

Inte-Regional Conference

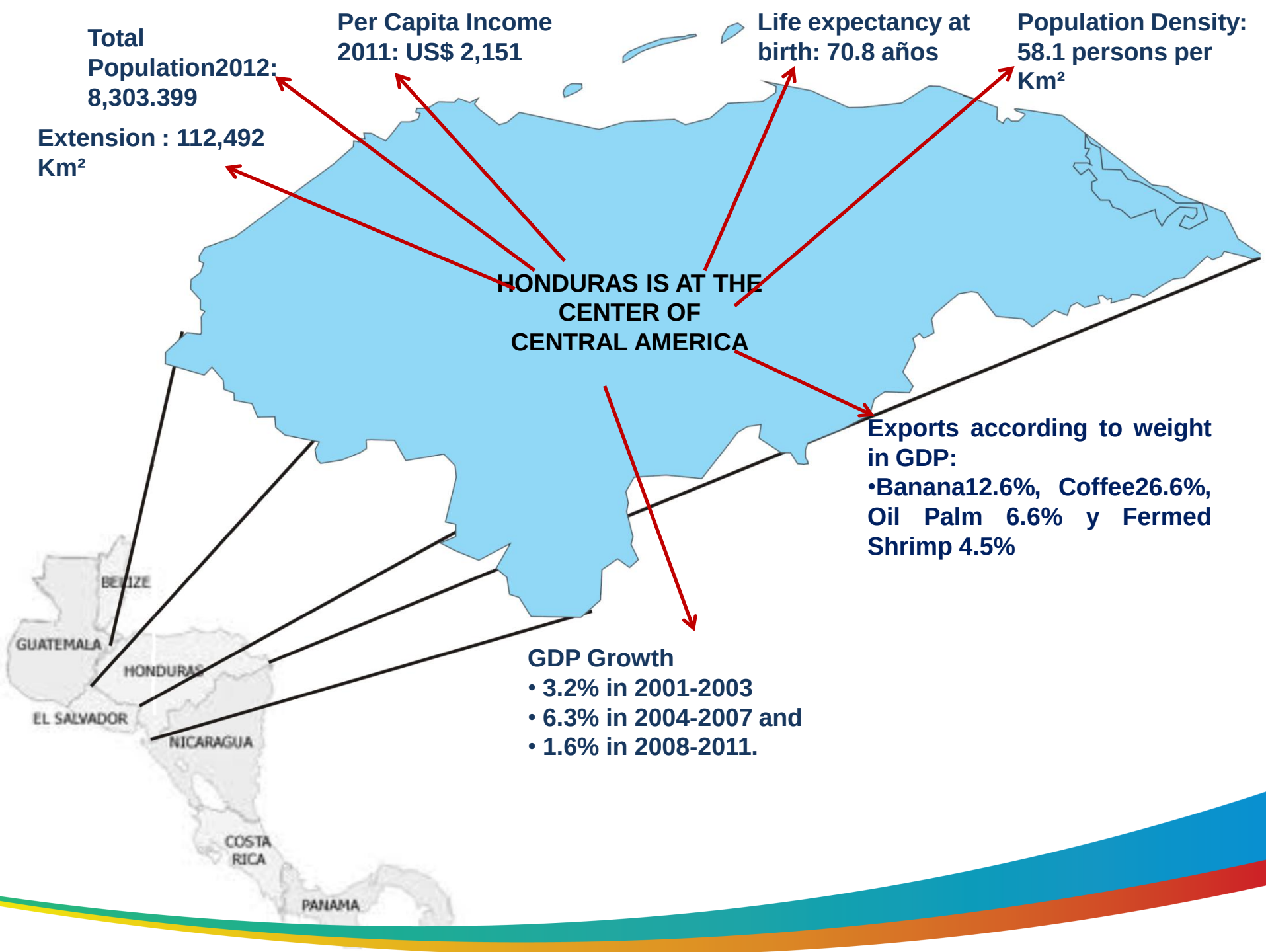
IMPROVING SOCIAL PROTECTION AND EMPLOYMENT PROMOTION Experiences and Lessons Learned

The case of Honduras

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**Brussels Belgium
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"The people where there is a greater amount of work, must have the greatest amount of wealth. This is the real political balance. Nations that want to tilt in their favor, should plan and increase jobs, only weights that push towards one side rather than another. Lets work with zeal and perseverance. We will not receive all the fruits of our labors. But so will our descendants, our equals, and so will the Homeland where we were born. "

