

Social protection floor and return to employment

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And other specialists!!!

DWT meeting

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Structure

- 1st point: What is the Social protection floor concept & approach?
- 2nd point: Linking SPF with employment

1st point: What is the Social protection floor concept & approach?

- The social protection floor is a set of basic social rights, services and facilities that each member of society should enjoy
- It is not a safety net
- It is included in the social security staircase and is the 1st step towards the development of a comprehensive system of social protection
- It is a precondition to inclusion in labor market and can support ALMPs
- It is recognized as a powerful approach to address low social protection coverage in Asia
- Many countries in Asia have developed elements of the SPF

What is the Social protection floor concept & approach?

- The social protection floor initiative
 - One of the nine UN initiatives to confront the crisis
 - Many actors involved (UN agencies, ministries, civil society ...)
 - Advisory group (Visit Mrs Bachelet, Flagship report, Case studies)
 - Technical Coalition (interagency meeting on the SPF → roadmap of activities)
 - Teams at country level
 - Conclusions of the 8th ASEM meeting, 4 & 5 Oct. 2010
 - Heads of States and of Governments of 46 Asian and European countries noted with interest the concept of SPF
 - Leaders called for further sharing of experiences and for technical assistance in implementing social welfare policies



What is the Social protection floor concept & approach?

- A **set of basic social rights, services and facilities** that each member of society should enjoy
- A SPF should consist of:

Availability of
essential services:

- Housing, WATSAN,
- Education/skills,
- Health care supply,
- Food/Nutrition,
- ...

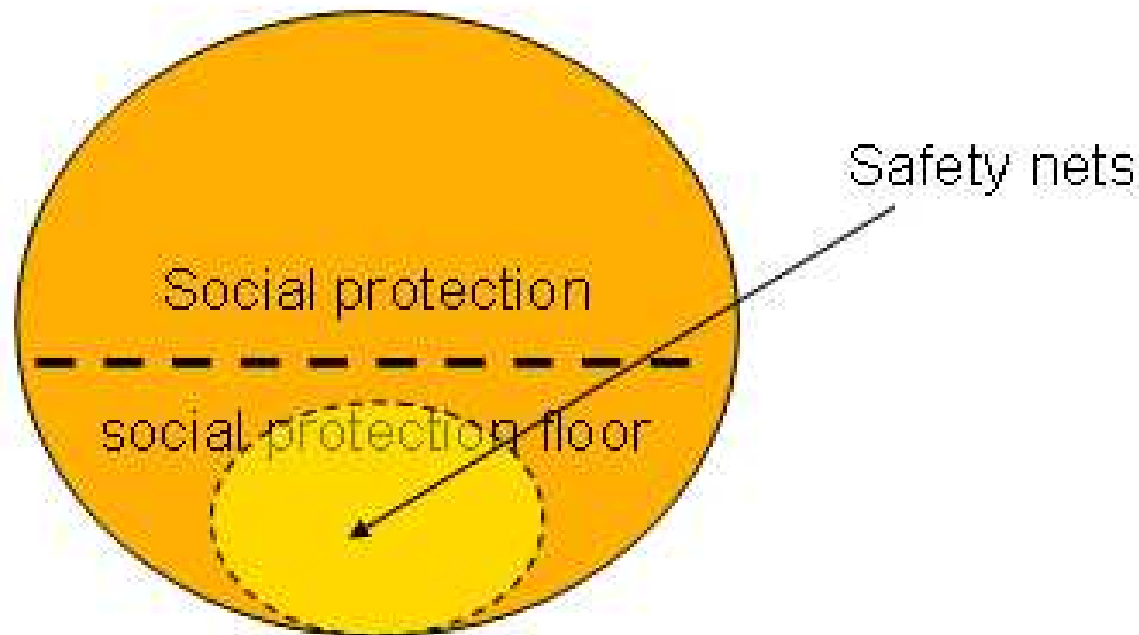
Accessibility of these services through basic
transfers in cash or in kind:

- Subsidized health insurance / health cards,
- Scholarships & school buses,
- Minimum income support to families (family/child benefits), the working poor (cash transfers and PWP) and the elderly (minimum pensions) ...

- Notion of **availability** and **accessibility** – *both work hand in hand, are articulated*

What is the Social protection floor concept & approach?

