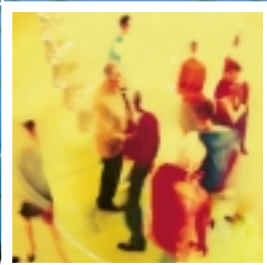




International
Labour
Office

SOCIAL PROTECTION MATTERS

NOVEMBER 2003



PREVENTION
AND PROTECTION

PROMOTING
OPPORTUNITIES

ACCESS TO
ESSENTIAL GOODS
AND SERVICES

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Juan Somavia
Director General
International Labour Office

DG's Editorial

Decent work expresses the basic aspiration of people everywhere for work that allows them and their families to live in dignity. For the poor, work is a key route out of poverty. This was the theme of my 2003 Report to the International Labour Conference. And underlying it was the fundamental idea that work offers a way out of poverty when it is done in conditions of equity, security and human dignity.

This effort to set out the connection between our decent work agenda and the poverty eradication agenda was well-received and has generated great interest in, and expectations from, a decent work approach to poverty eradication. Social protection is an integral part of that approach.

For the ILO, social protection is about people and families having security in the face of vulnerabilities and contingencies, it is having access to health care, and it is about working in safety. But we are far from realizing the ideal of adequate social protection as a right for all. This is particularly true for the poorest in the informal economy. Commonly they are working and working hard just to survive. They experience many forms of insecurity. They are most in need of support and protection yet they are the least protected.

Socio-economic security is key to the well-being of the individual and the family. By responding to people's needs, social protection fosters social inclusion and cohesion - secure families are the building blocks of secure communities and stable societies. When properly managed, it is an instrument of empowerment and social progress. It affects capacity to work and productivity at work. And social protection gives poor people a platform to step from fighting for survival to working for a better future and staying out of poverty.

The decent work agenda is a universal agenda. This is why for us social protection is not optional but a necessary component of strategies for working out of poverty. And our highest priority is to reach those not covered by any system. This alone is a formidable challenge and it will not be accomplished overnight. But, with our long-term goals in mind, we can steer our short-term actions towards universalism and inclusive systems of social protection. This is the spirit of our campaign on social security and coverage for all.

In my Conference Report, I presented the ILO's work on poverty through a life cycle lens. What does poverty mean in terms of real life cycles? Too often, it is women dying in pregnancy and childbirth; children deprived of their childhoods through child labour; children and young people without opportunities to learn and to train for a better future; families without access to basic health care; it is girls losing out on opportunities for education and being hit harder by poverty as they grow up because of the gender differential; it is "choosing" any kind of work or not eating; it is a state of such extreme vulnerability that simple life cycle events easily throw families into crippling debt, even debt bondage. It is the elderly unable to work but having no support. And, in some countries, the AIDS epidemic is placing an additional burden of care on women as well as on children and the elderly. Over time, the cycle is repeated as successive generations become trapped in poverty.

I believe that a life cycle approach to work and protection helps us to connect directly with these realities and the interconnectedness of people's needs. People experience life in an integrated way. To be effective we must respond with an integrated approach and coherent policies. And this is the essence of the decent work approach. Social protection must be part of a supporting and enabling environment that allows people to work out of poverty. Policies and programmes must simultaneously tackle the different dimensions of the challenges of people hoping to work their way towards a better future. A life cycle approach taken together with constructive national dialogue can identify key areas where economic and social policies need to be aligned to the objectives of poverty eradication and the needs of people.

The ILO's historical values, its tripartite constituency, its mission and methods have heightened relevance in a world of growing insecurity and uncertainty. Our starting point is solidarity; we promote empowerment through organization; and we use social dialogue to find solutions that are appropriate to the diverse circumstances and priorities of people and countries. We can draw upon a range of instruments to help break cycles of poverty through social protection. It demands intergenerational as well as international solidarity. Nationally, regionally and globally, opting for solidarity and supporting the extension of social protection to all is to open the door to a dignified exit from poverty, to real choice, to freedom and, ultimately, development.

[http://www.ilo.org/
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Abstract

<http://www.ilo.org/public/english/protection/>

LABOUR PROTECTION
ED/PROTECT/MSU

“Social protection: investing in a life cycle continuum for social justice, poverty reduction and sustainable development”

A. Bonilla Garcia
and J.V. Gruat

Social protection, a major achievement of the 20th century, guarantees men and women, boys and girls a decent life. It protects them against vulnerability and deprivation. Importantly, social protection enhances quality of life, unleashing human potential, increasing stability and promoting social justice and economic growth.

This paper situates social protection within the context of lifecycle events and considers all phases of an individual's life. Not only are individuals and entire populations affected by global trends, but the nature and sequence of events over a life time is changing for many.

The nature of the risks that people can be exposed to changes over a life time. They are also not evenly distributed. They can affect individuals or entire communities, nations or regions to varying extents. The traditional sequence of birth-school-work-marriage-family-retirement-death no longer applies to everyone and in any case is different for men than for women. Life stages can be repeated or experienced at different ages in response to work and training opportunities and family events. These social changes require a more dynamic approach to social protection.

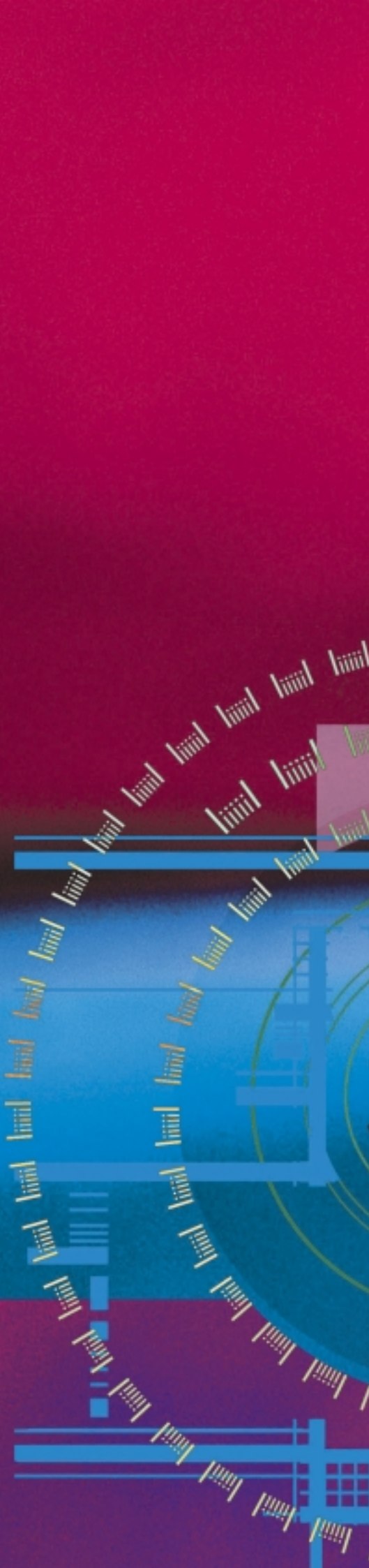
Each life cycle pattern provides both opportunities and risks. Some categories of persons are more vulnerable to life contingencies than others. On a broader level, globalization affects social stability and governments' ability to finance key social services. It also contributes to population mobility and international migration, health disasters such as AIDS and demographic change, including population growth and aging populations.

