International Labour Organization

ITC
International Training Centre

INCLUSIVE FINANCE FOR WORKERS

Background

The mandate of the ILO on financial markets is enshrined in the Philadelphia Declaration (1944) asking the ILO to "consider …financial policies … in the light of social justice". There are also several ILO conventions and recommendations that deal with the effects of the financial market on different aspects of employment, social security and empowerment. In November 2005 the ILO Governing Body further adopted a policy on microfinance for decent work. The policy calls on the ILO to optimize its effects of opening up the access to the financial market in terms of job creation, risk management and empowerment.

The ILO Social Finance Programme and Regional Office for Africa, in collaboration with the Bureau for Workers Activities, experts in microfinance and trade unions in Africa, and the International Training Centre of the ILO (ITC ILO) have been preparing a training toolkit for workers organizations interested in improving access to financial services to their members. The toolkit is also aimed at ensuring that financial services institutions observe and promote decent work.

The long term objective of the resource toolkit will be to enhance financial inclusion of workers in Africa. It is expected that in the longer term, financial inclusion can lead to increased income, better risk management and potentially the formalization of informal workers. It is also intended that trade unions in Africa will be empowered to provide additional services to members and potential members, increasing their benefits towards their constituency. Access can be facilitated either directly by the trade union or in cooperation with financial institutions.

The toolkit is designed to provide materials for a five-day workshop for trade union managers and technical staff in Africa. The contents of the toolkit include: the presentation of financial and non-financial products that trade unions could facilitate access to, different institutional options for trade unions to pursue this goal, awareness-raising of national regulation frameworks and consumer protection and supply and demand market analysis for financial services. The training contents is illustrated by a number of case studies that demonstrate best practices of trade unions that are already facilitating access to financial services.

Global Objectives

The overall objective of the training programme is to empower trade unions to improve access to finance for their members and potential members, either by managing financial institutions, by creating partnerships or through advocacy towards existing specialized service providers.

Specific Objectives

The training programme is articulated in three parts addressing the following specific objectives:

1 **Why TU as facilitators of inclusive finance for workers?**
- Introduction to financial inclusion and workers
- Benefits and obstacles for TU facilitating access
- Examples of TU interventions

2 **What can TU do to facilitate financial inclusion of workers?**
- Understand your market
- Regulatory framework
- Open Space on financial products
- Prioritizing Products
- Linking financial and non financial services

- Advocacy
- Protecting workers in their financial decisions

3 How can TU facilitate access to financial services, and when to take action?

- Institutional delivery mechanisms
- Assessing Institutional Readiness
- How strategies evolve
- Internal communication and engaging stakeholders
- Action Planning

Methodology

An action-oriented, participative approach will be adopted throughout the workshop. Emphasis will be placed on sharing experiences and best practices - in the search for innovative and practical solutions to problems and challenges, and how inclusive finance for workers approach can contribute to providing solutions.

Target Audience

The training program is designed for Trade Union Managers and technical staff in Africa.

Inclusive Finance for Workers					
Time	**Monday**	**Tuesday**	**Wednesday**	**Thursday**	**Friday**
9:00 10:30	Welcome Introductions -What is Social Finance	Understanding your market	Prioritising products	Protecting workers in their financial decisions	Communication and Engaging Stakeholders
10:30 10.45	Coffee break				
10.45 12:30	Introduction to financial inclusion & workers	Regulatory Framework	Linking financial & non financial Services	Institutional Delivery mechanisms	Action Planning
12:30 14.00	Lunch				
14.00 15:15	Benefits and Obstacles	Open Space Financial product options	Advocacy	Assessing Institutional readiness	
15:15 15:45	Coffee break				
15:30 17:00	Examples of TU interventions	Open space Financial product options	Protection	How Strategies Evolve	

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