

# Trends, guidance, and social security portability in the ASEAN region

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## Availability of social security schemes

	OLD-AGE		INVALIDITY		SURVIVOR		MEDICAL		SICKNESS		MARTERNITY		WORK-INJURY		UNEMPLOYMENT		FAMILY	
	NA	MW	NA	MW	NA	MW	NA	MW	NA	MW	NA	MW	NA	MW	NA	MW	NA	MW
BR	PF	-	PF	-	PF	-	UC	PA	EL	EL	EL	EL	EL	EL	-	-	-	-
CA	soon	soon	soon	soon	soon	soon	SI	SI	SI	SI	SI	SI	SI	SI	-	-	-	-
IN	SI	SI	Part of old-age	Part of old-age	SI	SI	SI	SI	EL	EL	EL	EL	SI	SI	-	-	-	-
LA	SI	SI	SI	SI	SI	SI	SI	SI	SI	SI	SI	SI	SI	SI	SI	-	-	-
MA	PF	V	SI	-	Part of old-age	-	UC	PA	EL	EL	EL	EL	SI	SI	SI	-	-	-
MM	soon	soon	soon	soon	soon	soon	SI	SI	SI	SI	SI	SI	SI	SI	soon	soon	soon	soon
PH	SI	SI	SI	SI	SI	SI	SI	SI	SI	SI	SI	SI	SI	SI	-	-	-	-
SG	PF	V	PF	PA	PF	PA	PF	PA	EL	EL	EL	EL	EL	EL	-	-	-	-
TH	SI	SI	SI	SI	SI	SI	SI	SI	SI	SI	SI	SI	SI	SI	SI	SI	SI	SI
VN	SI	SI	Part of old-age	Part of old-age	SI	SI	SI	SI	SI	SI	SI	SI	SI	SI	SI	-	-	-

PF: Provident Fund

UC: Tax-funded universal scheme

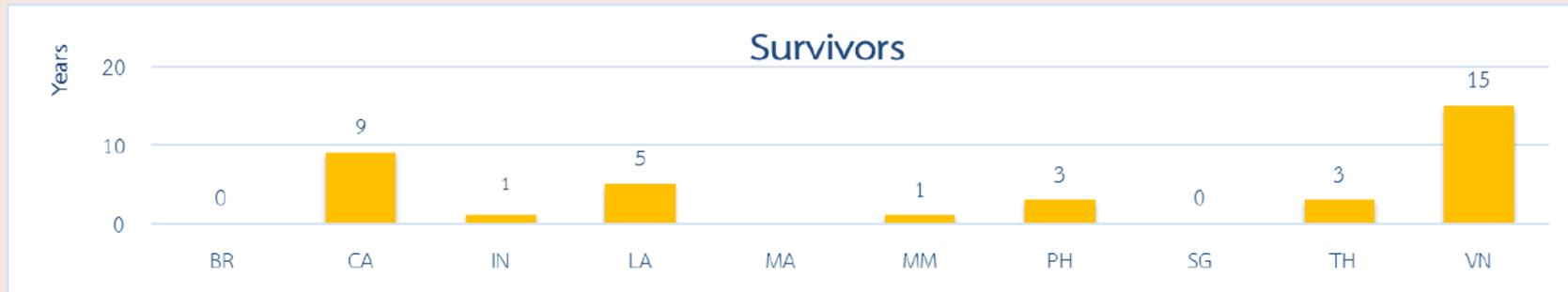
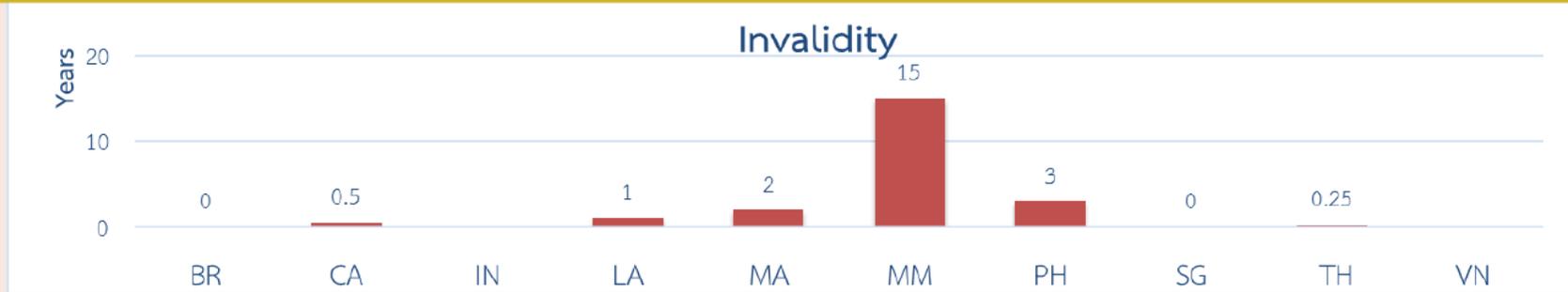
PA: Private Account