Global developments, whether they are external or self-induced, tend to expose societies to a greater level of risk and create changing needs for their citizens. They have significant implications for providing effective social protection.

All people are all subject to risks and uncertainties, but a large percentage of the world's population already lives with the terrible certainties of poverty, illness and exclusion. Women, particularly single heads of households are over-represented among the poorest. Social protection schemes must evolve to meet the changing needs and especially those who are most precarious. A new balance must be found between the economic goals of countries and the social protection they can provide. Stability and economic growth must be built together with social policies. Only societies with healthy, literate and secure men and women can contribute to economic progress.

Social protection is a central issue to the ILO and over half of its standards concern social protection issues. Its unique tri-partite structure of governments and their social partners, employers and workers, puts the ILO in a powerful position to create social policy. Social protection is already a key element of the Decent Work Strategy.

Social policies and measures of social protection have often been seen as an obstacle to economic growth. Today poverty reduction and alleviation programmes and sustainable development strategies are turning towards social concerns as a basis for economic development. Social policy must work in tandem with economic policy and be integrated as a central component of development, not just as a safety net but with the more ambitious objectives of promoting equity and growth and development human and social potentials.



Of course, there are costs attached to social protection and any formula for social protection must satisfy the criteria of economic and financial affordability, transparency, monitoring and evaluation, individual equity (links between payments and benefits) and social efficiency.

What must be considered is the cost of not having social protection: poverty and vulnerability, the lack of economic development, the cost to human capital (lack of investment in infrastructure & new generations), loss of social capital (burdens on family, lack of trust and solidarity) and political costs which reduce the legitimacy of the state and endanger democracy. When cumulative, these costs can be all the more devastating.

Social protection is integral to the dynamic development of modern open economies and the development of societies. It must itself evolve with society and new forms of social protection must extend to the promotion of human and social potentials and opportunities. In this broader context, social protection can play a pivotal role in facing the global challenges of poverty, inequity, exclusion and underdevelopment. A broader concept of social protection can guarantee access to essential goods & services, promote active socio-economic security and advance individual and social potential for poverty reduction and sustainable development.

How can these objectives be achieved? The guiding principles must be equality of treatment, solidarity, inclusiveness, the general responsibility of the state and transparency and democratic management. The life cycle must be seen in three broad life phases: before, during and after work. Critical gender differences over the life cycle must also be understood in order to design and implement effective responses. A change in phase can be for the better or for worse and social protection must protect in all cases by focused, deliberate and explicit measures.

International labour standards have already been created by ILO Conventions and the Governing Body has approved the integration of ILO normative activities. We must now look at economic, social and environmental goals together to achieve sustainable development.

How can we give any social protection scheme a better chance? Some practical guidelines include explicit, interpretable and inclusive social protection rights, obligations & procedures; adequate monitoring and enforcement; adequacy and continuity of resources; governance and management; enhancing information and communications; removing psychological and socio-cultural obstacles; targeting vulnerable groups and regions.

Adam Smith's "invisible hand" enriched society through individual striving for wealth. Can we create a visible hand of social protection? Thoroughly understanding the increasingly desperate situation of having no social protection should lead countries to active social protection mechanisms, which will protect their citizens against poverty and vulnerability.

Technical consultations on socio-economic security in Africa

Insecurity breeds despair, intolerance and violence. But even in low-income countries, it is possible to create more basic economic security for more people. Only in that context can decent work thrive. This was a conclusion of a two-day consultation in Dar es Salaam organized by IFP/SES jointly with the ILO Area office for East Africa, and the Regional Office for Africa.

The consultation was opened by the Tanzanian Minister of Labour, Dr. Juma Kapura, and by the Association of Tanzanian Employers and the Trades Union Congress of Tanzania. It reviewed work in 23 African countries, focusing on the People's Security Surveys (PSS) of Ethiopia, Ghana, South Africa and Tanzania, and the Enterprise Labour Flexibility and Security Survey of Tanzania.

The findings and policy proposals made headline news in Tanzania's press, radio and TV. More than 70 people participated; 30 technical papers were presented, many showing how globalization has intensified social and economic insecurities across Africa, eroding traditional support networks while inhibiting the growth of modern alternatives. The workshop had a positive message: a strategy to give all citizens basic economic security is feasible and must strengthen the values of *universalism and social solidarity*. Insecurity can be reduced without vast financial resources. If basic security were pursued, it would enhance economic growth and better work opportunities.

Among the findings is that, beyond the areas of starvation and civil strife, the biggest source of financial crisis is *healthcare costs*. Also, the vast majority foresee financial insecurity in old age. Many of the poorest are in "jobs", making the call for more jobs of limited relevance for dealing with poverty and insecurity. One reality is that, because low-income groups have more forms of insecurity, income inequality is underestimated by conventional statistics. Reduce those insecurities and you will reduce inequality.

Mechanisms by which women are disadvantaged are concealed in standard statistics. For example, it may appear that many are earning above-poverty incomes. But the data detect how many have no control over the money, face deductions and need to pay others for the privilege of working. This keeps women in disguised poverty and acts as a disincentive to productive work.

