

G20 ARGENTINA 2018

Strengthening Social Protection for the Future of Work

**International Labour Organization
Organisation for Economic Cooperation and Development**

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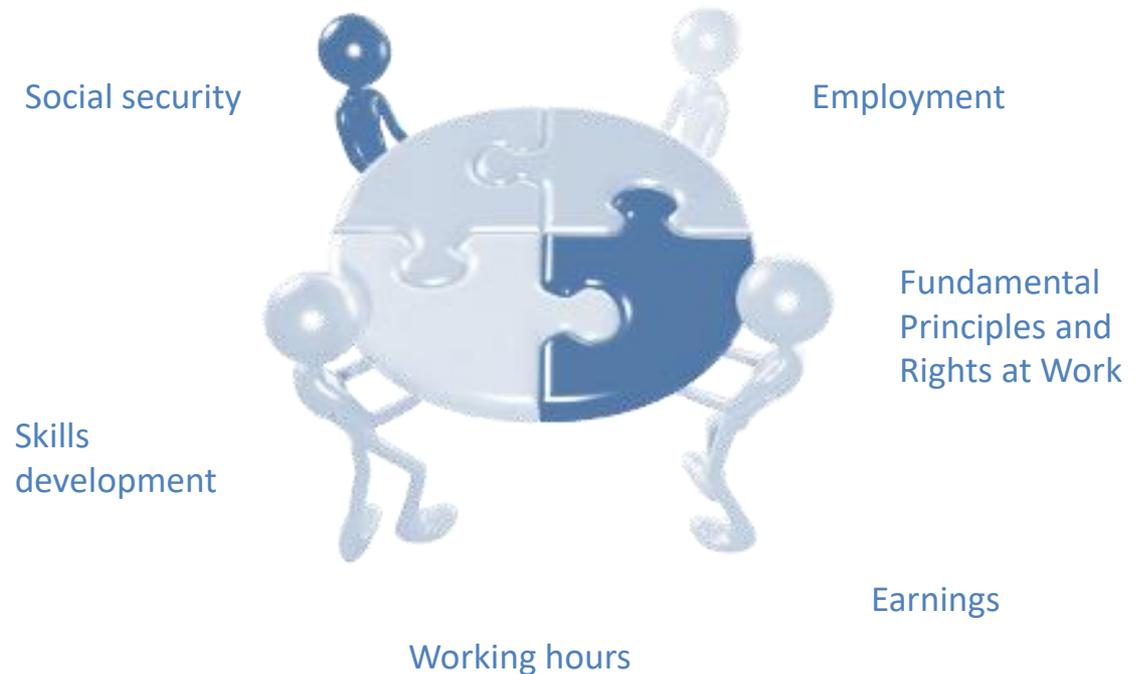


Social protection and non-standard forms of employment (NSE)

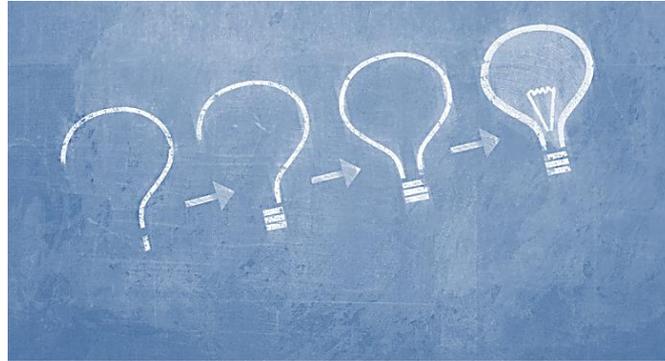
- ❑ NSE create opportunities but often raise challenges as regards social protection and other decent work deficits
- ❑ Need to devise *adapted policy frameworks* for social protection covering all workers, including those in the various forms of NSE

Need for comprehensive policy responses

Comprehensive policy responses aimed at removing or mitigating decent work deficits and improving job quality for those in NSE



How to adapt social protection to ensure that all workers are adequately protected?



Covering NSE through social insurance and collectively financed social protection mechanisms

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Harnessing tax-financed mechanisms for guaranteeing a basic level of protection to workers in NSE

Nationally defined mix of taxes and contributions to build comprehensive and inclusive social protection systems

What can be done?: Example (1)

Part-time workers

Lower the thresholds for the minimum number of working hours or earnings (usually about 15 or 20 hours per week)

Facilitate coverage for workers with multiple employers, and for those combining part-time dependent work and self-employment

Simplify administrative procedures for registration and contribution payments

Recognize periods associated to care for family members when calculating contribution periods

Temporary workers

Lower minimum employment duration requirements

Simplify tax and contribution payment mechanisms

Combine unemployment insurance with unemployment assistance

Enhance portability between schemes to facilitate mobility

What can be done?: Example (2)

Self-employed workers

Simplify tax and contribution payment mechanisms - monotax mechanisms help also incentivizing formalization and ensuring access to social insurance benefits

Develop specific solutions for specific groups

Ensure equal treatment of workers in dependent self-employment

Factor-in the peculiar situation of workers on digital platforms

Establish an adequate methodology for the calculation of contributions

Adapt contribution assessment and payment schedules, e.g. annual rather than monthly for rural workers and producers (e.g. Brazil); flat contributions; proxy income measures (Brazil, Republic of Korea); or use of broad contribution categories.

Providing quality care services: seizing opportunities for social protection and decent employment in the care economy

- Universal health coverage needs a large and qualified workforce with decent jobs

- Long-term care calls for appropriate financing mechanisms to close the current gaps in protection



- Universal access to quality child-care services has important effects on children and gender equality

- Policy frameworks need to be developed for the provision of quality care services and to guarantee decent work for care workers