- The SPF is not a safety net



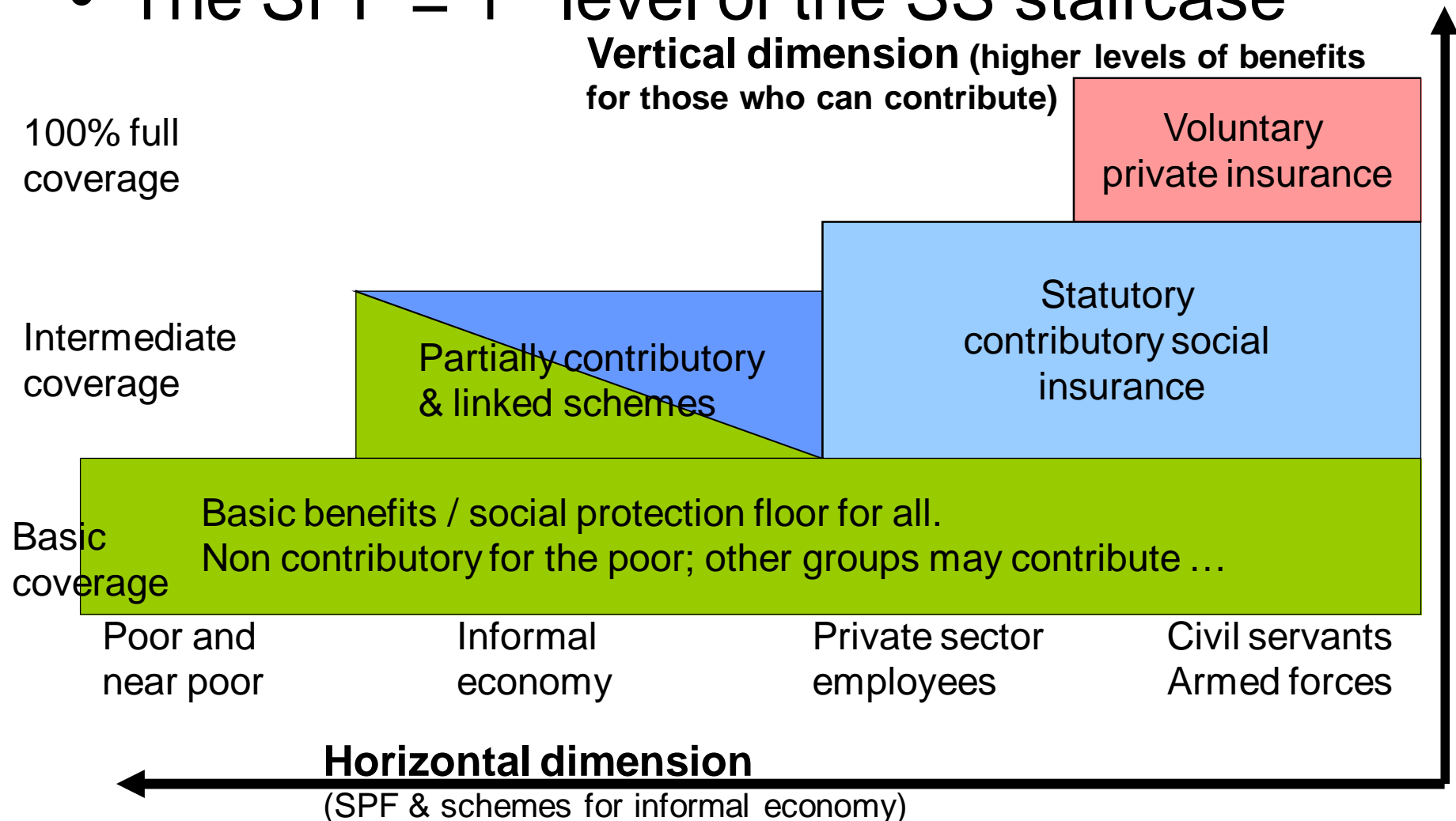
What is the Social protection floor concept & approach?

- The SPF is not a safety net

Criteria	Safety Nets	Social Protection Floor
Overall Objective	Poverty reduction	Giving effect to the Human Right to Social Security
Type of interventions	Targeted set of non-contributory transfers, depending on government priorities	Universal entitlement to protection through a defined basic package for all in need
Benefit levels	Minimum	National poverty lines
Role	SNs as transitory response measures/ short term (crisis, reforms)	Rights-based, systemic “insurance” against poverty for all residents

What is the Social protection floor concept & approach?

