

Sectoral approach to social protection

Zambia

What is the innovation?

1. Increasing awareness, coverage and compliance to social security standards

2. Joint Implementation

- Partnerships NAPSA & WCFCB (single window approach)
- Practical Communication/Awareness raising tools
- Flexible administrative arrangements/tools developed
- Mobile social security registration campaigns

3. Social Dialogue on Challenges and Potential Solutions for the Extension of Social Protection Coverage

- Key role of Employers and Workers
- Government, social partners and civil society discuss possible policy options

4. Building Evidence

- Studies (SP risks and needs, Good Working Conditions: Good Business, international best practices)

What has worked to extend social protection coverage as part of this innovation?

Increased access to SP

- 318 MSMEs registered with social protection schemes
- 1,431 workers registered with or accessing basic social protection schemes
- Most of them are permanent wage employees

A drop in the ocean?

Capacity Building and Awareness Raising

- Training of SMEs
- Training of Inspectors
- Incorporation of SP in Technical Training Courses

Replication

- NAPSA Strategic Plan
- Government Strategy on extension
 - Broaden focus from Construction sector to other sectors

Partnerships

- WCFCB/NAPSA
- Informal Sector Enterprises and Workers Associations

What has not worked and how could it be improved?

- Extension of existing social security schemes to informal economy can be improved through innovative, easy-to-apply tools and approaches
- BUT there are also more substantive **structural challenges** to penetrate the informal economy
 - Product/Benefit design
 - Incentives vs. enforcement; cost of compliance
 - Review of policy, legal coverage
 - Financing

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Revision of regulations

Provisions for coverage of informal sector incorporated in Social Protection Bill

National strategy on extension of coverage

Support to Institutional/
Administrative Reform

Experimentation/innovation in scheme design

Construction sector (casual workers);
Domestic Workers (wage employed)
Agriculture/fisheries sector (self-employed)

Analysis & Evaluation

Feasibility Assessments
Rigorous M&E framework

Financing

Actuarial analysis /Review of benefits package
Study on Sector Levy