

AN INTEGRATED APPROACH OF SOCIAL PROTECTION AND PRODUCTIVE EMPLOYMENT: EMPLOYERS' PERSPECTIVES FROM BURKINA FASO

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Introduction

In the current context of the global social and economic crisis, Burkina Faso, as well as other countries, cannot avoid the increase in population claims for better conditions of life and work, equity and social justice. The adoption of international instruments by the 97th International Labour Conference (2008, ILO Declaration on Social Justice for a Fair Globalization), the Global Jobs Pact (2009) and the Social Protection Floor (2012) constitute answers to social ills, opportunities of boosting economic growth and consequently, creating decent work.

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Burkina Faso adopted an accelerated growth and sustainable development strategy which can, by integrating the value-creation of human capital and social protection, efficiently lead to an integrated approach for the extension of social protection and the promotion of employment, in order to reach a social coverage for all, especially for the most vulnerable, women and youth.

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That's why the CNPB highly appreciates Burkina's choice of implementing a social protection floor and recognises the quality of work realised by the EU/ILO project "improving social protection and promoting employment".

In order to support the Burkinabe State's efforts in the resolution of this issue

(suite introduction)

of coverage for all, employer perspectives of Burkina lie in two levels:

- (i) strengthening the existing measures on social protection in the private formal sector through the promotion of collective bargaining and consultation (knowing that a formal sector worker generally takes charge of dependants),
- (ii) Promoting a suitable environment for investments and development of sustainable enterprises with the aim of encouraging the creation of decent work.

I- STRENGTHENING THE EXISTING MEASURES ON SOCIAL PROTECTION IN THE ENTERPRISES OF FORMAL SECTOR IN BURKINA FASO

According to the ILO, a social protection floor is a “global and coherent social policy concept that promotes nationally defined strategies that protect a minimum level of access to essential services and income security for all in the present economic and financial crisis and beyond”.

In Burkina, there are numerous measures of social protection addressed to workers from the formal private sector that can be improved in the framework of the collective bargaining and consultation.

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Our country ratified all ILO fundamental Conventions of which the Convention No. 98 on the Right to Organise and Collective Bargaining. A process of dynamisation of collective bargaining by the revision and the elaboration of establishment agreements and sector-specific collective conventions has been in progress since May 2011. There are so far

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a dozen of sector-specific collective conventions concerning : trade, food and textile industry, drugstores, hydrocarbon, banks, microfinance, road transport, building sector, printing sector, bakery sector, private press, private education, domestic workers, etc...

In progress, the Convention on Mines, on mobile phone sector, on private security companies, etc...

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As for the establishment agreements, there are around fifty.

Concerning the existing measures as mentioned above, we may retain :

1) The mandatory social security system which is a contributory system for workers and employers.

The social contributions represent 21.5% of the wage bill, distributed as followed:

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- 16% at the expense of the employer, precisely: family benefits (7%), occupational hazards (3,5%), old-age insurance (4,5%)
- 5,5% at the expense of the worker for old-age insurance

2) The employer pays a **professional tax (TPA)** at a rate of **3%** of wage bill in order to improve worker employability, enable him to adapt to the enterprise specific needs and to have mobility opportunities.

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3) The constitution of retirement provision allowances (art. 35 of the interprofessional collective convention) ;

4) Periodic revaluation of sector-specific minimum wages. There is a joint mixed commission on wage negotiations from the private sector that get together every two years in order to revalorise minimum wages from private sector.

5) The voluntary creation of a supplementary **retirement** scheme (at a rate of 10% of AM at the expense of the employer) in order to improve workers' pension.

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To promote that practice, the State adopted a law on the deductibility of that provision from the taxable income of the enterprise, at the condition that it will be externalised in an insurance corporation in Burkina

6) The payment by the employer of pharmaceutical, health care and hospitalisation expenses, up to a ceiling set ;

7) School loans;

8) The enterprise contribution to the worker mutuelle (social events (wedding, baptism), small loans, etc....

II- PROMOTING A SUITABLE ENVIRONMENT FOR INVESTMENTS AND FOR THE DEVELOPMENT OF SUSTAINABLE ENTERPRISES WITH THE AIM OF ENCOURAGING THE CREATION OF DECENT WORK

To boost employment creation, a suitable environment for investments is needed. During the decade, efforts have been made by the government and we exhort it to continue the implementation of reforms on taxation, production costs and factors, support of farming and handicraft sectors that represent more than 70% of the

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population.

Understanding that any country can develop without qualified human resources, reforms have to be made to reinforce FAFPA capabilities so that it can properly finance training plans for enterprises and actors from the informal sector.

To facilitate young people integration into the work market, we think that it is needed to :

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- Revitalise the consultation framework between the relevant stakeholders (State, enterprises, universities, training schools, student associations, etc) ;
- Reinforce pre-employment training services;
- Review legal and regulatory provisions on contract of apprenticeship ;
- Implement a framework of reflection on the definition of future employment that Burkina will need in the short, middle and long term in order to guide training schools and to improve supply/demand adequacy.

Conclusion

The CNPB expresses its full gratitude to the EU and the ILO concerning their technical and financial support for the realisation of the project and the current activity.

The social protection of vulnerable populations of Burkina, young and women of the informal and farming sectors request the involvement of all and the employers will spare no effort to support the government in the implementation of the related policies and programmes.

THANK YOU