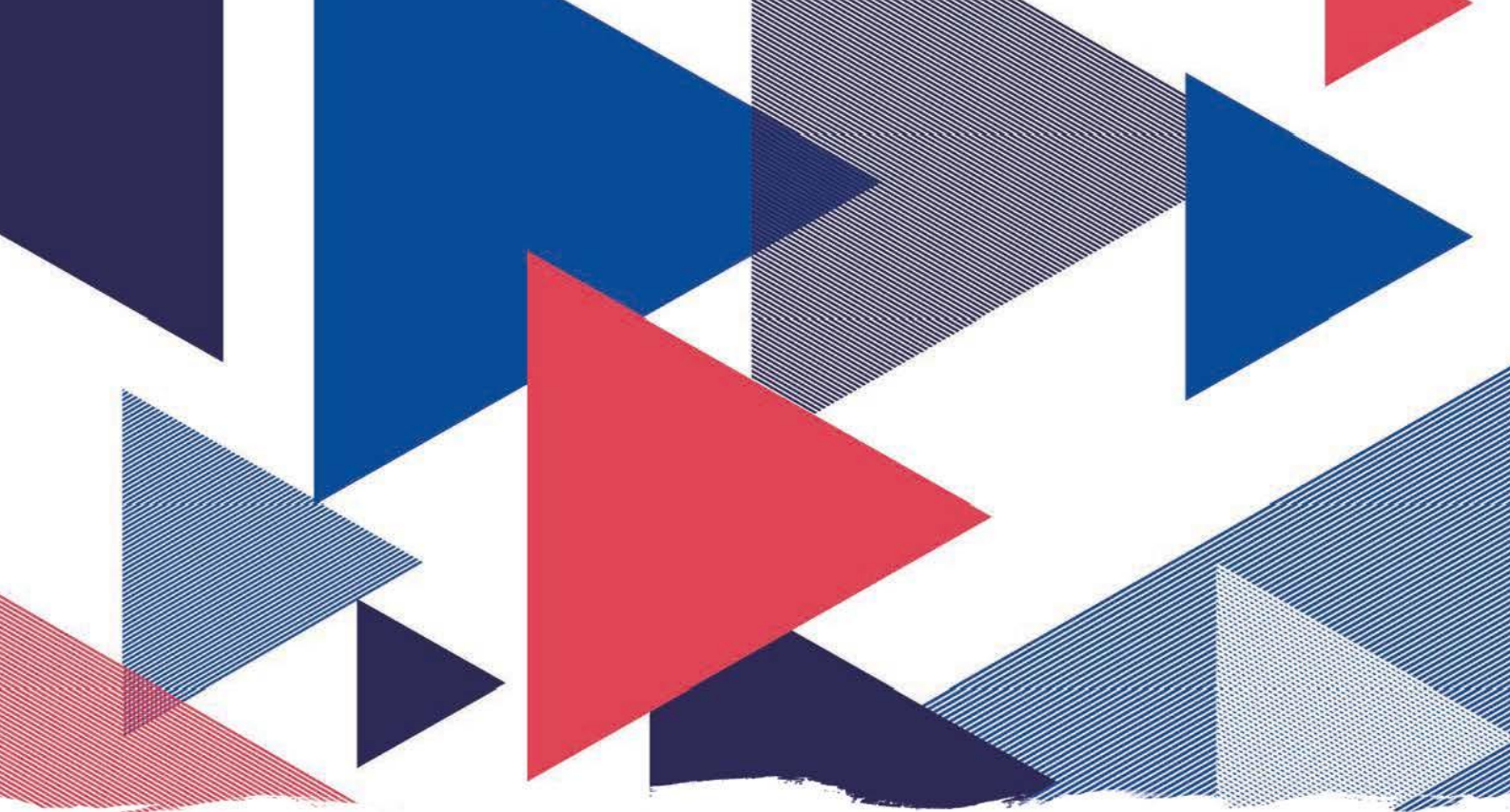




ONLINE

SOCIAL PROTECTION

KNOWLEDGE-SHARING EVENT ON EXTENSION OF COVERAGE TO WORKERS IN NEW FORMS OF WORK IN ASIA AND PACIFIC

18 MAY AND 26 MAY 2021

*Final
Report*



International
Labour
Organization



Improving China's Institutional Capacity
towards Universal Social Protection Project



ILO/Korea
Partnership
Programme



International Training Centre

Table of Contents

Introduction	3
Day 1: The challenges of extending coverage to workers in non-standard forms of work in Asia and Pacific.....	4
Welcome remarks.....	4
Session 1: Introduction to the Challenge.....	4
Summary.....	4
Session 2: The social security situation of workers in non-standard forms of work in China and India ..	7
Closing session	9
Knowledge-sharing week (19-25 May 2021).....	9
Day 2: Ideas and innovation	11
Wrap-up of Day 1	11
Session 1: Innovations to extend social security coverage to different categories of workers in new forms of employment.....	11
Session 2: Debate guided by the questions laced under the Knowledge-sharing technical forum ...	14
Closing session: Conclusions from the workshop – a contribution for the future of social protection in Asia and Pacific	15
Annex 1: Speakers.....	18
Annex 2: Moderators	21
Annex 3: Participants	22
Annex 4: The event in one image. Illustration	23

Introduction

As the world of work is evolving, shaped by global trends such as digitalization, automation and globalization, as well as socio-demographic changes, social protection systems will need to adapt to changing contexts and demands.

The growing diversification of work arrangements has become a distinct feature of today's labour markets in both developed and developing countries. While some of the more traditional forms of employment are disappearing or transforming in the wake of automation and digitalization, new forms of employment have been expanding, with newly emerging occupations and sectors forms of work, such as the platform economy digital employment.

Many of the new forms of employment found in non-standard forms of employment (NSFE). These, describe a range of contractual arrangements that deviate from a standard open-ended, full-time, dependent employment relationship, which constitutes the key reference point for most labour and social security legal and policy frameworks. These new forms of employment offer both opportunities and challenges for labour markets and social protection, making it one of the most debated topics in the area of social protection.

The *Knowledge-sharing event on the extension of coverage to workers in new forms of work in Asia and Pacific*, organized by the ILO Regional Office for Asia and the Pacific on 18 and 26 May 2021, aimed at discussing the challenges placed to social protection by the emergence of new non-standard forms of work in Asia and Pacific and the solutions that countries are adopting and the current ongoing national debates.

The event was organized in collaboration with the EU-China project *Improving China's institutional capacity towards universal social protection*, the Ministry of Employment and Labour of Korea, KEIS, COMWEL and ITC-ILO, offered a forum to discuss updates on policy regulations worldwide on the Platform economy.

