



## Governing Body

312th Session, Geneva, November 2011

GB.312/POL/2

**Policy Development Section**  
*Employment and Social Protection Segment*

**POL**

### SECOND ITEM ON THE AGENDA

## Follow-up to the discussion on social security at the 100th Session of the International Labour Conference (2011): Plan of action

### Overview

#### Summary

The paper sets out the plan of action prepared by the Office based on the comprehensive list of activities listed in the conclusions of the recurrent discussion on social protection (social security) adopted by the International Labour Conference at its 100th Session, 2011.

#### Policy implications

In laying out the vision for social security within the Decent Work Agenda for the period 2011–19 the plan of action will influence the work of the Office in social security for the next four biennia, including the support that the Office will provide to its constituents and the wider role of the Organization in the area of social security at the international level.

#### Legal implications

None.

#### Financial implications

None.

#### Decision required

The paper is submitted for debate and guidance.

#### Follow-up action required

Adaptation of the plan of action by the Social Security Department to take into account the guidance of the Governing Body.

#### Author unit

Social Security Department (SEC/SOC).

#### References to other Governing Body documents and ILO instruments

Social Security (Minimum Standards) Convention, 1952 (No. 102).  
Resolution concerning the recurrent discussion on social protection (social security), 2011.  
Strategic Policy Framework 2010–15 (GB.304/PFA/2(Rev.)).  
Programme and Budget for the biennium 2012–13.



## Context and objective

1. The resolution and conclusions of the recurrent discussion on social protection (social security) adopted by the International Labour Conference (ILC) at its 100th Session in 2011 invite the Governing Body to place on the agenda of the 101st Session of the ILC a standard-setting item with a view to the “elaboration of an autonomous Recommendation on the social protection floor”<sup>1</sup> and to consider the “question of gender-sensitive language in ILO social security standards and report to the Conference at a later session”.<sup>2</sup> The conclusions further request the Director-General “... to prepare a plan of action for the implementation of the other recommendations of these conclusions and of the outcome of the discussions of the Committee on the Applications of Standards”, and also request the Governing Body “to consider that plan in its 312th Session in November 2011”.<sup>3</sup>
2. The conclusions contain a comprehensive list of activities that the Office should undertake within the short-to-medium term to give effect to the other recommendations of the conclusions (see paragraphs 35 to 38 reproduced in Appendix II). That list specifies the contents of the proposed plan of action,<sup>4</sup> which is compatible with the strategy outlined in the Office’s Strategic Policy Framework 2010–15 and Programme and Budget for 2012–13 (Outcome 4) and it will inform the following Strategic Policy Framework and programme and budgets until 2019. The activities in the proposed plan aim at providing support to governments and social partners to respond to the recommendations which fall in their realm of action and are listed in paragraphs 32 to 34 of the conclusions.

## The suggested plan of action

3. The activities listed in the conclusions can be categorized under five major headings: policy development, standard-related activities; knowledge development and sharing; technical advisory services; capacity building; and building and strengthening partnerships. As an overarching and mainstreamed activity, the conclusions also call on the Office to “proactively and consistently mainstream gender in all the above activities in order to promote gender equality”.<sup>5</sup> The activities are to be executed in the context of the Global Campaign on Social Security and Coverage for All and within the framework of the Decent Work Agenda, taking account of the “inseparable, interrelated and mutually supportive” nature of the linkages between its objectives.

<sup>1</sup> ILO: “Resolution concerning the recurrent discussion on social protection (social security)” in *Report of the Committee for the Recurrent Discussion on Social Protection, Provisional Record No. 24*, International Labour Conference, 100th Session (Geneva, 2011), para. 2.

<sup>2</sup> ILO: “Conclusions concerning the recurrent discussion on social protection (social security)”, *op. cit.*, para. 38.

<sup>3</sup> *ibid.*, para. 39.

<sup>4</sup> The plan of action also contains activities with respect to a possible future Recommendation and the considerations regarding the issue of gender-sensitive language in existing ILO instruments. These – strictly speaking – are not part of the plan of action as the conclusions refer to “other recommendations of these conclusions” (see the conclusions, paras 37–39).

