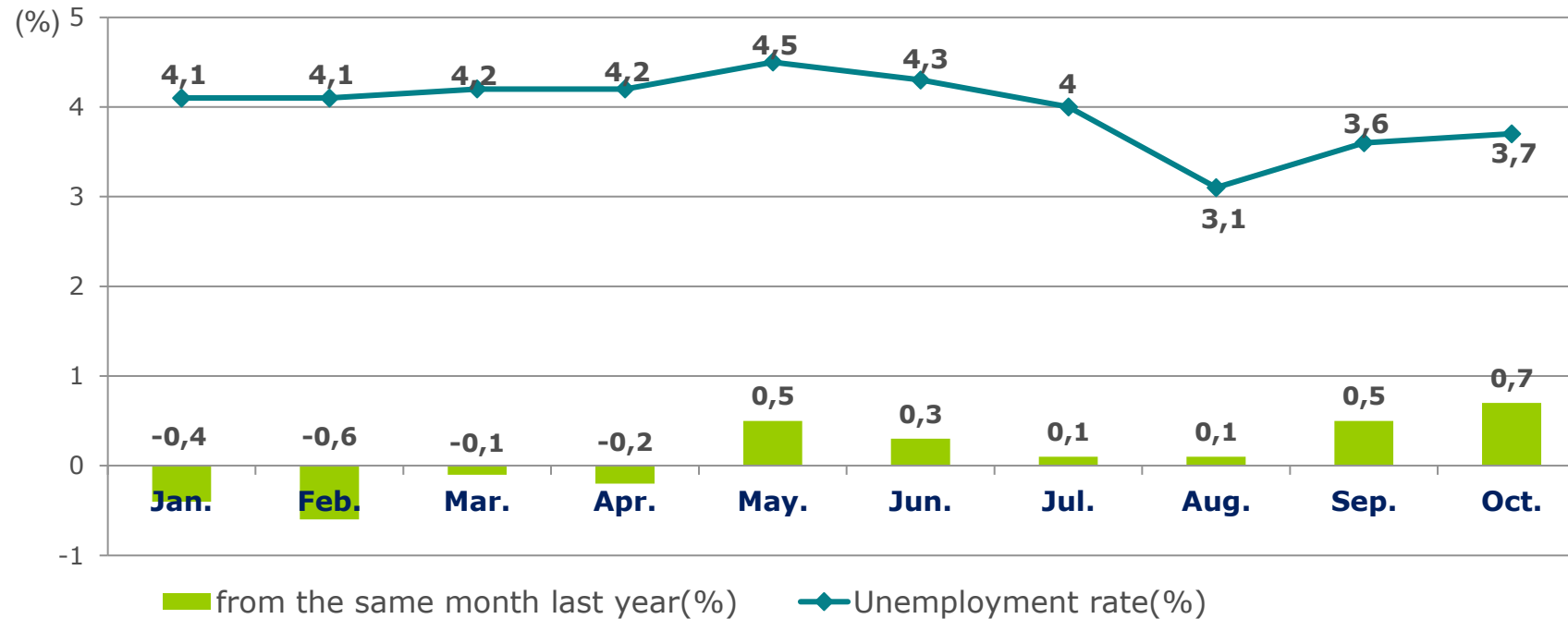


\* The status is based on 'COVID-19 daily reports' by Johns Hopkins CSSE.

### Korea's COVID-19 Response Unique

- Did not **Lock down**, applied testing and tracing and social distancing
- Run all the economy and job centres **as usual**