Strengthening Voice Representation security could curb such problems. Giving people real freedom, particularly women, is a more effective way of generating decent work than lavishing costly subsidies on "job creation". The PSS also explore attitudes to social justice. The evidence is encouraging here too. Most people retain values of social solidarity, believing that inequalities should be reduced, that all citizens should be guaranteed a minimal survival income by the state, that ways should be found to compensate those hit by disasters, ill-health and disability, and that people required to do care work should be supported. A majority accept that men and women should be treated equally in the labour market and can identify where the worst forms of discrimination occur. Policymakers must build on that spirit.

Assessment of health workers in eastern Europe

IFP/SES concluded its year-long assessment of health workers in eastern Europe by making a film of realities in Ukraine. The film was shown as a TV documentary on CNN World Report and Italian (satellite) TV channel 24. Credit must go to the ILO film crew for enabling us to realize this, to our partners in the Public Services International (PSI) and to those working with us in Ukraine.

The film shows how terrible the conditions have become for patients and healthcare workers. Among the 12 sites filmed were a city emergency hospital, an HIV/AIDS clinic, a tuberculosis (TB) clinic, a district hospital, and a rural village clinic. The film was made as a follow-up to the Programme's assessment of work insecurities among healthcare workers across the whole of Eastern Europe. A monograph has just been published on the insecurities faced by the workers - doctors, nurses, auxiliaries and others. It is entitled *Corrosive reform: Failing Health Systems in Eastern Europe* (by Carl Warren Afford, published jointly by the ILO, the Socio-Economic Security Programme and Public Services International, Geneva, 2003).

According to Ukraine's Minister of Labour, healthcare workers will be receiving a 25% wage increase. But this will still leave them below the subsistence minimum. Working without the most basic necessities, such as bandages and running water, their plight is grim.

VoiceNet: sharing knowledge, building coalitions

VoiceNet, a global network being built by the Programme, is a long-term venture based on partnerships with organizations concerned with workers' security in all regions of the world. VoiceNet monitors and evaluates innovative approaches promoting and protecting the socio-economic security of communities by increasing security for working people.

The network of national correspondents helps VoiceNet to disseminate information about initiatives around the world. VoiceNet national correspondents also help in building the SES database by collecting macro-level data on socio-economic security, so far for over 100 countries.

The database and other activities related to VoiceNet also generate country profiles and indexes of socio-economic security. VoiceNet correspondents reach out nationally or regionally to discover other groups engaged in the promotion of any of the ILO's seven forms of security. VoiceNet and its related activities will be publicly accessible to help others develop their research and activities in related fields.

The Global Campaign on Social Security and Coverage for All

Only one in five people in the world has adequate social security coverage. Social security is a basic need and represents a basic human right. Governments, employers and workers reached a consensus at the International Labour Conference in 2001 and requested the ILO to launch "a major campaign to promote the extension of social security coverage". Mr. Juan Somavía, formally launched the "Global Campaign on Social Security and Coverage for All" at the International Labour Conference in June 2003. The President of the Governing Body, Ambassador Eui-Yong Chung, as well as the two Vice-Presidents, Messrs Daniel Funes de Rioja and Leroy Trotman, also participated in the launch event.

The campaign aims to extend social security to all non-covered groups and to achieve universal access to health care as well as basic income security for all. The immediate objective is to mobilize key actors at the national and international levels to implement the campaign strategy for the extension of social security. Technical assistance is the main instrument to achieve concrete improvement in coverage for as many countries as possible. Knowledge is being built up to support technical assistance by strengthening know-how and developing useful tools for key actors.

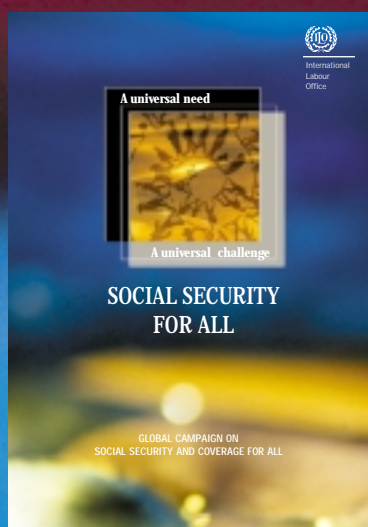
The ILO is preparing various campaign initiatives at the country, regional and sub-regional levels. The campaign will be launched in Africa during the Regional Conference in Addis Ababa at the beginning of December 2003. In order to help Member States extend social security coverage, the ILO will intensify efforts already underway in more than 30 countries. Activities will initially concentrate on five key areas:

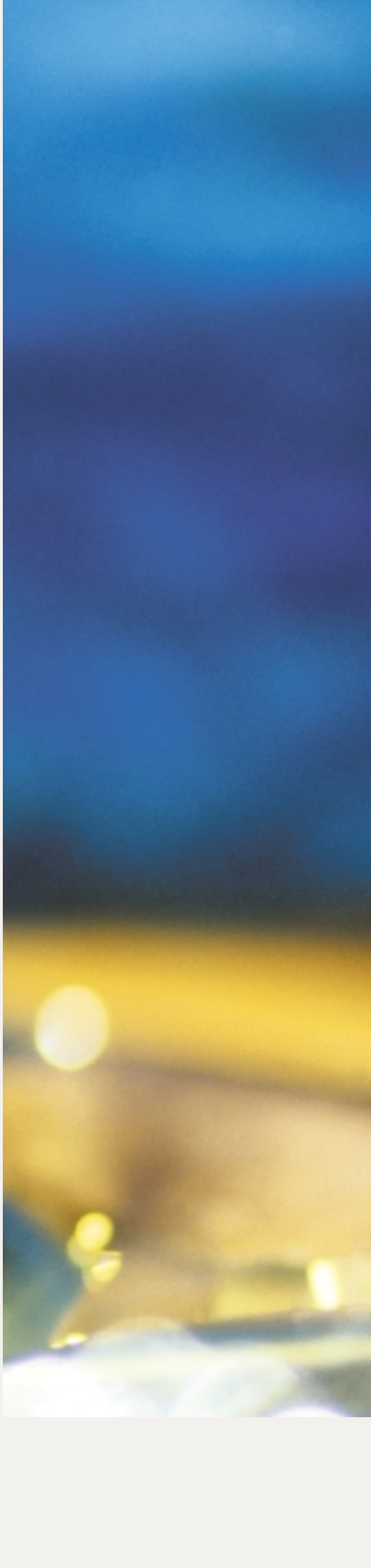
1. Extending social security through social dialogue

For the time being, this experimental process, financed by the Government of the Netherlands, is limited to three developing countries - Honduras, Mali and Sri Lanka. If found successful, this process can be replicated in many other developing countries. In each of the three countries a national diagnosis has been carried out through the concerted efforts of government ministries, representatives of employers and workers, civil society organizations and social security institutions. The national diagnosis examines the social security needs of workers in the formal and informal economy, as well as assessing the effectiveness of statutory and community-based schemes to cover these workers. The diagnosis provides the basis for national action plans that are currently being prepared in all three countries. These national action plans will also form the basis for the launch of national campaigns on social security and coverage for all.

