

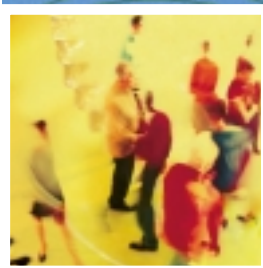


International
Labour
Office

SOCIAL PROTECTION MATTERS

3

MARCH 2004



PREVENTION
AND PROTECTION

PROMOTING
OPPORTUNITIES

ACCESS TO
ESSENTIAL GOODS
AND SERVICES

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Much work is insecure. Work may be irregular or temporary or income may vary. Work itself may be physically risky or generate vulnerability to disease. Additionally, there are many other causes of work-related and life insecurity. Socio-economic security is a powerful need, and it can be achieved in a variety of ways, including: enhancing and extending social insurance systems, investing in workplace health and safety and bettering working and living conditions; and through strengthening and labour market institutions and policies which protect workers against fluctuations in work and employment. Social protection constitutes a much-needed automatic stabilizer in the global economy.

Juan Somavia

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

Employment protection and poverty alleviation: the social protection input



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Editorial

INTRODUCTION

It is clear that in order to play an important role in the development process of its member states, the ILO has to set the right approach of employment centred policies which, on the one hand, are fully complemented by the other dimensions of the decent Work agenda: rights at work, social dialogue and social protection and on the other hand, contribute efficiently to other global and regional initiatives such as the Millennium Development Goals (MDG's).

In this framework, social protection policies and strategies have to be considered as a productive factor and as a long-life investment. Investing in social protection as a support to employment centred policies will have direct and indirect positive impacts as well as immediate, medium and long term results in terms of poverty reduction and development. Not investing in social protection results in so many negative social and economic returns that poor countries cannot afford not to consider it as a fundamental component of its poverty reduction and development plans.

Dear Reader, you will find below a summary description of the Social Protection Sector's overall vision to support employment centred policies and strategies, followed by a series of articles on some of the current activities of the Sector's units which emphasize the strong links between social protection strategies and poverty reduction.

SOCIAL PROTECTION AS AN INVESTMENT AND PRODUCTIVE FACTOR

Most of the world's population, whether working in the formal or informal economy, the urban or the rural sector; live and work without the benefit of any social protection. This condemns millions of men and women to precarious living and working conditions and perpetuates the vicious cycle of low wages, low productivity, low competitiveness, poverty and underdevelopment. Unprotected working and living conditions deny people their fundamental rights and are an obstacle to the attainment of economic development and social peace. The ILO believes that the protection of working and living conditions allows people, families and communities to enjoy security in the face of vulnerabilities and contingencies. Such social protection constitutes a tangible asset and an indispensable element in the fight against poverty and underdevelopment.

Social protection as a human right

Fundamental international human rights instruments have recognized the need for social protection. Most notably, Article 22 of the Universal Declaration of Human Rights of 1948 states that “everyone, as a member of society, has the right to social security”. Article 9 of the 1966 International Covenant on Economic, Social and Cultural Rights also refers to “the right of everyone to social security, including social insurance”.

Social protection has also been a prominent issue in international forums. It was the central theme at the World Summit for Social Development held in Copenhagen in 1995. Governments committed themselves to “develop and implement policies to ensure that all people have adequate economic and social protection during unemployment, ill health, maternity, childbearing, widowhood, disability and old age”.

The 24th special session of the United Nations General Assembly, convened in Geneva in June 2000 to provide a five-year review of the Summit, underscored the importance of establishing and improving social protection systems as well as sharing examples of best practice. Social protection also received serious consideration at the Financing for Development Summit, held in Monterrey, Mexico in March 2002. Moreover, the recent Summit on Sustainable Development in Johannesburg stressed the need to “strengthen the social dimension of sustainable development by emphasizing follow-up to the outcomes to the World Summit for Social Development and its five-year review and by support to social protection systems”.

Social protection in the mandate of the ILO

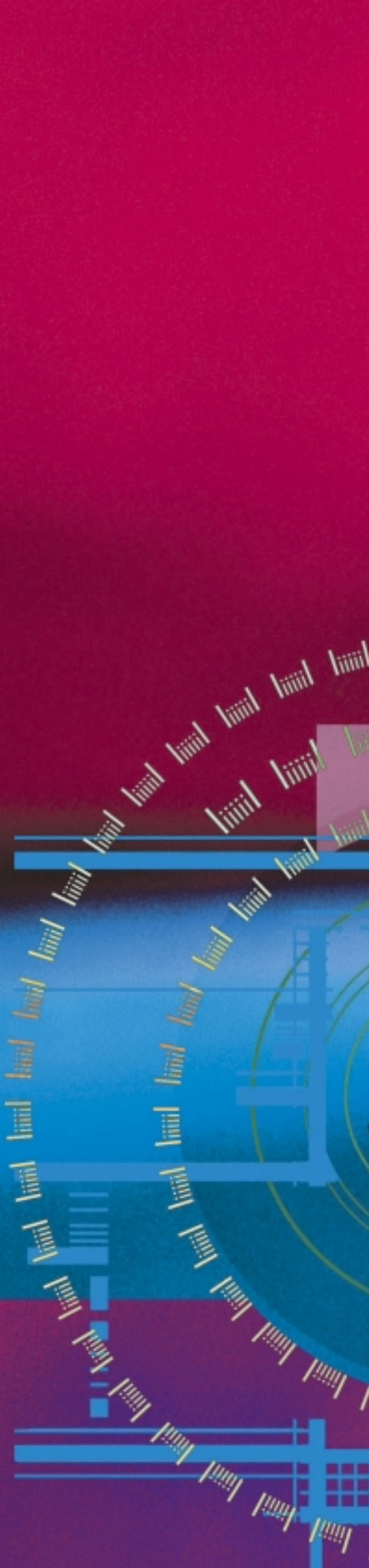
Since its very beginning, the primary concern of the ILO has been to develop international policies and programmes to improve working and living conditions worldwide. Within this context, social protection has been a central issue for the Organization. The fact that more than half of the ILO’s International Labour Conventions relate to social protection issues demonstrates the important role that the Organization has played in the development of social protection as a key element to protect employment.