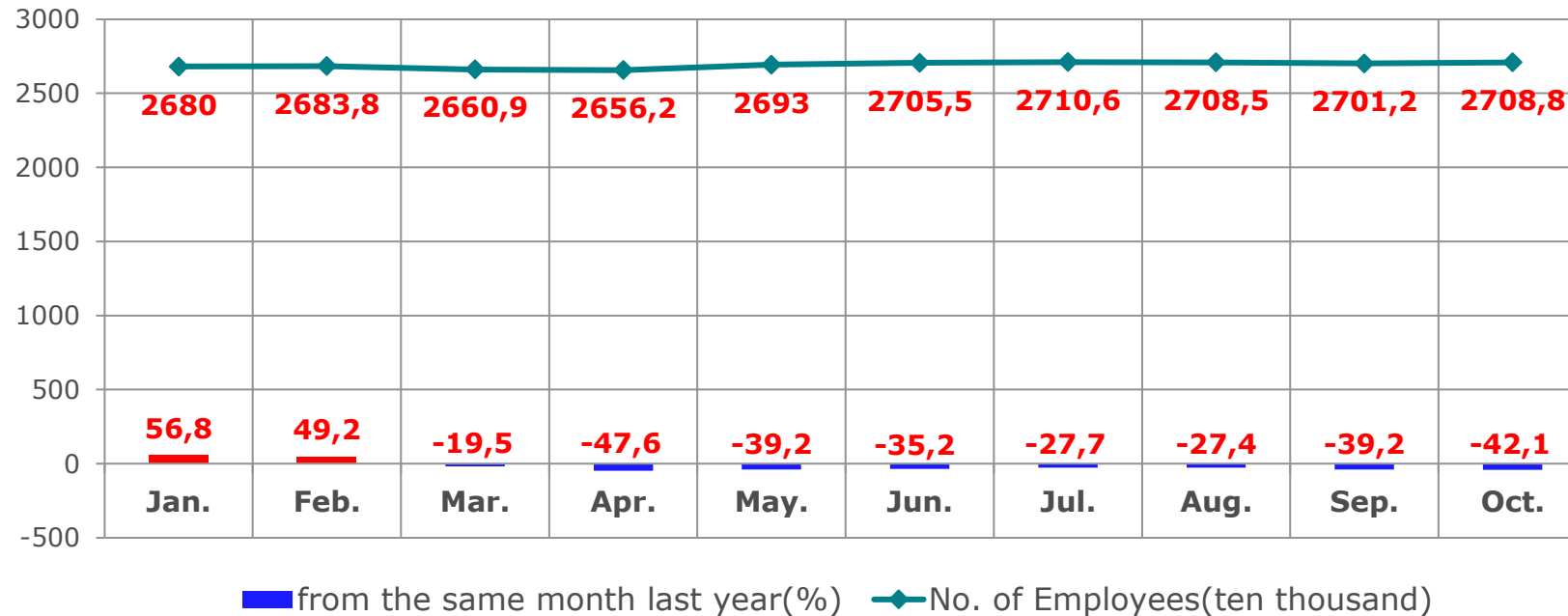
## Impact on the labor market : : unemployment rate (2020)



### Unemployment rate in Korea

- Well maintained at a 4.5% high in May.
- But in Sep. and Oct., there were over a million unemployed people

## Impact on the labor market : Employees (end of Oct. 2020)



### Employees in Korea

- The No. of employees has been on the decline for last eight months
- Large decline in industries : Hotel & Restaurant, wholesale & retail, education service and manufacturing industry
- **Employment rate has been decreasing more sharply than unemployment rate.**

## Agile and proactive UI programs

### ① STW (Short Time Work) ; Work Sharing Program

- Ministry of Employment and Labor decided to actively support STW in order to prevent unemployment ,10. Feb.
  - **73,178 companies, 1.5 Million employee applied for STW Jun. 2020** (In 2019, 1,514 companies, 77,000 employees)
  - At the end of May, **240,000 employees of 34,000 companies received STW**, 237million USD from UI fund.
  - Up to 90% of wages, cap 58 USD/day
  - Increased budget to 850 million USD covering 520,000 employees
  - STW is the key measure of most of countries fighting against labor market impact of COVID 19
- \* France 2.11 millions people, Germany 750,000 companies, UK 1 million companies, 8.4 million employee

## Agile and proactive UI programs

### ② Emergency benefit for self-employed, freelancers, and platform workers

- Support for people out of the traditional social protection programs
- **1,230 USD per person, 930,000 people, 1.23 billion USD**
- Mobile and online applications carried out from 1 June, In 2 weeks 700,000 applied out of 930,000
- Started to received applications at the job centers for people difficult to access

by phone or online

- **Benefit payment without delay is key priority.**

- Hired additional 1,300 temporary staff for benefit payment
- Positioned 7,000 staff of Ministry of Employment and Labor including job v centers in benefit payment from June 30 for 3 weeks for timely payment.

