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Labour
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International **Training** Centre
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SOCIAL SECURITY EDUCATION MATTERS

No. **1** March 2009



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Editorial

Only 20 per cent of the world's population has adequate social security coverage, and more than half lacks any coverage at all. Currently, fewer than 10 per cent of workers in least developed countries

are covered by social security. In middle income countries, coverage ranges from 20 to 60 per cent, while in most industrial nations, it is close to 100 per cent. Social security includes access to health care and income security (particularly in old age), unemployment, sickness, invalidity, work injury, maternity or loss of a main income earner.

Concern among governments, employers and workers led the ILO to launch a "Global Campaign on Social Security and Coverage for All" in 2003. The campaign builds on ILO efforts already underway in more than 30 countries. These include projects to help countries extend coverage at the national level and to strengthen community based social security organisations. Since then, the ILO's Social Security Programme has explored, analysed and piloted various ways and means to extend coverage of health care systems and basic universal cash benefits.

As a response to these needs and in order to achieve Decent Work goals throughout the world, the ILO has recognised education, training and capacity building (ETCB) as key elements. This is particularly crucial when intervening in the social security and social protection fields, where achieving goals of extension to unprotected populations requires enhanced capacities from all stakeholders.

Acknowledging the importance of ETCB and as a proper response to its constituents' needs, the Social Security Department (SEC/SOC) of the Social Protection Sector has included in its structure a new unit addressing social security ETCB issues in all regions. The new ETCB Unit of SEC/SOC will enhance and foster collaboration and coordination with the International Training Centre of the ILO based in Turin (ITC-Turin) as well as with other international, regional and sub-regional organisations. One of the initiatives of the new ETCB unit will be to develop and animate a global network of universities hosting "ILO Social Security Chairs".

The range of ETCB activities will combine distance learning with short, medium and long term courses and will be supported by the existing knowledge sharing platforms of the Social Security Department and ITC-Turin such as the Global Strategy for the Extension of Social Security (GESS)¹, and the Resource Centre for Social Inclusion (CIARIS)² and the Social Protection Virtual Campus³. Also, the ETCB strategy of the Social Security Department will address the specific needs of governments, workers and employers. On the government side the strategy will benefit different stakeholders such as ministries of labour, ministries of social protection, social security institutions, and supervisory authorities. Additionally, depending on specific requests, ETCB activities will exert a pull on parliamentarians or congressmen and congresswomen with experience of social security – typically members of social protection or social security commissions. Specific courses will also be developed to reach judges dealing with access to social protection and social security rights.

The Social Security Department will regularly publish a series of newsletters, each one focusing on a different aspect of our work.

Social Protection Education Matters will appear once a year, in March, together with three other newsletters throughout the year. In June we will publish a special issue on policy, Social Security Policy Matters; in September we will publish our Social Security Technical Cooperation Matters and in December we will present our Social Security Facts Matters, dealing with actuarial and financial issues.

In this first issue of Social Protection Education Matters you will find an update of recent ETCB activities worldwide as well as information on-on-going and planned activities until the end of 2009. Also included is all relevant contact information by the specific activity. I hope you find this first issue of Social Protection Education Matters interesting. I look forward to receiving your feedback and suggestions on how to permanently enhance our ETCB activities and contribute to the ILO's objectives of enhancing and extending social protection worldwide.

Truly yours,

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1 Global Strategy for the Extension of Social Security - www.socialsecurityextension.org

2 CIARIS. Learning and Resource Center for Social Inclusion - <http://www.ciaris.org>

3 Social Protection Virtual Campus, Learning without borders - <http://socialprotection.itcilo.org>

Europe

The Social Security Department (SEC/SOC) has developed a number of partnerships to transmit and embed ILO principles, goals and social protection techniques as part of standard university courses in Europe. The two flagships of such activities are the Master in Social Policy Financing at the University of Maastricht, The Netherlands, and the Master in Actuarial Science at the University of Lausanne, Switzerland.

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1.1 Master in Social Policy Financing

Maastricht, The Netherlands

Since 2000 the ILO, and its Social Security Department (SEC/SOC) especially, have been cooperating with the Graduate School of Governance at Maastricht University in The Netherlands, in training specialists in social policy. The Maastricht Graduate School of Governance has thus established a Master course in Public Policy and Human Development (MPP) offering, among others, two tracks that are of special interest to the ILO: Social Policy Financing (SPF) and Social Policy Design (SPD). All courses are taught in English.

This cooperation is based on a Memorandum of Agreement signed by both parties in 2000.

Based on its broad technical experience in analysing the financial situation and prospects of social security systems around the world, ILO-SEC/SOC's present input is the

teaching of the following blocks:

- » Financing social protection;
- » Social budgeting;
- » Actuarial practice in social protection, and
- » Health care financing.