<sup>5</sup> Conclusions, para. 35(q).

4. The resolution and conclusions also request that future action of the Office in social security to give effect to the recommendations should be taken into account when future programme and budgets are elaborated and extra-budgetary resources are allocated. This proposed plan of action builds on the assumption that the average amount of regular budget and extra-budgetary resources allocated to the Social Security Department during the last two biennia will not change markedly during the years until 2019. Should further resources become available, the delivery could be accelerated.
5. The following paragraphs describe the core content of the five categories of activities. The core of the plan of action is the activity matrix (see Appendix I); it contains a more detailed timetable that should guide the implementation of the Programme and Budget for 2012–13 and the planning and implementation of activities in the biennia 2014–15, 2016–17 and 2018–19.

### **Component I: Policy development and standards-related activities**

6. The development of and discussion on a possible recommendation on social protection floors (SPFs) in 2012 and follow-up to its possible adoption will be one of the core standard-setting activities for the next eight years. The aim is for the global community to send out a strong visible signal that 100 per cent of the global population should benefit at least from basic social security guarantees and that, taking into account national priorities and circumstances, member States should aim to close the coverage gaps as soon as possible. The follow-up activities of the Office will also support member States in giving effect to the provisions of the possible new Recommendation.
7. The Office will continue to support national decision-making processes with regard to the ratification of the Social Security (Minimum Standards) Convention, 1952 (No. 102), and other social security Conventions considered up to date by the Governing Body, through a major training and advocacy initiative of national officials and experts from employers' and workers' organizations. Resolving the issue of gender-sensitive language should remove one of the perceived obstacles to a wider ratification of relevant Conventions. The reflection on a pragmatic solution will commence with an analytical paper in 2013 in which the Office will propose possible options. Furthering the understanding of the role and legal and statistical requirements of the Conventions should also facilitate ratification processes. An initiative to promote further ratifications should support a number of national processes which could bring the total number of ratifications of Convention No. 102 up to at least 60 within the next four biennia.<sup>6</sup> The aim would also be to ensure that at least 30 per cent of the global population would live in countries where the requirements of Convention No. 102 are accepted as minimum standards.
8. A social security good practices guide will be drafted in 2014 that “provides member States with practical guidance and benchmarks to evaluate and enhance their national social protection provisions”.<sup>7</sup> The guide will provide benchmarks based on national experience and ILO social security standards, covering the horizontal and vertical dimension of national social security extension strategies, as well as the range of basic social security principles that the conclusions identified for the implementation of these strategies. These will allow member States to assess the legislation, practice and performance of their social security systems on the basis of international experience and to

<sup>6</sup> As of July 2011, 47 member States had ratified Convention No. 102.

<sup>7</sup> Conclusions, para. 35(l).

assess the gender-sensitive and gender-fair nature of their social security provisions. Benchmarks could cover the benefit design and levels; their observed impact on labour markets and economic development, poverty, inequality and human development; the possible contribution of social security systems to the formalization of the labour market; the delivery, management and governance of schemes; benefit take-up and resulting expenditure and the long-term financial, economic and fiscal impact. The guide will also include guidance for the design of bilateral and multilateral social security agreements. It could be discussed and potentially endorsed by a tripartite meeting of experts in 2015 and then be published; it will have a modular format and can thus be easily updated. It will not only serve as guidance for member States but will also reinforce the factual base of ILO technical advice and capacity-building activities.

