

**G20 ARGENTINA 2018**

# **Strengthening Social Protection for the Future of Work**

**International Labour Organization  
Organisation for Economic Cooperation and Development**

**February 2018, Buenos Aires**

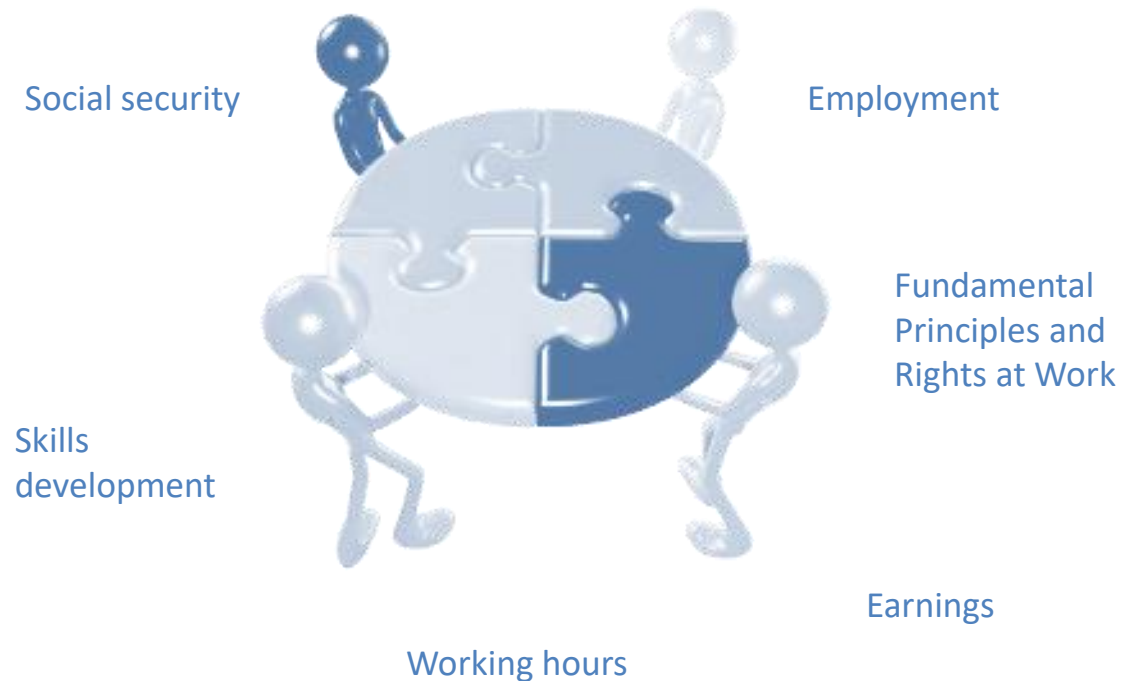


# Social protection and non-standard forms of employment (NSE)

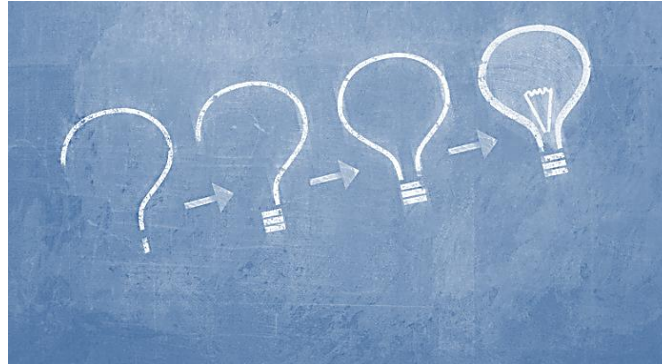
- ❑ NSE create opportunities but often raise challenges as regards social protection and other decent work deficits
- ❑ Need to devise *adapted policy frameworks* for social protection covering all workers, including those in the various forms of NSE

# Need for comprehensive policy responses

Comprehensive policy responses aimed at removing or mitigating decent work deficits and improving job quality for those in NSE



# How to adapt social protection to ensure that all workers are adequately protected?



Covering NSE through social insurance and collectively financed social protection mechanisms

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Harnessing tax-financed mechanisms for guaranteeing a basic level of protection to workers in NSE

Nationally defined mix of taxes and contributions to build comprehensive and inclusive social protection systems

# *What can be done?: Example (1)*

## **Part-time workers**

**Lower the thresholds for the minimum number of working hours or earnings (usually about 15 or 20 hours per week)**

**Facilitate coverage for workers with multiple employers, and for those combining part-time dependent work and self-employment**

**Simplify administrative procedures for registration and contribution payments**

**Recognize periods associated to care for family members when calculating contribution periods**

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## **Temporary workers**

**Lower minimum employment duration requirements**

**Simplify tax and contribution payment mechanisms**

**Combine unemployment insurance with unemployment assistance**

**Enhance portability between schemes to facilitate mobility**

# *What can be done?: Example (2)*

## **Self-employed workers**

**Simplify tax and contribution payment mechanisms - monotax mechanisms help also incentivizing formalization and ensuring access to social insurance benefits**

**Develop specific solutions for specific groups**

**Ensure equal treatment of workers in dependent self-employment**

**Factor-in the peculiar situation of workers on digital platforms**

**Establish an adequate methodology for the calculation of contributions**

**Adapt contribution assessment and payment schedules, e.g. annual rather than monthly for rural workers and producers (e.g. Brazil); flat contributions; proxy income measures (Brazil, Republic of Korea); or use of broad contribution categories.**

# Providing quality care services: seizing opportunities for social protection and decent employment in the care economy

- Universal health coverage needs a large and qualified workforce with decent jobs

- Long-term care calls for appropriate financing mechanisms to close the current gaps in protection



- Universal access to quality child-care services has important effects on children and gender equality

- Policy frameworks need to be developed for the provision of quality care services and to guarantee decent work for care workers