JOSE CECILIO DEL VALLE



**Country
Vision: 28
AÑOS**

NATION PLAN: 12 YEARS

**GOVERNMENT PLAN:
4 AÑOS**

National Planning System

*Legal
Framework*

*Institutional
Framework*

*Monitoring
and
Evaluation*

*Compliance
Observatory*

- *Declaration of Principles*

- *National Objectives*

- *National Priority Targets*

- *Strategic Guidelines*

- *Indicator matrix*

- *Budget guidelines*

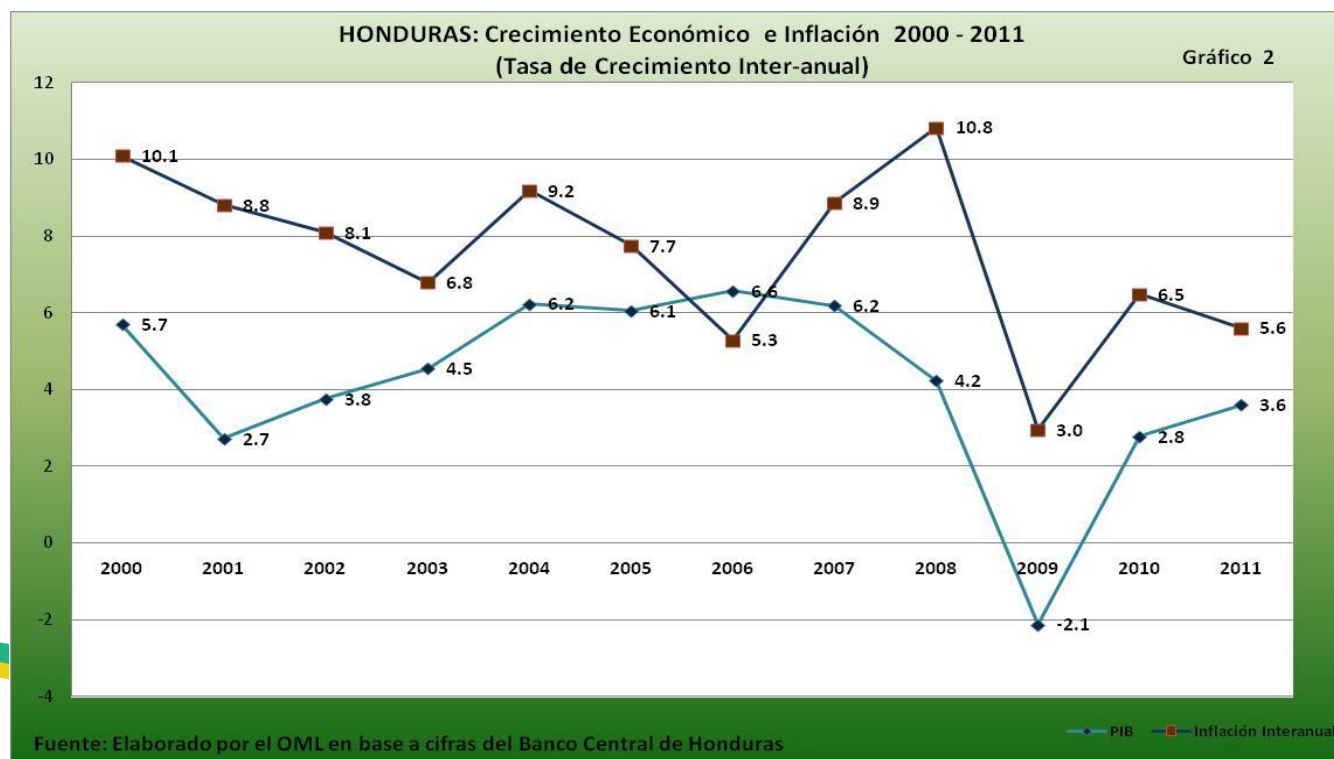
Objectives Related to Economic Growth and Social Protection

Objective 1: Honduras without poverty and healthy with consolidated systems for social prevision.