## **Component II: Knowledge development and sharing**

- 9.** The development and sharing of knowledge including through the South–South and triangular exchange of experience will be largely implemented through the two key instruments that were developed between 2006 and 2011, i.e. the Global Extension of Social Security (GESS) platform and the Social Security Inquiry (SSI) statistical database. The knowledge base for both has to be deepened through the increased allocation of resources to a network of external “knowledge generators” (see paragraphs 14 and 16 below) who work with the Social Security Department and the Department of Statistics on a regular basis, and internally within the Social Security Department to strengthen the internal capacities (for coordination, information management, analysis and dissemination of data and reports), as well as through the intensification of collaboration with the International Social Security Association (ISSA), the World Bank, the International Monetary Fund (IMF), regional banks, the Organisation for Economic Co-operation and Development (OECD) and other UN agencies, funds and programmes. This activity will be ongoing throughout the whole period covered by the action plan.
- 10.** Specific improvements will be made to the Social Security Department’s toolbox of models in 2012–19 with a view to modernizing and enhancing the analytical capacity of the Office. The rapid assessment tool for the costing and impact analysis of SPFs will be finalized in 2012. In parallel, a guide on redistributive effects of social transfers, taking into account the microanalysis of the impact of social transfers and taxation on poverty levels and income distributions on the basis of national household data, will be developed in 2013–14. A general overhaul of the macroeconomic and labour market modules of the ILO social budget model will be undertaken during the 2014–15 biennium. This will permit improved analyses and better consequent advice on the impact of social security systems on labour markets and economic performance and their gender dimension. These efforts will be undertaken in collaboration with the Employment Sector and the International Institute for Labour Studies. Furthermore, a system of performance indicators for social security schemes will be developed in collaboration with ISSA and put at the disposal of the social security supervisory and governing bodies (first draft finalized in 2012–13).
- 11.** The flagship instrument for the dissemination of ILO research results will remain the series of the World Social Security Report which will feature one topical item in each issue. In 2010–11, the first issue, this special feature was the global financial and economic crisis. It is planned that the 2012–13 edition will feature the social protection of rural women. Topics for later editions will be selected depending on emerging policy issues.

12. The series of policy briefing notes of the Social Security Department will as a matter of priority address in the coming years specific issues that were prominently flagged up during the discussions at the 100th Session of the Conference and which are less well suited for publication in the World Social Security Report. Such issues could include, inter alia, policy coherence of and synergies between social security schemes and wider social policies; the compatibility and mutually supportive character of social protection policies and labour market, fiscal and monetary policies; the contribution of social security to productivity growth, employment generation and equity; the role of social protection in addressing the social impacts of HIV and AIDS; the relationship of poverty and ill health; strategies to ensure economic, fiscal and financial sustainability; the contribution of social security to enhancing gender equality; and the role of bilateral and multilateral agreements to extend social security to migrant workers and their families. Further policy briefs could also reflect the results of ongoing collaboration with other ILO units, including research on the role of social dialogue in the governance of pension reforms and systems, and on the implications of demographic changes on employment and social protection as well as the potential economic effects of alternative financing methods and principles. The aim is to consecutively close prominent knowledge gaps about the state of international policy debates and national law and practice and thus contribute to national research that supports policy development.

### **Component III: Technical advisory services**

13. The demand for advisory services in the area of social security by the ILO has been increasing over a number of biennia. The focus is shifting from the support of individual social security schemes to policy support for building comprehensive and coherent social security systems on the basis of national social protection floors and in line with the two-dimensional extension strategy that was endorsed by the Conference at its 100th Session. The Office will also continue to support member States in giving effect to the provisions of the ratified Conventions and in providing guidance for the design of bilateral and multilateral social security agreements in the social security good practices guide (see paragraph 8 above) as well as through financial, actuarial and fiscal analyses. During the second half of 2012, the Office will review its technical advisory strategy and will then seek to establish reasonable targets for the number of country interventions in line with Decent Work Country Programmes (DWCPs) that can be undertaken in the course of coming biennia.
14. Delivery capacity will be extended through intensified collaboration with other international organizations (see also paragraph 16). In view of the limited capacity of the Office to respond to an ever-increasing number of requests from member States, the core concept of the future technical advisory strategy will be to concentrate staff involvement on high-impact support for structural reforms such as those that modify the benefit design and financing of social security systems. The overall delivery capacity of the ILO will be expanded by greater reliance, where possible, on affiliated experts and the sharing of technologies and expertise including through South–South and triangular exchange. The discussions with ISSA as a privileged partner with regard to a Memorandum of Understanding on interagency collaboration have already started. This will play a pivotal role in tapping the expertise of social security institutions worldwide. Another strategic avenue to reduce the dependency of member States on technical advice by ILO staff is increased investment in national capacity building.