The event made available the findings, emerging from two reports:

- a Study by the ILO ROAP on the challenges of covering workers in new non-standard forms of work in the Republic of Korea and
- the results of a Report assessing coverage, needs and measures for the social security of platform workers in China, elaborated by the Academy of Labour and Social Security of the Ministry of Human Resources and Social Security of China.

Finally, this event offered an opportunity for a first interaction in view of a regional publication on the topic, including among others Japan, China and the Republic of Korea.

Day 1: The challenges of extending coverage to workers in non-standard forms of work in Asia and Pacific.

Welcome remarks.

Summary

The constant development of IT technologies has enabled swift data communication. The world of work is not an exception: due to the rapid spread of the digital labour platforms, the linkage between demand and supply of labour needs to be analysed.

Highlights

Mr. Kil Jun Noh, Director General, International Cooperation Bureau of the Ministry of Employment and Labour, Republic of Korea.

Opening Remarks

- ✓ The spread of digital labour platforms has led to the emergence of new forms of work. Countries are suffering of lack of social protection or “blind spots” in social protection.
- ✓ The Covid-19 pandemic has accelerated the transformation, hence showing how vulnerable these workers have become. They often are trapped in those protection “blind spots”.
- ✓ In order to make sure that the digital transformation coupled with the pandemic does not exacerbate inequalities. Adequate social protection coverage should be provided to all workers.

Session 1: Introduction to the Challenge

Summary

During this Session, the dimensions of the challenge concerning the new forms of work, especially after the impact of COVID-19 Pandemic were analysed. Experts provided perspectives on how to implement reforms to extend the scope of social protection coverage in order to reach the new forms of work.

Highlights

Ms. Shahra Razavi, Director, Social Protection Department, International Labour Organization (ILO)

A Global Perspective

- ✓ The Covid-19 pandemic worked somehow like an x-ray examination by showing how many are still not covered by any form of social protection, in particular those who work in the informal sector. It revealed the gaps still existing in the various social protection systems across the world. As an example, in Asia and Pacific only 43% of the population benefits from some social protection coverage.
- ✓ The global emergency also revealed an unprecedented capacity of governments and international organizations to address a world-scale event by making the best possible use of

existing tools, such as health care and unemployment benefits, but also setting up new systems from scratch – also involving extensive use of IT technologies.

- ✓ This mobilization of resources and tools was fast, yet not sufficient. Much more is needed to reinforce social protection systems, not only by building back better but also by implementing a thorough transformation of economic and social policies.
- ✓ The key principles that guide ILO actions in this field are universality of protection; adequacy; transparency, portability of benefits, gender equality and trust.

Prof. Sophia Seung Yoon Lee, Associate Professor of Social Policy at the Department of Social Welfare, Chung-Ang University, Seoul.

The challenge of covering workers in new non-standard forms of work in Asia and the Pacific: the case of the Republic of Korea.

- ✓ New Non-Standards Forms of Work (NNSFW) workers who are insured at the same time belonging to several organizations and obtained insured status are eligible for insured only in one 'main job'. Unemployment in the 'non main job' that is not granted insured status, is not protected. This is because partial unemployment is not discussed within employment insurance. Since ultra-short time jobs are one of the main forms of NSFV, employment insurance shows a high level of inconsistency with NSFV.
- ✓ For resolving the issues of worker rights under the Labour Standards Act, there are different options under analysis. The first is a strategy to revise the Labour Standards Act and the definition of workers based on the traditional industrial society (from employment relations based on wage labour contract relations as workers, to a 'new labour law for all working people). The second is to correct the problem that NSFV is misclassified as self-employed, (include them in the existing concept of workers); third, NSFV, which is neither pure self-employment nor wage labour contracts, is defined as a third category (e.g., special type workers, special provisions for the existing social security recipients, the current reforms in Korea). In addition to this, the enactment of a law to protect workers with an "Universal Labour Guarantee," which becomes the floor to encompass NNSFW in Korea, is being discussed.
- ✓ Current social protection reforms. The first strategy is the Social Security Reform Strategy defines NSFV as a third category and builds a social safety net targeting them only. The second strategy is to convert the existing social insurance to income insurance by dismantling the identification of the employer worker relationship (the eligibility criteria subject to income insurance apply to all employed persons who are employed or engaged in income activities).
- ✓ Universal Employment Insurance: On December 23, 2020, the government announced the "National Employment Insurance Roadmap," to expand employment insurance and protect all employed persons with unemployment benefits.
- ✓ Earnings related insurance linked to the level of wages and performance in the labour market. In order for NSFV to be sufficiently included in the social security system, it is necessary to establish a universal type of first tier income safety net (tax based) together with earnings related income insurance.

Mr. Trevor Sworn, Director, Enduring Consultancy.

- ✓ Young population has been a big part of these new non-standards forms of work.
- ✓ Platform Economy in Cambodia: • Primarily delivery, taxi and tuk-tuk • Little Airbnb or freelancing (at coding / devlevel) • Nearly 40 online delivery platforms • Ride hailing: Grab, PassApp, TADA • Food: Grab, Foodpanda, many others.
- ✓ Food delivery was minimal before 2020, but there has been a huge increase this year, especially after the economy collapse because of the COVID-19 crisis.
- ✓ Some of the benefits that these new forms of work bring are the following: • low cost / skills entry into the market, • low cost of (used) smart phones and internet, • there were an option after collapse of tourism sector, • flexibility of hours, • Main and supplementary income, • Apps are more organised than traditional tuk-tuk. However, there is a need for protection in a broader spectrum.
- ✓ The lack of transparency in management of the social security fund is a deterrent for people with low means to participate.
- ✓ For improving opportunities, different techniques could be implemented. Some examples for the employer are: 1) Grab: free group personal accident insurance; 2) Foodpanda: third party liability insurance & discounted rates for personal insurance plans; 3) Skills Training Opportunities (Financial literacy; Customer service / soft skills; Business generation / development).
- ✓ Some other techniques for improving opportunities include: 1) Development of NSSF for all; 2) Social Protection for Platform Workers: • Singapore: Contribute-As-You-Earn (CAYE); • Paid for by customer service tax into NSSF.



Illustration by Sara Serravalle.

Session 2: The social security situation of workers in non-standard forms of work in China and India

Summary

During this Session, the social security situation in China and India was discussed in order to analyse the existing gaps, the underlying causes and rehearse some solutions and reforms to address this phenomena.

Highlights

Dr. Fei Ping, *Head of Research, Chinese Academy of Labour and Social Security (CALSS) Summary of intervention*

Report assessing coverage, needs and measures for the social security of platform workers in China.

