

# International Labour Review

SPECIAL ISSUE

## COVID-19 and the world of work (Part II)

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- 171 **Impacts of the COVID-19 pandemic and unpaid care work on informal workers' livelihoods**  
Ana Carolina OGANDO, Michael ROGAN and Rachel MOUSSIE
- The COVID-19 pandemic triggered a health, economic and care crisis affecting all workers, including those in the informal economy. This article uses data from the first round of a mixed-methods longitudinal study conducted in June/July 2020 by Women in Informal Employment: Globalizing and Organizing in partnership with informal workers' organizations in 12 cities. It assesses the impact of the multidimensional crisis on care responsibilities and the resulting effect on livelihoods and food security. A gendered analysis of paid work and unpaid care work sheds light on the unique features of the impact of the current "pandemic recession" on the world's informal labour force.
- Keywords: unpaid care work, gender, informal economy, livelihoods, COVID-19, care economy.
- 195 **COVID-19 and a "crisis of care": A feminist analysis of public policy responses to paid and unpaid care and domestic work**  
Elena CAMILLETTI and Zahrah NESBITT-AHMED
- The COVID-19 pandemic has highlighted gender inequalities, increasing the amount of unpaid care weighing on women and girls, and the vulnerabilities faced by paid care workers, often women working informally. Using a global database on social protection responses to COVID-19 that focuses on social assistance, social insurance and labour market programmes, this article considers whether and how these responses have integrated care considerations. Findings indicate that, although many responses

addressed at least one aspect of care (paid or unpaid), very few countries have addressed both types of care, prompting a discussion of the implications of current policy responses to COVID-19 (and beyond) from a care lens.

Keywords: social protection, gender equality, care work, COVID-19, domestic work.

219 **Overtime or fragmentation? Family transactions and working time during the COVID-19 pandemic** Hadrien CLOUET

What changes affected the working time of employees required to work from home by the 2020 French health measures? Drawing on a qualitative survey of a municipal water company, based on interviews, direct observations and questionnaires, the author shows how telework prompted by the COVID-19 pandemic restructured working time and redistributed the power of regulation. During lockdown periods, working hours were extended and work rhythms changed, with considerable variation depending on the family configuration: confinement with family was not conducive to extended working hours, instead tending to fragment them, whereas isolated teleworkers experienced the opposite effect.

Keywords: conflict, COVID-19, family, digital technology, work from home, hours of work, France.

245 **Syrian refugee labour and food insecurity in Middle Eastern agriculture during the early COVID-19 pandemic**

Ann-Christin ZUNTZ, Mackenzie KLEMA, Shaher ABDULLATEEF, Stella MAZERI, Salim Faisal ALNABOLSI, Abdullelah ALFADEL, Joy ABI-HABIB, Maria AZAR, Clara CALIA, Joseph BURKE, Liz GRANT and Lisa BODEN

Drawing on ethnographic data from the 2019 *SyrianFoodFutures* and the 2020 *From the FIELD* projects, this article provides insights into the early effects of the COVID-19 pandemic on refugee labour in agriculture in Iraq, Jordan, Lebanon, Syria and Turkey. In spring 2020, movement restrictions and supply chain disruptions caused displaced Syrian farmworkers to lose their jobs and face increased food insecurity. The authors situate their findings in the context of host countries' use of legal ambiguity in governing refugees, Middle Eastern agriculture's reliance on migrant labour, and the region's long-standing food insecurity. They conclude that formalizing refugee labour cannot alone address exploitation.

Keywords: refugee labour, agriculture, Middle East, legal ambiguity, food insecurity, COVID-19.

267 **Occupational safety and health challenges for maritime key workers in the global COVID-19 pandemic** Desai SHAN

The COVID-19 pandemic has changed the world of work. But global trade is still recognized as an essential area of business, and maritime transport, being an engine of globalization, cannot be paused. Since the onset of the pandemic, few governments have allowed seafarers – who transport more than 90 per cent of global commodities – to leave their ships and return home. The travel restrictions related to COVID-19 have led to a crisis of occupational safety and health (OSH) at sea. Drawing on 29 interviews, this article explores the OSH challenges faced by international seafarers during the pandemic.

Keywords: occupational safety and health, OSH, COVID-19, seafarers, essential workers.

289 **Essential jobs, remote work and digital surveillance: Addressing the COVID-19 pandemic panopticon**

Antonio ALOISI and Valerio DE STEFANO

An unprecedented COVID-19-induced explosion in digital surveillance has reconfigured power relationships in professional settings. This article critically concentrates on the interplay between technology-enabled intrusive monitoring and the augmentation of managerial prerogatives in physical and digital workplaces. It identifies excessive supervision as the common denominator of “essential” and “remotable” activities, besides discussing the various drawbacks faced by the two categories of workers during

(and after) the pandemic. It also assesses the adequacy of the current European Union legal framework in addressing the expansion of data-driven management. Social dialogue, workers' empowerment and digital literacy are identified as effective ways to promote organizational flexibility, well-being and competitiveness.

Keywords: essential workers, telework, digital surveillance, COVID-19, algorithmic management, employee monitoring, managerial prerogatives, collective bargaining.

315 **Proportionate response to the COVID-19 threat? Use of apps and other technologies for monitoring employees under the European Union's data protection framework**

Seili SUDER and Andra SIIBAK

This article explores the potential uses by employers of contact-tracing apps and other monitoring technologies to mitigate the spread of COVID-19, and the potential concerns that these raise in the context of the European Union's General Data Protection Regulation. Given the imbalance of power in the employment relationship, the authors call for national laws to strengthen employees' ability to refuse the use of such apps and technologies after the end of the COVID-19 pandemic. When such tools are no longer needed to keep employees safe, additional regulations and guidance will be necessary to prevent future problems, such as function creep and other misuse by employers.

Keywords: digital contact tracing, contact-tracing apps, employee monitoring, data protection, GDPR, COVID-19.

### Book reviews

337 ***The Law of Interactions between International Organizations***,  
by Henner Gött.

Reviewed by Anne TREBILCOCK

ISSN 0020-7780  
[www.ilo.org/revue](http://www.ilo.org/revue)

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