2. Extending social security to the excluded in five Portuguese-speaking African countries

This project aims to determine who is excluded from social security systems in five countries (Angola, Cape Verde, Guinea Bissau, Mozambique and Sao Tome and Principe), why they are excluded and, most importantly, how to bring them under full coverage. It is financed by the Portuguese government and will seek to increase the number of salaried workers who are covered by existing social security systems, while creating special statutory schemes for non-





salaried workers that take into account their needs and ability to contribute. In addition, coverage will be increased through the development of community- and occupation-based schemes specially designed for those who are excluded from the informal economy.

3. The Global Social Trust Pilot Project

This programme will link developed countries with least developed nations, with individual contributors in the developed countries having the opportunity to make regular, voluntary contributions of a few euros a month to the Trust.

The core benefits of the Trust are basic income security, basic education and essential health services provided to the family unit. On the financing side, even with a modest participation rate of only five percent of all employees in the richer OECD countries, the annual volume of contributions collected would be sufficient to make a major contribution towards poverty alleviation in developing countries. With the help of the social partners in a European country, the ILO is preparing to launch a Global Social Trust pilot project to provide income support to HIV/AIDS affected families in Southern Africa.

4. Strengthening community-based social security schemes

This initiative will target poor and excluded groups in the informal economy, as well as low-income formal economy workers whose social security coverage does not meet their needs. The ILO-STEP (Strategies and Tools against social Exclusion and Poverty) Programme has already carried out 35 technical cooperation projects on community-based schemes in 38 countries of Africa, Asia, Latin America and the Caribbean. Beginning this year, the STEP Programme will undertake a worldwide survey on existing community-based social security schemes, gather more knowledge on their experience and potential to improve access to health care. The information collected will lay the foundation for further technical assistance activities, while encouraging the development of communication networks among the various schemes and other interested groups.

5. Extending health care coverage in Latin America and the Caribbean

The ILO and PAHO (Pan-American Health Organization) are cooperating to help countries define national action plans to extend health care coverage through a variety of mechanisms, such as social health insurance, community-based approaches and opening up access through public health-care facilities. During the first two years of the initiative, all participating countries will define national action plans on how health care coverage will be extended through a variety of mechanisms, such as social health insurance, community-based schemes and free access through public health care facilities. During the last three years of the initiative, the implementation of the action plans will be started. The number of participating countries will depend on the availability of resources. A donor conference organized by the Swedish International Development Agency took place in Stockholm at the end of October.

SafeWork

<http://www.ilo.org/public/english/protection/safework/index.htm>

LABOUR PROTECTION

InFocus Programme on Safety and Health at Work and the Environment

SafeWork in Brief:

- Preparation has started for the 10th International Conference on Occupational Respiratory Diseases (19-22 April 2005, Beijing) by ILO and the Government of China.
- National capacity to implement the SOLVE educational programme addressing psychosocial problems at work in Thailand, the Philippines, Benin and Senegal.
- The CISDOC database of the International OSH Information Centre (CIS) is now fully available in English and French, with a large part also in Spanish with the CIS National Centre in Spain. Behind the scenes it has been transferring the database from a MINISIS to an ORACLE environment.
- As a result of a tripartite Labour Inspection Audit (7-19 July 2002), Luxembourg now intends to ratify around 15 Conventions related to occupational safety and health.

for all

An integrated approach to ILO standard-related activities in the area of occupational safety and health - International Labour Conference 2003 - Summary of conclusions

The first general discussion based on an integrated approach to ILO activities took place at this year's International Labour Conference (June 2003) on the subject of occupational safety and health (OSH). The integrated approach did indeed live up to expectations: the Conference adopted by consensus a Resolution on OSH comprising a global OSH strategy and an ILO action plan for the promotion of OSH. The Conference recommended that the integrated approach be applied to all other areas of ILO activity.

The fundamental pillars of the global OSH strategy include building and maintaining a national preventive safety and health culture and introducing a systems approach to OSH management. A preventive safety and health culture is one in which the right to a safe and healthy working environment is respected at all levels, where governments, employers and workers actively participate in securing a safe and healthy working environment through a system of defined rights, responsibilities and duties, and where the principle of prevention is accorded the highest priority.

The aim of the ILO action plan is to implement the global OSH strategy. It proposes concrete measures such as:

- promotion, awareness raising and advocacy; the development of a new instrument to establish a promotional framework in the area of OSH; prioritization concerning the revision of standards (Convention on the Guarding of Machinery, No. 119, 1963 Recommendation 118 9 on the same topic, and the consolidation of five standards dealing with chemical substances into a Protocol to the Chemicals Convention, 1990 (No. 170) and the development of new instruments (on ergonomics, biological hazards and a new code of practice on the guarding of machinery);
- technical assistance and cooperation - the essential area here being methodology development to facilitate the establishment and implementation of national OSH programmes;
- knowledge development, management and dissemination; and
- international collaboration.

The main purpose of the new instrument establishing a promotional framework is to ensure that priority is given to OSH in national agendas and to foster political engagements to develop national strategies to improve OSH. The new instrument should also contribute to increasing the impact of existing up-to-date ILO OSH Conventions.

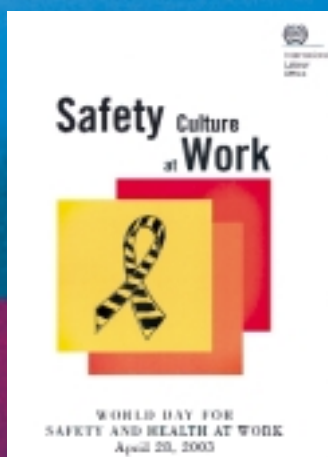
It should promote a number of key elements:

- the rights of workers to a safe and healthy working environment;
- the respective responsibilities of governments, employers and workers;
- the formulation and implementation of national OSH programmes;
- initiatives fostering a preventive safety and health culture; and worker participation and representation at all relevant levels.