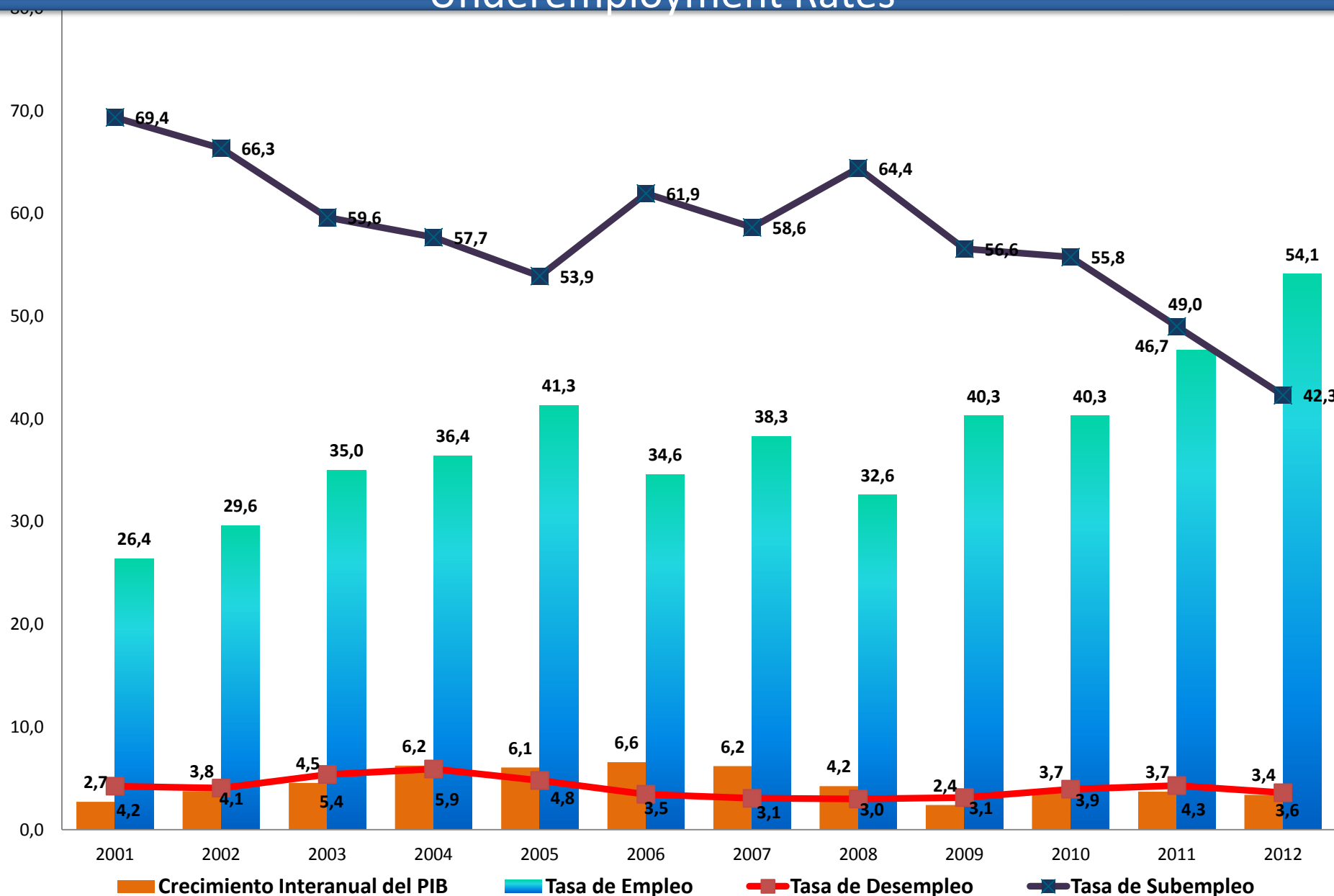
Objective 3: A Honduras which is Productive and with employment generating opportunities that leverage their resources sustainably and reduce environmental vulnerability

Economic Growth versus Employment Generation

- **History:** Little economic growth, lack of public policies and lack of progress in technological innovation in the last 30 years.
- **Crisis Period.**
 - Years 2007-2009 global economic crisis drastically decreased investment and thus the generation of new jobs.
 - Impact of the global crisis and domestic political crisis 2009 (-2.1% GDP drop) and Recovery 2010 and 2011 (3.7% in both years).



