



International
Labour Office

*Final Conference:
“Improving Social
Protection and Promoting
Employment”
An ILO-EC Project*

**Brussels,
3 December 2012**



Project funded by the European Union



**First results, observations
and recommendations of the
ILO/EU project «Improving
Social Protection and
Promoting Employment »**

**Helmut Schwarzer, ILO SECSOC
Brussels, 3 December 2012**

Conceptual Linkages Between SP/EMP

- Normative Approach: Four Dimensions of Decent Work include productive employment and social protection;
- Historical developments, where a number of “industrialization strategies” of the 1950s-70s have not generated enough decent employment with social protection;
- Backward/Forward Linkages approach;
- Virtuous circle (“Bachelet Report”).

Forward Linkages Between SP/EMP

On Human Capital Building

- Schooling, Training, Employability
- Individual and Collective Health
- Enhances Competitiveness

Income Generation

- Benefit spent on Consumption
- Strengthens Domestic Markets
- Iterations increase GDP

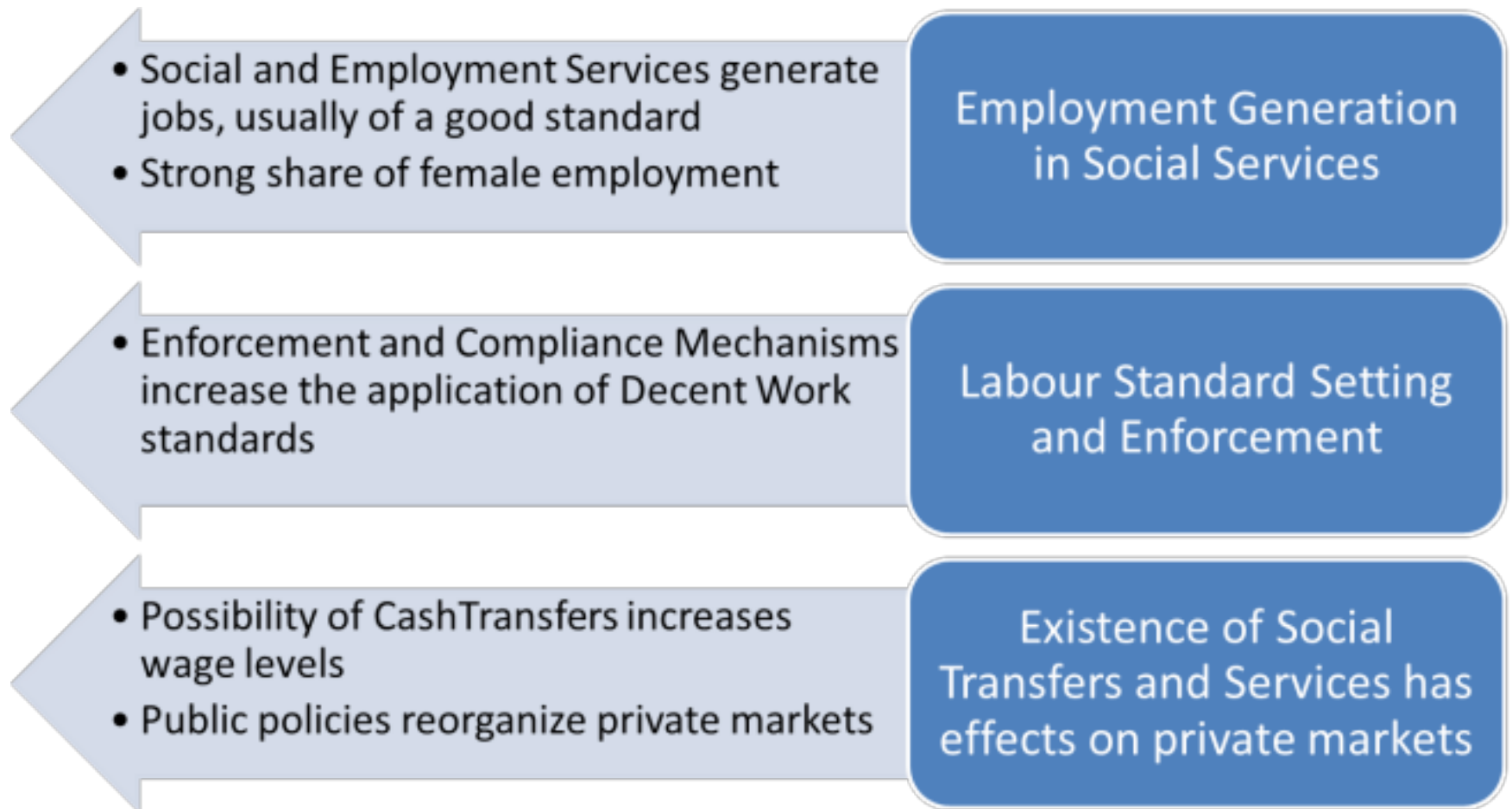
Fiscal Linkages

- Generates Economic Activities which pay taxes and partially « reimburse » expenditure
- Growth Engine strengthening increases taxation basis