EL: Employer's Liability

SI: Social Insurance

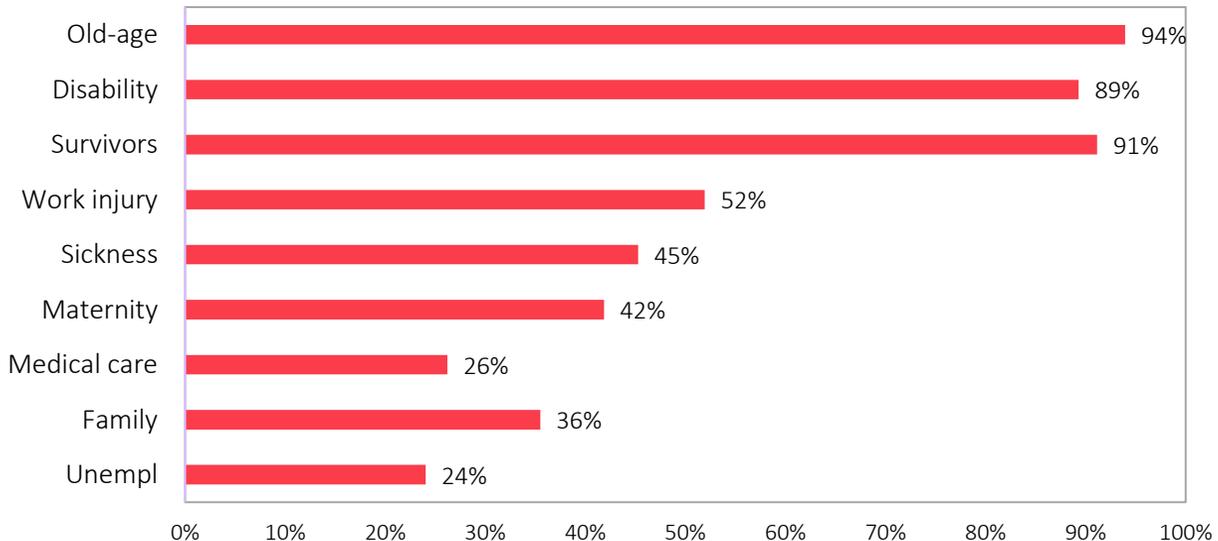
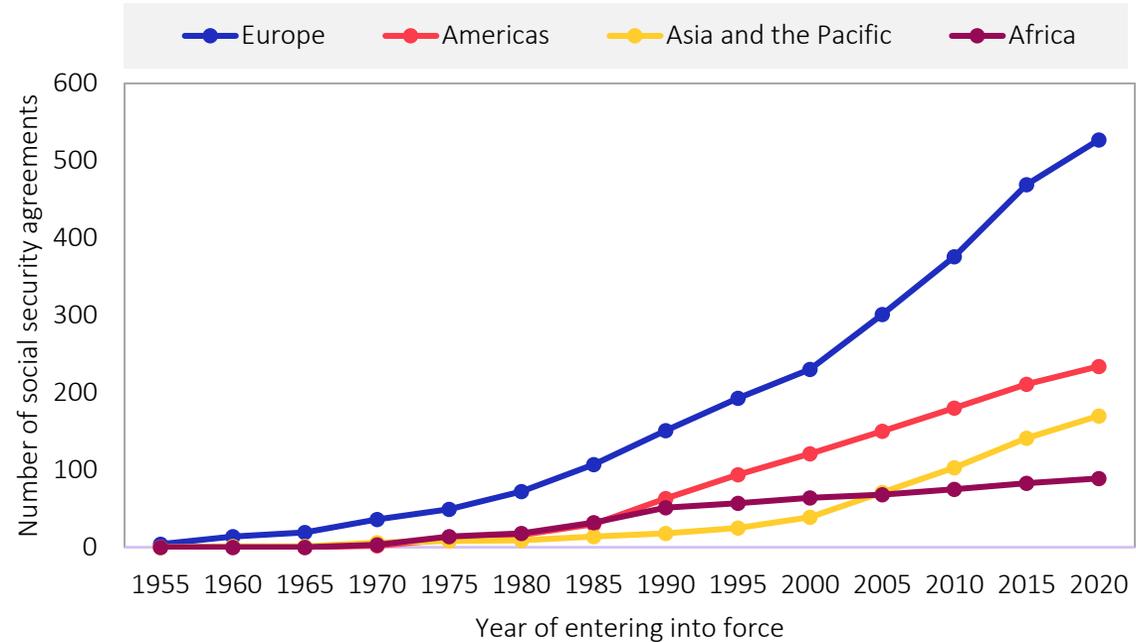
V: Voluntary scheme