Social protection is defined by the ILO as the set of public measures that a society provides for its members to protect them against economic and social distress caused by the absence or a substantial reduction of income from work as a result of various contingencies (sickness, maternity, employment injury, unemployment, invalidity, old age or death of the breadwinner), the provision of health care and the provision of benefits for families with children. This concept of social protection is also reflected in various ILO standards.

Social Protection: its three dimensions and phases

For social protection to achieve its objective to protect employment dynamically - present and future employment and the sequels of inadequate past employment conditions - it must be approached in several dimensions and through several phases. These dimensions include access to essential goods and services, prevention of and protection against various risks and promotion of potentials and opportunities in order to break vicious cycles and pervasive tendencies. The phases are: before, during and after working years.

First dimensions: access to essential goods and services is a traditional objective of social protection. Its achievement is in itself an important goal of social protection and a key prerequisite for the achievement of other social objectives. It is ineffective to advance a social protection scheme when the majority of the population does not have access to essential goods and services. Social justice can improve only if all groups in society have basic social and economic security in which to pursue their lives and work. This requires income security, backed by the security that their voice will be represented, and legitimization of all forms of work, including voluntary and care work. This dimension requires strong coordination and collaboration between ILO’s



Decent Work Agenda actions together with social security institutions, workers, employers and communities. It also includes a number of agencies that are leaders in the fields of access to basic goods and services, such as WHO, FAO, UN-HABITAT, UNESCO and ISSA as well as the Breton Woods institutions.

Second dimension: prevention and Protection. A proactive security approach can be systematically applied to the factors that can potentially limit the well-being of individuals, their families, communities and countries. Risk analysis, management and preventive measures can also be integrated with macroeconomic strategies. In developing countries, the poor are among the most vulnerable to economic downturns. In most developing countries, the income of much of the population is dependent on the prices of agricultural goods and products, which are determined by international markets. A decline in prices can plunge a substantial part of the population into poverty. Similarly, errors in the implementation of macroeconomic policies or a political crisis can provoke a similar plunge into poverty if protective measures are not in place. For example, less than one year into its crisis, 40% of Argentina's population has become a "new poor" as a result of inadequate coverage.

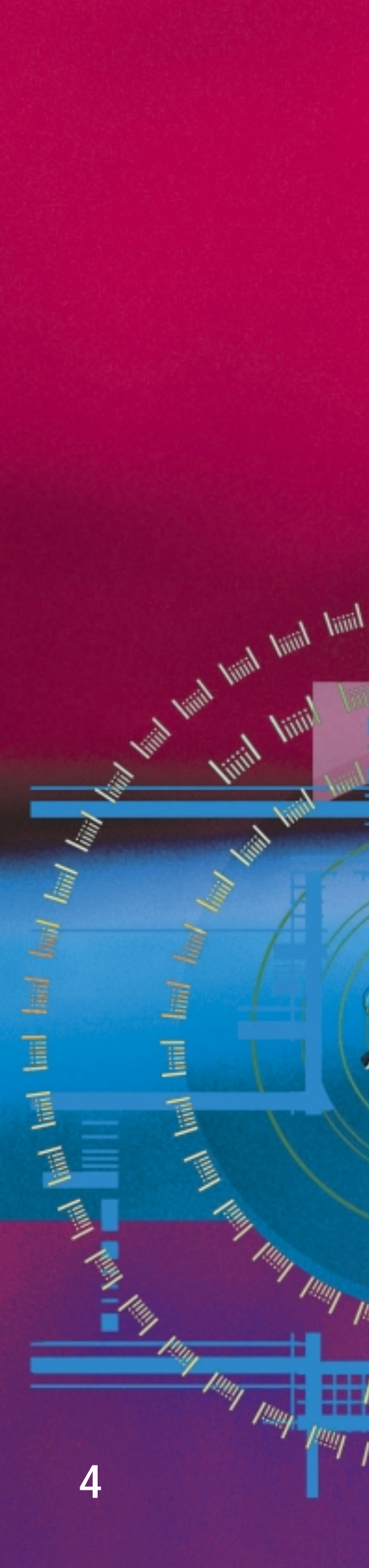
Third dimension: Promoting chances and opportunities. A broader concept of social protection also includes a dimension aimed at fostering individual and social potential and opportunities. This approach should not only aim to cushion risk or adversity but also to encourage individual and societal efforts to achieve autonomy and to improve their potential to contribute positively to society. The more people can fulfill their potential and take advantage of opportunities, the less likely they are to need assistance to access essential goods and services, and the less likely they are to be vulnerable to risk.

In order to enhance their potential and provide opportunities to all men and women, it is critical that no member of society suffers from any kind of discrimination. Obstacles to accessing social structures and institutions based on sex, race, ethnicity, origin, religion, health, disability, etc. impede the promotion of potential of all people. For example, girls and women suffer from considerable inequality, which prevents their access to many social institutions. The denial of education unquestionably places girls and women at greater risk, preventing the development of their full potential in society. Social protection has an important role to play in advancing measures to eliminate all forms of discrimination and to ensure equality of treatment and opportunity for all members of society.