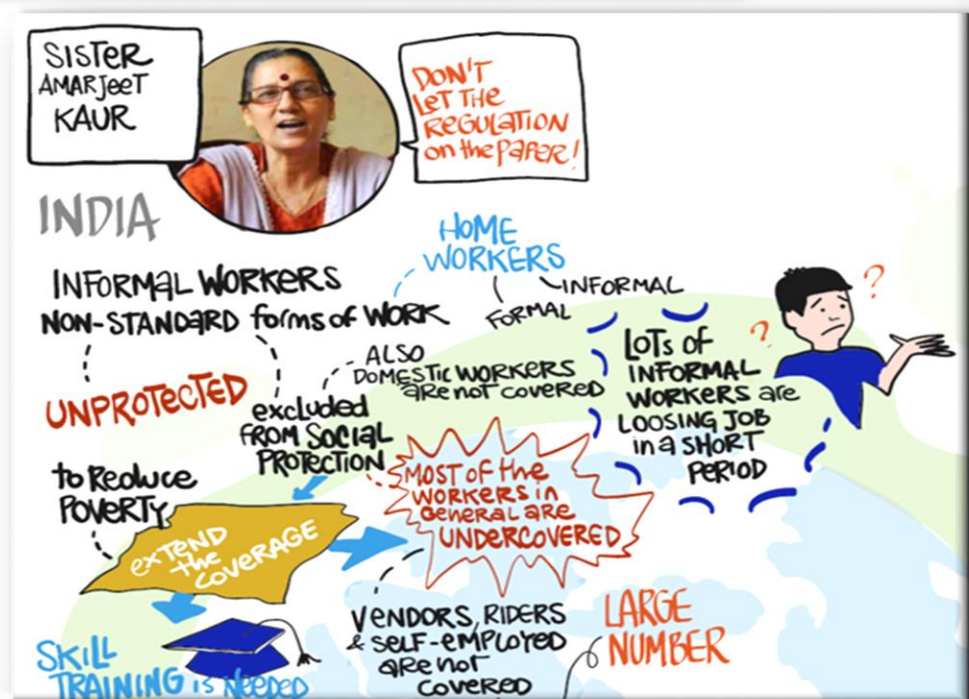
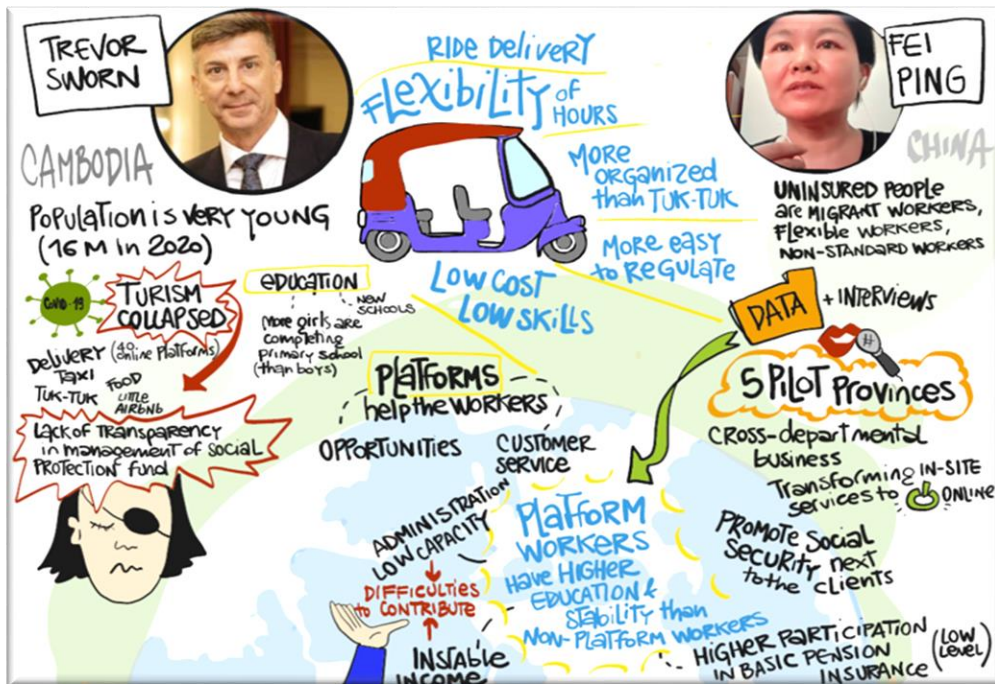
- ✓ The uninsured population is mainly migrant workers, flexible workers, and workers in new forms of employment.
- ✓ The Universal Participation Plan launched in 2015 faces multiple barriers.
- ✓ Employment characteristics: 80% respondents do not have a second paid job; long working hours.
- ✓ Better policy and administrative support to transferring social security rights and benefits between pension systems is needed.
- ✓ Some conclusions and suggestions regarding: 1) Pension: a regulation based on categorization; extending coverage; policy advocacy could be suggested; 2) Employment injury insurance: Adhere to EII principles; implement policies for different categories of flexible workers; government-led, commercial insurance participates in the delivery channel. 3) Administration: Differentiated service provision for platform and non-platform workers; encourage platform workers to participate in employee insurance; guide non-platform workers to participate in resident insurance (pension/medical).

Ms. Amarjeet Kaur, General Secretary of All India Trade Union Congress from India

The situation of workers in new forms of work in India

- ✓ There is a big issue of scope of coverage and the eligibility criteria for social protection. This is an issue involving informal economy workers but also outsourced and contracted out workers in the formal sector who lack social protection at the present.
- ✓ We are talking about non-standard forms of work, in a world of work where people were already not covered under any social security coverage. Therefore, this is another additional group of new workers, which are lacking social security.
- ✓ A very serious issue is the non-compliance with regulation by employers even in existing schemes, which are meant for registered workers.
- ✓ The characteristics of the employment relation are being discussed in India. In many cases, it is the worker, who has to prove that is an employee, and for that matter has to attend to tribunals to get justice.

- ✓ It is necessary to discuss about the Universal Social Protection Coverage's proposal. However, certain laws are making the situation more precarious because this new legislation is actually exclusive in nature and not inclusive. This is in addition to the exclusion processes that were happening to all those who were already supposed to be included.
- ✓ Domestic workers are not at all covered under any kind of a social security. In addition, the situation it is more serious when the workers have a migrant nature.
- ✓ In this transition phase, when these new kinds of workers are emerging, social security is needed as a safety net for all.
- ✓ It is important to take into consideration the voice of these new types of workers and their representation. We have a long battle ahead of us.



Illustrations by Sara Serravalle.

Closing session

Summary

During this Session, the key areas approached during the day were pointed out by Mr. Charles Crevier, Programme Manager of the International Training Centre of the International Labour Organization (ILO).

In addition to this, Mr. Crevier introduced the way forward for the Knowledge-sharing week. As part of this initiative, participants were invited to intervene using the e-Campus Technical Forum, in order to formulate questions for the speakers, interact with other participants, and create new topics of discussion.