Long term benefits usually require several years of contribution, and hence are difficult for migrant workers to access



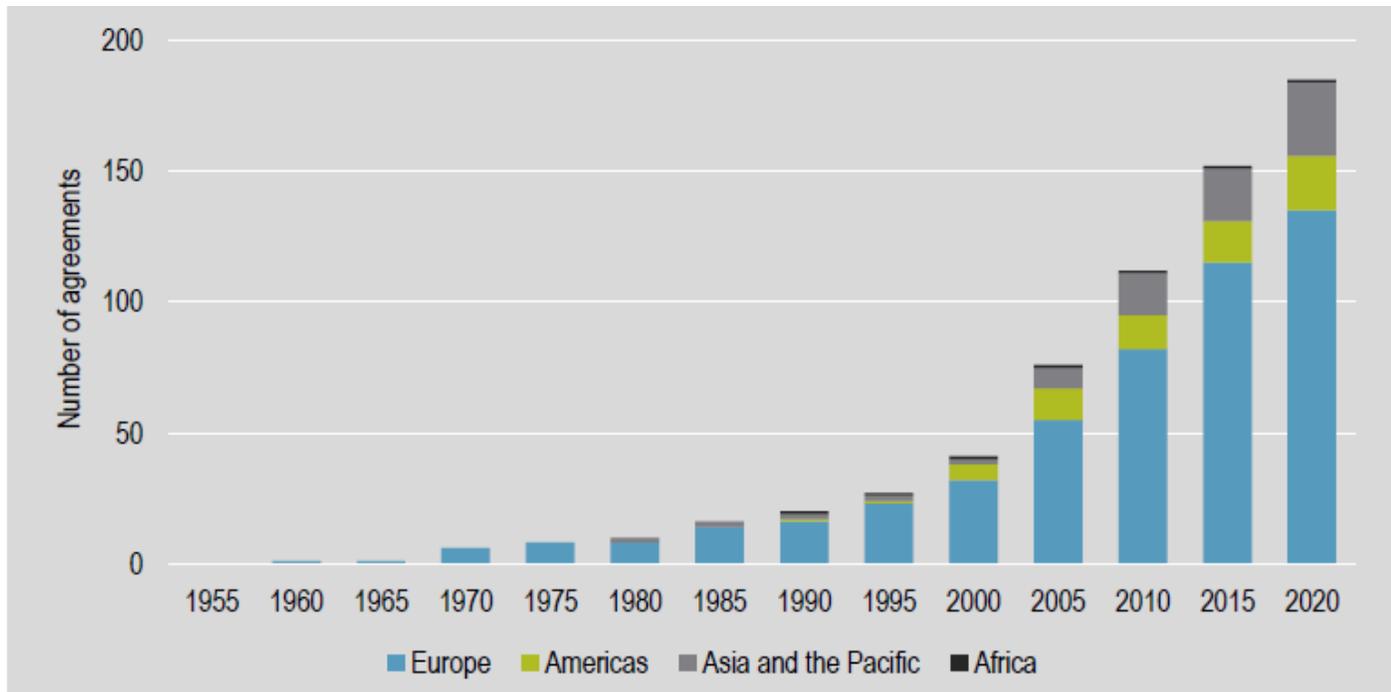
## Trends - ISSA database

- ▶ 100 SSA in 1980, 660 in 2020.
- ▶ trends common to all regions although the greatest number of bilateral agreements have been signed in Europe.
- ▶ almost 90% of the agreements provide for old-age, disability and survivors' benefits
- ▶ less than 50% include other branches.



## Trends according to the ISSA database – Asia and the Pacific

Number of bilateral social security agreements by partner countries, 1955–2020 – Asia and the Pacific



- ▶ Since 2000, the number of social security agreements concluded by Asia and the Pacific increased together with the extension of social protection coverage and economic growth.
- ▶ Most social security agreements are concluded with European countries (70%) only 15% are concluded with countries from Asia Pacific.

## Examples of international cooperation on social security

### Philippines' 15 bilateral SSAs

- Austria 1982
- United Kingdom and Northern Ireland 1989
- Spain 1989
- France 1994
- Canada 1997
- Quebec 1998
- Netherland 2001
- Switzerland 2004
- Belgium 2005
- Denmark 2015
- Portugal 2017
- Japan 2018
- Germany 2018
- Sweden 2019
- Luxemburg 2020

### Multilateral SSAs

- CARICOM Agreement on Social Security: 13 states, 1996
- CIPRES Multilateral Convention on Social Security: 15 states, 1996