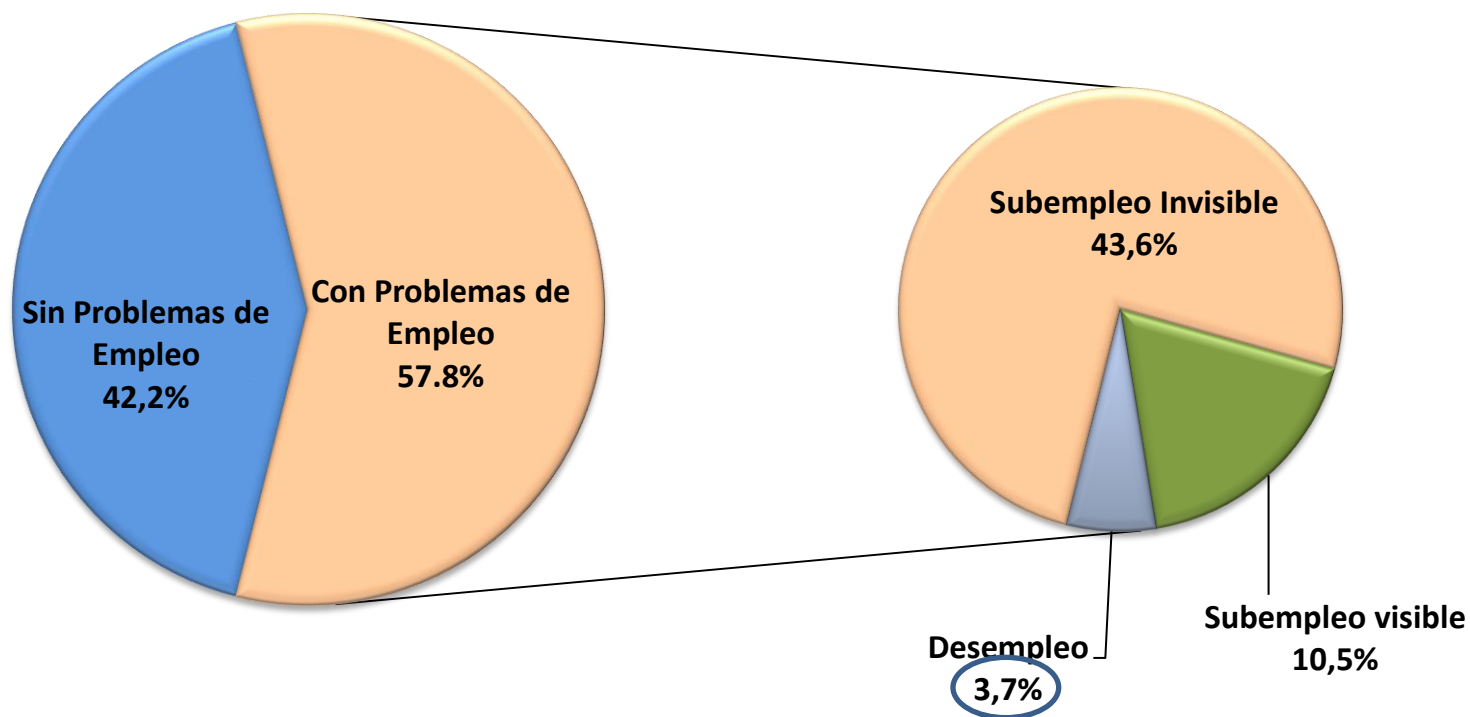
Interannual Growth in GDP, Employment, Unemployment and Underemployment Rates



Source: Labor Observatory based on the Household Survey carried out by INE

Labor Market Situation in Honduras

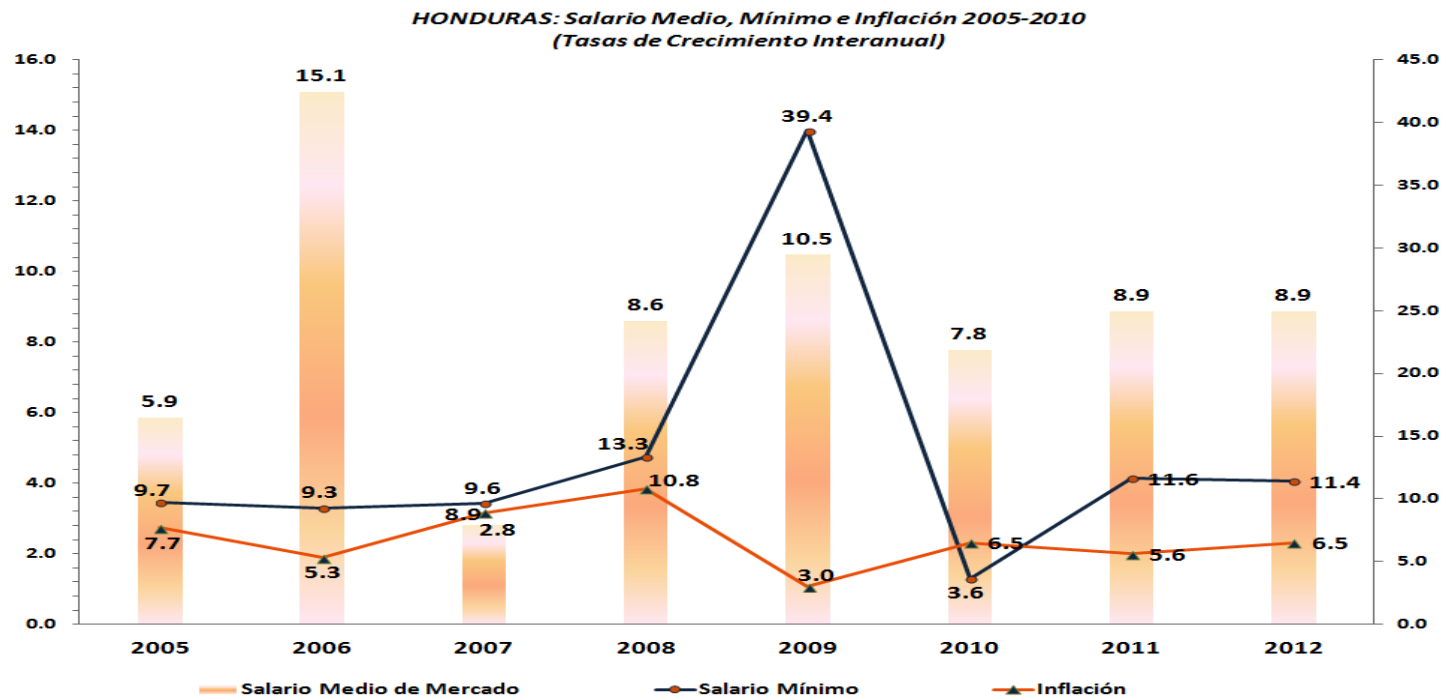
**HONDURAS: Economically active population with employment problems,
No employment problems and underemployed**