Based on what was discussed during the first meeting and looking forward the topics comprehended in Day 2, the Knowledge Sharing was set to create a community of practice regarding the extension of social protection coverage for workers in new forms of work in Asia.

Knowledge-sharing week (19-25 May 2021)

Summary

Between the 2 sessions, a workspace was available for participants to place comments/shared ideas, documentation and links.



Highlights

Different questions were raised through the Technical Forum created for this event. They included topics like the following:

- ✓ mechanisms in setting a new and appropriate social security contribution rate for self-employed;
- ✓ the possibility for platform providers to be co-contributors of social security contributions for gig / platform workers and for that matter, whether the informal economy workers should be able to contribute at flat rates like that of formal economy workers or if a slabs system for the social security contributions should be implemented?
- ✓ Universality of protection-formal vs informal economy workers
- ✓ Extension of social protection coverage to home-based and self-employed workers;
- ✓ Extending social protection coverage to workers in new forms of work in Asia and the Pacific (government measures).

The result was a productive online conversation between different participants, which deepened the content of the different interventions, provided during Day 1, as well as, prepared the new contents that would be deliver during de live session programmed for Day 2.

Thank you to everyone who participated during this Knowledge-sharing week.

EXTENDING SOCIAL PROTECTION COVERAGE
TO WORKERS IN NEW FORMS OF WORK IN ASIA AND THE PACIFIC

Technical Forum



DISCUSSION	STARTED BY	LAST POST	REPLIES	SUBSCRIBE
☆ Mechanisms for Setting Social Security Contribution Rate for Self-Employed	Carlo Villacorta 21 May 2021	Gemma Rodriguez 25 May 2021	1	☐
☆ Platform Providers as Co-Contributors of Social Security Contributions for Gig / Platform Workers	Carlo Villacorta 21 May 2021	Gemma Rodriguez 25 May 2021	1	☐
☆ Extending Social Protection Coverage to Self Employed thru Partners, Partners, Partners	Carlo Villacorta 24 May 2021	Gemma Rodriguez 25 May 2021	1	☐
☆ Universality of protection-formal vs informal economy workers	Nisar Khan 22 May 2021	Nisar Khan 26 May 2021	2	☐
☆ Extension of social protection coverage to home-based and self-employed workers	Nisar Khan 22 May 2021	Gemma Rodriguez 25 May 2021	1	☐
☆ Extending social protection coverage to workers in new forms of work in Asia and the Pacific.	Nisar Khan 23 May 2021	Gemma Rodriguez 25 May 2021	1	☐

Day 2: Ideas and innovation

Wrap-up of Day 1

Summary

Luis Frota summarized the main contents of Day 1, going through the key areas covered by the participation of the different speakers.

Finally, he presented the new topics that would be referred during Day 2 and the methodologies that would be implemented. On this last point, he introduced an interactive question with the audience, accompanied by music performed by the Italian Music Group “Duo Sole”, which allowed the creation of an atmosphere of reflexion for participants to reflex and share their innovative ideas for the extension of Social Protection coverage to workers in new non-standards forms of work.

Session 1: Innovations to extend social security coverage to different categories of workers in new forms of employment.

Summary

This Session approached the need for considering new categories of workers and new methodologies for addressing the extension of social security to the workers involved on these new non-standards forms of work.

Highlights

Ms. Maria Luz Rodriguez, Senior Specialist Labour Market Institutions, Inclusive Labour Markets, Labour Relations and Working Conditions Branch (INWORK), International Labour Organization (ILO)

Updates on European policies and measures in new forms of employment with particular reference to the platform economy, considerations for the Asia and Pacific Region

- ✓ As is the case in many countries around the world, in most European countries workers in the platform economy have less labour protection and less social protection than employees do.
- ✓ The weakness of labour protection and social protection of platform workers is not because their work on platforms, but because they are employed as self-employed.
- ✓ The European Union recommends that Member States ensure access to adequate social protection for both employees and the self-employed.
- ✓ There are different ways of implementing this recommendation, but there is a tendency towards equalisation of social protection for employees and the self-employed.
- ✓ There are still significant differences between the social protection received by the self-employed and that received by employees. The key point of these differences is unemployment benefits.
- ✓ The debates on social protection for the self-employed are linked to the debates on the financing of social protection.
- ✓ Three ways to improve social protection for platform workers: ▪ Spain: platform workers are considered to be employees with the same social protection as others employees, ▪

France: specific social protection rights are recognised for platform workers, ▪ Most countries: reforms to improve social protection for the self-employed, ▪ Social protection gaps persist, especially regarding unemployment benefits.

- ✓ Some countries are testing innovative social protection financing solutions, such as the payment of social contributions by employers who hire the self-employed (Portugal).

Mr. Sang Hyon Lee, Research Fellow of Employment Service Innovation Division, Korea Employment Information Service (KEIS)

The experience of Korea: – National Employment Support Programme: The introduction of Korean unemployment assistant scheme for no one left behind.

- ✓ The pandemic of COVID-19 highlighted the blind spots of the pre-existing social protection programme. Therefore, it is a relevant and meaningful subject to discuss, how to solve in Asia and the Pacific countries, the expansion of social protection programme with the unemployed and this new type of workers.
- ✓ The Unemployment Insurance Programme was designed to cover traditional workers. Therefore, there was a blind spot regarding other workers. In 2006 was expanded to cover the self-employed and in 2020, to cover the artists. In 2021 and 2022, it will expand to cover the platform workers and other non-standards workers.
- ✓ Inside this programme exist two types, 1 and 2, type 1 provides more benefits than 2. But type two programme open more people to participate with no eligibility precondition, and it has specific targets: 1. homeless 2. refugees from North; Korea; 3. female single breadwinners parents; 4. marriage migrants; 5. children of marriage migrants; 6. person with bad credit standing; 7. youth out of school 8. victims from FTA; 9. unskilled construction workers; 10. household members of patriots; 11. single parents; 12. inactive youth; 13. small size self-employed; 14. Platform workers and specific type workers; 15. pandemic influenced workers.
- ✓ COVID-19 produced an expansion of social protection programme. This was a drastic development without prior pilot programs. Digitalization is key to process the applications.
- ✓ There is still a need for careful monitoring and performance evaluation to keep improving this programme.
- ✓ We need to focus more on employment services and job placement rather than payment. This is a very important message for this programme.
- ✓ The promotion incentive for job placement is key.
- ✓ Capacity building for career counsellors need is a key factor for the success of this programme.