- Reduce bureaucracy for benefit payment

## Agile and proactive UI programs



### ③ Job creation for youth

- 550,000 jobs, 3 billion USD
- Cyber digital government jobs 100,000, Public works 300,000, Youth digital jobs and internship 100,000 0

### ④ Support for reemployment

- Youth Job Search Allowances 50,000
- 500 USD per month up to 6 months



## Emergency Disaster Support besides UI



- ① National Emergency Disaster Support for Every Family
  - 1 person 328 USD, 2 person 492 USD, 3 person 656 USD, over 4 person 820 USD  
From 11 May, paid all family in 2 weeks using credit cards
- ② Regional Government Emergency Disaster Support
  - Up to 820 USD depends on regional governments
- ③ Expanding coverage of social protection programs from COVID 19 crisis
  - Korea decided to introduce “unemployment assistance” program from 1 July 2020, 410 USD per month for 6 months, budget 410 million USD
  - Emergency benefit for self-employed, freelancers, and platform workers encouraged with a view to actively discuss expanding the coverage of UI benefit scheme to support those excluded from the traditional social protection programs
  - Emergency disaster support for every family has for the first time in Korea initiated discussion on the introduction of the basic income



## Result & Conclusion

### <Result>

1. According to the IMF's 2020 economic growth forecast, Korea is expected to post the highest economic growth rate among OECD members
2. Employment-related indicators stable compared to other countries
3. Without restricting freedom and movement
  - ① The border has not been sealed
  - ② No restriction on the movement of the people, No Lock down

### <Conclusion>

1. Social protection scheme is the key measure to mitigate impact of labor market from pandemic
2. The three success factors of Korea's employment related initiative to COVID-19
  - ① The government's swift response
  - ② Collection and Utilization of Employment statistics
  - ③ Customized response policies by target



**Thank you**



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## Addressing the impact of covid-19 on the labour market



# *COVID-19 related employment maintenance policy in Rep. Korea*



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## Addressing the impact of covid-19 on the labour market



***Support policies and  
actions of the PES to  
support companies in  
Tunisia***



**Mr. Hichem Bousaid**

Director of Services for Companies,  
**ANETI**

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Presentation

# COVID 19 and the response of the Tunisian Public Employment Services

**Mr Hichem Boussaid**  
Director Central, ANETI  
Tunis, 26 November 2020



## Sommaire

I. Presentation of ANETI

II. COVID-19 and its impact

III. COVID-19: The answers





# Presentation of the National Agency for Employment and Independent Work ANETI: More than 50 years of existence





## A.N.E.T.I in a few figures



- Created in 1993, successor to the office created in 1967
- More than 1,500 employees, over 40% of whom are women.
- Average age of the workforce is > 45 years old.
- 40% of the workforce have less than 10 years of experience.
- Management position rate of the statutory workforce reaching over 80%.
- Almost 70% of the workforce are higher education graduates.

# ANETI's missions



- ➔ Animating the job market;
- ➔ Developing information on employment and professional qualifications for companies and jobseekers;
- ➔ Implementing programs to promote employment and integration of young people;
- ➔ Promote entrepreneurship and self-employment
- ➔ Provide professional information and guidance to training applicants;
- ➔ Provide services for the benefit of companies in terms of the evaluation of qualification profiles and recruitment advice;
- ➔ Organize the placement operations of Tunisian labor abroad and ensure their implementation.