- The SPF = 1st level of the SS staircase



What is the Social protection floor concept & approach?

- Many countries in Asia have developed elements of the SPF :
 - nation wide non-contributory or highly subsidized social protection programs
 - national strategies to accelerate the implementation and scaling up of diverse and scattered basic social protection programs

What is the Social protection floor concept & approach?

India: RSBY, NREGA

Cambodia: CARD's SP strategy for the poor and the vulnerable with clear reference to the SPF ... including HEFs, CBHIs, Food distribution, Cash transfers, PWP...

Indonesia: Implementation of SS Law starting with health: Jamkesmas



China: minimum living standard guarantee program; new rural corporative medical care (NRCMC); health insurance for urban uninsured residents (HIUR); rural old-age pension

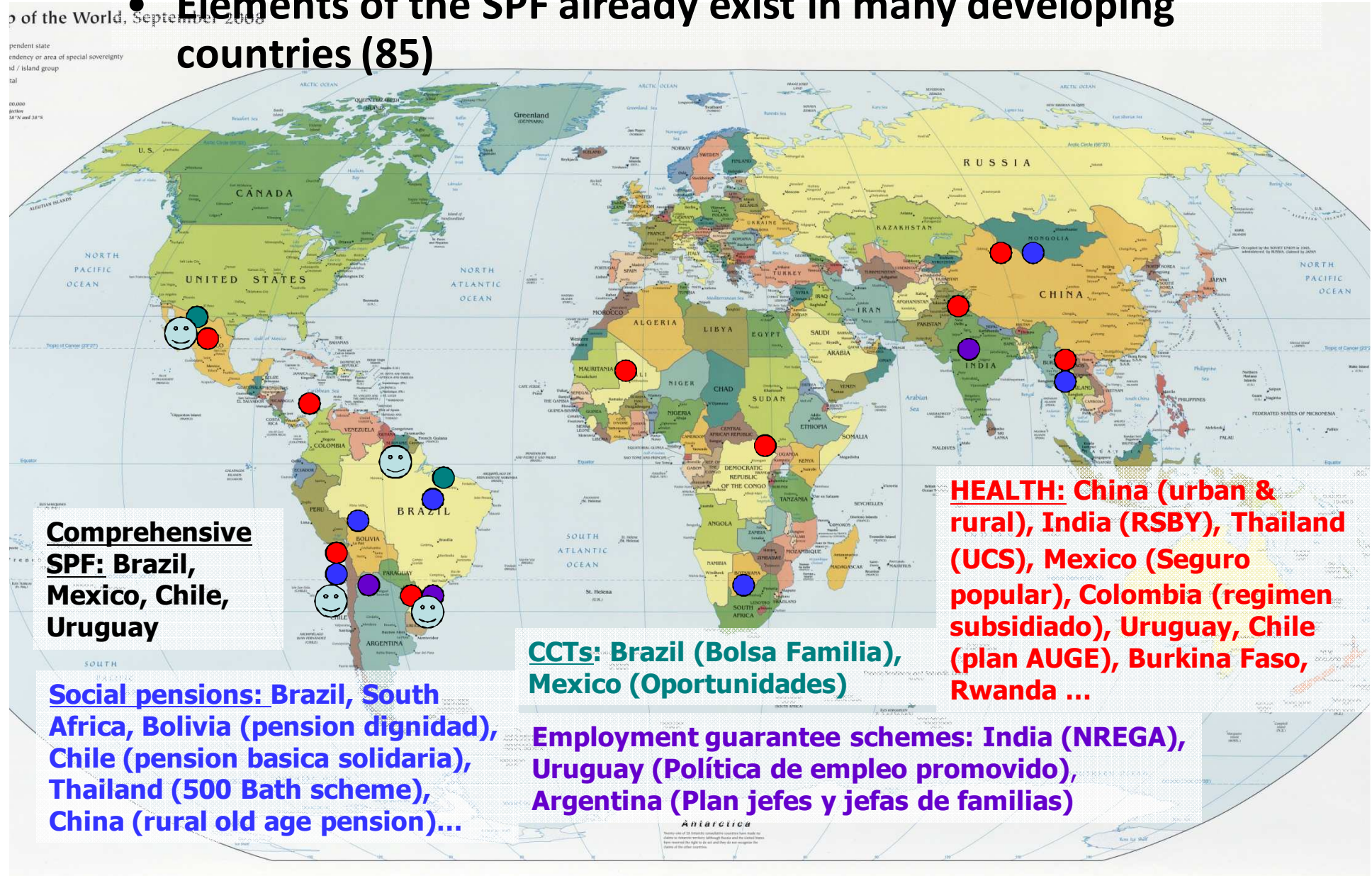
Lao: extension of SHP for all

Thailand: UC scheme, minimum pension scheme (500 THB)

Vietnam: 10 years Social protection strategy

SPF around the world ...