Fuente: Elaborado por el Observatorio del Mercado Laboral, en base a cifras de la Encuesta de Hogares del INE.

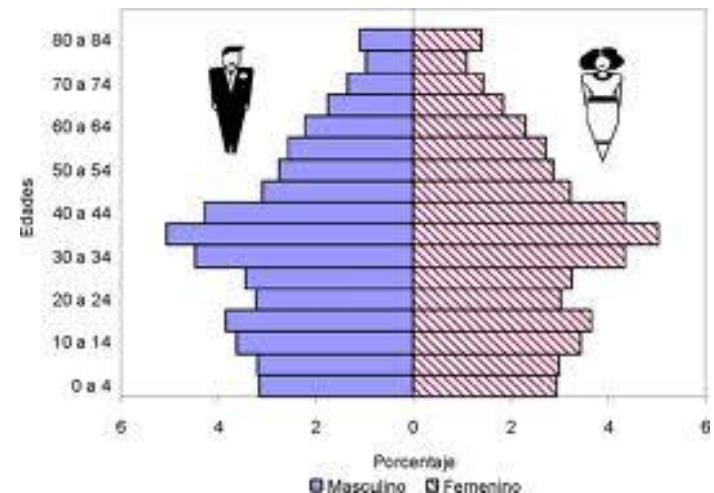
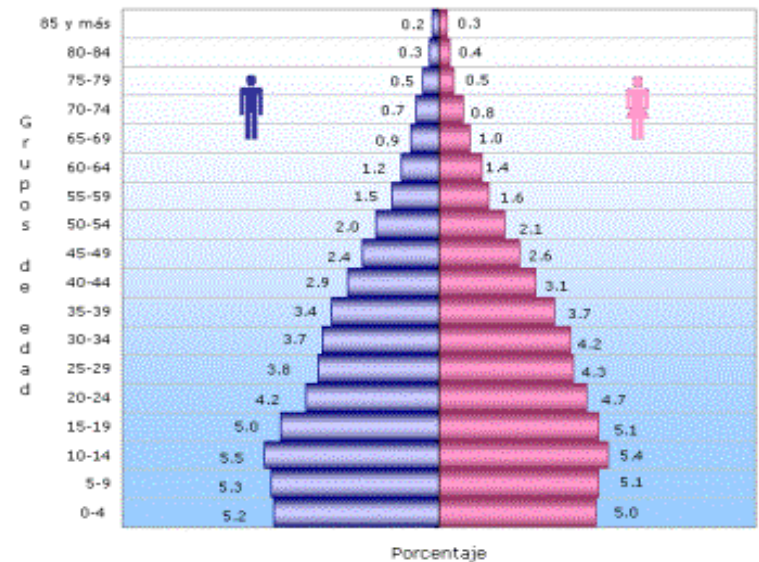
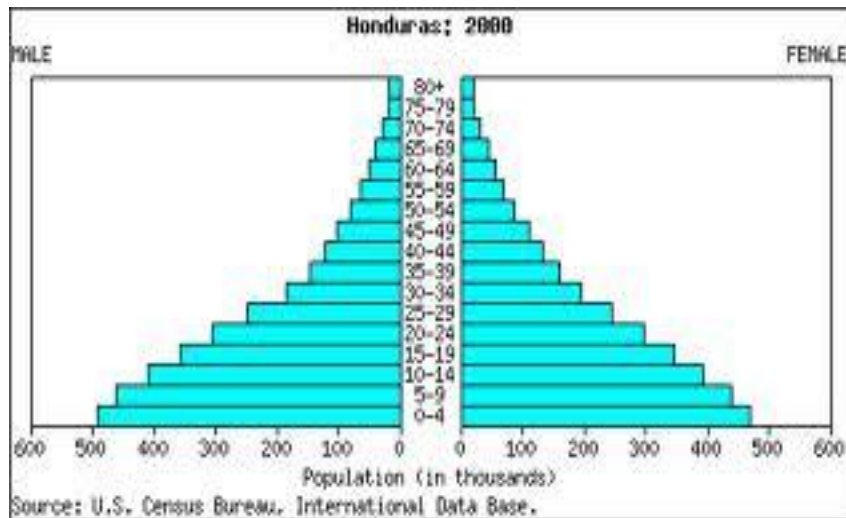
Minimum wage policy