# ANETI's network



- 90 BETI (Offices for Employment and Self-Employment)
- 22 Entrepreneurial Spaces
- 1,500 employment counselors



**Données et Statistiques**

Principaux Indicateurs du Marché de l'Emploi

**Suivi des objectifs des BETI** 07 Décembre 2007

Année: 2007 Mois: NOVEMBRE cumul

Gouvernorat: tous les gouvernorats Bureau: tous les bureaux

Ces données correspondent aux critères suivants :  
Année: 2007, jusqu'au mois: NOVEMBRE, Gouvernorat: tous les gouvernorats, bureau: tous les bureaux

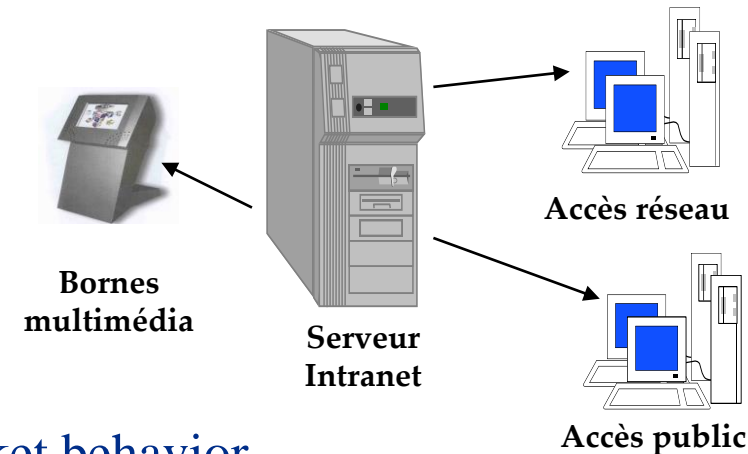
1. Information et Orientation professionnelle			
	réalisations	objectifs	%
Techniques de Recherche d'Emploi	793	944	84
Information Collectives	2072	1922	107
Entretiens Approfondies	24801	23527	105
Traitements Spécifiques	27794	31736	87
Journées d'Information Scolaires	485	734	66
Journées d'Information Universitaires	151	208	72
Journées d'Information dans les maisons de jeunes	190	279	68
Journées d'Information dans les délégations	445	398	111

2. Placements et Insertions			
	réalisations	objectifs	%
Visite aux entreprises	92263	99204	93
Les placements	115092	113867	101
dont cadres	19855	18019	110
Prise en charge - PC 50	7493	5506	136
Prise en charge des licenciés	294	556	51
STVP1	28963	22482	128
STVP2	5356	6412	83
CEF	2633	2745	95
Formation complémentaire	276	924	29
Contrats de Formation pour Réinsertion	409	826	49
Adaptation pour l'emploi salarié (A+D)	4953	6580	75

3. Promotion de la micro entreprise			
	réalisations	objectifs	%
Bénéficiaires des séances d'information	20240	15015	134



- Up-to-date information on labor market behavior



## Flagship programs




# COVID-19 and its impact

## More than 8 months of coexistence ...



- The Covid-19 pandemic has officially developed in Tunisia since March 2, 2020. All 24 regions have been affected.
- Today :

 Tunisie		
Total number of cases	Recoveries	Deaths
79 339	53758	2 279

Several studies have been launched to find out the fallout and impact of the Covid-19 pandemic on the Tunisian economy for the year 2020.



According to these studies:

- ✓ **Unemployment rate at 21.6%**, or nearly 274,500 new unemployed
- ✓ GDP recession of 4.4%;
- ✓ decline in overall investment of 4.9% of exports of 9.6%;
- ✓ 8% drop in household consumption, according to the study.
- ✓ The economic repercussions of Covid-19 have also caused a certain precariousness within certain sectors which have seen their activities impacted, in particular non-manufacturing industries (-29%), tourism (-23%), transport (-19 , 6%), textiles (-17.7%).



## ANETI: The impact of COVID-19 in figures

	October 2018	October 2019	October 2020	IMPACT
<b>DEFM*</b>	128970	122514	249646	<b>+ 104 %</b>
<b>Vacancies</b>	50700	49900	25500	<b>-49%</b>
<b>PAE</b>	128000	133500	101000	<b>-24%</b>
<b>Micro-Entreprise</b>	3574	3500	2266	<b>-35%</b>

\*DEFM : end of month job applications

# The Tunisian response to the Covid-19 pandemic



## Tunisia's response

### Social measures

- ❑ **Payment** for the benefit of certain categories of **self-employed workers** affected by the confinement measures with **an exceptional and provisional monthly allowance set at 200 dinars.**
- ❑ **Payment of employers' contributions** to the statutory social security system for the second quarter of 2020 has been **postponed for three months with no penalties for late payment.**
- ❑ **Measures favouring affected companies' employees**
  - Exceptional and provisional monthly allowance of 200 dinars
  - Continued provision of care in public health establishments for the remaining period of the contract.
  - Payment of family allowances and single wage increase, in compliance with the conditions and procedures laid down by the legislation and regulations in force.