Life cycles before working age. There is a significant relationship between adverse personal, social and economic conditions in childhood and later opportunities for decent work and a decent life. Lack of social protection in early life increases the chances of unemployment and underemployment later in life, and pushes many individuals into activities detrimental to them and to society, such as crime and violence.

If developing and less developed countries want to change their future, they must invest in sustainable personal and social potential, chances and opportunities as a priority to set the basis for such a change. During this first phase of life, social protection plays a key role in ensuring that there is the political will, strategic planning and sufficient resources to promote individual and social potentials necessary to provide people with the tools and capabilities to lead to a decent life.

Examples of investments in social measures during early life include family income security, maternity protection, health and child care, education, eliminating child labour, HIV/AIDS prevention, youth work training, and reconciling work and family.



Life cycles during the working-age years. The focus of social protection in this phase of the life cycle is to maintain and enhance sustainable personal and social potential, chances and opportunities, including those with active disability when possible. Poor or unsafe working conditions in the formal or informal economies as well as in the rural or urban sectors, inevitably diminish productivity and increase costs and vulnerability.

If developing and less developed countries want to succeed in an increasingly competitive world, it is crucial to protect its workers, regardless whether they are in the formal or the informal economy, the rural or the urban sectors or in micro, small, medium or large enterprises. Protecting workers everywhere, with an agreed, realistic and dynamic strategy, is a precondition to work out of poverty. Otherwise, the hard and unprotected work of women and men will continue to compound chronic poverty and underdevelopment.

Specific measures that must be considered in such a dynamic strategy include: safe and healthy work, conditions of work, orderly labour migration, elimination of discrimination and trafficking, labour integration and inclusion, income security, HIV/AIDS prevention, etc.

Life cycles after the working years. The aim of social protection in this phase of life is to contribute to income security, active ageing, maintaining independence, maintaining and increasing social participation in society and the prevention of disability. Its the focus is to guarantee access to essential goods and services, including food, shelter, health and care. These become crucial in later life, particularly for women who live longer than men. At the same time, to minimize the impact that death has on survivors and dependents, it is very important that the risk of dying at any age is covered by social protection.

The pandemic of HIV/AIDS has brought this into focus in many countries in the developing world and in particular in Africa, where an alarming number of households are now headed by grandparents looking after their grandchildren in the absence of parents who have fallen victim to the epidemic. In these stages, measures focused on income security, health, disability, care, prevention of violence and abuse, the impact of HIV/AIDS on older persons, etc., play an important role.

It is important to acknowledge that the living conditions of people in this phase of life will depend greatly, and in many cases exclusively, on their living conditions during childhood and on their living and working conditions during their working-age years. Also important is the distinction between the policies, strategies and actions focused on those who are elderly and on future generations. Young people of today should benefit from investment in childhood and protecting workers. Today's elderly generation should be targeted with focused, deliberate and explicit policies, strategies and measures.

AIDS: Consequence of poverty and barrier to development

The World Bank has calculated that Africa's per capita income would have grown at 1.1 per cent per year without HIV/AIDS – nearly three times the growth rate of 0.4 per cent per year achieved in 1990-1997. *Economic analysis of HIV/AIDS*, R. Bonnel, World Bank, 2000.

Today, the poorest and least developed countries are among those most affected by AIDS. So who is left to plan, manage and deliver development?

Today, HIV/AIDS is a more serious threat than ever – infections are still growing and not levelling off as had been anticipated. The secondary effects, especially the long-term impact, are becoming clearer. These stem from two critical factors. More important than all others is the fact that AIDS hits adults, the section of the population we all most depend on, in their prime productive years. The ILO has become active in HIV/AIDS activities because the workers, employers and government officials who make up our constituents are those most at risk and most affected. The second factor is the way the epidemic is becoming feminized. Women make up an increasing proportion of those with HIV and bear most of the burden of care. The vital productive, reproductive and community roles that women play in development are under threat.

For many years HIV/AIDS was viewed as a medical and health problem, but a deeper understanding of the real damage to development is now evident. The HIV epidemic aggravates socio-economic insecurity and inequality in many countries as well as spreading more rapidly as a result of poverty. Its progress is two-directional and takes many different paths.

Poverty is a factor in HIV transmission and intensifies the impact of AIDS.

The lack of access to education and health services makes it less likely that the poor will receive information about HIV and how to avoid infection. Even with such knowledge, the poor may lack the power to protect themselves: women make up the majority of those living in poverty, and they are also becoming infected with HIV at a faster rate than men.

Poor nutrition and poor housing increase the susceptibility to infection by HIV and make those already infected more vulnerable to opportunistic infections. "HIV prevalence is highly correlated with falling calorie consumption, falling protein consumption, unequal distribution of income and other variables ... associated with susceptibility to infectious disease, however transmitted". (*"Aids and poverty in Africa" in The Nation*, E. Stillwagon, 2001).

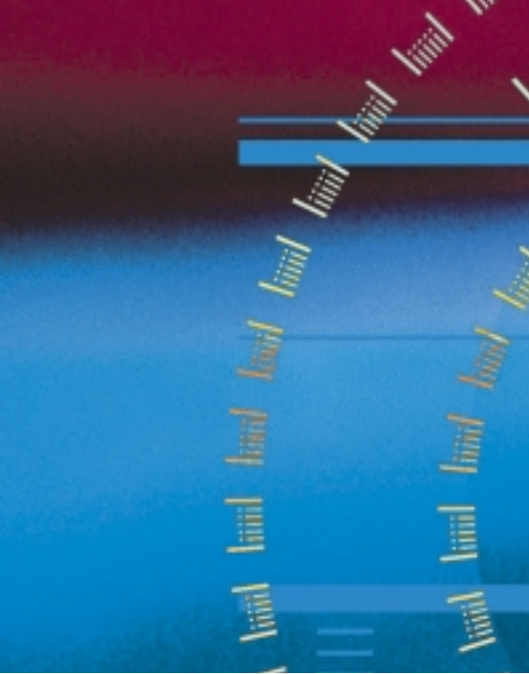
The most dramatic contributor to early death in the context of AIDS is the fact that fewer than 400 000 of the 40 million people living with HIV today have access to life-saving drugs.