The minimum wage is the amount of money paid to cover the cost of the basic food basket. This is set through dialogue and consultation between employers, workers and government. In 2009 the wage increase that was approved generated generated, because the increase was greater than 50%, when historically the highest it had been approved was 13%.



Fuente: Elaborado por el OML en base a cifras de la EPH y de la DGS de la STSS

Demographic Bonus



Population Growth
 1974-1988: 3.3%, Anual growth of 2.2%.
 From 2015 to 2040 maximum demographic growth.
 From 2025 population under 15 years will start to decrease, in 2040 it will grow at less than 1%

Employment policies through programs
And projects implemented by the STSS
"To serve the poor in unemployment in the GAN Line
Recommendations:



PROGRAMS AND PROJECTS CARRIED OUT BY THE STSS THAT RESPOND TO EMPLOYMENT POLICY

1. National Employment Service of Honduras (SENAEH)
2. National Hourly Employment Program (PRONEH)
3. My first job
4. Employment Promotion Programme (PEOMPLEO).
5. Joint Programme, Youth, Employment and Migration.
6. Training and Job Placement Project for Women and Men with Dissabilities (AECID funds)
7. Employment Generation oriented operation of the National Employment Service of Honduras, in the Atlantic coastal region (China Taiwan).
8. Minimum wage policy based on dialogue and agreement, using a technical device that combines the expected inflation and productivity.
9. It is preparing, reviewing and discussing a proposal for a new model of vocational training in the country that favors job skills training in the workplace.



How to face the challenge of increasing and improving employment?



Servicio
Nacional de
Empleo de
Honduras



SENAEH

www.trabajo.gob.hn

Empleo para Todos: Sistema Empléate

1. El SENAEH This service aims to facilitate the inclusion of people in the labor market, and to encourage the creation of new jobs nationally and consolidating of all employment programs, as well as being part of “CAMBIO YA” that drives the current government. The Service is a legally constituted and functioning with positive results

Policy measures for MSME

- **MSME Fund Operator**
- **Review and improve functions of finance-related entities**
- **Create database on rural banks**
- **Approve Regulation Act on MSME**
- **Reviewing, recent experiences of support to MSMEs.**
- **Run the National Programme for Supply Chains, Productivity and Competitiveness of MSMEs and their portfolio.**
- **Comply with Article 25 of the MSME Act (30% procurement)**
- **Systematization and Monitoring System of MSMEs**
- **Business Development Center (CDE)**

Policy Measures for Professional Training

- **Formulate a New Model of Vocational oriented capabilities increase and improve employment in the Workplace, in order to increase productivity and competitiveness of the worker and the company.**
 - **Set up the National Vocational Training System, with the leadership of INFOP and development and expansion of the current supply of training.**
 - **Meet target 2012-2014 Government Plan to train 30,000 young people to work in the most dynamic sectors of the economy.**
 - **Articulate the major vocational training in rural and marginal urban social protection activities aimed at those sectors.**
 - **Articulate municipal education plans, with central government training plans and training.**
 - **Define coordination mechanisms related to placement services and simplify administrative processes.**
 - **Formulate immediate action plan with training and placement goals.**
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Policy measures to improve labor law compliance

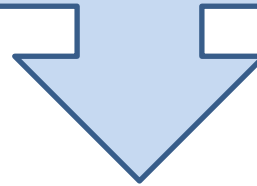
- **Increase labor inspection capacity of the STSS**
- **Coordinate with local governments to test the training of municipalities in employment services and labor standards**
- **Communication plan of labor standards and social protection**