Mr. Geun Youl Lee, Director in Korea Workers' Compensation & Welfare Service (KCOMWEL)

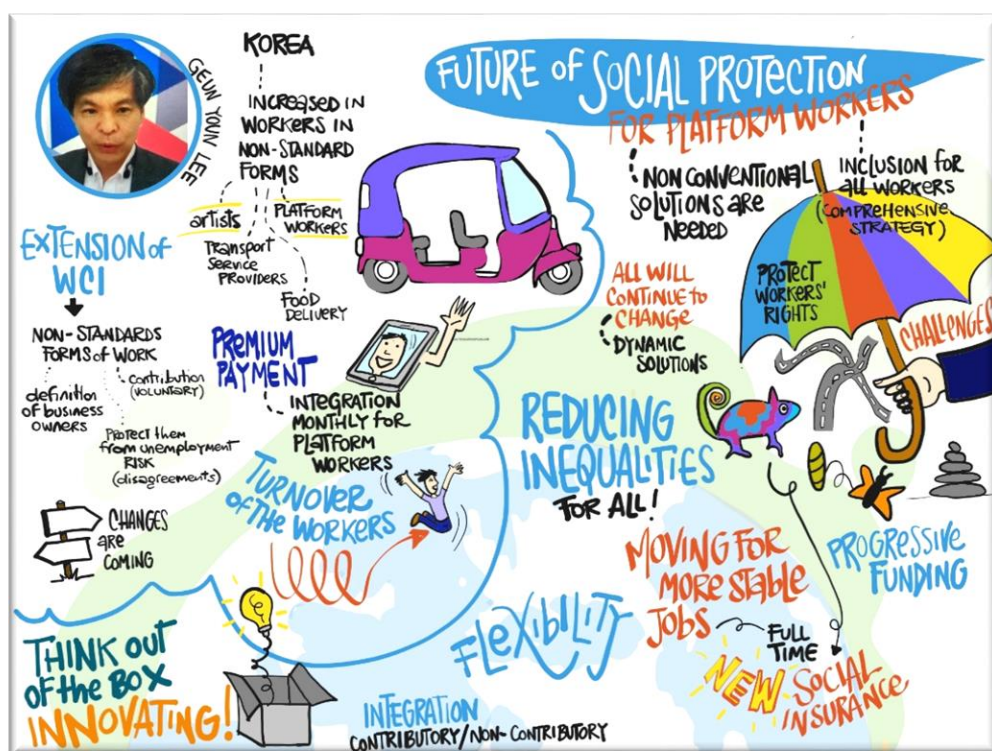
Extension of Workers' compensation Insurance (WCI) & Employment Insurance (EI) for non-standard forms of work in Korea

- ✓ There are two types of workers in non-standard forms of work (in Korea): 1. Workers whose job categories was shifted from wage work to non-standard forms; contractual relationship is formed with a certain business owner (analogous to wage/salaried workers) and 2.- Workers whose job categories are originally in non-standard forms; weak contractual relationship with a certain business owner (analogous to self-employed persons).

- ✓ Key issues in extending WCI (Workers with Compensation Insurance) coverage to workers in non-standard forms of work are the definition of business owners (addition of job categories may trigger social disputes) and the need for workers in non-standard forms of work to partly contribute to WCI premiums (workers in non-standard forms of work may voluntarily file for exemption). Efforts to address these challenges include the definition of business owners (transform into “labour service relations”); conversion of the “employer / worker” binary into “consumer of labour / supplier of labour”; laws and regulations are currently being revised; the need for workers in non-standard forms of work to partly contribute to WCI premiums (rules allowing them to file for exemption to be eliminated -effective from July 2021-).
- ✓ The unemployment crisis triggered by COVID-19 increased the need for extending employment insurance (EI, = UI) coverage to workers in non-standard forms of work.
- ✓ Changes brought about by COVID-19:
 - The need for Employment Insurance (EI) increased as a growing number of workers in non-standard forms of work involuntarily lost their sources of income amid COVID-19;
 - Certain job categories require urgent EI coverage to guarantee a certain level of income;
 - (Dec 2020) EI coverage was extended to artists;
 - (July 2021) EI coverage was extended to certain job (12) categories of non-standard forms of work;
 - (Jan 2022) EI coverage was extended to platform workers (e.g. food delivery service workers, designated drivers).

¹Main characteristics of EI for platform workers (Jan 2022): Eligibility: courier service workers, food delivery service workers and designated drivers. Insurance reporting and premium payments to be handled by platform business operators. Calculation of insured period: the number of services the worker undertook from the platform per day and income earned by the worker through the platform per day is aggregated on a monthly basis. Jobseekers' allowance: 60% of monthly income, based on the income that the applicant earned during the payment of EI, is paid for 4-10 months if insured for at least 12 months. Pending tasks: 1.- Standards for calculating appropriate insurance premiums and compensation; 2.- Balance between insurance benefit & purpose of the system; 3.- Alignment of income reporting & insurance administration to reduce administrative costs.





Illustrations by Sara Serravalle.

Session 2: Debate guided by the questions laced under the Knowledge-sharing technical forum

Summary

During this second Session, Mr. Luis Frota guided a debate with the speakers developing the contents that were addressed during their presentations. The moderator also introduced questions from participants who had formulated their inquiries through the Technical Forum during the Knowledge-sharing week.

Highlights

- ✓ Ms. Maria Luz Rodriguez developed the key points regarding the new legislation adopted in Spain for Platform Workers. She highlighted that the law was a product of Social Dialogue and categorizes the platform workers as employee of the algorithm that determine their tasks. She also mentioned that this is a hard presumption that can be disarticulated by the company they achieve the prove otherwise.
- ✓ Mr. Sang Hyon Lee, introduced the differences in the funding of the Unemployment Insurance (UI) and Unemployment Assistance (UA) and how different are the benefits associated to each scheme. Explaining that the main difference is that one is contributory while the other is not. Therefore, those workers included in the UI have to pay in order to access to the premium benefits. While in the UA the origin of the funds is basically the government general account, since it is a general assistance programme.
- ✓ Mr. Geun Youl Lee, explained the contribution rate that workers need to pay for achieving the 60 percent replacement, and indicated that this rate is shared between employers and workers half and half. He also mentioned that for a platform worker to prove an accident, is

feasible is the activity is recorded in the platforms digitality, since the data is recorded. However, for those workers who develop their activity out of the platform, for example if they are moving from one place to other, is quite difficult and they have many to do regarding this area.

- ✓ Sophia Seung Yoon Lee replied the question formulated by the participant Mr. Carlo Villacorta from the Philippines) regarding more literature or discussions regarding the possibility for platform providers to be co-contributors of social security contributions for gig / platform workers. She also provided a proper answer to the question formulated by participant Nisar Khan from Pakistan, regarding if the informal economy workers will be able to contribute at flat rates like that of formal economy workers or if we have to work on some sort of slabs system for the social security contributions.

