



International Labour Standards on Social Security

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Structure of the presentation

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2. ILO's up-to-date social security standards
3. Main features of *Convention No. 102*
4. Number of countries having ratified Convention No. 102

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1. The forms of international labour standards

- The ILO is the only international organization which is charged by its constituents with the setting of international labour standards.
- International labour standards take the form of either Conventions or Recommendations.
 - Conventions are *open to ratification and when ratified they, they become legal obligations, if not ratified, they represent goals for national policy making.*
 - Recommendations are *not open to ratification, they provide technical guidelines for the implementation of Conventions at national level.*



2. ILO's up-to-date social security standards

- Conventions
 - C. 102 on Social Security (Minimum Standards)
 - C. 121 on Employment Injury Benefits
 - C. 128 on Old-Age, Invalidity and Survivors' Benefits
 - C. 130 on Medical Care Benefits
 - C. 168 on Unemployment Benefits
 - C. 183 on Maternity Benefits
 - C. 118 on Equality of Treatment in Social Security
 - C. 157 on Maintenance of Migrant Workers Rights
- Major Recommendations
 - R. 67 on Income Security
 - R. 69 on Medical care



3. Main features of *Convention No. 102*:

Basic principles

- It is based on commonly agreed social security principles, including the followings:
 - Guaranteed, defined benefits
 - Participation of protected persons in administration
 - General responsibility of the Governments for
 - provision of benefits, and
 - proper administration of schemes, e.g. through regular actuarial reviews
 - Collective financing
 - Adjustment of pensions (long-term benefits)
 - Right of appeal
 - Equality of treatment



3. Main features of *Convention No. 102*:

Nine branches

- Defines 9 branches of social security
 - *Medical care benefit*
 - *sickness benefit*
 - *unemployment benefit*
 - *old-age benefit*
 - *employment injury benefits*
 - *maternity benefit*
 - *family benefit*
 - *invalidity benefit*
 - *survivors' benefit*



3. Main features of *Convention No. 102*:

Minimum standards for the nine branches

- Defines 9 branches of social security
 - Minimum percentage of personal coverage
 - Minimum level of benefits
 - Maximum qualifying period for the entitlement to benefits
 - Minimum duration of benefits



Minimum Standards set up by C. 102

| Minimum Standards Branches | C. No. 102 | C. No. 102 | C. No. 102 | C. No. 102 |
|--|----------------------|------------------------------|---|--|
| | Benefit | Conditions | Duration of Benefit | Coverage of persons |
| Sickness Benefit | 45 % (sickness) | To preclude abuse | 26 weeks (each case) | 50% of all employees or 20% of all residents, or all residents whose means do not exceed certain limits |
| Unemployment Benefit | 45 % | To preclude abuse | 13 weeks in period of 12 months | 50% of all employees, or all residents whose means do not exceed certain limits |
| Old-Age Benefit | 40 % | 30 years | Throughout the contingency | 50% of all employees or 20% of all residents, or all residents whose means do not exceed certain limits |
| Employment Injury Benefits Short term disability Permanent disability Death of the breadwinner | 50 % 50 % 45 % | No qualifying period allowed | Throughout the contingency | 50% of all employees, and their widows and children in case of death of the breadwinner through an employment injury |
| Family Benefit | 3% or 1,5% | To preclude abuse | Throughout the contingency | 50% of all employees or 20% of all residents, or all residents whose means do not exceed certain limits |
| Maternity Benefit | 45 % | To preclude abuse | Minimum of 12 weeks | Women of classes of employees constituting not less than 50% of all employees or 20% of all residents, |
| Invalidity Benefit | 40 % | 15 years | Throughout the contingency or until old – age pension is paid | 50% of all employees or 20% of all residents, or all residents whose means do not exceed certain limits |
| Survivors' Benefit | 40 % | 15 years | Throughout the contingency | Wives and children of 50% of all employees, or 20% of all residents, or all resident wives and children whose means do not exceed limits |



3. Main features of *Convention No. 102*:

Flexibility

- It is built upon the basis that there is no right model for social security and it reflects countries' social and cultural values, their history, their institutions and their level of economic development.
- *It thus includes several flexibility clauses to allow as many countries as possible to fulfill its provisions. For instance:*
 - *ratification of 3 out of the 9 branches*
 - *coverage of a certain percentage of worker or the population.*