Policy Measures to improve the Human Condition of Hondureans

OPTIONS TO IMPROVE THE HUMAN CONDITION OF HONDURANS TWO WAYS:

- 1) Human DevelopmentEl Desarrollo Humano
- 2) Social Protection and Productive Employment

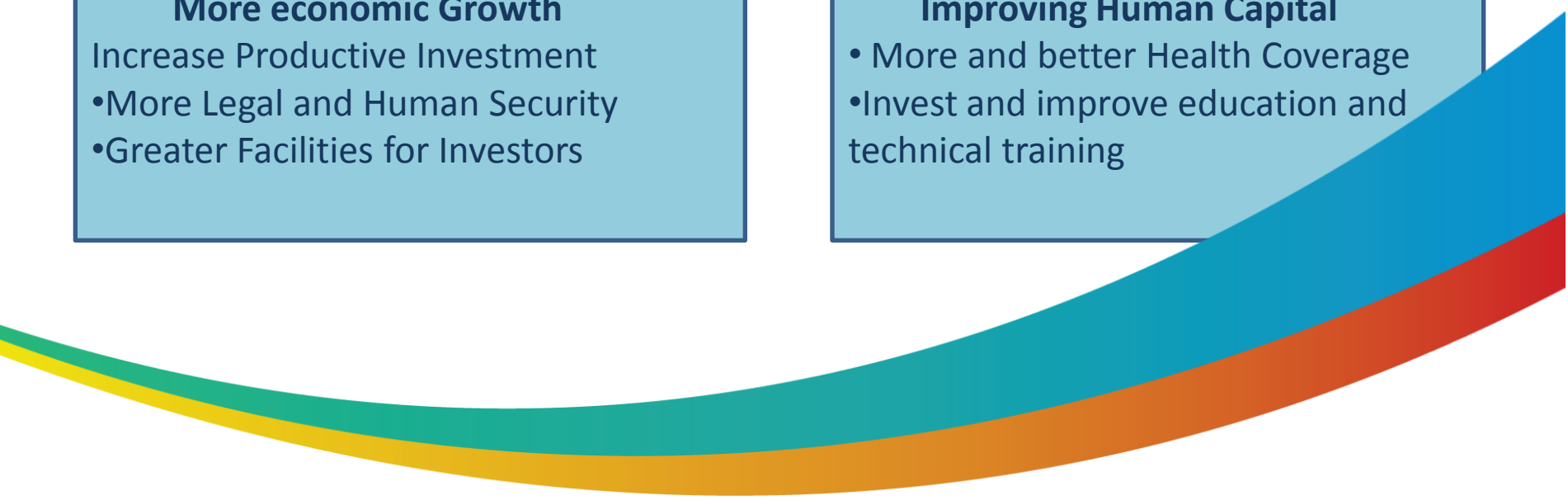


More economic Growth

- Increase Productive Investment
- More Legal and Human Security
 - Greater Facilities for Investors

Improving Human Capital

- More and better Health Coverage
- Invest and improve education and technical training



Social Protection Situation in Honduras

“the human person is the supreme end of society and the state. Everyone has a duty to respect and protect it”.

Hondurean Constitution



Everyone has the right to security of their means of subsistence in case of inability to work or obtain gainful employment

In social protection a proposal exists to: Create a Social Protection Floor, incorporated into the Social Protection Policy and Strategy, as a first step



Strategic Loci of Great National Agreement (GAN)

The Great National Agreement is a social basis of short, medium and long-term partnership between the government, employers and workers and “campesinos” in order to address the national crisis in the developed economies, in a stage of growth with equity.

- a) Economic growth with social equity
- b) Private and public investment
- c) Employment
- d) Wages
- e) Productivity and competitiveness with social responsibility
- f) Protection of vulnerable
- g) Democratic dialogue and participation



The 4 Basic Guarantees, according to ILO



1. Universal Essential Sanitary Assistance



2. Income security for Children



3. Income Security for Elders and People with Dissabilities



4. Policies aimed for working age population who cannot generate sufficient income through the labor market

The Origin of the Social Protection Policy

In 2009 with the creation of the Secretary of Social Development, by Decree 193-2009, the formulation of public policy on social development and poverty reduction policies is strengthened.

A Social Protection Sector Board established, which generates the "Social Protection Policy" document. The Board is comprised mostly of government institutions and civil society organizations, representatives of indigenous peoples, persons with disabilities, children, youth, seniors and women.

In October 2011 the Social Protection Technical Committee (CTPS) is created, being given the responsibility to agree and finalize the document of social protection policy that is presented to the Social Cabinet, who rises to the Council of Ministers for approval as government policy, and then to Congress to give the category of State Policy.