## **Component IV: Capacity building**

15. The key to the creation and sustainable operation of effective and efficient social security systems remains investment in the capacity of national officials, through a coordinated capacity-building strategy, to design, govern and manage complex social security systems as part of wider national social and economic development policies which, inter alia, aim to integrate employment and social protection strategies. This includes preparing national experts for future systemic challenges, such as demographic change, economic restructuring, greater interdependence and volatility of financial markets, and intensified international and internal migration, as well as to engage in effective and meaningful social dialogue with the social partners at the national level. The core curriculum of ILO capacity building should be on policy and legal design, the design of governance and financial and general management systems, financing options and economic and fiscal analysis, as well as the monitoring of social outcomes. The expertise on the design of administrative processes can be delegated to other institutions such as leading national social security administrations or ISSA that have a clear competitive advantage in that area. A clear focus of the ILO's capacity building should be the enhancement of the capacity of its tripartite constituency for the governance of social security systems. This is essential for the design and operation of national social security systems that neither over-promise nor under-perform and are legitimized by sustained national social dialogue and consensus. The monitoring of system performance by social partners and governance will be supported specifically by the development of a performance indicator system (see paragraph 10).
16. The central tangible output of the capacity-building efforts will be to create a global network comprised of the International Training Centre of the ILO, Turin (Turin Centre), and academic institutions (with at least one institution in each region serving English, French or Spanish-speaking constituents) that offer an agreed core curriculum on social security policy, design, financing and management, or have introduced a Decent Work/Social Security Chair. Based on the existing collaboration with academic institutions, including the universities of Maastricht, Lausanne and Mauritius, as well as the University Externado of Colombia, the University of Chile and the University of the West Indies, the enlarged network should be complete and functioning by the end of the 2016–17 biennium. In addition to the education of future social security management staff, the Office, in collaboration with the Turin Centre, will develop a range of activities, following an identification of the needs, to support “social security practitioners” in ministries, social security institutions and social partner organizations – for example, through local on-the-job training of technical officials, tailor-made capacity-building programmes for social partners and by creating more lifelong learning opportunities. This will also further consolidate and expand ILO support to strengthening the tripartite governance of social security systems. The new Turin Centre's Social Security Summer School introduced in 2011 will be a major pillar of that effort.

## **Component V: Building and strengthening partnerships**

17. Over the last decade a number of international agencies (such as the European Commission (EC), IMF, OECD, UNDP, UNICEF, WHO, World Bank, regional development banks), national donor agencies (such as DFID and GIZ), as well as international non-governmental organizations (NGOs) (such as Save the Children and HelpAge International) have invested heavily in their capacity to provide policy and technical advice. In addition, there have been repeated calls for better coherence of these activities by a number of international forums (in addition to the ILC, the UN and the G20). The ILO's technical and policy advice can build on these developments through an improved

orchestration of activities at the national and international level. The most pragmatic way is to convert the so-far crisis-related UN System Chief Executives Board for Coordination (CEB) Initiative on the Social Protection Floor (SPF Initiative) into a more regular collaborative and coordination mechanism, including all members of the SPF Initiative.

## Monitoring and reviews of the plan of action

18. As the political context may change and new priorities may emerge during the next few years, the appropriateness of the activities listed in the activity matrix of the plan of action has to be reviewed regularly. Likewise, the progress of implementation should be monitored and updated. It is suggested that this be aligned to the Office's results-based management processes related to the programming cycle, including the formulation of each future programme and budget, the outcome-based workplanning process and the DWCP cycle. A revised activity matrix should be regularly published.