## Tunisia's response

# Social measures

### ❑ MEASURES ASSISTING EMPLOYEES OF AFFECTED COMPANIES

Employees of affected companies under fixed-term or open-ended employment contracts in force as of April 14, 2020, who have been temporarily declared unemployed, are entitled to, from the temporary interruption of activity period starting after March 2020: :

- an exceptional and provisional monthly allowance of 200 dinars
- the maintenance of care services in public health
- family allowances and the increase for single wages, in compliance with the conditions and procedures laid down by the legislation and regulations in force.

## Tunisia's response

# Social measures

- ☐ Deferred payment of corporate income tax until May 31, 2020
- ☐ 3 months' suspension of the application of penalties for late payment of taxes
- ☐ Flexibility in the procedures for refunding the credit for value added tax from farms' holdings
- ☐ Extension of payment deadlines for road taxes
- ☐ Suspension of limitation periods and penalties for delay in the recovery of public debts
- ☐ Suspension of deadlines for doubling traffic fines
- ☐ Extension of the deadline for filing tax returns
- ☐ Suspension of limitation periods and tax audit periods

## Tunisia's response **Financial measures**

- ❑ Creation of a credit guarantee mechanism for the benefit of sectors and companies whose activity is affected
- ❑ Support for small and medium-sized enterprises to ensure the continuity of their activity and the preservation of jobs



## ANETI's response

### Measures taken by ANETI to deal with the repercussions of the Coronavirus pandemic

- **A digital training platform ANETI Tkawen** (support programs in various fields: Digital and programming, Languages, Soft skills and personal development, Business and management, Data Science, Entrepreneurship, Arts and design, Health, ...)

This platform was launched for the benefit of jobseekers to improve their employability and to facilitate their integration into economic enterprises which require the acquisition of complementary skills

#### Examples of online training platforms:

- ❖ MAHARATI: intended for jobseekers and benefiting from support in soft skills
- ❖ Open classrooms: offer free and unlimited access to courses and certificates to all jobseekers registered with our partner ANETI.
- ❖ Handimooc, Coursera, Class central(...): intended for jobseekers with disabilities
- ❖ Espace entrepreneuriat: a dedicated space for those who want to be able to set up on their own





## ANETI's response Solutions emerged from the crisis

### ■ A digital transformation for ANETI services:

To protect its staff and customers (job seekers / companies) and reduce contact, ANETI has developed online services for:

- Remote benefit from active employment programs
- register, re-register and check-in remotely
- meet business HR needs
- Obtain a remote registration certificate to participate in competitions (a downloadable certificate with a QR Code)
- Development of a web service between the National Agency for Employment and Self-Employment (ANETI) and the National Social Security Fund (CNSS) and the Tax Department, allowing the exchange of data relating to job seekers and companies.

## ANETI response Solutions emerged from the crisis

### Temporary measures

#### **Maintenance of scholarships for promoting employment and improving employability**

- Continuation of the disbursement of indemnities to beneficiaries of active employment programs, without exception, for contracts in force until May 31, 2020
- Continuation of the disbursement of compensation for practical internships undertaken for the remaining period of the internship until May 31, 2020
- Continuation of the payment of benefits, within the framework of the KARAMA dignity contract program, for the profits of economic enterprises whose activities ceased to operate until May 31, 2020 and this after having submitted the supporting documents for payment of salaries to the recruits concerned