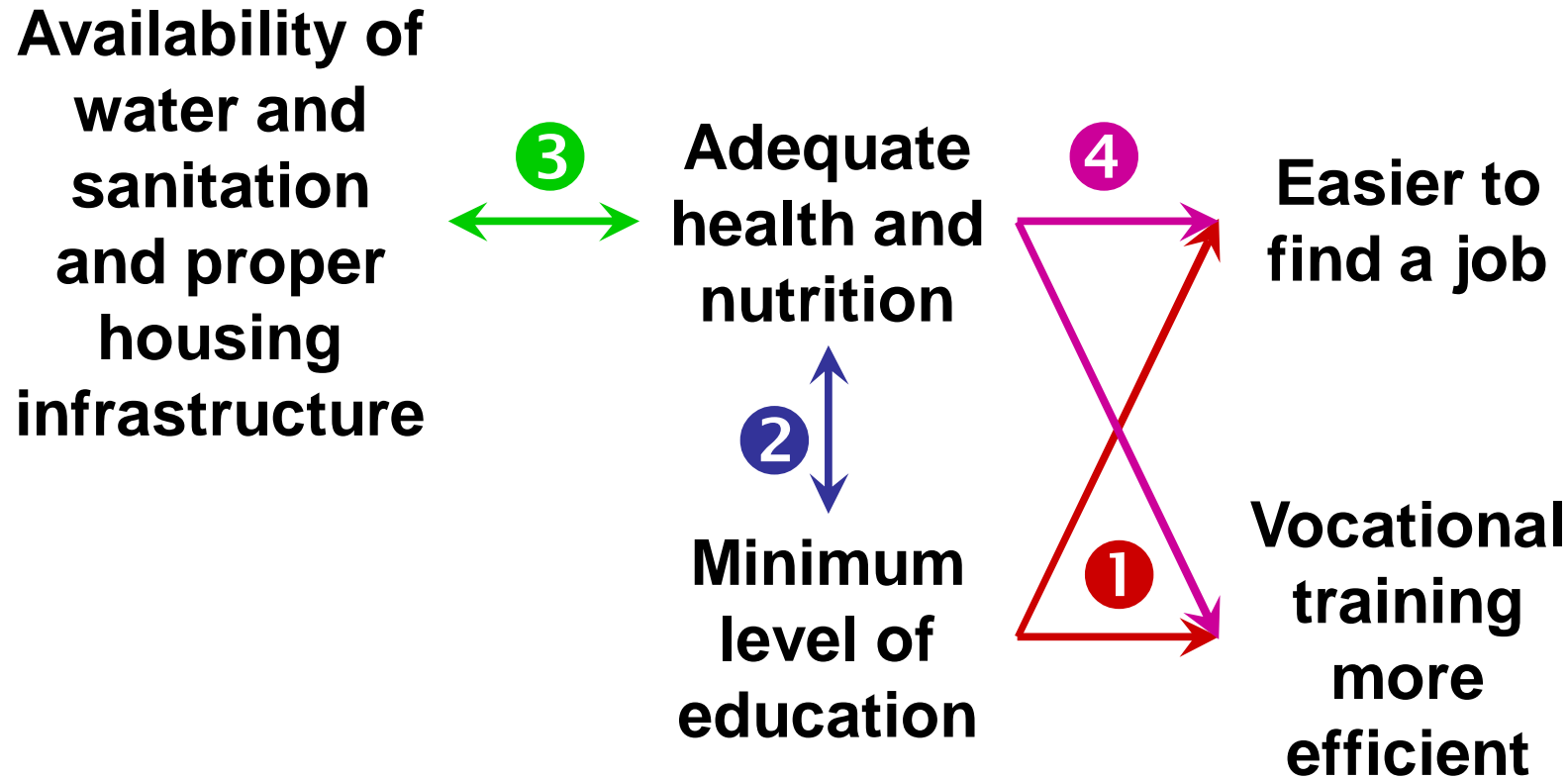
- Elements of the SPF already exist in many developing countries (85)



2nd point: Linking SPF with employment

- Access to a SPF, a precondition for employment
- The SPF removes the barriers of access to employment & training
- The SPF, a tool for activating labour market policies
- Rationale: towards a virtuous cycle & country examples
- How to make linkages between SPF & Employment operational?