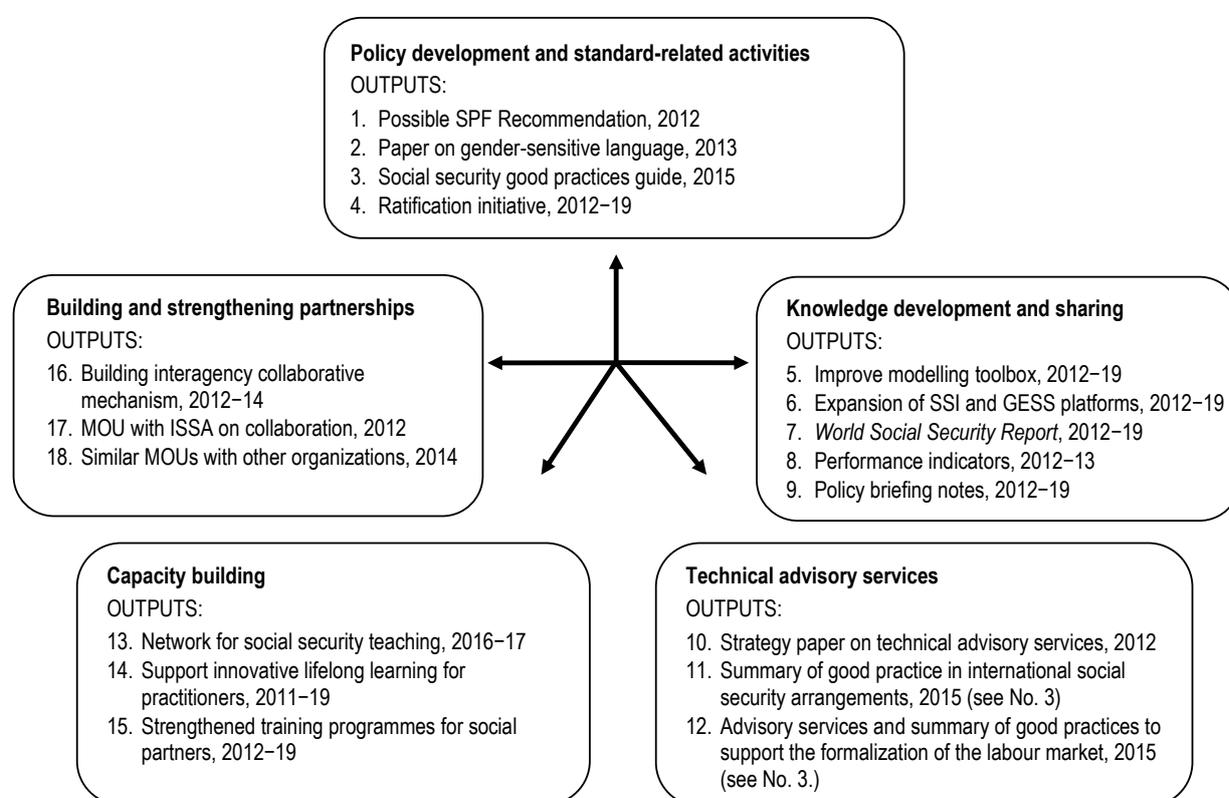
## Summary: A new strategy for the Global Campaign

19. From the above conversion of the Conference recommendations into a concrete set of activities emerges a plan of action that consists of five major components as well as a number of key outputs that the Social Protection Sector and the Social Security Department plan to deliver within the next eight years. The different components are mutually supportive; they are interacting building blocks that together give a new impetus to the ILO's strategy for the Global Campaign to Extend Social Security to All. The strategy also contains explicit interactive links to the other strategic objectives of the Decent Work Agenda, i.e. the promotion of decent and productive employment, the strengthening of social dialogue and the promotion and realization of rights. In addition, it contributes to the creation of greater policy coherence, pursues gender equality and has a major focus on providing a basic level of social security for those in the informal economy while at the same time helping them to exit from informality. Figure 1 describes the logical links between the different components of the strategy blocks and the wider Decent Work Agenda.
20. The components of the new strategy seek to implement a vision for social security within the framework of the Decent Work Agenda. The strategic vision is that the ILO during the period between 2011 (the 100th International Labour Conference) and 2019 (the 100th anniversary of the ILO) should reinforce its standing as a leading organization in the following core areas:
  - *social security policy development* where it will be the leading policy-setting agency, developing and promoting a body of up-to-date international policy instruments relevant for 100 per cent of the global population and that help governments to formulate realistic national policy targets for achieving universal coverage;
  - *social security knowledge development and sharing* where it will be operating the world's most extensive knowledge platform on social security and will be issuing the world's most prestigious regular publications on social security issues (e.g. the *World Social Security Report*) and also publishing high-profile evidence-based briefs on topical issues in the international social security debates;
  - *social security technical cooperation* where it will continue to provide solid technical advice on policy design, legal frameworks, implementation, governance and financing, actuarial, fiscal and economic questions pertaining to national social

