



International
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THE GLOBAL BUSINESS NETWORK FOR SOCIAL PROTECTION FLOORS

Today nearly 73 per cent of the world's population lack access to adequate social protection coverage. The establishment of social protection floors (SPFs) requires a strong political will from the government and social partners, and private sector enterprises can help promote them. There are many reasons why private-sector companies and their representative business associations may wish to be involved in discussions on balanced and sustainable public social protection policies and their implementation at the country level. A growing body of studies shows that social

protection supports companies' competitiveness, and results in lower absenteeism, greater worker productivity and reduced turnover. Furthermore, it is a driver of growth and development: it boosts aggregate demand for goods and services by increasing incomes, which can create new business opportunities for private-sector enterprises; and it is a driver of social and political stability, which are important factors that impact firms' success and economic development at large.

FACTS AND FIGURES

Partners:

Crédit Agricole, Danone, El Corte Ingles, ENI, Geely Holding Group, L'Oréal, Nestlé, Philip Morris International, Procter & Gamble, Randstad, Sanofi, Swiss Life

Beneficiary country:
Global

Timeframe:
2016 – 2020

THE RESPONSE

In collaboration with the French Observatoire de la Responsabilité Sociétale des Entreprises (ORSE), the ILO published a report, *Extension of social protection and corporate social responsibility of multinational enterprises: an exploratory study*, which presents the conceptual framework of the possible contribution of corporate social responsibility (CSR) to the extension of social protection – as well as the results of the global researches of the ILO on this thematic. This study also includes results of the survey conducted with the ORSE about 15 French enterprises. The publication was presented at a Conference held in Paris on 6 February 2013.

Subsequently, the ILO, with support from the “Groupement d'Intérêt public – santé protection sociale internationale” (GIP SPSI), held a meeting in Paris on 9 December 2014 to define the areas of collaboration between the ILO and French enterprises on setting up SPFs.

The ILO's Global Flagship Programme on Social Protection Floors, launched in 2015, aims to organize the private-sector participation in SPFs and to achieve several targets related to social protection – including SPFS – as part of the Post-2015 Development Agenda. This participation was channelled through the creation of a Global Business Network for Social Protection Floors (GBN

for SPFs) that was launched on 28 October 2015 in Geneva.

The GBN includes multinational enterprises, employers' organizations and corporate foundations that wish to share good practices and contribute to the promotion and establishment of SPFs worldwide. It has two main objectives:

Objective 1: Enable enterprises developing protections for their employees to share their experiences and to learn from other companies, and to determine the extent to which these protections can be implemented through public social protection systems, particularly in countries where social protection systems exist and are functional.

Objective 2: Enable enterprises, their affiliates and subsidiaries to support the implementation of public social protection systems through advocacy and other activities.

The ILO and the participants in the GBN are jointly trying to achieve these objectives that embody a win-win partnership. The objectives and a list of expected outcomes and possible activities have been discussed with the potential members and endorsed at the launch meeting of the Network.



Social protection floors are essential health care for all residents; social protection for all children; support to all people of working age in case of unemployment, maternity, disability and work injury; and pensions for all older persons"

The ILO's Global Programme brochure, Building social protection floors for all



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RESULTS

The Global Business Network for Social Protection Floors (GBN for SPFs) was successfully launched by the Director-General of the ILO, Mr Guy Ryder; the Chairman and CEO of L'Oréal, Mr. Jean-Paul Agon; and the Secretary-General of the International Organisation of Employers (IOE), Ms. Linda Kromjong. Twenty-two representatives of the 12 enterprises participated in the launch event – and a further ten enterprises have shown interest in the Network and will be included in the follow-up discussions and activities.

Participating enterprises have agreed to work on two mutually reinforcing fronts:

1. Exchanging information on current business practices, policies and programmes on social protection. They propose to jointly develop, with the ILO's support and guidance, a practical toolkit on the development of corporate social protection schemes/guarantees.
2. Supporting the development of national social protection programmes more generally – and through targeted efforts – in a number of countries. They are interested in developing material to promote public social protection systems, including articulating a business case for sound public social protection systems. They are also interested in exploring how they can engage in more concrete ways in a few countries – in collaboration with

national employers' organizations and local companies in national dialogues on social protection.

"The Global Programme will focus on 21 countries. With this programme, the ILO will go well beyond small and piecemeal interventions to pursue ambitious projects with scale and impact. The Programme will also be informed by country experiences to develop good practices that can be used elsewhere. It will be results-oriented, benefiting from efficient impact assessment tools progressively developed by our Organization. We believe that thanks to the Global Programme – and this is our intention – 130 million people will have better access to social protection in the next five years, and 500 million by the end of 2030."

Guy Ryder,
Director-General of the ILO

"I was struck by the tremendous disparities in social protection from one country to another. Yet L'Oréal must ensure security and protection so that each employee can work in total confidence wherever they are. The objective of the Share & Care Programme is to ensure that L'Oréal's employees will have access to the best benefits in four areas: social protection, health care, parenthood and quality of life at work"

Jean-Paul Agon,
Chairman and CEO of L'Oréal

BENEFITS OF PARTNERING

The ILO Global Flagship Programme on Social Protection Floors aims at supporting the implementation of SPFs and to change the lives of millions of people. As part of this programme, a Global Business Network for Social Protection Floors is being developed with the private sector. The Network will help its members develop corporate social protection programmes for their employees, and to facilitate the design and implementation of national SPFs in a number of countries.