



## Resource persons

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**Charles Crevier** runs social security training activities at the ITC-ILO. From 2008 to March 2010, he was the technical manager of Quatrain Africa, a project designed to enhance financial governance capabilities of social security institutions in Africa. From 2003 to 2008, he worked as an actuary in the Social Security Department of the ILO in Geneva on numerous technical cooperation projects concerning actuarial matters and financial governance in Africa, the Middle East and the Caribbean. Charles graduated from Laval University (Canada) in actuarial science. He is a guest Professor at Maastricht University and Mauritius University, and he is regularly delivering lectures at international conferences.

**Ngo Thi Loan**, is a national programme coordinator at the ILO office in Hanoi. Loan has 17 years managing development and technical assistance projects with international organizations. During the last 4 years with the ILO, she has been working intensively for improving the delivery services and legal provisions of the UI scheme in Vietnam.

**Thibault van Langenhove** is presently working as a Social Protection consultant for the ILO in Cambodia. His main project is the design and implementation of the Social Service Delivery Mechanism, a one stop shop for social protection and employment services, embedded in the sub-national administration. He has previous experiences in the area of social protection and employment services in France, he notably worked for Pôle emploi, the national agency responsible for unemployment benefits and facilitating return

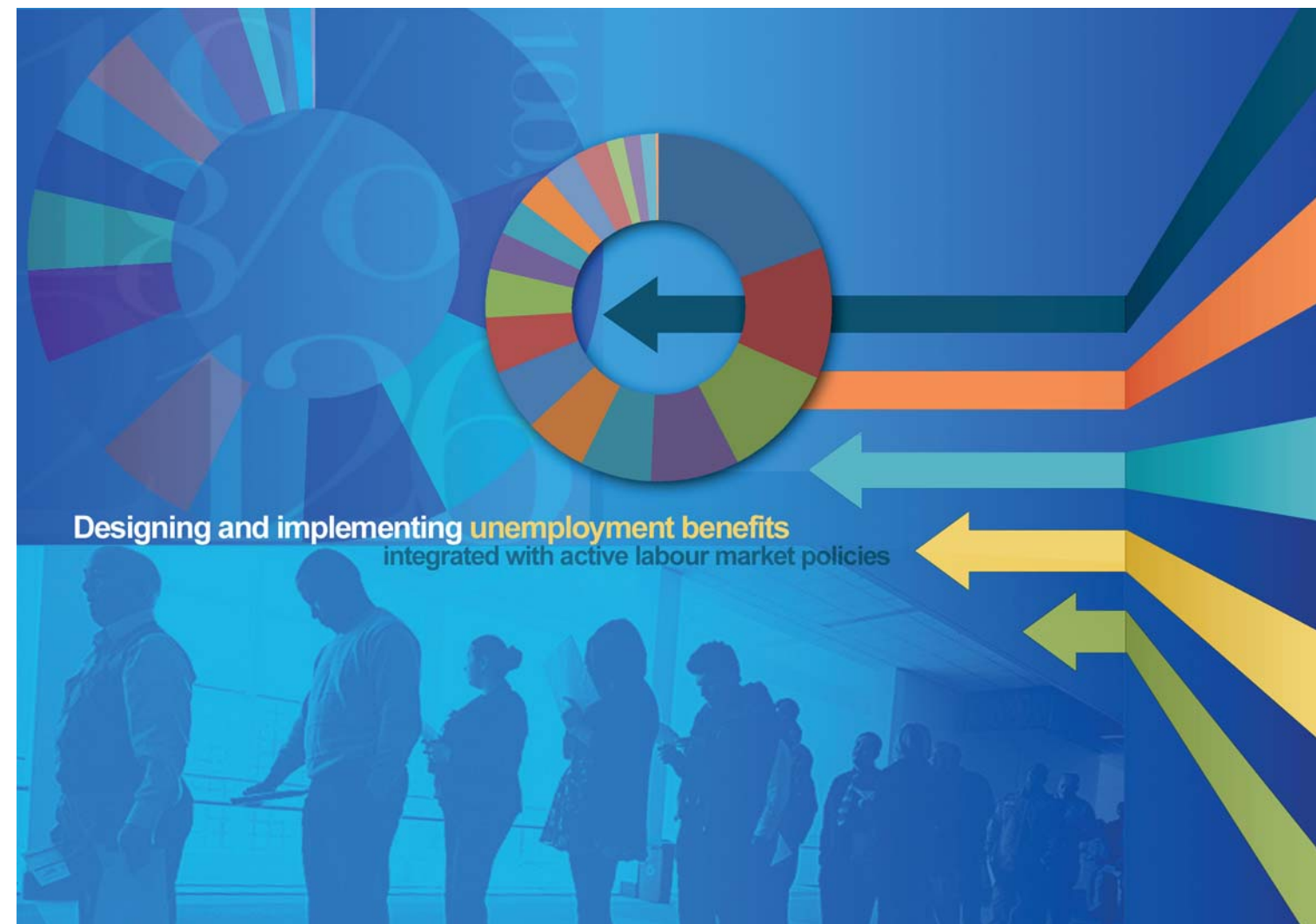
to employment. He holds a Master's degree in Engineering specialising in Applied Mathematics and Finance from Ecole Centrale de Lyon, France.