security systems and individual schemes in collaboration with ISSA, regional social security associations, UN agencies, funds and programmes, and international financial institutions (IFIs);

- *social security capacity building* where the Turin Centre and the Social Security Department will be the hub of a global network of academic and professional teaching organizations that train a growing competent international cadre of designers, administrators, managers and governors of social security institutions, including organizations that represent those who contribute to and benefit from social security provisions; and
- *building partnerships in social security* that will serve as a hub of an international collaborative network of UN agencies, ISSA and regional social security institutions, IFIs, employers' and workers' organizations, donor organizations and leading NGOs that work in social security.

**Figure 1. The plan of action pentagon: Outputs by area**



## Points for discussion

21. In light of the above, the Governing Body may wish to advise the Office on how to modify, improve or complement the above-suggested plan of action with respect to:
- (a) the contents of the individual actions as described in this paper; and
  - (b) the timing and sequence of the proposed actions, so that the Office is better equipped to respond to the needs and priorities of the constituents.

Geneva, 27 September 2011

## Appendix I

### Social security plan of action – Activity matrix 2011–19

Category of activities	Activity <sup>1</sup>	Means of action (key outputs in bold)	Timing
I. Policy development and standards-related activities	1. Development of and discussion on a Recommendation on social protection floors (para. 37)	Standard-setting discussion at the Conference in 2012 and possible Governing Body discussion on follow-up strategy supporting its implementation in November 2012	2011–12
	2. Address the question of gender-sensitive language in ILO social security standards (para. 38)	(i) Establishment of an <b>analytical paper</b> on the options to address the language question	2013–15
		(ii) Follow-up action by the Governing Body/International Labour Conference	
	3. Develop a good practices guide for social security (para. 35(l))	(i) Establishment of draft <b>social security good practices guide</b> based on a modular approach (2014)	2014–15
		(ii) Discussion and potential endorsement by a tripartite meeting of experts (2015)	
4. Expand assistance to enhance awareness and understanding of ILO standards, designing policies to overcome obstacles to ratification (para. 35(k)) including special efforts to train ILO social partners on ILO standards (para. 35(i))	(i) Design of a ratification initiative including <b>advocacy and training components for governments and social partners</b> (one event per year to support interested countries in a specific region)	2012–19	
	(ii) Target: reach 60 ratifications of Convention No. 102 by 2019		
	(iii) Elaboration of follow-up strategy for implementation of the possible Recommendation to be presented to the Governing Body (2012) and development of promotional and training materials to assist member States in implementation	2012	
	5. Promote social dialogue in the design, governance and implementation of social security for all (para. 35(h))	See capacity building (see IV below)	
II. Knowledge development and sharing	1. Support the development of macroeconomic frameworks conducive to employment and sustainable social security systems (para. 35(f))	Improve the generic ILO social budget model by expanding the macroeconomic and labour market modules	2012–15

