



2 Protecting the most vulnerable and making work more secure



Social protection contributes to fair growth, social stability and enhanced productivity, providing a springboard to sustainable development.

Decent wages, working time and occupational safety and health are essential components of a decent job.

Migrant workers and their families and people living with HIV/AIDS are particularly vulnerable and need protection, also from discrimination at the workplace.

The ILO's strategy in this field seeks to achieve five Outcomes:

Outcome 4

More people have access to better-managed and more gender-equitable social security benefits

Outcome 5

Women and men have improved and more equitable working conditions

Outcome 6

Workers and enterprises benefit from improved safety and health conditions at work

Outcome 7

More migrant workers are protected and more migrant workers have access to productive employment and decent work

Outcome 8

The world of work responds effectively to the HIV/AIDS epidemic

80%
of the working
population worldwide
do not have access to
social security

Every year **2.3**
million workers die
as a result of accidents
and work-related diseases

There are up to **100**
million domestic workers
worldwide, **83%**
of whom are women

34 million
people live with HIV,
in sub-Saharan Africa.
60% are women

105
million
migrant workers
in 2011



Access to social security benefits is improved and extended

Only 20 per cent of the world's population has comprehensive social security coverage and more than half are not protected at all.

Social security means access to health care, social inclusion and income security, particularly in cases of old age, unemployment, sickness, invalidity, work injury, maternity or loss of a main income earner.

5.1 billion people lack adequate social security or social protection.

Only **15%** of the world's unemployed receive **some form of unemployment benefits**.

The ILO provides assistance to countries to extend adequate levels of social protection to all.

Women tend to face higher exclusion from social security than men, due to discrimination throughout the life cycle and the burden they usually shoulder in family and care responsibilities.

- Ten member States, including **Burundi, Cambodia, Mozambique** and **Timor-Leste**, adopted policies to broaden social security coverage with ILO assistance.
- New social security schemes were implemented in **Nepal** and **Togo**.
- Ten member States started social security reforms with ILO assistance.
- Internationally comparable data on the coverage, expenditure and performance of national social security systems were recently expanded in 20 countries through the Social Security Inquiry database, totalling 80 countries.

Extending social protection is a 'win-win' investment that pays off both in the short term, given its effects as a macroeconomic stabilizer, but also in the long term, due to the impacts on human development and productivity.



Michelle Bachelet, Head of UN Women and chair of the Social Protection Floor Advisory Group in 2010



TOWARDS NATIONALLY DEFINED SOCIAL PROTECTION FLOORS

Social Protection Floors are integrated policies designed to guarantee income security and access to social services for all, paying particular attention to vulnerable groups.

In April 2009, the Social Protection Floor Initiative was identified as one of the nine UN joint crisis initiatives.

Under the leadership of the ILO and the World Health Organization (WHO), this is a coalition of some 19 UN bodies, international financial institutions and over 14 development partners.

With ILO assistance, **Mozambique** has increased the number of beneficiaries of its national Food Subsidy Programme from 170,000 in 2009 to 217,000 in 2010 (63 per cent women and 37 per cent men). ILO assistance in **India** ensured that the National Health Insurance Plan was extended to brick kiln workers and domestic workers. 9,000 domestic workers received technical assistance to be registered into the trade union movement. In **Argentina** the ILO supported a national programme of cash transfers to families in the informal economy for health and education.

A Social Protection Floor for All



a voice
Cape Verde



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Luísa Oliveira Marques, 81, lives with her two grandchildren in a house with only one room and a small kitchen that she built with money spared from selling fish that she herself caught. When she was no longer able to ensure her livelihood, she relied on occasional help from her family, going through many difficulties. *“Life is difficult, the sea is uncertain”*.

In 2011 Luisa started to receive a social pension granted by the State, which is around US\$ 50 a month. The allocation of a non-contributory social pension makes a big difference in the lives of many women, especially in rural areas, who have worked all their lives but never received proper recognition of the value of their work.

“It’s not much but my life has changed because I know I can count on it to buy the basics. If I need something for myself, I don’t have to wait for charity from others.”

Promoting safety and health at the workplace: a matter of life and death

Every 15 seconds, a person dies from a work-related accident or disease.

The economic burden of occupational accidents and diseases is estimated at 4% of global GDP each year.

Workplace accidents take a particularly heavy toll in developing countries, where many workers are engaged in hazardous activities, in mining, fishing, agriculture and construction. The ILO aim is to develop a safety culture throughout society so that “prevention” becomes a household word.



IMPROVING THE WORKING CONDITIONS OF “INVISIBLE” WORKERS

The first ever internationally agreed labour standard on domestic work, the Domestic Workers Convention (No. 189), was adopted by the ILO in 2011. It recognizes the economic and social value of domestic work and is a call to action to overcome the exclusion of domestic workers from labour and social protection. Given that most domestic workers are women, the new standard is an important step to advance gender equality in the world of work.