- EU regulations on the coordination of social security systems: (EU28, Iceland, Liechtenstein, Norway and Switzerland), 2004
- MERCOSUR Multilateral Agreement on Social Security: 4 states, 2005
- Iberoamerican Multilateral Agreement: 15 states, 2007



### Malaysia's Memorandum of Cooperation

- Indonesia
- Myanmar

## Japan's Social Security Agreements (1)

Country	Issued year	Totalization	Exemption from mandatory registration (5 years)	
			Japan	Counterpart
Germany	02.2000	X	P	P
UK	02.2001	-	P	P
Korea	04.2005	-	P	P
USA	10.2005	X	P, H	P, H
Belgium	01.2007	X	P, H	P, H, EI, UI
France	06.2007	X	P, H	P, H, EI
Canada	03.2008	X	P	P
Australia	01.2009	X	P	P
Netherland	03.2009	X	P, H	P, H, UI
Czechia	06.2009	X	P, H	P, H, UI
Spain	12.2010	X	P	P

P: Pension (old-age, invalidity, survivors); H: Health care; EI: Employment Injury; UI: Unemployment Insurance; LC: Long-term Care; F: Family Benefit

Note: Currently in discussion with Thailand, Viet Nam and Norway.

## Japan's Social Security Agreements (2)

Country	Issued year	Totalization	Exemption from mandatory registration (5 years)	
			Japan	Counterpart
Ireland	12.2010	X	P	P
Brazil	03.2012	X	P	P
Switzerland	03.2012	X	P, H	P, H
Hungary	01.2014	X	P, H	P, H, UI
India	10.2016	X	P	P
Luxemburg	08.2017	X	P, H	P, H, EI, UI, LC, F
Philippines	08.2018	X	P	P
Slovakia	07.2019	X	P	P, H, EI, UI
China	09.2019	-	P	P
Finland	02.2022	X	P, UI	P, UI
Sweden	06.2022	X	P	P
Italy	04.2024	-	P, UI	P, UI