Category of activities	Activity <sup>1</sup>	Means of action (key outputs in bold)	Timing
III. Technical advisory services	2. Strengthen the Office's research capacity for policy analysis and practices, developing tools for the assessment of performance, statistics (para. 35(m))	(i) Enhancement of technical tools, including quantitative and diagnostic tools (2011–19) and the Rapid Assessment Protocol for the national SPF feasibility studies (2012)	2011–19
		(ii) Develop a <b>guide on redistributive effects</b> of social transfers in household incomes	2013–14
		(iii) Focused research work in the context of the special topics of the <b>World Social Security Report</b>	2011–19
		(iv) Expand/improve the <b>Social Security Inquiry (SSI)</b> and the <b>GESS platform</b> in collaboration with ISSA and other agencies	2012–19
		(v) Develop a <b>system</b> of performance indicators for social security schemes (version I to be completed in 2012 with ISSA) and reflected in social security good practices guide	2012–13
		(vi) Issue <b>policy briefing notes</b> that cover specific issues and/or address specific knowledge gaps	2011–19
	3. Facilitate the exchange of experience, good practices, knowledge and technologies among member States including through South–South and triangular exchange (para. 35(n))	Pursued in the context of III.1 and II.2.(iv)	–
	1. Assist member States in the design and implementation of the two-dimensional social security extension strategy in the context of DWCPs (para. 35(a)) including the design, implementation, management and evaluation of effective delivery systems (para. 35(b))	Strengthening of existing advisory capacity services on policy, legal, managerial, actuarial and financial matters through collaboration with ISSA and other agencies and NGOs, and the SPF platform, based on a <b>review and strategy paper</b> on technical cooperation setting realistic targets for country operations (second half of 2012)	2011–19
	2. Support the establishment of bilateral and multilateral social security agreements (para. 35(d))	An initiative to be developed with regional or subregional organizations starting with a summary of practice to be included in the social security good practices guide (I.3) (2014)	2014–15
	3. Support member States in formulating and implementing policies aimed at facilitating transition for the informal to the formal economy (para. 35(g))	To be undertaken in conjunction with III.1 supported by a summary of practice in a chapter in the social security good practices guide (I.3)	2012–19

Category of activities	Activity <sup>1</sup>	Means of action (key outputs in bold)	Timing
<b>IV. Capacity building</b>	1. Strengthen member States' capacity to respond to challenges including demographic change and migration (para. 35(c))	(i) Develop in collaboration with the Turin Centre and partner universities a <b>network of social security teaching institutions</b> with presence in all regions that provide access to university-level education in social security planning, management and financing	Network complete by end of biennium 2016–17
		(ii) Support innovative lifelong learning programmes for practitioners, designed by the Turin Centre (such as the <b>social security summer school</b> )	2011–19
	2. Strengthen the capacities of social partners to engage in policy dialogues and social security governance (para. 35(j))	(i) In partnership with the Turin Centre, strengthen training programmes for social partners	2012–19
		(ii) In conjunction with III.2(iv) and I.3, develop capacity-building tools based on the system of performance indicators for social security schemes and the social security good practices guide	2013–19
<b>V. Building and strengthening partnerships</b>	1. Improving international policy coherence through coordination with other UN agencies, the World Bank, IMF and others (para. 35(o))	Promote the development of an interagency platform starting with an <b>MOU on collaboration</b> with as many SPF Initiative members (including the IFIs plus the OECD and EC) as possible; to be developed during the second half of 2012 and to be signed by different agencies in 2013	2012–14
	2. Strengthen cooperation with ISSA and other social security associations (para. 35(p))	(i) Sign MOU <b>with ISSA</b> on joint activities and interagency coordination	Before the end of 2011
		(ii) Sign <b>similar MOUs with regional social security associations</b> (e.g. ECASSA, CIPRESS, CIESS)	Before the end of 2014
3. Strengthen the ILO's leading role in the promotion of the SPF (para. 35(e))	(i) Promote the transformation of the UNCEB SPF Initiative into a <b>regular collaborative mechanism of UN agencies, IFIs and social partners and leading NGOs</b> , to be hosted by the ILO	2012–14	
Gender issues considered proactively and consistently in all the activities above in order to mainstream gender equality (para. 35(q))	Pursued in the context of all the above means of action	2011–19	

<sup>1</sup> Figures and letters in brackets refer to the respective paragraphs of the 2011 Conference conclusions concerning the recurrent discussion on social protection (social security).