## ANETI response Solutions emerged from the crisis

- **Development of a draft decree** on a new mechanism to help reintegrate economically redundant people into working life “**Program for reintegration into working life**”
  - **Rehabilitation of economic redundancies** by accompanying them through additional training to help them find a new job.
  - **Approval of an indemnity of 300 dinars** for the beneficiary economically redundant for one year, with advantages for the company in case of recruitment (employer support for 2 years)



## ANETI response Solutions emerged from the crisis

### Financial aid for SMEs and VSEs

- ANETI has succeeded in convincing donors to support SMEs / VSEs to maintain their activities:
- 2,700 newly created companies that have been supported by ANETI will benefit from a subsidy from the end of November 2020, the amount of which is set at 1,200 dinars.
- Companies subject to the real income tax regime whose number of employees declared to the CNSS is between 4 and 200 will benefit from a financial subsidy calculated based on the turnover regression and the retention rate of employees.



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## Addressing the impact of covid-19 on the labour market



***Facing the crisis - Cooperating  
and sharing technical and  
international expertise, tools  
and methods : The SOCIEUX+  
response to new priorities***



**Mr Thierry FIQUET**

Development & Technical Advisor  
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EU expertise on social protection,  
labour and employment



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World Association of Public Employment Services  
Association Mondiale des Services d'Emploi Publics  
Asociación Mundial de los Servicios Públicos de Empleo

## Facing the crisis - Cooperating and sharing technical and international expertise, tools and methods :

### The SOCIeUX+ response to new priorities

Facilitating peer-to-peer exchanges and cooperation  
among public practitioners and social partners

*Thierry Fiquet*  
*Development and Technical Advisor – SOCIeUX+*

Leader:



Co-financed by the European Union:



# What is SOCIEUX+

Since 2013, we:

- facilitate peer-to-peer exchanges and cooperation among public practitioners and social partners;
  - mobilise technical expertise from public institutions and administrations from all EU Members States;
  - provide access to technical assistance on social protection, labour and employment;
  - available to 155 countries and territories; and,
  - are **100% funded by the EU and its Member States.**
- 

# Our principles

1 **Demand-driven**  
Processes and goals are driven by partner countries and institutions.

2 **Diversification of expertise** Multi-country, multi-sectoral expertise allows us to provide the best technical assistance.

3 **High quality**  
Delivering high-quality technical assistance.

4 **Institutional collaboration** Fostering relationships between EU Member States. Partner Countries and Institutions.

5 **Knowledge development**  
Capitalising on existing knowledge and contributing to the creation of new understanding.

6 **Partnership-based**  
Actions complement and create synergies with existing development programmes.

7 **Ownership**  
Requests and actions are driven by the demands and needs of Partner Countries and Institutions.

8 **Peer-to-peer experience**  
Collaboration is based on peer-to-peer approaches between institutions, experts and practitioners.

9 **Public expertise**  
Expertise comes from the public institutions of EU Member States.

10 **Results-based management** Actions are always focused on achieving set results.

11 **Short term**  
Actions have a short and concrete nature, comprising 1 to 4 activities.

12 **South-South and triangular cooperation**  
Supporting cooperation between two or more Partner Countries and/or between Partner Countries and EU Member States.

# Areas of requested Peer to Peer expertise

## Social insurance:

contributory pensions, health, accident, unemployment protection

## Social assistance:

cash transfer programmes, income guarantee schemes, old age benefits, child and disability grants, public works, social services

## Labour:

policy and law, ALMPs, information systems, decent work, social partners, informal economy, working & OSH conditions, labour relations, social dialogue, labour inspection ...

## Employment:

policy, employment services, T-VET, skills development., PPP, jobs and skills matching, employment for vulnerable groups (youth, women, PWD, ...), LMIS, green jobs, digitalisation ...



