



Just and Favourable Pay and Work Conditions

Everyone has the right to fair pay and a safe and healthy work environment.¹ Companies need to ensure safe working conditions for workers, ensure that overtime hours are not excessive, that workers are appropriately compensated and are treated with dignity.²

Measures that protect workers include:

- ✓ Provide sick leave or another form of leave until a worker is cleared to come back to work.
- ✓ Provide transportation options such as adding buses or vans to respect physical distancing.
- ✓ Provide personal protective equipment or alternative work arrangements (working from home, social distancing, rotations) to protect the health and safety of workers and allow workers to choose to wear a mask or not based on their preferences and mask bylaw exemptions, including exemptions based on human rights.
- ✓ Provide decent wages and appropriate compensation for overtime hours worked.
- ✓ Communicate and enforce clear, transparent, consistent labour and workplace conduct policies, which take into consideration the gender-specific impacts of COVID-19.
- ✓ Communicate clear policies and expectations about labour practices to contractors and suppliers.
- ✓ Ensure that processes are in place for freedom of speech and freedom of opinion that allow workers to communicate health and safety concerns without fear of negative consequences.
- ✓ Conduct regular audits/inspections and follow-up on findings (e.g. labour standards and occupational safety), including appropriate information disclosure.
- ✓ Provide support to workers including access to sick leave, where needed.

Unjust measures include:

- ✗ Fire workers who, based on local laws, have to self-quarantine after contact with someone who has COVID-19.
- ✗ Force workers to use company transportation that does not respect physical distancing.
- ✗ Assign excessive overtime or fail to provide insufficient breaks, rest time to make up for slower production due to COVID-19.
- ✗ Reduce or not pay wages to offset profit losses due to COVID-19.
- ✗ Require workers to pay for personal protective equipment or other accommodations necessary to reduce the risk of virus transmission.
- ✗ Punish workers that refuse unsafe work because of fear of virus transmission or workers who cannot use PPE, such as masks.
- ✗ Harass/intimidate workers or allow a work environment that is intimidating, hostile, or humiliating for workers.
- ✗ Cancel/delay audits/inspections due to COVID-19 (e.g. labour standards and occupational safety), including disclosing appropriate information.
- ✗ Fail to accommodate for workers' stress related to the measures put in place due to the pandemic, ill health in the family, and economic insecurity can impact the health of workers, the health at work and get in the way of business operations

¹ This human right is protected under a of international treaties including the [International Covenant on Civil and Political Rights](#), [International Covenant on Economic, Social and Cultural Rights](#), [Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment](#), and [Convention on the Rights of Persons with Disabilities](#).

² ITUC. (April 2020). ITUC Global COVID-19 Survey. www.business-humanrights.org/sites/default/files/documents/200428_ituc_COVID-19_globalsurveyreport_en%5B1%5D.pdf