The effect of HIV/AIDS is to intensify poverty, to slow economic growth, and to reverse a number of developmental gains.

The economic impact of AIDS can be seen at every level of society, from the individual and household to the enterprise and the national economy. In all cases, those affected – individuals and institutions – face the rising costs of coping with AIDS at the same time as the epidemic's impact on work, productivity and profits cuts back their revenues.

On the family and community level incomes are falling and poverty is increasing not just because jobs are lost due to sickness, death and discrimination, but also savings and productive assets are being used to pay for care and education. More children must forego their schooling, earn a living, and even look after themselves. A recent survey in Kenya found 500 households headed by children aged 6 years old. Studies in Uganda show that the chance of orphans going to school is halved and those who do go to school spend less time there than before they were orphaned. (*Working with HIV/AIDS Orphans in Uganda 1990-1995*, Joe Muwonge, Social Protection Discussion Paper No. 0210, World Vision, 2002).

Informal activities - from subsistence farming to urban trading – are even more at risk because of their reliance on human resources. The absence of social safety nets, such as health insurance or social security, compounds the impact.



Modelling the social and economic consequences

The workplace is perhaps the last front where the epidemic has yet to be challenged, and the ILO has become the lead agency within the UN system to promote and expand the workplace response. Among a range of standard-setting, advisory and capacity-building activities, the ILO has developed a model to assess the social and economic consequences of the HIV epidemic in Russia and states with similar social protection systems.

The model can be used to make projections on:

- the number of people infected with HIV
- expenditures on care and treatment
- calculation of costs of short-term disability benefits
- the impact on the financial stability of pension funds

To date, the findings include the following (until 2050):

- the expected loss of GDP is 2-5%
- the expected population loss falls in the same range
- health expenditure (0.5 % of GDP) will reach a first peak in the years 2010-15, due to the transition of a large group of individuals from HIV to the AIDS phase
- the additional cost of short-term disability benefits amounts to 5-7%
- the pension fund revenues are likely to decrease by 2-6% and the affordable replacement rate may reach 2%.

In West Africa, many cases have been reported of reduced cultivation of cash crops or food products. These include market gardening in the provinces of Sanguie and Boulkiemde in Burkina Faso and cotton, coffee and cocoa plantations in parts of Côte d'Ivoire. A study in Namibia by the Food and Agricultural Organization (FAO) concluded that the impact on livestock was considerable, with a heavy gender bias: households headed by women and children generally lose their cattle, thus jeopardizing the food security of the surviving members (*HIV/AIDS in Namibia: The impact on the livestock sector*, FAO, 2000).

The economic role of the family and the community as consumers as well as producers should not be under-estimated: the loss of income and savings means less to spend, falling demand for a range of items, and less to reinvest. Among households affected by AIDS in urban areas of Côte d'Ivoire, the outlay on school education was halved; food consumption went down by 41% per capita and expenditure on health more than quadrupled. (Report on the Global HIV/AIDS Epidemic, UNAIDS, 2000).

At the level of enterprises, both large and small, production and profitability are under threat. Jobs are being lost rather than created and less wealth is being generated for the benefit of the national economy. Investment, both domestic and foreign is a critical casualty.

A sugar estate in Kenya reported increased absenteeism (8,000 days of work lost due to sickness between 1995 and 1997), lower productivity (a 50% drop in the ratio of processed sugar recovered from raw cane between 1994 and 1997) and higher overtime costs for workers obliged to work longer hours to fill in for sick colleagues. *How does HIV/AIDS affect African businesses?*

USAID, <http://www.dec.org/pdf/PNACN454.pdf>

The loss of huge numbers of skilled personnel – from teachers and doctors to farmers and mechanics – is having a serious effect on the ability of countries to remain productive and deliver basic services. Even more worrying is the impact of the epidemic on the workforce of tomorrow. Children are being taken out of school to help with the burden of care or to maintain family income. At the same time training and education services are being undermined by the losses of teachers and professionals to HIV/AIDS. There is little evidence, however, of planning to develop long-term strategies to combat the realities of HIV/AIDS and to replace these human capital losses. In key ministries (in health, agriculture, development and planning, labour, education) in numerous countries, mainly in Africa, half or more of the posts are vacant. An often-repeated fact is that in Zambia, teachers are dying faster than they are being trained. But this is also true of those training the teachers, planning and managing the education system. Half the professionals in Malawi are expected to have died by the year 2005.

Many of the vital skills that help households survive and economies grow are passed on informally, locally and often within the family. What happens when parents die and those who prepare the next generation to do better are lost? A study published in July 2003 by the World Bank and Heidelberg University argues that this break in the passing on of skills is the most critical development impact of AIDS. The study paints a bleak future scenario where the children of engineers become subsistence farmers, and where economic collapse has taken place in the most hard-hit countries.

AIDS helps us understand the factors that really make a difference to development – health, education and the transfer of skills, employment, gender equality, human rights and freedom from discrimination. It will also perhaps at last provoke the motivation and political will to achieve them.