Closing session: Conclusions from the workshop – a contribution for the future of social protection in Asia and Pacific

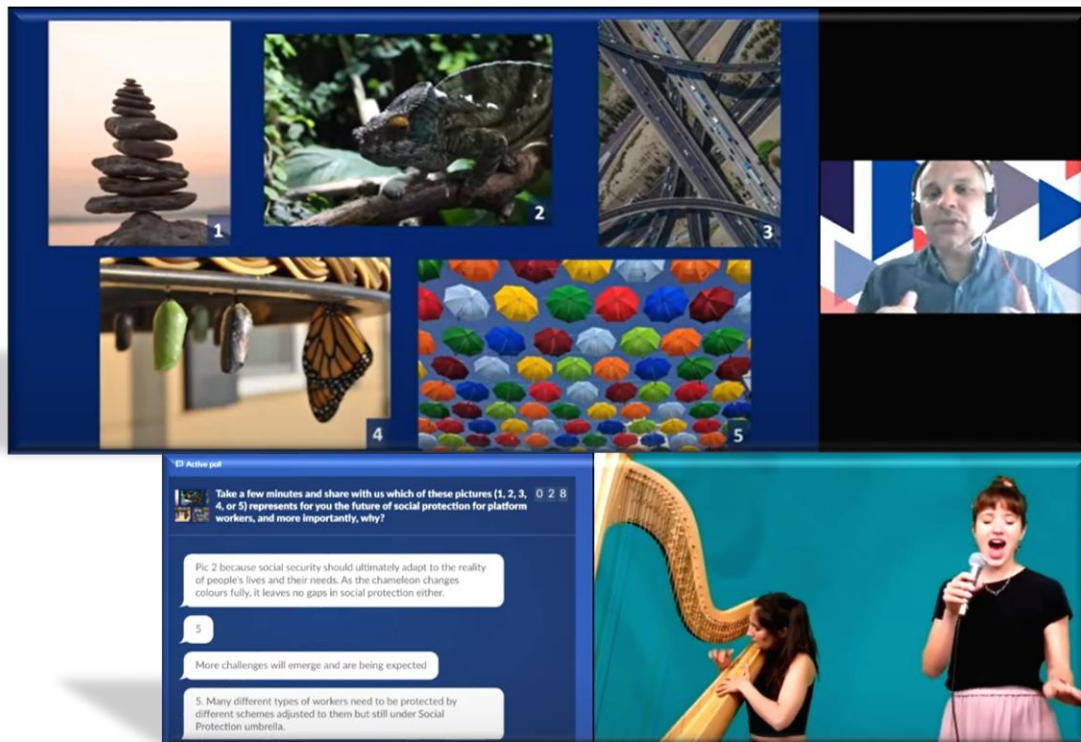
Summary

During this last Session, an alternative methodology was implemented. Using an interactive question, the participants were encouraged to provide their outcomes on a series of pictures and identify the one that for them symbolizes for them the future of social protection. The Italian group, “Duo Sole”, accompanied this moment with music in order to create an atmosphere of reflexion. Then, Mr. Nuno Cunha provided conclusions and closing remarks for the event.

Highlights

Participants shared their inputs on the pictures providing a diversity of reasons for their choices. These are some of them:

- ✓ *Pic 04; because with protection lives can grow and to be independent to show their function and beauty in society.*
- ✓ *Pic 2 - flexible and adaptable to different forms of work*
- ✓ *Pic 4 "developing new types to match the development trend".*
- ✓ *Pic 1: Future SP for platform workers needs to be balanced in terms of contribution and benefits levels of platform workers and standard workers. Pic 4: The process of developing the SP for platform workers need to be clearly identified and start rolling from small scheme because launching of the ideal schemes/protection. And Pic 5: Diverse types of platform workers should be considered in the process and should be covered in the design of the schemes. Non-conventional solutions are required.*
- ✓ *Picture No 5, in my view, represents that the coverages of future social protection are discriminatory and definitely not universal. Picture No 4, represents that the future of social protection will still be in transition. Picture No 1 represents that the workers will be the provider of their own social security including their family*



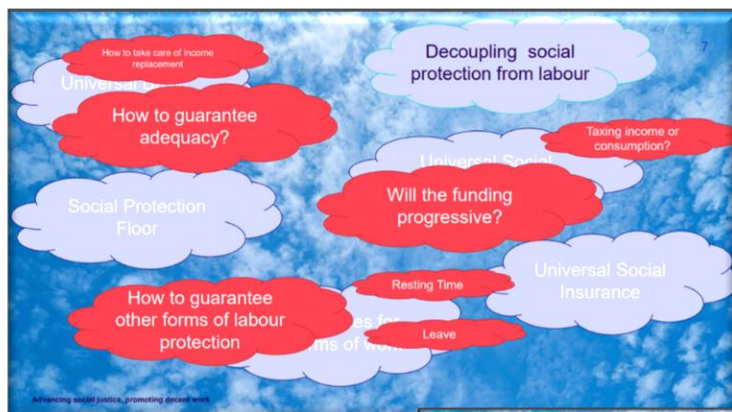
Some of the speakers also shared their view on this regard. For example Ms. Maria Luz Rodriguez choose Picture 5, explaining that this symbolizes for her the need for a Social Protection System that covers everyone, but with umbrellas of different colors, meaning measures that adjust to each of the specific needs of people and added Picture 1, explaining the need to find balance between the need for protection and the financial sustainability of the system.

Ms. Ping also subscribed to these ideas, and added Picture 4, explaining that there is a saying in China that says that you have to come through difficulties to become a butterfly, you should break first the cocoon. We may have to undergo a difficult process to get to innovative stages, to classify better different workers and different types of dependency of employment, which can be included in one kind of protection.

Mr. Nuno Cunha, Social Protection Senior Specialist of the Decent Work Technical Support Team for East and South-East Asia, International Labour Organization (ILO)

- ✓ Platform jobs are becoming more and more popular.
- ✓ We need to start thinking about acquiring rights beyond traditional contributions (proxies to define income for some workers)
- ✓ Create further linkages with tax system, enterprise registration, support to MSMEs
- ✓ Go beyond contributory and non-contributory – create further integration.
- ✓ There is a need for additional fiscal space.
- ✓ Flexibility on periods of contribution should be provided.
- ✓ New form of subsidization – for instance: beyond self-employed.
- ✓ We need to formulate a framework to support these policies and we need to do it in a concrete way. Look for a comprehensive solution to the needs of the community.
- ✓ We need to send the message that we are all in this together. Creating a New Social Insurance is key for a better future of work for all.