In order to facilitate an exchange of experience and good practice on OSH in this respect, the instrument should include a mechanism for reporting on achievements and progress.

FOR MORE INFORMATION

<http://www.ilo.org/public/english/protection/safework/index.htm>



New publication on working time



Mauritius: Conference on reconciling work and family

A national tripartite conference on work and family took place in Mauritius in February 2003 with technical support from the Conditions of Work and Employment Programme. The conference was based on a research study conducted by the Centre for Applied Social Research of the University of Mauritius and jointly funded by the ILO and the Mauritius Research Council. The study had been requested by the Ministry of Labour and Industrial Relations, which felt that the rapid increase in women's labour force participation over the last 30 years had not been accompanied by measures to help workers reconcile their work with their family responsibilities.

The objective of the conference was to bring together a wide range of stakeholders in the domain of work and family in order to discuss the results of the study and establish the main directions and strategies which could form the basis of a national action plan on work and family. The conference was officially opened by the President of the Republic.

Based on the presentations, the results of the study and the group discussions, four major strategic objectives were identified for the national action plan, along with various strategies and activities for progressing towards these objectives:

- changing attitudes and behaviours related to the roles of women and men in work and in the family;
- promoting family-friendly enterprises;
- facilitating new working time patterns and organization; and
- facilitating the access of workers to family services.

The National Action Plan on Work and Family has since been officially adopted by the Council of Ministers.

New working papers series

Three working papers have been published in the Conditions of Work and Employment Programme Series.

- H. Gospel: *Quality of working life: A review on changes in work organization, conditions of employment and work-life arrangements*, Conditions of Work and Employment Series No. 1 (Geneva, ILO, 2003).
- A.S. Harvey, J. Gershuny, K. Fisher and A. Akbari: *Statistics on working time arrangements on time-use survey data*, Conditions of Work and Employment Series No. 3 (Geneva, ILO, 2003).
- D. Bell and P. Elias: *The definition, classification and measurement of working time arrangements*, Conditions of Work and Employment Series No. 4 (Geneva, ILO, 2003).

Future issues in this series will cover such topics as domestic workers, reconciling work and family and sexual harassment.

**To obtain copies of these publications,
please address your request to:**

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“AIDS tears the heart out of a country in terms of human capacity.”

Stephen Lewis,
UN Special Envoy on HIV/AIDS
to Africa

My friend's brother had a small IT business employing 15 people in Cincinnati, USA. But he's gone out of business because one employee had HIV. He had no intention of getting rid of his employee. He knows that people with HIV can go on living healthily and working for many years, especially if they can keep their jobs, their income, and the support of their workplace. American law protects employees against discrimination or dismissal on the grounds of HIV status, but the insurance company didn't see it like that and the company's premiums skyrocketed. In America, social security doesn't provide cover for the general population - in most European countries this employee would have received treatment through the public health system. In the end, the company couldn't stay afloat because of the cost of health insurance and 16 people lost their jobs.

In Thailand a worker in a small beer-canning factory committed suicide when he found out he had HIV. He was the only one in the factory who knew how to repair the fork-lift truck; he was an experienced shop steward; he supported an extended family. Beyond the personal tragedy, his death had repercussions on many levels - production was disrupted by the loss of his skills and the shock to his co-workers; productivity suffered and costs increased as the employer had to recruit and retrain. Two of his sister's children left school and started work to help make up the family's lost income. The local union branch struggled to carry on the training programme he had led.

The examples above show how dramatically AIDS touches on the ILO's core concerns and jeopardizes the Decent Work Agenda.

At least 26 million workers have HIV, so today, or next week, or in a few years' time, millions of livelihoods will be lost, families broken up, workplaces undermined, and nations impoverished. The fact that more than any other disease AIDS impacts on young adults in their productive prime has implications for nation states, for the development process, and for the ILO. The labour force will not only be affected in terms of numbers but in its composition and structure. In the last few weeks, the World Bank has produced a report, based on a study in South Africa, that warns that the economic impact of AIDS will be more severe than previously thought because the human capital implications of the epidemic had not been sufficiently taken into account. In September The UN's High Level Committee on Programmes had at the top of its agenda a paper entitled *Organizing the UN Response to the Triple Threat of Food Insecurity, Weakened Capacity for Governance, and AIDS in Southern Africa*, (draft) to be published by the United Nations, New York.

Just as the ILO is starting to work more actively on the development agenda, to integrate our ideas and activities in response to globalization and in the cause of poverty reduction, the HIV epidemic challenges everything we thought we understood and everything we are trying to do. Our priorities, workplans and very structure must be re-examined to work out how AIDS will affect the strategic objectives, the services we offer constituents and the capacity of field offices.

A timely response is the draft paper on *Managing the financial consequences of the HIV/AIDS pandemic in Africa* by Pierre Plamondon, Michael Cichon and Pascal Annycke, to be published by the ILO, Geneva. It stresses that, "More immediately and much more dramatically than ageing or any other development, the HIV/AIDS pandemic poses a huge challenge to the financial management of national social protection systems". On the basis of a simplified social budget model, the paper examines the potential financial effects of HIV/AIDS on national social protection schemes and simulates possible coping mechanisms. This, however, is just one initiative in what needs to be a wide-ranging, detailed and above all urgent exercise in reviewing and recasting the priorities for each sector of the Organization.

In this we can learn from our constituents, because although we talk about mobilizing them and strengthening capacity, it is their motivation, creativity, and hard work in numerous countries and situations that serve both as inspiration and model. They are both the beneficiaries of our efforts and the drivers. What they have achieved shows us what the Organization as a whole can do if it fully takes on the responsibility.