**Loveleen De** is currently working as a Social Protection consultant at ILO's Regional Office for Asia and the Pacific. Her areas of work include social protection and income security, wherein she has developed training material on social protection assessment and employment protection. As part of her work with the ILO, she has organised a South-South exchange conference on "Integrating social policies", conducted research on active labour market policies, and developed learning tools related to social protection.

**John Carter** is an International unemployment insurance expert. Mr. Carter was employed in the Canadian unemployment insurance programme for 34 years, as Director of Training, Director of Insurance Management Services as well as managing the Appli-Web project, an electronic application for UI benefits. Since then, he has assisted with the development of UI in China, Bahrain, Viet Nam and Malaysia. He is the co-author of the Comparative review of unemployment and employment Insurance experiences in Asia and worldwide (ILO, 2013).

**Dr. Sineenat Sermcheep** is currently the Director of Research Affairs at ASEAN Studies Center and a lecturer at the Faculty of Economics, Chulalongkorn University. She has joined the university since 2007. Until present, she has been participating in research projects concerning mainly international trade and investment. Dr. Sineenat's main research interests are economic integration, free trade in service, labor movement, and foreign direct investment.

**Valerie Schmitt** is the social security specialist of the ILO Decent Work Team, based in Bangkok. She is responsible for the provision of policy and technical advice to over 20 ILO member states across Asia. Valerie has over 16 years of experience in the field of social security and social protection. She holds a Master of Business Administration and a Master of Advanced Studies in Economics, as well as a Bachelor's Degree in Philosophy.



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# Hands-on training Designing and implementing unemployment benefits integrated with active labour market policies

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# Hands-on training - Designing and implementing unemployment benefits integrated with active labour market policies



## Introduction

In market economies, involuntary unemployment and underemployment are economic contingencies that people may face. The 2009 financial and economic crisis and its impact on the labour markets contributed to raise awareness on the importance of introducing unemployment protection measures. The latter include unemployment benefits aimed to guarantee at least partial income replacement under the form of contributory or social assistance schemes,, thus enabling the beneficiaries to maintain a certain standard of living until returning to work. Besides, unemployment benefits link with support to the unemployed for the improvement of their employability and job search process.

The ILO Social Protection Floors (SPF) Recommendation, 2012 (No. 202) recalls that in developing national social protection systems, countries should:

- (a) combine preventive, promotional and active measures, benefits and social services;
- (b) promote productive economic activity and formal employment through considering policies that include public procurement, government credit provisions, labour inspection, labour market policies and tax incentives, and that promote education, vocational training, productive skills and employability; and
- (c) ensure coordination with other policies that enhance formal employment, income generation, education, literacy, vocational training, skills and employability, that reduce precariousness, and that promote secure work, entrepreneurship and sustainable enterprises within a decent work framework.

Therefore, income security for the unemployed and working poor, as guaranteed by the SPF, can be achieved through the combination of unemployment insurance and/or social assistance benefits with active labour market policies (ALMPs). In general, ALMPs can take the form of job search assistance; training or re-training programmes to increase employability; job creation programmes such as public work programmes; wage and employment subsidies to encourage hiring of unemployed or retaining employment; self-employment assistance/micro-enterprises development; credit access, tax breaks, and so on. ALMPs also intend to respond to the specific needs of certain workers exposed to higher risks of unemployment, such as the youth, women, vulnerable workers<sup>1</sup> and workers with disabilities.

Among the members of the Association for South-East Asian Nations (ASEAN), contributory unemployment insurance schemes have been introduced in Thailand (2004) and Viet Nam (2009), and are being discussed in Lao PDR, Malaysia, Myanmar and the Philippines. Moreover, ASEAN

countries are aware that the major challenge when providing income security to the working age population resides in the protection of informal economy workers, yet often excluded from existing social security coverage. In South-East Asia and the Pacific, some 181 million people, or 62.3 per cent of the region's workers, were employed in vulnerable jobs in 2010, an increase of 12.7 million since 2007. It is therefore necessary to put in place integrated and coordinated services and policies addressing challenges of both informal and formal employments. The ultimate goal of integrated interventions is to lift and prevent people from poverty by providing access to sustainable, decent and productive employment opportunities.

ASEAN governments and social partners are in demand for knowledge and capacity building to design innovative measures to protect all workers. The ILO/Japan project "Promoting and building unemployment insurance and employment services in ASEAN" supported and documented a number of experiences aimed at improving protection of the unemployed and underemployed during the past two years of the project's implementation.