SafeWork

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

LABOUR PROTECTION

InFocus Programme on Safety and Health at Work and the Environment

Health and Safety as a cornerstone for Corporate Social Responsibility (CSR)

for all

A conference recently held in Düsseldorf, Germany has shown that occupational safety and health (OSH) can contribute significantly to the UN Global Compact launched in 2000 by Secretary-General Kofi Annan. The conference confirmed the belief that the area of health and safety is a cornerstone for corporate social responsibility (CSR), as stated by Jukka Takala, Director of SafeWork. SafeWork has launched a new approach to improve health and safety standards to ensure that producers supply multi-national enterprises with quality products. During the Conference, the big electricity multi-national RWE took the opportunity to join the Global Compact. "To invest in occupational health and safety has not only reduced accidents but also the average days of absenteeism. In total, the potential financial savings related to an improvement of the health and safety level of only 2% brings us an average revenue of over US\$20 million per year," says Manfred Reindl, Member of the Executive Board, RWE.

The car manufacturer Volkswagen has a similar strategy. Together with the ILO and the German Government's agency for technical cooperation, GTZ, a project will be carried out in Mexico, Brazil and South Africa to raise awareness of labour protection issues in the workplace. The project will focus on policy reform and the training of both the company's safety and health experts as well as national labour inspectors who are responsible for ensuring compliance with labour legislation in the workplace.

Assane Diop, Executive Director Social Protection remarked during the Conference that "globalized values are good business, and business is necessary for the creation of employment through social investment. This is necessary in order to bring development solutions to other countries. In a globalizing world where occupational accidents and injuries cost some US\$1.25 trillion [one million millions] a year, let us globalize occupational safety and health practices."



M. Reindl (RWE) and A. Stadler (UN Global Compact) signing the Global Compact. Back row (L to R): J. Wagner (Minister of Labour and Employment, Brazil), A. Diop (Social Protection, ILO), Hon. S. Shoodhun (Minister of Labour and Industrial Relations, Mauritius), J. Takala (ILO) and Gerd Albracht (ILO).

Social protection matters for improving working and living conditions in the informal economy

Jamaica: National meeting on flexibility in working time

A National Tripartite Meeting on Flexibility in Working Time was held in Kingston, Jamaica in November 2003, with technical support from the Conditions of Work and Employment Programme (TRAVAIL) and the ILO Subregional Office in Port of Spain. The meeting was convened in response to a request from the Jamaican Ministry of Labour and Social Security to restart the social dialogue in Jamaica on the subject of flexibility in working time. This issue has been on the policy agenda there since the late 1990s.

The purpose of the national meeting was to develop a National Plan of Action on Flexibility in Working Time in Jamaica. This discussion was enriched by the diversity of stakeholders participating in the process, including the Jamaica Employers' Federation (JEF), the Jamaican Confederation of Trade Unions (JCTU), various enterprises, several individual trade unions, the Ministry of Labour and Social Security, and several NGOs, particularly concerned church groups.

Jon Messenger and Deirdre McCann of TRAVAIL made a presentation on "Flexibility in working time: An international perspective", which emphasized the need for working time flexibility that balances the needs of employers and employees, while providing adequate levels of social protection. Their presentation also focused on the importance of clearly defining what is meant by "flexible working time", while identifying five guiding principles that contribute to "decent working time": healthy working time; "family-friendly" working time; gender equality through working time; productive working time; and choice and influence regarding working time. This was followed by a presentation of a new ILO study, *Working time and work organization in Jamaica*, commissioned as part of a forthcoming comparative analysis on working time around the world.

Based on the presentations, the workgroup and the plenary discussions, a National Plan of Action on Flexibility in Working Time in Jamaica was developed and adopted by the meeting. The core of this national plan is a set of Flexible Working Time Agreements. These agreements provide a way forward towards flexibility in working time in Jamaica that will balance the needs of all the stakeholders represented at the meeting, while simultaneously ensuring adequate social protection. They include specific agreements on:

- Negotiating flexibility in working time
- Limits on daily and weekly working hours
- Overtime working and premiums
- Weekly rest and public holiday work
- Protections for night work
- Flexible working time arrangements, particularly flexi-time schemes
- Awareness-raising regarding flexible working time arrangements
- Gender equality in implementing working time flexibility
- Enforcement of working time rights

The National Plan of Action will provide the basis for future national policy on working time, including those amendments to relevant legislation necessary to implement working time flexibility in Jamaica.

Indonesia: Improving work conditions for street and market vendors

TRAVAIL, in collaboration with the ILO Office and social partners in Jakarta, has been working to develop strategies for improving working conditions of street and market vendors. These informal economy workers, the majority of whom are women, endure poor working and employment conditions, including multiple occupational safety and health risks (as well as public health risks associated with food vendors), long working hours, physically difficult and uncomfortable conditions, risk of fire and accidents, low and irregular incomes, absence of basic welfare facilities, and risk of harassment and violence, as well as poor general conditions of life. They lack access to services and tools that would empower them to make improvements, including business development and financial services. Conflict with government authorities is common concerning the use of streets and public places for selling their products.

The objective of the activity is to define approaches and strategies and develop basic tools to improve working and employment conditions of street and market vendors that are applicable on a broad scale. These approaches and strategies should increase traders' demand for improved working and employment conditions, as well as the supply of services and information for them to improve conditions, and help create a supporting environment for such improvements. Initial research, aimed at redressing the lack of information on these workers, has identified:

- definition and description of the target group and of sub-groups;
- The needs and demands of the target group for improvements in working and employment conditions and social protection;
- The supply of services by government, community and business services, and employers' and workers' organizations to promote improvements.