Among a thousand possible examples, we point quite arbitrarily to the Thai Government that continues printing and distributing the Thai translation of the ILO *Code of Practice on HIV/AIDS and the world of work*; the Federation of Kenyan Employers which is helping employers' organizations all over Africa assess the impact of AIDS on their members and develop workplace policies based on the Code; the International Confederation of Free trade Unions (ICFTU) and Global Union Federations which are just about to launch a worldwide campaign that will make AIDS a normal part of union activity for all their affiliates; the labour judges in Asia who included HIV/AIDS in their regional seminar on International Labour Standards and Equality Issues, in September 2003; the National Union of Agricultural & Plantation Workers in Zambia who wrote their own training manual on AIDS, with support from the Lusaka office; the employers in Southern and Eastern Africa who have trained thousands of peer educators for prevention programmes at their workplaces.

Of special significance was an ILO-Global Compact policy dialogue on HIV/AIDS on 12 May 2003, when the general secretaries of the International Organisation of Employers and International Confederation of Free Trade Unions issued a historic joint statement committing their organizations and their members to collaborative action on HIV/AIDS at all levels, especially in the workplace. They showed how AIDS is an issue for all partners in the world of work; that employers and workers (and of course their governments) share a common interest in preserving the health of workers and of workplaces; that this alliance has the potential to mobilize millions and truly make an impact - they showed the ILO how to go forward.

Santiago

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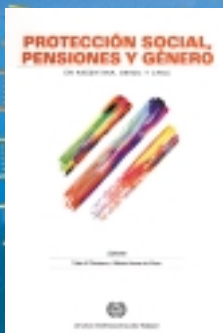
LABOUR PROTECTION
ILO Subregional Office for the
South Cone of Latin America



Non contributory and social assistance pensions. Argentina, Brasil, Chile, Costa Rica and Uruguay.



Social security, pensions and gender in Argentina, Brasil and Chile.



Social security, pensions and gender in Argentina, Brasil and Chile.

ILO Subregional Office Santiago

Over the last two years, the International Labour Office through the Subregional Office in Santiago, Chile, implemented three studies regarding several matters about social protection in Latin America. The versions in PDF format of such studies are available at the internet

Social Security-Pensions Coverage in Argentina, Brasil and Chile

(Published in Spanish: Cobertura Previsional en Argentina, Brasil y Chile)

Ed. Fabio M. Bertranou, 2001

Authors: Alberto Arenas de Mesa, Fabio M. Bertranou, Carlos O. Grushka, Héctor Hernández Sánchez, Vinicius Pinheiro, Rafael Rofman

This book refers to issues on social security-pensions coverage, one of the most important challenges in the modern systems of social protection. The study includes three regional cases that explain different models of social security provision for old age income security.

Non contributory and social assistance pensions. Argentina, Brasil, Chile, Costa Rica and Uruguay.

(Published in Spanish: Pensiones no Contributivas y Asistenciales. Argentina, Brasil, Chile, Costa Rica y Uruguay)

Eds. Fabio M. Bertranou, Carmen Solorio y Wouter van Ginneken, 2002

Authors: Fabio M. Bertranou, Carlos O. Grushka, Pamela Gana, Fabio Durán Valverde, Marcos Lorenzelli, Rodolfo Saldain, Ana Carolina Querino, Hemult Schwarzer, Carmen Solorio, Wouter van Ginneken

The limits set upon social security coverage through contributory programs have encouraged the development and enlargement of non contributory and/or social assistance programs. This study explores the various characteristics of the programs from five countries in the region, with the purpose to evaluate the experiences and challenges in the near future. Therefore, they review aspects related to benefits, coverage, financing, administration and effects on poverty alleviation of household and individual beneficiaries.

Social security, pensions and gender in Argentina, Brasil and Chile.

(Published in Spanish: Protección Social, Pensiones y Género en Argentina, Brasil y Chile)

Eds. Fabio M. Bertranou, Alberto Arenas de Mesa, 2003

Authors: Alberto Arenas de Mesa, Fabio M. Bertranou, Carlos O. Grushka, Rafael Rofman, Pamela Gana Cornejo, Enid Rocha da Silva, Hemult Schwarzer

Social security-pensions reforms in Latin America have generated dissimilar impacts in men and women's welfare. This study contains three regional experiences of different nature and evaluates the possible effects in men and women before and after the reform.

Web site: <http://www.oitchile.cl/spanish/mdtsanti/publ/libros.htm>

Extending Coverage in South Eastern Europe through The improvement of contribution collections

Unlike most other parts of the world, the former socialist countries of Central and South Eastern Europe extended social security coverage by law to virtually all their citizens. This achievement is a major legacy of the socialist period. However, the early years of transition brought large-scale informalization of national economies and a lack of compliance with contribution requirements by enterprises facing financial difficulties. Thus, while covered by law, in practical terms many workers in this region are excluded from social security coverage.

In this regional context, the most pressing priority for extending coverage is to find new ways of collecting the contributions that are required by law. The need for greater attention to this problem was underscored at the Ljubljana pension conference (November 2002), sponsored by the ILO in cooperation with the Government of France, the Council of Europe, and the Social Cohesion Initiative of the Stability Pact for South Eastern Europe. Its conclusions provide a framework for focusing greater attention and expertise on improving collections. They call for:

- improving information sharing among government agencies (for example, tax agency, social security agencies, and customs service) to facilitate comparison of records and lead to the identification of delinquent employers;
- making employers' access to government benefits and programmes (for example, loans or export/import licenses) contingent upon certification that they have paid their social security contributions;
- monitoring compliance more intensively, with special measures devised for problematic industries and groups (for example, the construction industry, the self-employed) and special measures to combat evasion (for example, subjecting contract work to the same rules as wages and/or setting a minimum contribution base, such as the minimum wage or a percentage of the average wage); and
- establishing a realistic penalty structure that provides incentives for compliance without driving enterprises out of business and jeopardizing jobs.

In addition, they stressed that governments must lead by example in making timely pension contributions for public employees.

The ILO Subregional Office for Central and Eastern Europe (SRO) in Budapest is promoting these strategies through its French-financed regional social security project for South Eastern Europe. It has commissioned national studies of collections in four countries that have made recent efforts to improve collections through different approaches – Hungary, Poland, Croatia, and Romania. A comparison of the results achieved should enable governments and their social partners to identify the best practices in recent regional experience. The findings will be presented at a regional tripartite conference jointly organized by the ILO SRO Budapest and the Slovenian Ministry of Labour and Social Affairs in Bled, Slovenia, 13-15 November 2003. As a follow-up, the Budapest office will provide technical cooperation at the national level aimed at extending coverage by improving collections.