Against this backdrop, this project offers to share knowledge and lessons learnt from existing initiatives on unemployment protection in ASEAN and worldwide under the form of a training workshop. With this in mind, the ILO/Japan project "Promoting and building unemployment insurance and employment services in ASEAN" has been supporting and documenting various experiences aimed at improving protection of the unemployed and underemployed since its launch.

The training course will be organized by the ILO in partnership with the International Training Center of the ILO (ITC ILO) and the Chulalongkorn University of Thailand, from Monday 7 to Wednesday 16 October 2013, in Bangkok, Thailand.



## Aims of the training

The training aims at guiding policy makers in the design and implementation of integrated unemployment protection programmes and employment support policies.

More specifically, at the end of the training, participants will be in a position to:

- Understand the place of unemployment benefits and employment support in ILO's strategy to extend social protection;
- Learn about the ILO's Conventions and Recommendations related to unemployment protection;
- Determine the different parameters that will form an unemployment benefits scheme (contributory and non-contributory);

- Learn tips from other experiences and good practices to facilitate the dialogue among social partners on unemployment benefits;
- Calculate a cost estimate of unemployment protection measures by using ILO tools;
- Envisage linkages between unemployment benefits and employment support services;
- Provide inputs to draft the legal framework regulating the unemployment benefits schemes and amendments to existing laws;
- Establish procedures to run a unemployment protection scheme;
- Define a strategy and targets for the performance of the system;

By the end of the course, participants are expected to build a network of expertise that they can call upon for exchange of experiences and South-South cooperation.

The course is an opportunity to test a full training package that provides a set of guidelines and tools to conduct training sessions and workshops for the design and implementation of unemployment benefits schemes linking with ALMPs. The manual in question can also be used as a reference guide by policy makers to conduct feasibility studies for the design of unemployment protection systems for both informal and formal economy workers.

The training and its manual do not prescribe a standard system or method; it recalls the ILO principles and approach that guides the design and implementation of context-specific unemployment protection schemes.



## Profile of participants

The training has been designed for the following target audience:

- Representatives of ministries and other government agencies from the 10 ASEAN member states and Mongolia, involved at the technical level in the planning, financing and management of social security systems in a country, in particular measures to support the unemployed and underemployed, i.e. Ministry of Labour, Social Security Institutions, Ministry of Social Development, Ministry of Women's Affairs, Ministry of Finance, Ministry of Rural Development, Ministry of Interior, Ministry of Planning, and other Ministries;
- Representatives of worker and employer associations from selected countries in ASEAN where the Project has provided direct technical services (e.g Malaysia, Mongolia, Philippines, Viet Nam and Thailand for being the host country);
- Social protection experts and researchers from University, UN agencies and representatives of the civil society.



## Training methodology

The training and its manual comprise conceptual and technical sessions, practice of tools (such as costing tools and matrixes), exercises (case studies, 'ice breaking' exercises, brainstorming exercises and knowledge application and testing), as well as a set of power-point presentations.

The training follows the main steps of the conduct of a feasibility study that will explore different aspects of the future unemployment protection schemes: analysis of the labour market indicators, financial aspects, laws and regulation, options for institutional set-up and social dialogue. The training methodology is mainly centered on the development of case studies that will accompany each step of the feasibility study.

It also includes a study visit to the employment service center of Ayutthaya in Thailand.



## Modules

- **Module 1:** Introduction and extension of social protection: Where does unemployment protection fit in a comprehensive social security system?
- **Module 2:** International standards and ILO's approach on unemployment protection: What does unemployment protection mean by ILO standards?
- **Module 3:** Determination of broad options of combined unemployment protection packages: How can a national consensus be determined and reached on broad options for the improvement of unemployment protection?
- **Module 4:** Institutional set-up for unemployment protection systems: Who will be responsible and to coordinate the implementation of the combined package of unemployment protection schemes? Learning from Ayutthaya Employment Services Center.
- **Module 5:** Legal framework: What will be the implications in terms of legal framework?
- **Module 6:** Costing of unemployment protection measures: How much does it cost to have unemployment benefits? Who will pay for it and how can we ensure that the scheme will be sustainable?
- **Module 7:** Implementation schedule and operations of unemployment protection programmes: How should effective procedures be established in order to guarantee an effective implementation of the system?
- **Module 8:** Monitoring and evaluation of unemployment protection systems: How can we keep improving the system?
- **Module 9:** Recap' (evaluation) and conclusions: What has been learnt and how can the network of expertise be maintained?

1. Workers in vulnerable employment, defined as the sum of own-account workers and contributing family workers, are less likely to have formal work arrangements, and are therefore more likely to lack elements associated with decent employment such as adequate social security and recourse to effective social dialogue mechanisms.