Following a consultative workshop in Jakarta at the end of 2003 to review the research results and discuss priorities, work has started to prepare a simple toolkit for addressing the priority needs relating to working and employment conditions. A multi-country research programme is being planned to develop approaches and strategies for improving working and employment conditions and social protection for street and market vendors.

Haiti: Improving working conditions

TRAVAIL has published *Company cases and cross-company initiatives: Working conditions improvements in Haiti*, highlighting working conditions improvements achieved by garment assembly factories in Haiti that are participating in a USDOL-funded project.

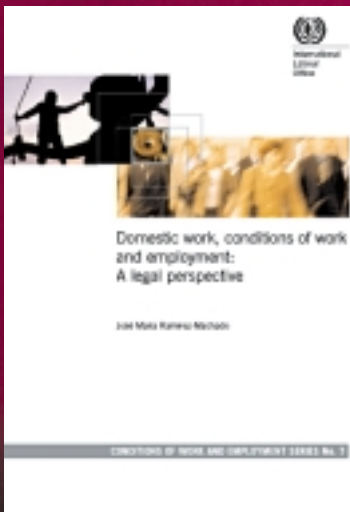
This publication will be available for download from TRAVAIL's new web site (www.ilo.org/travail).

New publications

- **Healthy beginnings: Guidance on safe maternity at work**
by J. Paul, ILO, 2004.

Improving maternal health and reducing child mortality are among the





eight Millennium Development Goals of the United Nations. Reducing the work-related risks for pregnant and breastfeeding workers and their children can contribute to achieving these goals.

This guide looks at maternity protection in the workplace, focusing on measures for ensuring a healthy beginning for both mother and child. The starting point is the Maternity Protection Convention, 2000 (No. 183), in particular the health protection measures that are foreseen in the Convention and its accompanying Recommendation (No. 191).

The material in this guide sets out basic principles and provides a wide range of information on reproductive hazards and how to prevent harm. This is not a medical guide: it is designed for general use, mainly in workplaces in the formal economy. It is meant as a reference tool for workers, employers, trade union leaders, occupational health and safety advisors, labour inspectors, NGOs, women's organizations, and anyone else with an interest in workplace health and maternity protection.

- ***Reconciling work and family: Issues and policies in Japan***, by M. Abe, C. Hamamoto and S. Tanaka. Conditions of Work and Employment Series No. 5.
- ***Domestic work, conditions of work and employment: A legal perspective***, by J.M. Ramirez-Machado. Conditions of Work and Employment Series No. 7.

These publications are available from the Conditions of Work and Employment Programme (TRAVAIL), ILO, CH-1211 Geneva 22, Switzerland (Tel: + 41-22-799-6754 or e-mail travail@ilo.org).

CIARIS: A new instrument in the fight against exclusion

The launch in June 2003 of the Global Campaign on Social Security and Coverage for All, to promote the extension of coverage of social security, has given added impetus to the joint partnership of people involved in socioeconomic issues and programs directed to the extension of social protection to those who are not covered or who are excluded from coverage.

This is the case with STEP (Strategies and Tools against Social Exclusion and Poverty), a programme that targets poor and excluded groups whose social security coverage does not meet their needs. A programme of the Social Security Policy and Development Branch, STEP will develop, identify and disseminate information to all stakeholders, individuals and organizations, involved in the effort against social exclusion. In order to provide technical assistance to the key players involved, knowledge is being built, tools are being developed to reinforce and improve the strategies that will be included. Instruments to this effect have been requested by thousands of local projects.

The Information Centre on Resources for Social Inclusion (CIARIS) has been established in response to the above-referenced need. An international group of experts worked for three years in the development of this Centre, which is directed to all stakeholders (local groups, experts, NGO'S, program coordinators, labour and employers' organizations, social economy experts, networks, etc.), involved at the local level in the fight against poverty and exclusion.

Currently, the Information Centre has four components:

1. Provision of a conceptual and strategic overview on social exclusion at the international level
2. A Strategic Orientation Table to assist the user in navigating through all possible strategies.
3. Identification of four strategic approaches:
 - Partnership
 - Participation
 - Integration and territoriality
 - Classic cycles in any intervention: diagnosis, planning, follow-up/evaluation.

Each one of these principles and cycles are defined and justified, and include an explanation of their potential and limits, including conditions that support their application and progress.

In addition, answers to questions the user may have in relation to their daily work will be available.

4. Information on resources, such as methodology, examples, experiences, bibliographies and linkages to centres and network, for each principle and cycle.

The CIARIS is already available in four languages (Spanish, French, English and Portuguese) and can be accessed through the following web address: <http://ciaris.ilo.org>