A NEW SOCIAL INSURANCE



Annex 1: Speakers

(in order of appearance)



Kil Jun Noh, Director General, International Cooperation Bureau of the Ministry of Employment and Labour, Republic of Korea

Mr Kil Jun Noh is the Director-General of the International Cooperation Bureau, Ministry of Employment and Labour, Republic of Korea. Starting his career in 1994, Mr Noh has participated in policymaking and implementing processes of multiple areas over employment and labour policies, including labour relations in both public and private sectors, industrial accident compensation, youth employment, public employment service, and human resource policy for the aging society. He is now in charge of international labour standards, international development cooperation, and migrant workers policy of the Ministry.



Shahra Razavi, Director, Social Protection Department, International Labour Organization (ILO)

Ms Razavi is the Director of the Social Protection Department at the ILO since February 2020. Before joining the ILO she was Chief of the Research and Data Section at UN Women (2013-2020), directing the research for the entity's major flagship reports (including Progress of the World's Women), overseeing the gender statistics programme, and providing technical support to intergovernmental negotiations at the Commission on the Status of Women (CSW), including on social protection (in 2019) and the 2030 Agenda. Prior to joining UN Women, she was Senior Researcher at the United Nations Research Institute for Social Development, UNRISD (1993-2013), where she coordinated cross-country comparative research programmes at the interface of social policy, social protection, labour markets and the care economy. She obtained her Bsc. from the London School of Economics and Political Science (LSE), and her MSc. and D.Phil/Ph.D. from Oxford University. She has published extensively on social policy, social protection, gender and work in a development context.



Sophia Seung Yoon Lee, Associate Professor of Social Policy at the Department of Social Welfare, Chung-Ang University, Seoul

Dr Sophia Seung-yoon Lee obtained her Ph.D. in Social Policy from Oxford University in the UK with her thesis on a comparative study between East Asian welfare states and non-regular workers. She is an associate professor of social policy at Chung-Ang university, Seoul, South Korea. Her major research fields are East Asian welfare states and labor markets, unstable labor, institutionalism and comparative research methodology. Some of the selected research are "Female outsiders in South Korea's dual labour market: Challenges of equal pay for work of equal value (2020)", "Korea's Unstable Youth Labor Market and Youth Basic Income Policy Proposal (2016)", "Institutional Legacy of State Corporatism in De-industrial Labor Markets (2016)", Korean Precarious workers Workers (Co-authored Book, 2017) etc. Currently, she is the Vice Chairperson of the Youth Policy Coordination Committee in the Prime Minister Office.



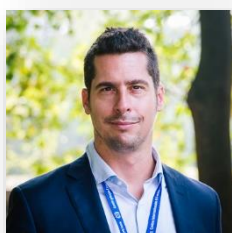
Trevor Sworn, Director, Enduring Consultancy

From 2011 to the present time, Mr. Sworn is Co-Founder and Executive Director at Enduring Education Consultancy, specialising in education, vocational training, migration, employment, research and organisational development, in both the private and public sectors. He has a Master's degree from the UK in International Business Management, with the dissertation on the 4th Industrial Revolution and the implications for human resources and economic competitiveness in Cambodia. Mr. Sworn is on the board of the Cambodian Federation of Employers (CAMFEBA), and an active part of the TVET sub-committee, interacting with government and global donors such as ILO. He is a regular presenter at Asia regional conferences on the subjects of skills, employment, migration and the 4th Industrial Revolution. He is also on the board of the British Chamber of Commerce (BritCham) for more than eight years – serving two years as Chair and two as Secretary.



Amarjeet Kaur, General Secretary of All India Trade Union Congress

Ms Kaur completed her M.Sc. Physics from University of Delhi in 1976, then completed Law graduation also from Delhi University in 1979. She began her activism from school days and was active in students' movement throughout her university education period and later on also for some time. She was General Secretary All India Students Federation (AISF) at national level from February 1979 to December 1985. She worked in women's movement and also held the post of General Secretary of National Federation of India Women (NFIW). Being active in solidarity with trade union actions in the Delhi University Karamchari Union and in the unions in nearby textile industries in the years 70s and 80s, she started taking interest in trade unionism. In 1994 she was elected as national secretary of AITUC in its National Conference held in Patna and then was re-elected in this post in the respective conferences of AITUC. In December 2017 she was elected to the post of General Secretary in its special General Council meeting held in Ranchi- Jharkhand, the post which she is holding at present.



Charles Crevier, Programme Manager International Training Centre of the International Labour Organization (ILO)

Mr Crevier is currently leading the Social Protection, Governance, and Tripartism Programme at the International Training Centre of the ILO. He ensures the overall coordination of the human resources, financial resources, and technical activities of the Programme and oversees the development of training and learning policies, plans, curricula, and modules in the field of social protection, migration, labour administration, OSH, and social dialogue. From 2010 to 2017, he was responsible for the social protection training portfolio of the International Training Centre of the ILO. He implemented more than 100 international training activities in partnership with United Nations partners, research institutes, and national stakeholders. From 2008 to 2010, he was the technical manager of Quatrain Africa, a project designed to enhance the 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 more than 20 technical cooperation projects concerning actuarial matters and financial governance (Europe, Africa, the Middle East, and the Caribbean).



Maria Luz Rodriguez, Senior Specialist Labour Market Institutions, Inclusive Labour Markets, Labour Relations, and Working Conditions Branch (INWORK), International Labour Organization (ILO)

Ms. Maria Luz Rodriguez is Professor of Labour Law at the University of Castilla-La Mancha (Spain). Currently, she is a Senior Specialist for the Labour Market Institutions, Inclusive Labour Markets, Labour Relations, and Working Conditions Branch (INWORK) of the International Labour Organization (ILO).



Sang Hyon Lee, Research Fellow of Employment Service Innovation Division, Korea Employment Information Service (KEIS)

Dr Sang Hyon Lee is a Research Fellow of Employment Service Innovation Division, Korea Employment Information Service. Dr. Lee took his Ph. D. in Human Resource Management at the University of Korea Tech. He has researched social protection as well as employment services for 22 years at the Ministry of Labor and KEIS. He led researches on the introduction of online unemployment insurance benefit claim system. He organized several international training programs on unemployment insurance scheme in cooperation with ILO. He also delivered consultation for the introduction of unemployment insurance scheme of Malaysia.



Geun Youl Lee, Director in Korea Workers' Compensation & Welfare Service (KCOMWEL)

Mr Geun Youl Lee is a Director in Korea Workers' Compensation & Welfare Service, who is currently leading the Task Force Team for Strengthening Employment Safety net for All. He has been at COMWEL since 1999, with his career mostly focused on extension WCI & EI coverage and innovation of registration and premium collection system in Korea. As the well-renowned authority in this area, he is still striving for improving systems and initiating developed policy to expand WCI & EI for all workers including non-standard (informal) workers such as the self-employed, gig workers, and the artists whose social security is threatened by COVID-19 crisis in Korea.