## SSA Japan – India, Japan – Philippines

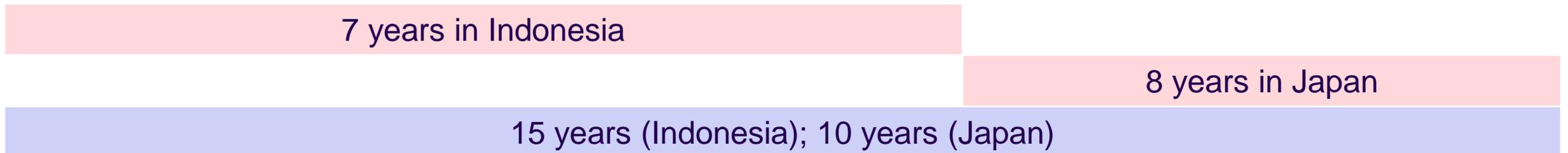
Countries	Benefits	Minimum qualifying period
India	Old-age	10 years
	Invalidity	1 month
	Survivors	1 month
Philippines	Old-age	120 months
	Invalidity	36 months before the 6-month period
	Survivors	36 months before the 6-month period
Japan	Old-age	10 years
	Invalidity	67% density
	Survivors	25 years

## ► Totalization of pension entitlement

### Japan – India



### IF: Japan – Indonesia



## ▶ Concluding BLAs or MOUs with social security provisions

- ▶ In Asia, many countries manage labour migration with Bilateral Labour Migration Agreements (BLAs) or Memoranda of Understanding (MOUs).
- ▶ BLAs and MOUs should (UNMG, 2022):
  - Provide access social protection based on the principle of **equality of treatment with nationals**;
  - Facilitate the **portability** of social security benefits;
  - Be **comprehensive** (all branches of social security).
- ▶ BLAs and MOUs can require **participation of national social security institutions** and include a reference to a separate SSA, if these exist.

Date	MOU	Content
February 2020	Thailand and Japan	(14 occupations)
June 2020	Viet Nam and Japan	Special visa for Vietnamese migrant workers in Japan
July 2020	Thailand and Israel	Thailand–Israel Cooperation on the Placement of Workers
June 2021	Philippines and Romania	Increase hiring of Filipino workers
November 2021	Philippines and United Kingdom	Recruitment of Filipino nurses and other health care professionals
December 2021	Malaysia and Bangladesh	Recruitment of Bangladeshi workers
March 2022	Lao PDR and Republic of Korea	IT skills training for potential migrant workers
March 2022	Thailand and Saudi Arabia	The export of Thai labour
March 2022	Viet Nam and Malaysia	Recruitment, employment and repatriation of workers
March 2022	Viet Nam and Australia	Support for Vietnamese citizens to participate in the Australian Agriculture Visa Programme
April 2022	Indonesia and Malaysia	The employment and protection of Indonesian domestic migrant workers in Malaysia
June 2022	Viet Nam and Japan	Special visa for Vietnamese migrant workers in Japan
July 2022	Lao PDR and Japan	Memorandum of cooperation on sending skilled workers to Japan
March 2023	Cambodia and Malaysia	Recruitment, employment and repatriation of workers
March 2023	Cambodia and Malaysia	Recruitment and employment of domestic workers

Source: Adapted and updated from ILO 2023a.

***Do these MOUs address social protection?***

## ▶ Concluding bilateral / multilateral social security agreements

- ▶ Concluding bilateral / multilateral Social Security Agreements (SSAs) and respective administrative arrangements between countries to ensure **coordination and portability** of benefits across countries.
- ▶ **ILO model agreement** in the annex of ILO Recommendation No. 167
- ▶ **ASEAN Guidelines on portability of social security benefits for migrant workers** (to be adopted 2024).



# ▶ THANK YOU

This material has been prepared by Ippei Tsuruga with inputs from Marja Paavilainen, Senior Programme Officer; Clara van Panhuys, Technical Social Protection Officer; and Samia Kazi Aoul, Labour Migration Specialist. Please contact Ippei Tsuruga ([tsuruga@ilo.org](mailto:tsuruga@ilo.org)) for more details.

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