Access to a SPF, a precondition for employment



FULFILLING BASIC NEEDS ...

Free vocational Training

Oil as incentive to send girls to the schools in remote rural

Enforcement and grants (such as fertilizers subsidies, school feedings)

Removing ^{subsidizing} school fees

Better education creates more opportunities for employment... including entrepreneurship

Free immunization for children - Providing free school belongs, winter clothes for poor families

school enrolment increases

Incapacité de prendre en charge les mesures d'accompagnement adéquat

Construction de ^{forages} puits cimentés (accès eau) => libérer les filles à aller à l'école

Ecole obligatoire (gratuite) pour les filles

Programme vache laitière / famille - petits ruminants

Pre primary school

Vaccination - Case tout petits (Subvention)

AGR par les femmes organisées - accès au crédit - depuis activités éco et soc

Formation Professionnelle, Kit scolaire, transferts, formation pour enfants orphelins HIV et les femmes

infectées, soins aux enfants 0-5 ans et à la population de manière globale

gratuite, Assurance santé scolaire

Appui des GPF en matériel agricole

Infrastructures de base (écoles, dispensaire, et postes santé)

Appui à l'organisat° de la participation communautaire

The SPF removes the barriers of access to employment & training



Jakarta, Slum life

Multiple barriers :

Live in remote areas without public transportation

No access to child care and schools

Chronically ill with no access to appropriate health care

Un decent living conditions

No access to information



Capacity to work, actively seek jobs or undertake vocational training is limited

The social protection floor helps to remove the barriers:

- Minimum income to face expenses related to job seeking
- Family benefits to cover child care expenses
- Access to basic health care
- Decent living conditions (housing, food) ...

CATE - Chez you

#2 - ELIMINER LES OBSTACLES

- accès au m-c / AGR / formation / business services / formation
- plus d'habits conv. / transferts sociaux, assistance.
- absence d'info / connaissance des progr. / diff. info / mobilisation

- manque de formation / accès éducation,
- santé - inaccessibilité aux soins / accès
- problème emploi / prog himo / service d'emploi / prog. temporaires / ponctuels / cibles /
- manque de ressources / transferts avec conditions
- enfants / crèches
- legal identity / prog of registration to access welfare / example of migrants
- maternity - mat. protection
- transportation of good - subsidies / transformation / ^{circuit} commercialisation / viabilisation
- disability - tra
- SME - hire more workers
- relation bet. prog & benefits in infrastructure / in remote areas small scale
- Skill matching

avec com → sports, culture

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The SPF, a tool for activating labour market policies

- One step further, by linking the provision of some elements of the social protection floor such as
 - a minimum income support
 - or priority access to basic social services (such as child care)
- with the fulfilment of certain conditions
 - (e.g., being registered in an employment service centre, seeking and accepting jobs, undertaking vocational training, undertaking work beneficial for the community such as work fare) ...
- The social protection floor **becomes a tool for activating labour market policies ...**
- And in addition contributes to increase the chances of finding a new job

The SPF, a tool for activating labour market policies

LINKAGES between elements of the SPF and a behaviour (actively seeking for jobs & being more employable)

IF: Conditions

- being registered in an employment service centre,
- seeking and accepting jobs,
- undertaking vocational training,
- undertaking work beneficial for the community such as work fare



THEN: Provision of

minimum income (ex: RSA), family benefits, priority access to basic crèches/child care

Rationale: towards a virtuous cycle



Rationale: country examples



Martin Hirsh
RSA's father

- **Revenu de Solidarite Active (RSA)**
 - Finding a new job entails costs (transportation, child care, clothes, etc.)
 - Before the RSA: the Minimum income was stopped as soon as the unemployed founded a new job → disincentive to active seek and accept jobs
 - With the RSA:
 - the minimum income continues (although reduced);
 - the basic salary of the working poor is supplemented so that they have an incentive to work (as compared to those who benefit from basic social transfers without working).