## Appendix II

### **Excerpts from the conclusions concerning the recurrent discussion on social protection (social security) adopted by the International Labour Conference at its 100th Session, 2011**

#### ***The role of the ILO and follow-up***

35. The Conference calls upon the International Labour Office in the context of the Global Campaign on Social Security and Coverage for All to:
- (a) assist member States, including through Decent Work Country Programmes and appropriate technical advisory services, to support the design and implementation of national two-dimensional strategies to extend social security coverage, including national Social Protection Floors, in the wider context of comprehensive national social and economic policy frameworks;
  - (b) assist member States in designing and improving the governance, management and effective delivery systems of social security schemes, and to evaluate regularly the impact, viability and sustainability of social security policies;
  - (c) further strengthen member States' capacities to design, implement and monitor social security systems that are responsive to challenges including changing demographic trends and migration and assuring their proper functioning;
  - (d) support the establishment of bilateral and multilateral agreements to provide social security to migrant workers and their families;
  - (e) strengthen the ILO's leading role in the promotion of the Social Protection Floor at both the international and national level with the participation of constituents and in partnership with other international organizations;
  - (f) support the development of macroeconomic frameworks and policies, including activation measures, which are conducive to the creation of quality employment and sustainable and effective social security systems;
  - (g) support member States in formulating and implementing, in consultation with employers' and workers' organizations, national policies aimed at facilitating progressive transition from the informal to the formal economy;
  - (h) promote, at the national and international level, social dialogue and the role of social partners in the design, governance and implementation of comprehensive and sustainable social security for all;
  - (i) devote special efforts to capacity building and the training of the social partners on ILO social security standards, thus strengthening the role of social dialogue in ways the standards are implemented;
  - (j) strengthen the capacities of social partners to engage in policy dialogue, and social security governance at the national level through the further development of appropriate training programmes, technical assistance and other means;
  - (k) expand the assistance to constituents in enhancing awareness and understanding of ILO social security standards and their implementation, designing policies to overcome obstacles to ratification and undertaking innovative initiatives for promoting up-to-date ILO Conventions on social security, notably Convention No. 102;

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- (l) develop in cooperation with ILO constituents a social security good practices guide that provides member States with practical guidance and benchmarks to evaluate and enhance their national social protection provisions, including general and financial social security management, benefit design and good governance;
  - (m) strengthen the International Labour Office's research capacities, particularly with regard to analysing national social security policies and practices, developing tools for the assessment of performance, and producing reliable statistics, and ensuring its high quality and visibility with the view to helping governments and social partners make informed decisions;
  - (n) facilitate the exchange of experiences and good practices, the transfer of knowledge and by mutual agreement, the transfer of technologies among member States including the promotion of South–South and triangular exchange of experiences and expertise;
  - (o) facilitate the implementation of the ILO's mandate on social protection by improving international policy coherence, effectiveness and efficiency including by coordinating its programmes and activities and deepening the collaboration with the UN system, the IMF, the World Bank, regional development banks, the OECD, the European Commission and other regional organizations, the ISSA and civil society organizations. This collaboration is crucial at national level through country-led initiatives;
  - (p) strengthen cooperation with ISSA and other national and international social security associations, and their member organizations, with regard to sharing information and mobilizing expertise to support the ILO's technical operations;
  - (q) proactively and consistently mainstream gender in all the above activities in order to promote gender equality.
36. The Conference requests the Director-General to take into account these conclusions in preparing future programme and budget proposals and facilitating extra-budgetary sources, including Regular Budget Supplementary Accounts.
37. The Conference invites the Governing Body to place the discussion on the possible Recommendation mentioned in paragraph 31 on the agenda of the 101st Session of the International Labour Conference in 2012.
38. The Conference invites the Governing Body to consider, in light of the resolution concerning gender equality and the use of language in legal texts of the ILO, the question of gender-sensitive language in ILO social security standards and report to the Conference at a later session.