ILO/ FACTS

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

Financial, Actuarial
and Statistical Services Branch

Social protection matters in the communities

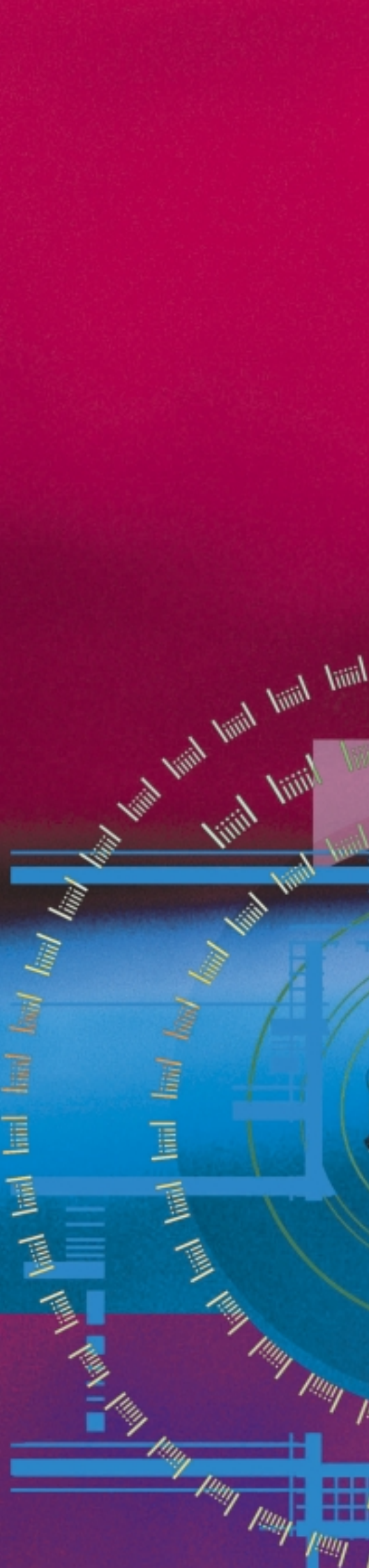
Linking community-based voluntary insurance initiatives to national social security schemes is the idea being put to the test in Ghana in a project under the Global Social Trust initiative. The Trust is an innovative concept of global solidarity for social security developed by ILO's International Financial and Actuarial Service, aimed at inter-connecting global, national and community levels of financing for social security. It expresses ILO's commitment to the extension of coverage and the improvement of the governance, financing and administration of social security, and responds to the call from the 89th International Labour Conference for innovative approaches to help workers integrate the formal economy.

The Global Social Trust team is testing the feasibility of linking community-based social security schemes and national social security schemes – the former catering largely for the informal sector and the latter mostly for the formal sector – in a country that has both an established national social insurance scheme as well as sound experience with community-based social security provisions. **Ghana**, where 43 Mutual Health Organisations (MHOs) have been created in the past few years and where a social insurance pension scheme for the formal sector has been operating since 1965, was an ideal choice for this trial project.

Ghana is currently in the process of reforming its health care environment through the introduction of a pluralistic National Health Insurance System that aims to provide "universal access for all residents of Ghana to a package of essential health services of an acceptable quality". The declared objective is for at least 50-60% of residents in Ghana to belong to a health insurance scheme within the next 5 to 10 years. The system proposed is a fusion of the Social Health Insurance and Mutual Health Organization concepts; linking community-based and national schemes a part of the national dialogue on the future of social security. The Ghanaian Health Insurance Bill was passed by Parliament in August 2003.

Complementing government health insurance policy, the Ghana Social Trust concept envisages that an established public agency act as partner and sponsor of smaller community-based informal sector schemes in a 'hub-satellite' relationship with local Mutual Health Organizations, which would benefit from time-bound financial and organizational support. The objective is to increase the coverage of local schemes by subsidizing the insurance premiums of the most needy in the community. A contract governing the modalities of this exchange has been established with a local health insurance scheme. Thus, while supporting at the same time the establishment of a pluralistic national social protection system in Ghana linking formal and informal sector schemes, the present project will limit itself to supporting the extension of basic health care coverage to those who cannot contribute for themselves.

One of the key tasks of the project is to put in place appropriate mechanisms to effectively identify the 'needy' at local/community level – that is, those who should benefit from premium subsidies – as well as to identify the most pressing health needs to determine an adequate benefit package. The pilot has organized appropriate administrative procedures for the identification of beneficiaries (through consultations with local administrations and community leaders), and the allocation and delivery of insurance subsidies as well as establishing quality control mechanisms. A valuation of the local insurance scheme is being finalized, and the project team is collaborating with the Ministry of Health in establishing a National Health Budget. One of the main outputs of the project is the testing of the benefit delivery mechanism (that is,



subsidizing insurance premiums for the poor) over a three-year period, and work is currently underway on the final stages of delivery of subsidized health insurance premiums (representing 75% of the full premium) in the pilot district.

This Netherlands-funded project closed at the end of 2003, at which point it would have provided a guaranteed premium subsidy to about 2000 families (or approximately 10,000 persons). Throughout 2004-2006, a small monitoring project will continue to monitor the effects of the premium subsidy on poor households, on the nature and quality of access and the use of health care. The experience of these three years is crucial to testing the feasibility and practical application of the concept.

ILO's Financial and Actuarial Service (SOCFAS) continues to evaluate and advise on the financial solidity and development of social security systems and schemes worldwide. Recently an actuarial valuation of the Cyprus Social Insurance Scheme was finalized, a study on universal health care coverage in Saint Lucia was completed and, an actuarial valuation of the Fiji National Provident Fund was carried out in collaboration with ILO Manila and ILO Suva.

In pursuit of the initiative to promote social budgeting as a social sector management tool, 50 social security experts from 12 EU accession countries met together last November in Larnaca, Cyprus for a two-day seminar on the challenges of building "a social Europe of 25". The occasion was a High-Level Tripartite Seminar on Social Budgeting organized by SOCFAS and ILO/Europe together with the Cyprus Ministry of Labour and Social Insurance, and in collaboration with the European Union. Nowhere is the social budgeting tool more relevant to the wider battle against poverty reduction and social exclusion in the EU than in accession countries where the conflicting forces of shrinking resources and high demands for benefits and services highlight the importance of performance monitoring and sound governance of social protection systems. For these candidate countries that are in the process of radical economic restructuring in the context of the Growth and Stability Pact requirements of the EU, social budgeting is an indispensable tool.

Recently published:

Non-contributory pensions and social protection, by Armando Barrientos and Peter Lloyd-Sherlock evaluates the impact of existing non-contributory pension programmes – cash transfers for the old – in Africa and Latin America on poverty and the vulnerability of the old, on aggregate poverty, and on household investment in physical and human capital. The authors argue that these programmes have a significant impact on poverty and social investment in developing countries.