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THE SOCIAL PROTECTION PROGRAMME OF THE INTERNATIONAL TRAINING CENTRE OF THE ILO

Located in Turin, Italy, the International Training Centre of the ILO translates the strategic vision of the ILO into relevant and timely training programmes that take into account the interests of the ILO's tripartite constituents (governments, workers and employers) as well as policymakers, managers, advisors, technical staff and civil society.

The Centre's Social Protection Programme seeks to promote the ILO strategic objective of enhancing the coverage and effectiveness of social protection for all through capacity-building. In collaboration with the ILO's Social Protection Sector, ISSA and the ILO field specialists, the Programme designs and develops training curricula and materials that are implemented through various modalities, such as training courses on the Turin campus or at the national level and computer-based distance learning.

The Programme has three main components:

- The first deals with formal social security schemes, with a core curriculum that includes workshops on pension schemes, social security financing and social health insurance.
- The second component concerns the extension of social protection. Training curricula aimed at ILO constituents, community-based organizations and NGOs have been developed on strategies for the extension of social protection and participatory feasibility studies of health micro-insurance schemes, including management and monitoring of such schemes.
- A third component with a focus on occupational safety and health, including OSH policy issues, inspection systems and OSH management systems. A variety of CD ROMS have been developed for these courses that bring together training materials on OSH, international labour standards and other relevant documentation.

The focus of social protection also extends to issues concerning migrant workers, working conditions and the impact of HIV/AIDS on the world of work.

Following is the calendar of open courses for 2004.

For further information, please visit the Centre's website at:

<http://www.itcilo.it/english/bureau/turin/sp/index.htm>



International Training Centre

TRAINING CALENDAR 2004

Social Protection/Protection sociale/Protección social

Code	Course title	Duration & Dates	Language	Target group	Venue
A900234	Social health insurance	2 weeks 16/02 -27/02	English	Executives, managers, planners, financial officers and other professionals responsible for health care and health insurance schemes, in both the public and private sectors	Turin
A100239	Formation de formateurs et promoteurs en évaluation d'impact des systèmes de micro-assurance santé en Afrique	1 semaine 01/03 - 05/03	Français	Promoteurs de mutuelles de santé, dirigeant(e)s et gestionnaires des mutuelles de santé, responsables d'organisations communautaires, non-gouvernementales et gouvernementales et prestataires de soins impliqués dans la gestion des systèmes de MAS en Afrique francophone.	Turin
A100235	Atelier sur les régimes de pension et le financement de la sécurité sociale	3 semaines 15/03 - 02/04	Français	Responsables de haut niveau des institutions de sécurité sociale, fonctionnaires des ministères-clé du développement et du suivi des programmes de protection sociale et représentant(e)s des partenaires sociaux concernés par la gestion et le contrôle.	Turin, Bruxelles (1-week study tour)
A250367	Seguridad y salud en el trabajo en el sector de la construcción	2 semanas 03/05 -14/05	Español	Representantes de instituciones públicas o privadas, organizaciones de trabajadores, organizaciones de empleadores interesados en la promoción de la seguridad y salud en el sector de la construcción.	Santa Cruz de la Sierra (Bolivia)
A900236	Workshop on social security financing	2 weeks 10/05 -21/05	English	Managers and personnel of social security schemes, officials from key ministries responsible for the development and monitoring of social protection programmes and representatives of the social partners involved in the governance of social security institutions.	Turin
A500237	Workshop on pension schemes and social security financing for Arab States	2 weeks 19/07 - 30/07	Arabic	Managers and personnel of social security schemes, officials from key ministries responsible for the development and monitoring of social protection programmes and representatives of the social partners involved in the governance of social security institutions.	Turin
A250366	Taller sobre regimenes de pensiones y financiamiento de la seguridad social	2 semanas 02/08-13/08	Español	Funcionarios/as de ministerios, personal directivo y profesional de la seguridad social y de sistemas privados de pensiones. Representantes de organizaciones de empleadores y de trabajadores. Docentes y asesores en seguridad social	Cartagena (Colombia)
A150368	Perfectionnement des inspecteurs du travail pour une meilleure surveillance des conditions de travail	2 semaines 20/09 - 01/10	Français	Inspecteurs du travail des entreprises et membres des gouvernements de pays francophones, responsables de l'analyse, de la planification, de l'implantation et de la gestion et évaluation des politiques, procédures et programmes ayant comme objectif l'amélioration des normes et contrôles relatifs à la protection au travail.	Yaoundé, Cameroun
A900238	Workshop on pension schemes	3 weeks 27/09 - 15/10	English	Managers and personnel of social security schemes, officials from key ministries responsible for the development and monitoring of social protection programmes and representatives of the social partners involved in the governance of social security institutions.	Turin (4-day study tour in Rome)
A900259	Occupational safety and health systems and programmes	2 weeks 04/10-15/10	English	Government officials from institutions in charge of the planning, implementation and management of OSH at the national level and workers' and employers' representatives involved in the national governance of OSH.	Turin, Italy
A900255	Strategies for the extension of social security	2 weeks 15/11-26/11	English	Managers and staff of microhealth insurance schemes; community-based organisations, federations, associations, NGOs and health-care providers dealing with the management of microhealth insurance schemes; resource persons wishing to gain new technical capacities.	Turin

Interview

<http://www.ilo.org/public/english/region/afpro/abidjan>

LABOUR PROTECTION
Regional Office for Africa



Mrs. Regina Amadi-Njoku
Regional Director
of the ILO African Region

Turin, October 20th, 2003.

SPM: Mrs. Amadi-Njoku, you just participated in the inauguration ceremony of a joint pilot training programme of the ILO Turin Center, the African Region and the Social Protection Sector on "SOCIAL PROTECTION, THE ILO AND DECENT WORK". You were accompanied by Mr. Diop, the Executive Director of the Social Protection Sector as well as the Director of the ILO, Turin Centre, Mr. François Tremeaud and Mrs. Lynn Villacorta coordinator of Social Protection Training courses. Is it common to have such an important number of high-level officials in the inauguration of a training activity?

Mrs. Amadi-Njoku: It was a great pleasure and honour for me to be here today at the launching of this important activity which is of the greatest importance for the African Region for many reasons. I was extremely pleased to share this moment with Mr. Diop, Mr. Tremeaud and Mrs. Villacorta whose presence represents the high priority given to social protection issues in Africa.