Social Protection Policy Objectives

Strategic Objective

Generate gradual and progressive social conditions that contribute to personal and collective wellbeing and the enhancement of skills and abilities to the full exercise of the rights of people living in poverty, extreme poverty, vulnerability, risk and social exclusion.

Specific Objectives

Gradually reduce poverty, extreme poverty, vulnerability and social exclusion of the population subject to the Social Protection Policy.

Promote social protection from a holistic and inclusive according to life cycle, through interaction and coordination with social security, welfare, food security, health, education, labor market and other policies, programs and projects directed to the attention of the people subject to this policy.

Social Protection Policy Objectives

- **Furthering the coordination and increased public and private supply of resources, services and opportunities for social and economic development, effectively and efficiently, to ensure the welfare and decent life of individuals, families and communities, subjects of this policy.**
- **Encourage co-responsible participation of families and communities, strengthening their role in protection and training of its members, fostering a culture of rights.**
- **Support social groups on grounds of age, gender, multiculturalism, disability, sexual orientation and gender identity, HIV status or lack of protection who are excluded at high risk or have defects which require special attention.**

Basic Componentes of the Social Protection Policy

The SPP has a holistic view, which includes the articulation of three basic components: a) prevention, b) Protection c) Opportunities and Skills

prevention

a.1) Prevention Services

Prevention consists in providing sustainable, coordinated and comprehensive services With quality standards to ensure decent living conditions of human beings, among which include food security and sovereignty and nutrition, education, health, housing, social security tax and others.

b) Protection

b.1) Social Assistance

The SPP states actions for comprehensive care and prioritizing population groups who are in poverty, extreme poverty, vulnerability, risk and social exclusion, which have been identified under this Policy. To this end, consider social assistance measures, to guarantee the rights of individuals, and should be temporary, to the extent that these population groups achieve their sustainability, social inclusion and integration.

Basic Componentes of the Social Protection Policy

- Policy actions required to raise social protection, from a systemic perspective of the individual, incorporating elements of human development, with a focus on rights.
- Social assistance is the non-contributory social protection. It refers to the set of actions and laws aimed at addressing the basic and urgent needs of people and population groups that are not in satisfying conditions for themselves and jeopardize their physical safety and proper development.
- This component includes public and private actions, such as: a) support the development of the individual human subject of attention of this policy along their life cycle and adapted to its context; b) conditional cash transfer programs and focused on poverty, extreme poverty and in vulnerable situation and c) other targeted population care policy.

Opportunities and Competences

c.1) Linkage to employment opportunities and entrepreneurship.

The SPP promotes linking prevention and protection services, with the various public and private interventions for income generation and self sustainability.

In employment, the interventions include job training, youth employment, employment for seniors who are able to work, for affirmative action in vulnerable groups, foster entrepreneurship with access to credit, training, technical assistance, access to credits and other.

The Constitution provides that "Honduras is a State of law, constituted as a free republic, democratic and independent to ensure its inhabitants the enjoyment of justice, freedom, culture and social and economic welfare" and that "the human person is the supreme end of society and the state. Everyone has a duty to respect and protect ".

The Constitution leaves no room for doubt about the human rights approach to social policy that are repeated with the signing of international agreements signed by the Honduran government in this area, which according to its own laws, those agreements prevail over legislation national agreements are:

- The Universal Declaration of Human Rights, 1948, UN.
- The American Convention on Human Rights, 1969, OAS.
- The International Covenant on Economic, Social and Cultural Rights, 1966, UN.
- The International Covenant on Civil and Political Rights, 1966, UN.
- Convention on the Rights of the Child 1989, UN.
- Convention 138 on the Minimum Age for Admission to Employment, 1996, ILO.
- Convention 182 on the Worst Forms of Child Labour 2000, ILO.
- Convention on the Elimination of All Forms of Discrimination Against Women 1979, UN.

National and International Legal Framework regarding Social Protection

- **Ibero-American Convention on the Rights of Youth 2006, OIJ.**
- **Convention on the Rights of Persons with Disabilities 2006, UN.**
- **International Convention on the Elimination of All Forms of Racial Discrimination of 1966, UN.**
- **Convention 169 on the Rights of Indigenous and Tribal Peoples 1989, UN.**
- **United Nations Declaration on the Rights of Indigenous Peoples, 2007.**
- **Convention on Biological Diversity, article eight subsection j, 1992, UN.**
- **International Convention on Migrant Workers and Their Families, 2005, UN.**
- **Madrid International Plan of Action on Ageing 2002, ECLAC.**

This is the commitment of the Government of Honduras, through the Ministry of Labour and Social Security, the IHSS, the INFOP and SDS.



Thank You

