

What next for essential workers?

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PATHFINDERS

FOR PEACEFUL, JUST AND INCLUSIVE SOCIETIES

HOSTED BY THE NYU CENTER ON INTERNATIONAL COOPERATION

The Pathfinders for Peaceful, Just and Inclusive Societies



Justice for all

Shift from a world where justice is only available to the privileged few, to one that protects human rights and provides justice for all

Halve violence

Significantly reduce all forms of violence everywhere, with the aim of halving global violence

Grand Challenges

Act on inequality and exclusion

Tackle inequality and exclusion so that all people have a stake in a fairer and more sustainable future

Renew institutions

Combat corruption and transform institutions so that they can meet the aspirations of people and underpin the ambitions of the 2030 Agenda

Grand Challenge on Inequality and Exclusion



Empowered lives.
Resilient nations.



Member States



Canada



Ethiopia



Indonesia



Jordan



Liberia



Mexico



Republic of Korea



Rwanda



Sierra Leone



Sweden



Timor-Leste



Tunisia



Uruguay

Inequality Policy Matrix - Consultation

IMMEDIATE POLICIES (COVID-19 RELATED)	LONG-TERM POLICIES
Access to medical technologies	Combatting the influence of money in politics
COVID19 recovery pro-poor and middle-class spending indicator	Social contracts and compacts, including fiscal compacts
Universal, targeted and community based social protection	Justice system reform
Digital connectivity basket	Global asset registry
Higher compensation for essential workers	Youth citizen endowments and community assets
Solidarity taxes	Mind the gap index for local inequality and exclusion
Financing for development: special drawing rights and debt relief	Reform housing and land governance
Government-led partnerships to increase civic space	Equality and inclusiveness of education outcomes and childcare access
Applying post-conflict tools to polarized societies	More and better data

TABLE KEY: POLITICAL SOCIAL ECONOMIC



Challenge Paper

Inequality and Exclusion



Beneficial Ownership: The Global State of Play 2019

POLICY REPORT CONTRIBUTING TO THE CHALLENGE PAPER ON INEQUALITY AND EXCLUSION

JOHN GITHONGO (ADDITIONAL RESEARCH BY SALMA MWANGOLA) | JULY 2019

Recognition – An OECD Perspective

POLICY REPORT CONTRIBUTING TO THE CHALLENGE PAPER ON INEQUALITY AND EXCLUSION

NEIL MARTIN, ANDRÉS IRARRAZAVAL, WILLIAM MATHESON | JULY 2019



Recognizing Communities: Local Level Responses to the Pathfinder's Grand Challenge

POLICY REPORT CONTRIBUTING TO THE CHALLENGE PAPER ON INEQUALITY AND EXCLUSION

TARA MOAYED¹ | MAY 2019



This paper aims to contribute to the work of the Pathfinders for Peaceful, Just, and Inclusive Societies, a group of UN member states, international organizations and global partnerships which aims to turn the ambition of the SDG targets for peaceful, just and inclusive societies into reality.² Specifically, the Pathfinders are engaged in a discussion on the grand challenge of inequality and exclusion, including exploring operational and policy options to address these.

Introduction

Following discussions at a September 2018 retreat on inequality and exclusion, this paper reviews the experience of community-driven development (CDD) programs in address exclusion and supporting lagging regions and vulnerable groups. The paper complements inputs on recognition and social protection, but focuses on the community rather than household or individual. This paper contributes to the discussion by showing how approaches that involve, reinforce, and engage with communities not only form a different, complementary starting point that builds on a country's indigenous strengths, but can lead to very practical policies and actions to foster inclusion and bring citizens and the state closer.

The concept of CDD as used in this paper refers to an approach to national development programming that emphasizes community control over planning decisions and investment resources, anchored in principles of participation, transparency, and accountability.¹ CDD creates opportunities for poor people to have a say in how their lives can be improved. Over the last decade, CDD has been recognized as an effective component of poverty reduction and sustainable development. CDD has become an important operational strategy for many governments around the world due to its ability to engage citizens and deliver infrastructure and services both quickly and cost-effectively. The World Bank currently supports 199 ongoing projects in 78 countries with investments of \$19.7 billion, with an additional \$12.4 billion in co-financing provided by borrowers and other donors, for total financing of \$32.1 billion. If we unpack the reasons for this success, we see quickly the links between community-based development and the

The Graduation Approach and Universal Basic Income

POLICY REPORT CONTRIBUTING TO THE CHALLENGE PAPER ON INEQUALITY AND EXCLUSION

Rebuilding Common Ground: An Agenda for 21st Century Democratic Health and Resilience

POLICY PAPER CONTRIBUTING TO THE CHALLENGE PAPER ON INEQUALITY AND EXCLUSION

What's Good for Women and Girls can be Good for Men and Boys

POLICY BRIEF CONTRIBUTING TO THE CHALLENGE PAPER ON INEQUALITY AND EXCLUSION

JENI KLUGMAN | JUNE 2019



This policy brief does two broad things. First, we set up gender inequality as a dimension of generalized inequality and review existing evidence about the links between gender inequality and income inequality. Second, we apply the "Girentree framework" from the first meeting of the Pathfinders Grand Challenge on Inequality and Exclusion to highlight experiences from the gender space that demonstrate how specific policies can promote both recognition and redistribution. The concluding section reflects on possible areas for further analysis.

Laying the groundwork

The relationship between gender inequality and broader measures of inequality is striking.

It is well known that gender inequality is bad for economic growth. Better gender equality is associated with gains in terms of income, economic growth, and national competitiveness.

- The best-known recent global study is McKinsey's "The Power of Parity," which estimated the gains associated with greater gender equality to be a 26 percent boost to global output, amounting to \$28 trillion.¹
- A one standard-deviation improvement in gender inequality across 109 countries increased long-term income per capita by about 9 percent.
- It is estimated that a annual per capita growth in sub-Saharan Africa could be boosted by almost one percentage point if inequality in Africa fell to the levels in the fast-growing emerging Asian countries,² which we estimate as about 375 per person annually.

Given the expected slowdowns in the growth of the global labor supply due to aging populations, reducing gender gaps in the labor market will become increasingly important to economic growth in the coming decades.³

**Essential workers: What
COVID-19 has shown us**



Who are essential workers?

- Essential Workers: Healthcare; Child Care; Transport; Energy; Agriculture and Food Production; Critical Retail; Critical Trades; Public Order.
 - Between 20% to 25% of workers
 - Disproportionately non-graduates, women, minorities and migrant workers
 - Informal workers
- Essential but low paid
 - Roughly one third earning minimum wages
 - Especially those working in care, food and retail sectors
 - Insecure contracts, with many without access to paid sick leave
- Most exposed to COVID-19
 - Higher rates of infections and deaths

The need for hazard pay

- Bonus 'hazard pay' introduced in several countries
- US - 'hero pay' – New York city council relief package, nonsalaried staff an extra \$30 for shifts of up to four hours, \$60 for shifts up to eight hours and \$75 for shifts longer than eight hours.
- But over the longer-term?
 - Introducing higher minimum wages?
 - Re-classifying essential and frontline workers to socialize risk
- Few examples of increase so far:
 - Ghana – 50 per cent pay rise for nurses
 - Canada, France also increased wages for healthcare workers



Policies

- Hazard pay as a new norm
- Higher minimum wages
- Paid sick pay
- Cheap and accessible childcare
- Social protection policies
- Strengthening rights
- **Essential workers are just that—essential—and by protecting their health, we protect the health and wellbeing of us all**