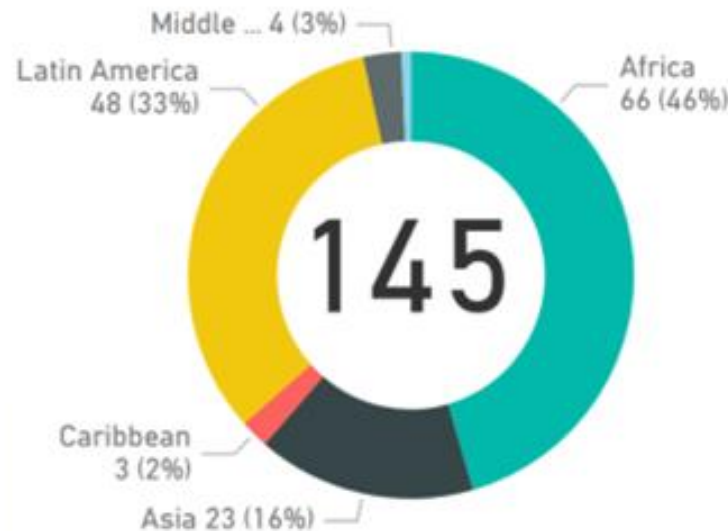
# Requests/Projects since 2017

**Requests**  
**145** 

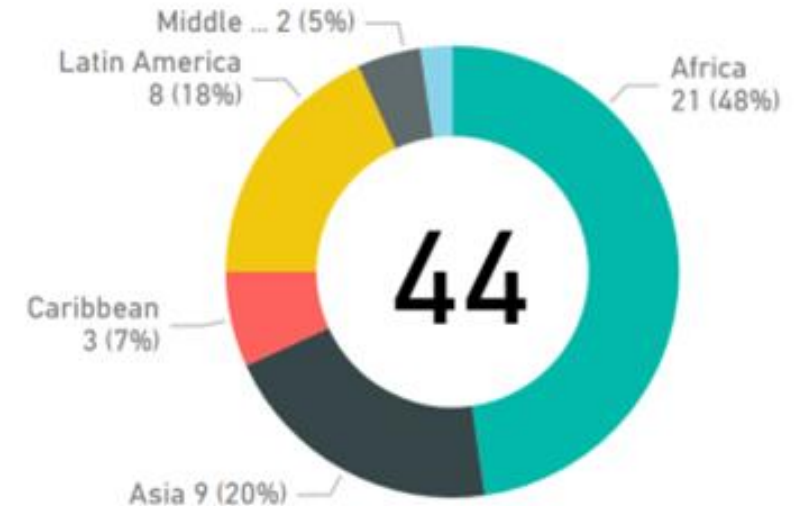
**Countries**  
**44** 

**Partners**  
**87** 

By Main Region



By Main Region



# Requests and Projects in processing

Requests/  
Projects

54



Countries

27



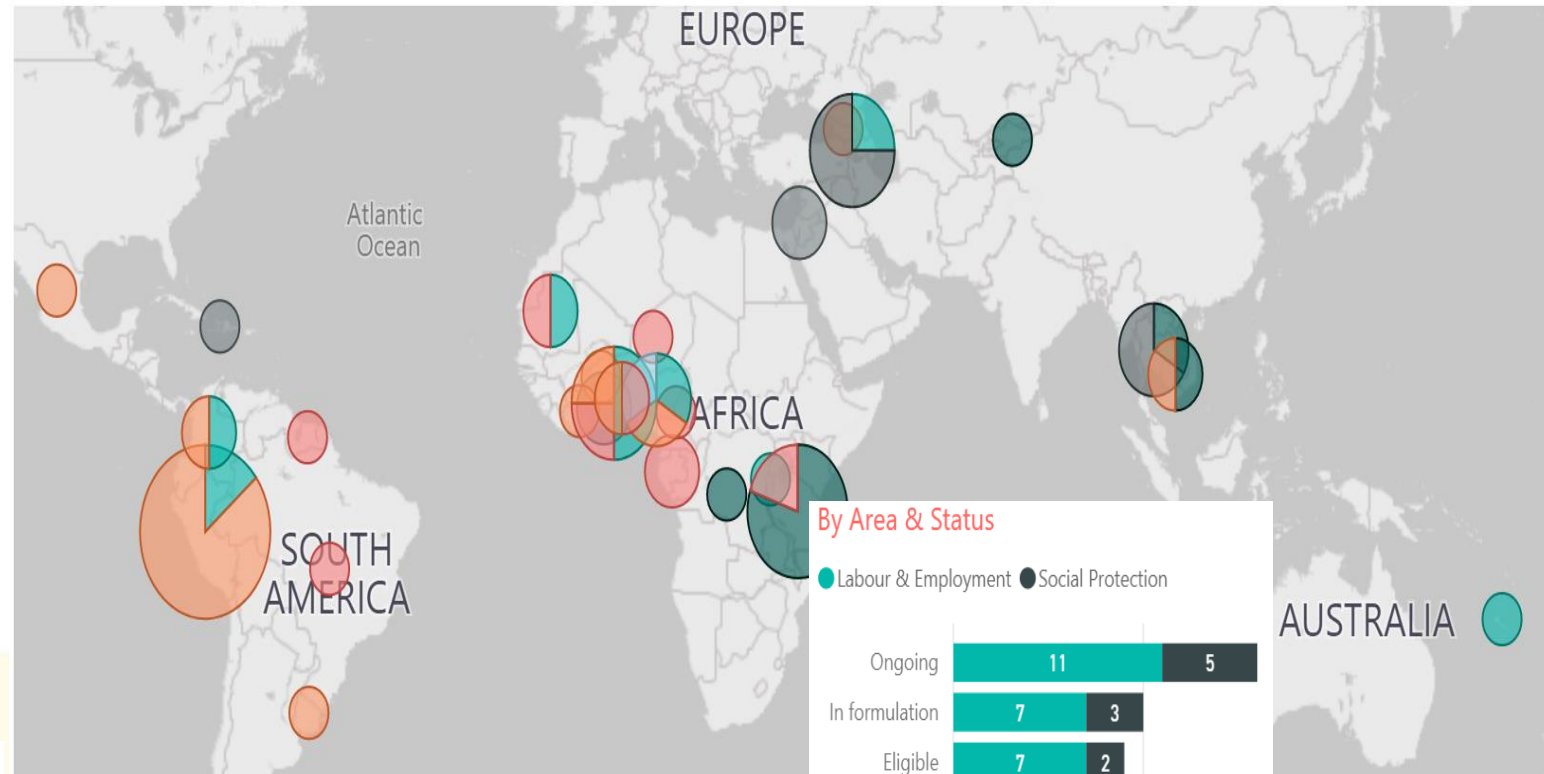
By Area

● Labour & Emplo... ● Social Protecti...

32

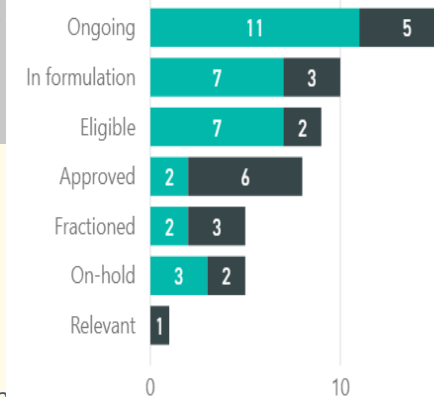
22

Current Status ● Approved ● Eligible ● Fractioned ● In formulation ● Ongoing ● On-hold ● Relevant



By Area & Status

● Labour & Employment ● Social Protection



# Request driven

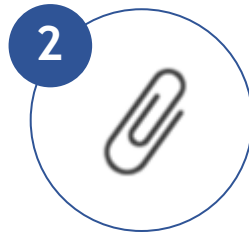
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How to partner:



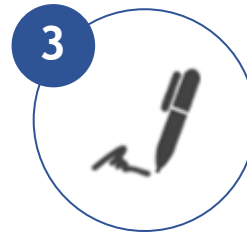
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Complete the Request Form in English, French, Portuguese or Spanish



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Attach relevant supporting documents



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Sign and date the request



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Send it by email, letter or upload it

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Also consult our *Guide for Partner Institutions and Social Partners*:

<http://socieux.eu/join-us/partner-countries/>





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<http://goo.gl/qSByFu>

## Sharing EU public expertise to foster socio-economic development



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## Sharing EU public expertise to foster socio-economic development

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## Addressing the impact of covid-19 on the labour market



### *Closing Remarks*



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