

Social Protection for All and Protecting People and Employment: A Path to Sustainable Development

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Social Protection For All

What is Social Protection?

- A human right
- An approach and a set of policies
- Designed to reduced risks faced, especially by the vulnerable – tackling poverty, vulnerability and social exclusion
- Includes interventions by government, the private sector or civil society
- A social protection system is a set of government policies designed to give protection to social groups with benefits for society as a whole

Forms of Social Protection

- Cash, in-kind transfers or a combination of both
- Designed to help persons maintain a minimum standard of living, normally specific to each country although there are some international standards
 - Income security for unemployed (unemployment benefits)
 - Income security for elderly (pensions)
 - Income security for people with disabilities (pensions)
 - Income security for children (child benefits)
 - Income security for pregnant women (maternity benefits, maternity leave)
 - Access to affordable healthcare
 - Access to affordable education (at least to primary level)
 - Access to affordable housing
 - Access to sanitation

Standards in Social Protection

Universal declaration of human rights Art. 25

- Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.
- Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection

ILO Convention on Social Security

Medical Care

Sickness Benefit

Unemployment Benefit

Old-Age Benefit

Employment injury Benefit

Family Benefit

Maternity Benefit

Invalidity Benefit

Survivor Benefit

Sustainable Development Goals

SDG 1 – No Poverty

SDG 2 – Zero Hunger

SDG 3 – Good Health and Well-Being

SDG 4 – Quality Education

SDG 5 – Gender Equality

SDG 7 – Affordable and Clean Energy

SDG 8 – Decent Work and Economic Growth

SDG 10 – Reduced Inequalities

SDG 11 – Sustainable Cities and Communities

Social Protection Floors

Nationally defined set of basic social security guarantees which secure protection aimed at preventing or alleviating poverty, vulnerability and social exclusion

Access to a nationally defined set of goods and services, constituting essential health care, including maternity care, that meet the criteria of availability, accessibility, acceptability and quality;

Basic income security for children, at least at a nationally defined minimum level, providing access to nutrition, education, care and any other necessary goods and services;

Basic income security, at least at a nationally defined minimum level, for persons in active age who are unable to earn sufficient income, in particular in cases of sickness, unemployment, maternity and disability; and

Basic income security, at least at a nationally defined minimum level, for older persons.

Challenges to Social Protection



The classic stereotype of a full-time permanent job, with fixed hours, and a defined-benefit pension on the completion of a largely predictable and secure career path with a single employer ... is an increasingly infrequent reality

IOE Position

Committed to the Social Protection debate because it can address problems that could be disruptive to business

Discussion taking place whether diverse forms of work are inherently good or inherently bad for social protection

Working in the context of ILO Global Business Network on SPF to:

- Identify good employer practices
- Identify any relationship between company-level programmes and public protection systems

Committed to ensuring that comprehensive national systems (institutions, regulations, required arrangements) are put in place to ensure that all forms of work are true to the decent work agenda

ITUC Position – Current State

There is a global job crisis:

- Not enough jobs
- Not enough jobs for the next generation
- Weakening and dismantling of labour laws

Wage despair

- Worries about rising inequality
- Family incomes in crisis
- Minimum wage insufficient to lead a decent life

Failure of governments

- Frustration with the performance of national governments

ITUC – Key Emphases

Jobs, wages and working conditions

- Working towards a pay raise for workers (71%)
- Commit to shared prosperity (87%)
- Commit to human and labour rights (91%)
- Commit to jobs and decent work (95%)
- Enabling apprenticeships and possibilities for life-long learning (74%)

End slavery - Stand up against modern slavery and discrimination (90%)

Future of Work - Regulate the digital economy to promote employment and worker rights (64%)

Care Economy

- Create jobs by investing in the care of the elderly, disabled people and pre-school aged children (79%)
- Protect secure employment and workers' rights for domestic and migrant workers (57%)
- Commit to caring for children, the elderly and the sick (94%)

Equal Rights – Women, indigenous people, people of various sexual orientation

Social Protection in the Caribbean

Vulnerability of Size

Vulnerability to Natural Disasters

Vulnerability of Economic Structure.

Vulnerability of Poverty

Vulnerability of Citizen Security

Vulnerability of Weak Governance

Vulnerability of High Debt

Policy Approaches

Social Risk Management Model (SRM) – Provision tools, prevention, promotion, transformation

- People with low incomes are more exposed to shocks and have fewer market;
- State instruments can prevent and mitigate risks.

Life Cycle Approach - design social protection interventions that are targeted at the different risks and vulnerabilities at different stages in life



Governance Role

Government:

- Create the legal and regulatory framework conducive to an adequate social protection floor
- Ensure adequate institutional arrangements to administer and monitor the effectiveness of social protection arrangements
- Ratify relevant international standards on social protection
- Advocate for strengthening regional social protection arrangements to protect migrant workers within the Region

National Worker Organisations

- Mainstream social protection provisions in collective labour agreements at the level of the work place
- Develop competencies for negotiating social protection provisions in collective labour agreements
- Develop business cases and relevant arguments for the inclusion of social protection provisions in collective labour agreements

National Employer Organisations

- Mainstream social protection provisions in collective labour agreements at the level of the workplace

Establish Current State

Ratification of Social Protection Conventions

- The major social protection conventions that have not been ratified in each country in the Region should be identified

National Gap Analyses

- Analysis should be done in each country to determine what social protection measures are in place currently and what measures are required to close the gap

Labour Management Partnerships

Through joint representation by major Employee and Employer bodies at the national and regional level on the need to implement as far as possible mutually acceptable social protection measures that may be lacking in a country or the region;

Advancement of labour market programmes at the national and regional level targeted at the poor and vulnerable for skills development and improved productivity.

Through the design of collective agreements between Unions and Employers ensure that there are provisions to some extent (depending on the type and size of the company) that would speak to the social protection of employees

Actively advocate to increase political will at both the national and regional levels

Joint ownership for the process of policy design, formulation, implementation and M&E