3. Main features of *Convention No. 102*:

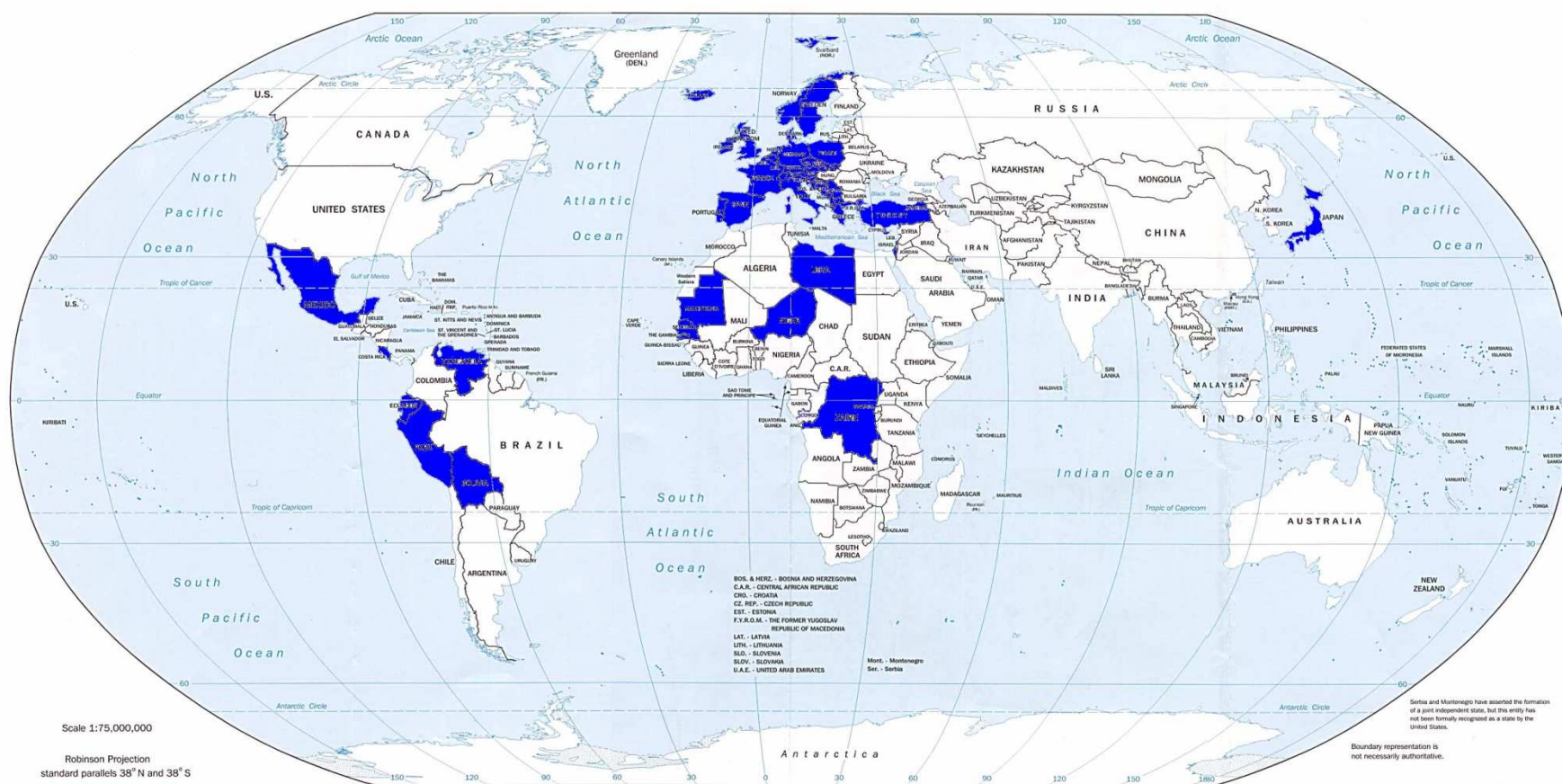
Application and compliance

- Social security schemes
 - Social insurance schemes
 - *With earnings-related components, or*
 - *Flat rate components, or*
 - *Combination of both*
 - Universal schemes
 - Social assistance schemes

- Social security administratio
 - Public social security schemes
 - Private social security schemes, if in compliance with minimum standards and basic principles



4. Number of countries having ratified C. 102: *Ratification map (44 ratifications as of 2008)*





4. Number of countries having ratified C. 102:

Country list by year (cont.)

| | | |
|--------------------------------------|---------------------------|------------------------------|
| Albania (2006) | France (1974) | Niger (1966) |
| Austria (1969) | Germany (1958) | Norway (1954) |
| Barbados (1972) | Greece (1955) | Peru (1961) |
| Belgium (1959) | Iceland (1961) | Poland (2003) |
| Bolivia (1977) | Ireland (1968) | Portugal (1994) |
| Bosnia and Herzegovina (1993) | Israel (1955) | Senegal (1962) |
| Bulgaria (2008) | Italy (1956) | Serbia (2000) |
| DR Congo (1987) | Japan (1976) | Slovakia (1993) |
| Costa Rica (1972) | Libya (1975) | Slovenia (1992) |
| Croatia (1991) | Luxembourg (1964) | Spain (1988) |
| Cyprus (1991) | Macedonia (1991) | Sweden (1953) |
| Czech Rep. (1993) | Mauritania (1968) | Switzerland (1977) |
| Denmark (1955) | Mexico (1961) | Turkey (1975) |
| Ecuador (1974) | Montenegro (2006) | United Kingdom (1954) |
| | Netherlands (1962) | Venezuela (1982) |



Thank you!