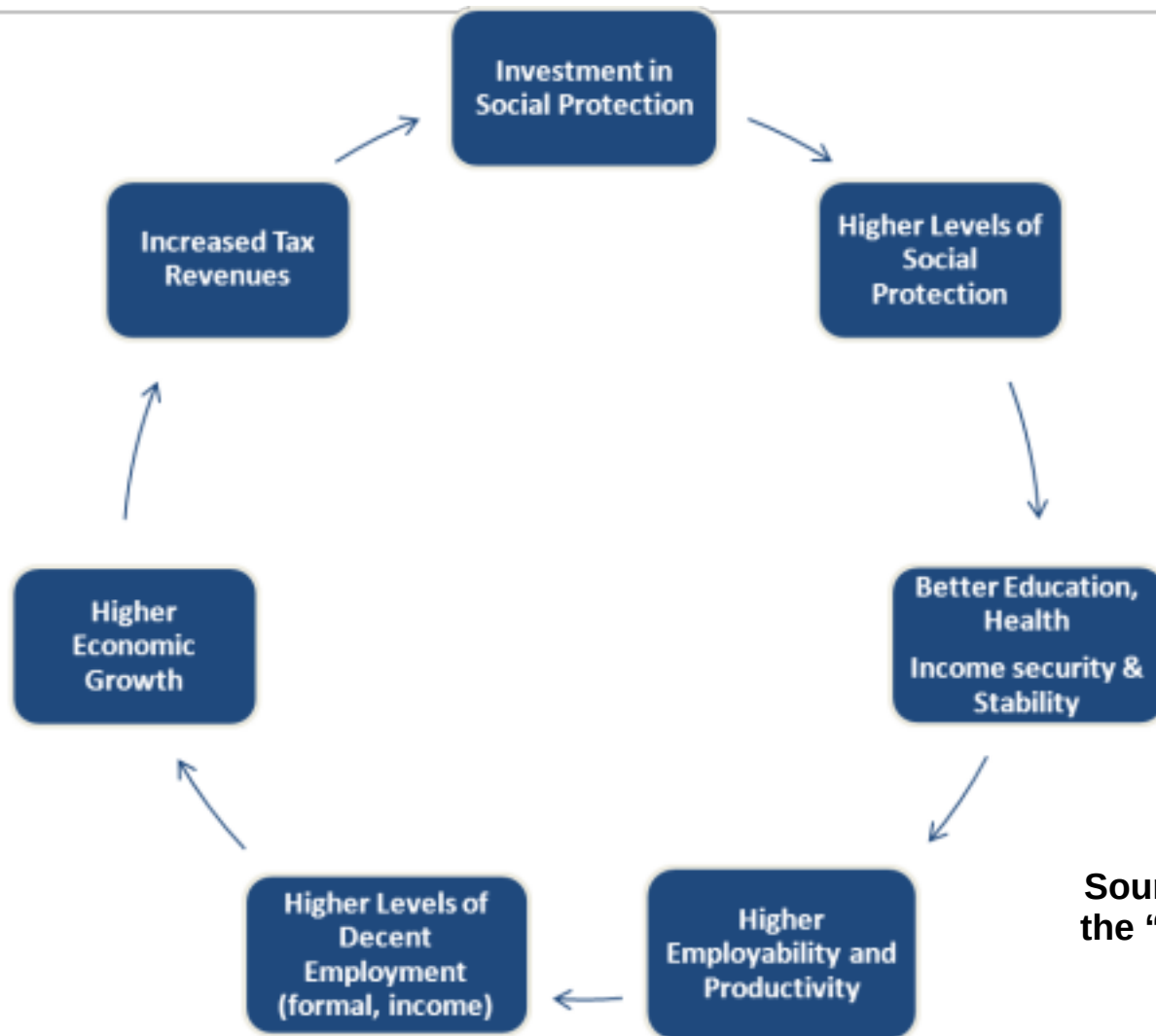
Social Cohesion and Stability

- Poverty Relief and Social Mobility increase Consensus and Support for the Development Model
- Mitigates Impact of Crisis, Allows for taking Risks

Backward Linkages Between SP/EMP



Possible Virtuous Circle EMP/SP



Source: Adapted from the “Bachelet Report”.