National trade unions organize domestic workers in **Brazil, Costa Rica, Dominican Republic** and **Lebanon**. In **Paraguay** the Social Protection Institute has extended health coverage to domestic workers.

In the **Philippines** some 1.9 million workers aged 15 and above engage in domestic work as a primary occupation. Domestic workers also make up 22 per cent of overseas migrant workers.. National legislation does not regulate their working hours, and their statutory minimum wage has not been adjusted since 1992. Although most should be entitled to social security coverage, only 5 per cent are registered with the social security system.

The Philippine Government, with ILO support, is overhauling the legislation on domestic workers in line with the new ILO Convention.

ILO support enabled eight countries to adopt national programmes or legislation to promote improved Occupational Safety and Health (OSH). It also helped 13 countries increase capacity to deliver improved OSH services at national, sectoral and workplace levels. For example, in **Kazakhstan** a solid network of trainers in OSH management and risk assessment is fully operational. In 13 Caribbean member States, over 1,800 labour inspectors, workers' and employers' representatives and OSH committee members were trained by the ILO.



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Tackling HIV and AIDS in the world of work

The ILO has mobilized action in the world of work on HIV and AIDS as a workplace issue.

The ILO has applied a wide range of tools and guides which have been used to train over 5,000 policy makers from national ministries of labour, as well as over 4,000 employers' representatives and over 18,000 workers' representatives. As result 51 national AIDS strategies have a specific workplace component.

42 countries have developed tripartite workplace policies on HIV and AIDS at national and sectoral levels. 454 labour judges were trained to understand HIV laws and regulations and use them in specific cases. As a result court cases upheld the rights of workers living with HIV who had been dismissed due to their HIV status.

More than 1 million workers benefited from HIV prevention programmes in 25 countries.

In **Mozambique** the ILO has empowered women and men living with or affected by HIV through training in business skills, promotion of a savings culture and pooling of resources, enabling them to start income generating activities. 56 small farmers' associations and rural cooperatives with a total of 3,000 members (2,850 women and 150 men) benefited from this programme.

Sierra Leone has adopted national sectoral HIV workplace policies in the education, transport, fishery and mining sectors. More than 5,000 voluntary HIV tests were conducted. Of the women workers who tested HIV-positive, 90 per cent completed treatment to prevent mother-to-child transmission.

Businesswomen on Board with HIV Message



Indian: Ending the Stigma of HIV/AIDS for construction workers

Guyana: Loggers Learn about HIV/AIDS Prevention

HIV/AIDS Prevention Among Women in Rural Ethiopia

Swaziland: Breaking the Stigma of HIV/AIDS at Work



Protecting Migrant Workers

Much migration today is driven by the search for employment. The ILO provides assistance to effectively govern labour migration by developing rights-based labour migration policies that maximize the benefits of migration, and minimize the negative effects, for countries of origin and destination as well as for individual men and women migrant workers.

The ILO has assisted the development, improvement and adoption of national labour migration policies in countries such as **Armenia, Brazil, Cambodia,**

Nigeria, Peru, Sri Lanka, and **Zimbabwe**. In **Senegal**, assistance has been provided to develop and adopt migration laws and policies. Ministerial regulations and guidelines are being developed to better protect migrant workers in **Cambodia, Viet Nam** and **Thailand**.

The **Malaysian** Trades Union Congress and the **Lao** Federation of Trade Unions are providing counselling and legal assistance to migrant workers and information about how to migrate through safe and legal migration channels, rights at work, and support services abroad.



In the **Russian Federation** a nationwide information campaign for migrant workers was organized in cooperation with the Federation of Independent Trade Unions of Russia and the Federal Migration Service.

As a result of the strengthening of diaspora organizations, a network for orientation in different areas of origin in **Senegal** was launched in order to facilitate employment counselling, training and job placement for migrants and young jobseekers.

Good practice database on labour migration



Thailand

Retrieving unpaid wages: The Migrant Assistance Programme (MAP Foundation)

The ILO supports the MAP Foundation to reduce workplace exploitation of migrants through increased access to justice systems, empowerment of migrant communities, and increased representation and social inclusion. The project targets northern Thailand, areas with a large number of migrant workers from Myanmar.

On 8 December 2011, Nai Sai, a 35 year-old Shan migrant from Myanmar came to MAP for legal advice and assistance. He had been contracted to complete a construction job in May. At the end of the job, the employer was meant to pay him US\$ 4,763. After having repeatedly requested his payment and desperate, he decided to seek assistance from MAP. The law, his rights and the various legal labour mechanisms that he could pursue to retrieve his wages were explained. Armed with this new knowledge and confidence, Nai Sai returned to negotiate with his employer. The employer was quick to recognize that he was now negotiating with a man who knew he had the law and rights on his side and the employer finally agreed to pay. He still managed to bargain the amount down, but nevertheless, within 12 days of visiting the MAP, Nai Sai had received US\$ 3,810, 80 per cent of the money due to him.

<http://www.mapfoundationcm.org>