“Social protection matters” at the International Training Centre in Turin, Italy

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).

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. The Programme designs and develops training curricula and materials that are implemented through various means, such as training courses on the Turin campus or at the national level and computer-based distance learning. These courses are aimed at representatives of national institutions (policymakers, managers, advisors and other technical staff) as well as social partners and members of civil society. Special courses are developed for those who are responsible for training, focusing on the latest learning methodologies.

The Programme has three main components: social security, occupational safety and health and the extension of social protection. It also serves as the focal point for Turin activities on HIV/AIDS and migrant workers. The Programme also implements training activities to fulfill particular requirements and requests, such as region-specific courses that aim to meet the needs of developing and transition countries.

Training for the extension of social protection in health in Kosovo

In 2004, the Programme, in collaboration with the ILO STEP Programme, will implement a series of training activities in Kosovo. The first of these was held from 20-23 January on “Strategies for the extension of social protection in health and the potential of health micro-insurance schemes” for participants from trade-unions, ministries, NGO's and health providers.

This activity was implemented in the context of the ILO STEP project “Community development as an instrument to extend social protection to vulnerable population groups”. Three complementary training workshops dealing with the extension of social protection in health and the implementation of health micro-insurance schemes will be held during the year. Special attention will be given to the role of civil society and the social partners in the process of improving the access to health care.

For more information Please contact:

Ms. Lynn Villacorta

Manager, Social Protection Programme
International Training Centre of the ILO

Viale Maestri del Lavoro 10
10127 Turin, Italy

Tel: +39-011-6936-790

Fax: + 39-011-6936-548

Email: L.Villacorta@itcilo.it



International Training Centre

TRAINING CALENDAR 2004

Social Protection/Protection sociale/Protección social

Code	Course title	Duration & Dates	Language	Target group	Venue	Tuition US\$	Subsistence US\$	Total cost US\$
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, both in the public and private sectors.	Turin	2,030	1,720	3,750
A100239	Formation de formateurs et promoteurs en évaluation d'impact des systèmes de micro-assurance santé en Afrique	1 week 01/03 - 05/03	French	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 IMAS en Afrique francophone.	Turin	1,400	985	2,385
A100235	Atelier sur les régimes de pension et le financement de la sécurité sociale	3 weeks 15/03 - 02/04	French	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 (with study tour in Bruxelles)	3,745	2,455	6,200
A250367	Seguridad y salud en el trabajo en el sector de la construcción	2 weeks 03/05 - 14/05	Spanish	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	2,030	1,540	3,570
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	2,030	1,720	3,750
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	2,030	1,720	3,750
A250366	Taller sobre regímenes de pensiones y financiamiento de la seguridad social	2 weeks 02/08 - 13/08	Spanish	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)	2,030	1,540	3,570
A150368	Perfectionnement des inspecteurs du travail pour une meilleure surveillance des conditions de travail	2 weeks 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	2,030	1,540	3,570
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 (with study tour in Rome)	3,745	2,455	6,200
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	2,030	1,720	3,750
A900255	Strategies for the extension of social security	2 weeks 22/11 - 03/12	English	Policy planners from relevant governmental structures, advisors and professionals dealing with social security and social protection mechanisms, representatives of workers' and employers' organizations involved in the extension of social security in the informal economy, leaders and key members of informal economy groups, community-based and non-governmental organisations who are engaged in various development activities to the benefit of their members, representatives of women's organizations, practitioners and consultants of international development agencies wishing to gain new technical expertise related to their interventions in the social security sector.	Turin	2,030	1,720	3,750

CONFERENCE ON SOCIAL SECURITY AND SOCIAL ASSISTANCE

Several specialists from the Social Protection Sector, together with the NGO "Help us to Help"¹ (Ayudenos a Ayudar), participated in a conference entitled "Social security: towards a better prospect" which took place on 5 February 2004 at the ILO offices in Geneva. The issues covered during the conference dealt not only with social security, but also with its relation to social assistance and discussed their respective roles within a comprehensive social protection policy.

Alejandro Bonilla García from the Management Support Unit (MSU) of the Social Protection Sector and Jordi Estivill from the STEP Programme of the Social Security Policy and Development Branch (SOCPOL) presented the views of the ILO on social security, social assistance and social protection in both the formal and informal economies. The speakers described the activities of the Social Protection Sector, ILO's constituents, social security institutions, labour and health authorities, and regional and local communities.

Marc-Antoine Fournier from the NGO Immediate Gestures of Solidarity (Gestes Solidaires Immédiats) focused on the importance of funding social projects with an immediate impact on target populations' lives. Guy Mettan, Director of the Emergency Market Association, discussed the objectives and means of the association worldwide.

Finally, Fabio Ramirez from Help Us to Help made a comprehensive presentation of the NGOs activities targeted at easing the difficult living and working conditions of emerald miners in Colombia. The association worked to give the miners the basic tools to break the vicious cycle education, precarious work and unsustainable livelihoods. The activities of Help Us to Help include providing access to basic education for children, and access to basic health care for miners and their families, training in gem cutting and gemmology for young men and women, network building, and establishing small enterprises for miners.

¹ayudenos-a-ayudar@club.ch

International Labour Office

MANAGEMENT SUPPORT UNIT
SOCIAL PROTECTION SECTOR

4, route des Morillons
CH-1211 Geneva 22
Switzerland

Edprotect@ilo.org

Tel: (+ 41 22) 799 69 60

Fax: (+ 41 22) 799 63 18

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



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