Nuno Meira Simoes da Cunha, Social Protection Senior Specialist of the Decent Work Technical Support Team for East and South-East Asia, International Labour Organization (ILO)

Mr Nuno Meira Simoes da Cunha is an Economist with a specialization in Public Policy and Administration. Since July 2015, he is the Senior Specialist on Social Protection of the Decent Work Technical Support Team for East and South-East Asia and the Pacific of International Labour Organization. In this quality, he has been working closely with governments and social partners in the region, providing technical advice in several policy reforms in the area of social protection. Before his current position, he was based in Lusaka as Chief Technical Adviser of a Regional Project on Social Protection Floors for Southern Africa. He was also the ILO Coordinator for the ILO Social Protection activities in Mozambique, following 3 years in the Social Protection Department in Geneva. Prior to joining the ILO, Mr. Cunha worked in the Portuguese Ministry of Labour and Social Security.

Annex 2: Moderators



Panudda Boonpala, Deputy Regional Director, Regional Office for Asia and the Pacific, International Labour Organization (ILO)

Ms Panudda Boonpala was appointed Deputy Regional Director of the ILO Regional Office for Asia and the Pacific, with effect from 1 January 2018. Prior to that, Ms. Boonpala has held the position of Director of the ILO Decent Work Team for South Asia and Country Office for India. Ms. Boonpala has been with the ILO since 1995, serving the ILO in Geneva, Bangkok, Dhaka and New Delhi.



Luis Frota, Manager EU-China project - Improving China's institutional capacity towards universal social protection

Mr Luis Frota is the manager of EU-China project - Improving China's institutional capacity towards universal social protection implemented by the International Labour Office in Beijing in partnership with MOHRSS, the China's Ministry of Human Resources and Social Security. He is based in Beijing at the ILO Country Office for China and Mongolia.

Annex 3: Participants

The Knowledge-sharing event on the extension of coverage to workers in new forms of work in Asia and Pacific registered two hundred and eighty four (284) participants from all over the world.

Participants from five (5) continents: Africa – America – Asia - Europe – Oceania, where listed. Among them and according to the available information, people from thirty-seven (37) countries enrolled to be part of the ZOOM Webinar:

Australia	Italy	South Africa
Bangladesh	Jordan	Spain
Cabo Verde	Korea, Republic of	Sri Lanka
Cambodia	Lao People's Democratic Republic	Switzerland
China	Madagascar	Thailand
Ecuador	Malaysia	The Philippines
Egypt	Mongolia	The United Kingdom
Eswatini	Myanmar	The United States
Fiji	Nepal	Timor-Leste
France	Nigeria	Turkey
Germany	Pakistan	Vietnam
India	Qatar	Zambia
Indonesia		

In addition to this, participants had the opportunity to join the ITCILO E-Campus created for this initiative.

The ITCILO E-Campus registered three hundred and nine (309) users.

Annex 4: The event in one image. Illustration

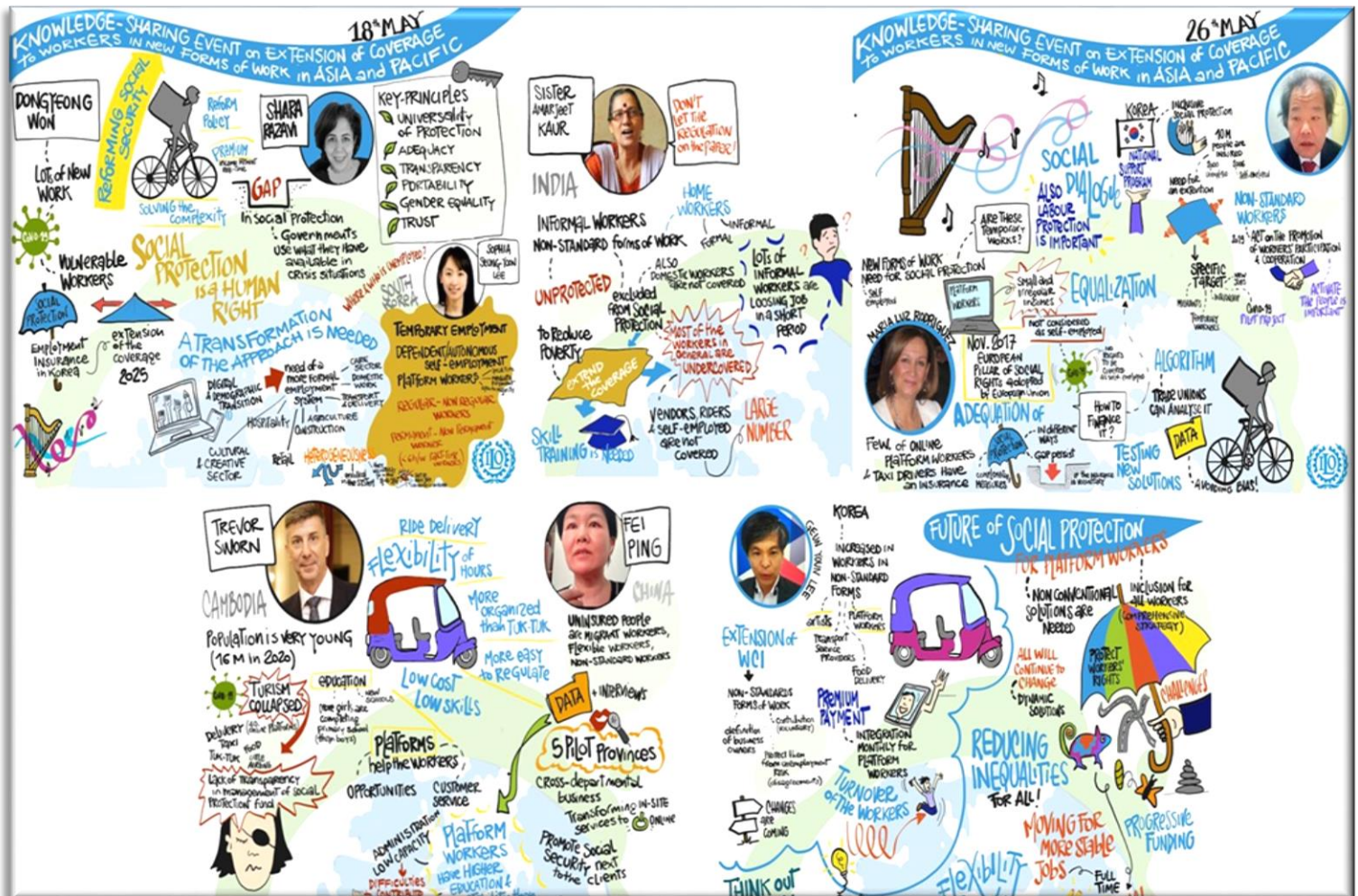


Illustration by Sara Serravalle.

Thank you for joining us!