Linkages in Policy Formulation and Implementation SP/EMP

Strategic Level

- SP/EMP to be included in Strategic National Plans
- Strategic Plans provide guidance for policy-makers and implementation agencies

Policy Formulation Level

- Coordination platform of ministries and agencies needed
- SP and EMP policies designed according to Strategic Plans

Operational Level

- Link the implementing agencies on the ground (in regions, districts)
- Matricial pattern (vertical and horizontal coordination of agencies)

Sequence of activities of the ILO/EU Project (INT/09/06/EEC)

	Burkina Faso	Cambodia	Honduras
National Dialogue	May 2012	March 2012	October 2012
Steering Committee Review of Draft Action Plans	March 2012	January 2012	May 2012
Training Sessions	March 2012 & November 2012	November 2011 & November 2012	September 2011 & November 2012
Validation Workshop	October 2011	November 2011	September 2011
Diagnostic Studies (first drafts)	August 2011	August 2011	August 2011

Strategic Documents and Linkages

	Burkina Faso	Cambodia	Honduras
National Strategic Plan	SCADD 2010-2015	Rectangular Strategy + NSDP Update	Plan de Nación/ Visión de País 2010-2038 + GAN
May be used as linking element?	Yes	Yes	Yes
Employment Strategy	PN Travail and PN Emploi	NES (to be elaborated until 2013)	Política de Empleo (to be elaborated)
Social Protection Strategy	PN Protection Sociale (2012)	National Social Protection Strategy (2011)	Política de Protección Social (2012)
Project collaboration?	Yes, to PNPS.	Yes, to NSPS and NES.	Yes, to implementation of GAN and PPS, visions for Employment Policy.

Key Policy Consensus Points

	Burkina Faso	Cambodia	Honduras
Key consensus point reached	Consensus on linking PNT, PNE & PNPS regarding youth	Consensus on NSPS implementation and future National Employment Strategy	Consensus on future EMP policy, support to SP Policy and consolidation of programs, coordination EMP-SP.
Employment Policy priorities discussed	HIMO (labor intensive public works), important roles for training and employment funds	TVET (Technical and Vocational Education and Training), strengthening employment services (NEA), public works	Entrepreneurship and SME promotion, professional training
Social Protection Floor policies discussed	Social Protection Floor for the Youth as first step	Social Protection Floor as instrument to support country development	Social Protection Floor as an instrument to consolidate and extend coverage
Social Insurance Policy priorities discussed	CNSS to be developed, Universal Health Insurance to be introduced	Social Insurance to be introduced over the next years, branch by branch, foreseen in NSPS	Ratification of C. 102 as guideline, reform of existing institutes to reach sustainability and expand coverage

Project Results - Synthesis

- Progress done in stimulating coherent EMP/SP policies in the three countries;
- Support to place key issues of SP and EMP policies on the agenda of the three countries;
- Support to fill gaps regarding national policy documents;
- Human resources trained;
- Social dialogue stimulated;
- Need for coordination mechanisms mentioned.

Project Results - Synthesis

- No goal of developing a new theoretical approach, but to extract lessons from technical cooperation;
- It is possible to reach more coherence between SP/EMP policies in low income countries and this provides synergies;
- There is a universal right, but not a universal solution. Each country has had its own approaches and experiences.
- In the following, some suggestions from common country situations.

Key Areas for Technical Cooperation on EMP/SP policies

1. Including and linking SP/EMP in strategic documents and in policy formulation;
2. Continue institution building;
3. Support social dialogue improvements;
4. Discuss financing of SP/EMP policies in low and medium low income countries;
5. Support “rights-based” approaches.

1. Strategic and Policy-Making Level

- High-level directives are key;
- Policy formulation and coordination mechanisms;
- Decentralization processes;
- Governance structures;
- Civil servants;
- Missing Statistics;
- Monitoring & Evaluation;
- Macroeconomic policies to be SP/EMP-friendly;

2. Institution Building

- Lack and fragmentation of programs and institutions;
- Human resources and competencies;
- Strengthening capacities of institutions;
- Databases, IT, targeting, monitoring;
- Comparative learning;
- Ways of retaining trained human resources and not to lose the investment made.

3. Social Dialogue & Private Sector

- Social Dialogue needs political stability to develop learning processes and mutual trust;
- Social Partners often lack access to information and training;
- Needs to be foreseen in the legal framework and to have the necessary budgetary resources;
- Economic and Social Councils as possible actors;
- CSR as supplementary tool to increase private sector participation.

4. Financing SP/EMP Policies

- Insufficient fiscal revenue in low and medium low income countries;
- Resistance to changes in taxation;
- Agreement on improving tax collection efficiency.
- Include issue in TC projects in future (modernization of public administration);
- Include ministries of economy and finance in the discussions;
- Domestic sources need to be developed: permanent programs require permanent sources.

5. Rights-based Approach

- EMP/SP policies are not just temporary policies;
- Needs to be foreseen in legislation, with precise description of entitlements;
- Claims and appeal mechanisms;
- Development of Justice;
- Long term legal and institutional development process;
- Importance of the Millennium Development Goals as guidance recommends including SP/EMP targets in Post-MDGs.



Topics for the Future

- Technical cooperation already unfolding
consequence of ILO-EU Project: Cambodia (National
Employment Strategy, Single Windows S
Honduras (Actuarial Project with EU delegation
support to Social Insurance);
- Importance of SPF approach for the three
countries confirms global relevance of integrated policy
coherence approaches and coordination of efforts in
technical assistance;
- Recent developments at the ILO Governing
approving work plan for SPF until 2019;
- Gratitude to the European Commission for supporting
this Project and perspective of strengthening EU-ILO
partnership.