To fully appreciate the importance of this pilot programme, allow me to recapitulate the manner in which it was initiated. ILO's experience in the design and implementation of viable social protection instruments for Africa has underscored the difficulty of generating and maintaining the individual income level required for sustainable social protection schemes within the continent, held hostage by endemic poverty. The Director-General has rightfully identified poverty reduction as a global priority, especially in Africa. According to his statement on the International Day for the Eradication of Poverty, "... *the poor do not cause poverty. Poverty is the result of structural failures and ineffective economic and social systems. It is the product of inadequate political responses, bankrupt policy imagination and insufficient international support*". Furthermore, the DG stated that poverty is expensive, hinders growth, fuels instability, and keeps poor countries from advancing on the path of sustainable development. Realistically, considering the endemic poverty within the region, only an effective as well as efficient social protection mechanism can suffice in its alleviation and eradication. Presently, the effort to link poverty eradication, employment creation and social protection is being orchestrated and acted upon in every region; and policies, strategies and implementation are also being tailored to meet the specific needs and opportunities of each region. The Africa region would want to keep championing most of these initiatives.

SPM: It is known that poverty reduction is high in the agenda in the African Region, could you please describe the main challenges faced by the region?

Mrs. Amadi-Njoku: That is correct. Poverty reduction and its linkages with the ILO's Decent Work Agenda have a very high priority in the region. Just recently there was an important breakthrough in the ILO's struggle, spearheaded by the Director-General, to place employment at the centre of Africa's development initiatives. The African Union (AU) has resolved to convene a first-of-its-kind Extra-Ordinary Summit of Heads of States and Governments on Employment and Poverty Alleviation in 2004 in Ouagadougou, and has requested ILO's assistance in the preparation of this event. As would be expected, our inputs into the Summit will be driven by the conceptual framework and philosophy of the Decent Work Agenda, which specifically addresses employment conjunctively with social protection, ILO Standards and Recommendations and Social Dialogue. As part of the efforts in preparing the ILO's response, we have launched a series of national consultations throughout Africa to focus on practical action and concrete ways to expand employment opportunities. The Director-General's document "Working out of Poverty" provides the basis for these consultations.

On the challenges facing the continent, poverty has the most devastating impact and affects more than 40% of the urban and more than 60% of the rural population. This situation has generated the following social protection deficits within the region:

- In Sub-Saharan Africa, statutory social security coverage is estimated at 5 to 19 percent of the working population; more than 80% of workers lack adequate social protection.
- Every day, workers are victims of work related accidents: the cost to GDP is estimated at more than 5% per annum.
- The social protection deficit is growing with the HIV/AIDS pandemic.
- It is further compounded by the fact that about 340 million Africans, mostly women and children, are surviving on less than US\$1 per day.

Poverty in all its dimensions, including denial of worker's rights, paucity of job opportunities, absence of social protection and denial of political voice, plagues our political, economic and social arena. Moreover, a kaleidoscope of crisis including wars, natural disasters, pandemics and endemic malnutrition, which generate and perpetuate poverty, besets the continent.

SPM: This pilot programme could be considered as a starting point of a whole process between the African region and the Social protection Sector?

Mrs. Amadi-Njoku: This pilot programme is certainly an innovative means to enhance and foster our cooperation but it is not a starting point. This activity was identified within the framework of a more elaborate programme concluded during the technical consultation between the Social Protection Sector and the Africa Region in Abidjan in January 2002. That meeting concluded that an effective social protection programme in the Region would entail:

- A review of the existing resources within the sector and the region towards optimizing opportunities for a successful implementation of the Africa Region's priorities.
- The identification of appropriate technical cooperation strategies as well as strategic coordination with other sectors for optimum results.
- The streamlining of the social protection sector programmes to the needs of the Poverty Reduction Strategies (PRSP) and within the context of the CCA/UNDAF and NEPAD processes, etc.

At the same meeting, an action plan was agreed upon between the Sector and the Region, which highlights the following, among others:

- Mainstreaming the social protection mandate of the ILO into the entire operational structure of the Organization and within the context of the Decent Work Agenda.
- Capacity-Building within the ILO in order to deliver adequate social protection mechanisms to meet the needs and possibilities of African constituents and contribute to poverty reduction.
- Development of an integrated strategy that capitalizes on the synergies between the employment and the social protection sectors of the ILO

SPM: Mrs. Regional Director, what are the next steps forward in this joint effort between the Social Protection Sector and the Region?

Mrs. Amadi-Njoku: We are conducting a joint assessment of the capacity of ILO Area Offices and Sub-Regional Offices towards addressing specific social protection issues, especially in relation to HIV/AIDS and OSH in the rural and informal economies. This exercise will also assist in identifying the existing competencies within the Region. The expected output will be the set-up of a "critical mass" that can effectively respond to the demands and needs of our constituents. This critical mass will constitute a network of specialists who will be trained with the help of the ILO's Turin Centre. Additionally, Mrs. Bockstal, of the Social Protection Sector's STEP programme, will soon join us in Abidjan to coordinate the partnership between the Sector and the Region. She will mostly be responsible for the Global Campaign for Social Security in Africa which the Social Protection Sector and the Africa Region will launch during the forthcoming regional meeting in Addis Ababa in December 2003.

SPM. Mrs. Regional Director, Would you like to make any additional comment?

Mrs. Amadi-Njoku: Yes. I would like to conclude by restating my conviction that no single activity or event will provide answers to all our questions. All our efforts constitute a continuous process that requires the determination of all concerned towards achieving the ILO resolution to extend social protection to a greater majority of people, especially, in the Africa region where rural and informal economies provide livelihood to more than 80 percent of the population. Admittedly, processes such as this pilot programme attests to this determination. The objectives, the multi-sectoral blend of participants, the detailed structure and rich content of this initial programme clearly indicate our level of commitment towards providing a more holistic and sustainable social protection to our African constituents.

International Labour Office

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SOCIAL PROTECTION SECTOR

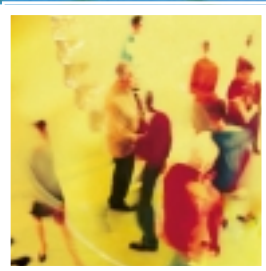
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