



Co-creation workshop on employment creation and social protection

*Workshop on extension of social
protection to informal workers
Kigali, 6 December 2023*



► Why is social protection key for business?

Performance: Social protection improve working conditions and leads to **lower absenteeism, greater productivity, and reduced turnover**. Higher social protection benefits contribute to attracting and retaining talent and improving the corporate image.

Predictability: Social protections systems are based on risk sharing and solidarity. They increase **peace of mind by transforming the risk into a predictable contribution amount**. They are ultimately less costly than “employers' liabilities” whereby the employer has to bear the risk in full.

Continuity: Social protection systems **protect enterprises during crises such as COVID-19**, by allowing infected workers to stay at home (sickness benefits) and maintaining business continuity despite reduced activity (partial unemployment benefits). They prevent social unrest that can be detrimental to the business environment.

► From jobs to decent work: integrating job creation and social protection

Global project financed by the GIZ Special Initiative on Jobs and implemented by ILO and ITC

Global workshop organised in Turin with participation from Morocco, Rwanda and Senegal

National co-creation workshop on job creation and social protection to take place from 17 – 19 October

- Bringing together enterprises, policy makers, employers' and workers' representatives
- Extension of social protection from an enterprise perspective
- Create specific prototypes which can be implemented within 6 months

Identified prototypes

Awareness on social protection rights and responsibilities

Extension of social protection:

- ▶ To motorvehicle cooperatives
- ▶ Farmers supplying large companies
- ▶ Sales agents

Formalizing skills and decent work

What is a prototype?

- ▶ To assess the feasibility
- ▶ Might fail or not
- ▶ To be evaluated and scaled up or discarded
- ▶ Short duration

Next steps

- ▶ Assess feasibility and prioritize
- ▶ Conduct consultations with stakeholders involved and beneficiaries
- ▶ Move to implementation phase
- ▶ Evaluate and scale up if successful