Rationale: country examples (to be further documented)

- India- NREGA & LabourNet Joint Initiative www.labournet.in
- South Africa - One Stop Shops
- Argentina
- Mexico, Chile
- Namibia - Basic Income Grant?
http://www.sistemasmart.com.br/bien2010/arquivos/24_6_2010_11_59_0.pdf
- Solo (formalizing street vendors)

Rationale: country examples

Formalizing street vendors in Solo



Rationale: country examples

Formalizing street vendors in Solo



**For automotive section,
sales have increased up to
400% from sales in Monjari**

Rationale: country example

A win-win scenario? “City-Income” in Solo

Before Revitalization	After Revitalization
7,8 M	19,2 M

How to make linkages between SPF & Employment operational? ...

- “One stop shop” approach:
 - Develop one stop shops where IE / vulnerable groups would have access to social services (health, child care, scholarships...)
 - In addition to social services they would receive a minimum income under certain conditions:
 - Undertaking training & actively seeking jobs
 - Work beneficial for the community ...
 - They would progressively move towards sustainable employment (decent jobs) with also higher capacity to pay taxes and social contributions

“One stop shops”

Social protection floor

(services and transfers)

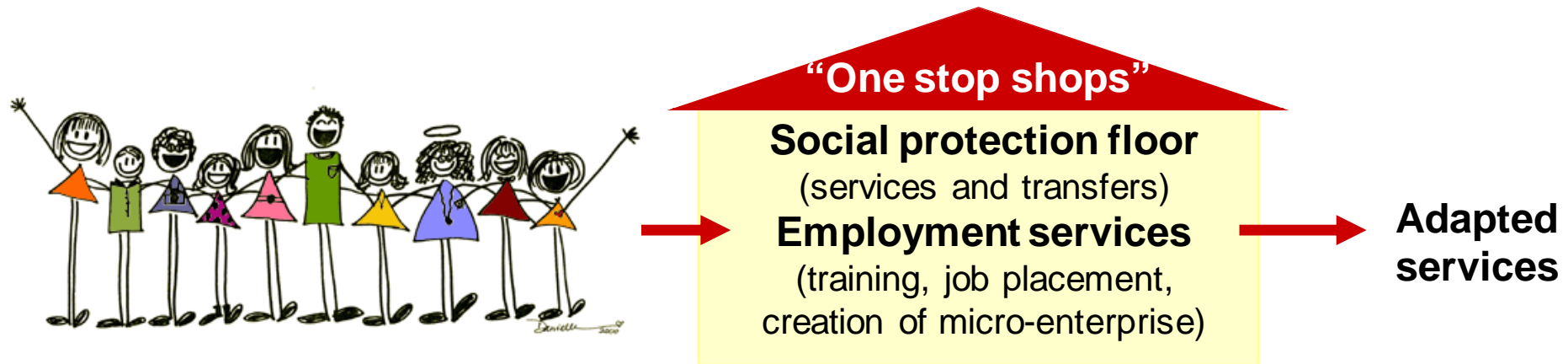
Employment services

(training, job placement,
creation of micro-enterprise)

... One stop shop approach!!

Functions:	1. Enrolment	2. Job placement	3. Support creation of productive & decent employment
Adminis- trative procedures	Registration Identification of social needs & Vulnerability assessment	Skills assessment Are requirements (seeking jobs, training) met?	Skills assessment Automatic registration in adapted SS schemes
Social protection services	Social protection services and transfers: <ul style="list-style-type: none"> • child care, • health cards, • scholarships ... 	Minimum income guaranteed through <ul style="list-style-type: none"> • employment guaranteed schemes • public procurement 	Minimum income continued although progressively reduced ... Partially subsidized social security schemes OSH
Employ- ment services		<ul style="list-style-type: none"> • Channeling job opportunities: PWPs, self-employment • Channeling business opportunities & access to markets • Training services 	<ul style="list-style-type: none"> • Support to enterprise creation e.g. through micro-credit and specialized training
<div> <div>-</div> <div>Labour market inclusion / social protection / decent work</div> <div>+</div> </div>			

Who are the beneficiaries of the floor & the one stop shop?



For families → access to childcare facilities, etc.

For population in working age → Improved access to adapted job opportunities (through ALMPs)

For the elderly + → Access to basic income