Other blocks are taught by the School itself. Among them are:

- » Governance, politics, policy and processes;
- » Public economics and empirical analysis;

- » Risk and uncertainty;
- » Public policy analysis.

The one-year Master course includes the preparation of a Master thesis.

It is also possible to participate in only a selection of the above courses ("blocks") which usually last four weeks. Recently, the block "social budgeting" attracted interest by the Thai Government, which enrolled several of its mid-career officers. Course participation was supported through study grants offered by the European Union within the ongoing Thai-EU Health Care Reform Project. The EU has also financed the participation of a number of Thai mid-career officers in the full Master course (SPF-track). The small classes and close follow-up of students' efforts by interaction with lecturers, teachers and tutors guarantee maximum success.

ILO-SEC/SOC offers several internships of up to 6 months at its own premises in Geneva, Switzerland, and/or in its regional and country offices. ILO professionals are also available to supervise the preparation of students' Master theses.

Since 2000, more than 150 students have successfully participated in the SPF/SPD tracks of the MPP programme, some continuing their studies in a PhD programme.

The ILO (ILO-SEC/SOC) is also committed to supporting the Maastricht School of Governance in the future. We invite ILO constituents to make active use of the School's programme and of ILO-SEC/SOC's input.

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1.2 Master in Actuarial Science

Lausanne, Switzerland

Since its inception in the autumn of 2005 this course has benefited around 100 students. It was established as a result of the Europe-wide Bologna

Process of reforming and coordinating academic programmes in European universities. As an element of this process, the Université de Lausanne, Ecole des Hautes



University
courses and
training on
social protec-
tion



Etudes Commerciales (HEC) established the programme as a two-year Master degree course, which, as a prerequisite requires an acknowledged Bachelor degree.

Close collaboration between ILO-SEC/SOC and the HEC in Lausanne is demonstrated through the teaching of courses I and II of International Actuarial Practice within the Master Course in Actuarial Science at the University of Lausanne. These are geared to topics of special and current interest.

SEC/SOC has been invited to complement this programme by lectures focusing on social protection from an international perspective and by providing international experience in actuarial practice and social policy analysis⁴.

All programme courses are taught in English.

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1.3 Launch of the Education and Solidarity Network

The Education and Solidarity Network, supported by ILO's Strategies and Tools for the Extension of Social Protection (STEP) programme and created by Education International, the Association Internationale de la Mutualité and the Mutuelle Générale de l'Education Nationale, seeks to strengthen and expand solidarity-based social protection systems with the support of educators worldwide. The Network will be presented and launched in Paris, 14 - 15 May 2009. The conference will enable participants to exchange on innovative experiences in the field and to work together on local action plan. It is open to all social protection actors and specialists, representatives of teachers' trade unions, university networks and all organizations active in the field of solidarity in social protection. <http://www.education-solidarite.org/la-conference-internationale.html>

1.4 The Social Protection Programme of the International Training Centre of the ILO (ITC-Turin), Turin, Italy

www.itcilo.org

The Social Protection Programme of ITC in Turin promotes the ILO strategic objective of enhancing the coverage and effectiveness of social protection for all through capacity building. In addition to providing training courses and learning opportunities, both in Turin and at the country level, the ITC in Turin advises ILO constituents and contributes to the development of co-operation activities.

The programme is carried out in close collaboration and coordination with SEC/SOC and all the units of the Social Protection Sector of the ILO, namely, the Labour Protection Department (PROTRAV) including its two programmes: Conditions of Work and Employment Programme (TRAVAIL) and Programme on Safety and Health at Work and the Environment (SafeWork); as well as the ILO/AIDS and the International Migration programmes (MIGRANT).

The Social Protection Programme has three main components:

(a) Social Security for All

This key ILO objective is supported by the ILC-Turin Programme through various capacity building learning activities such as

- » the planning, design, management, financing and governance of statutory schemes in different branches of social security;
- » the extension of social protection to populations currently excluded from statutory schemes, through formal and informal insurance mechanisms, as well as social assistance.

(b) Labour protection

This component focuses on:

- » occupational safety and health (OSH), including national governance of OSH management systems and inspection, as well as sectoral approaches;
- » working conditions, including for workers in micro- and small enterprises and those in informal economy workplaces;
- » HIV/AIDS programmes and policies in the world of work.

**Sharing
experience on
social security
matters**



⁴ For further information see <http://www.hec.unil.ch/hec/masters/msc/>

(c) International Labour Migration

The International Labour Migration component fosters the protection and decent employment of migrant workers, by:

- » addressing the various underlying cross-cutting issues of migration;
- » increasing capacity to develop policies and programmes at national and regional levels and to manage labour migration especially through bilateral and multilateral agreements;
- » building a common understanding of key issues, tools and strategies available to stakeholders, including social partners;
- » promoting ratifications of relevant ILO conventions for migrant workers.

These components are all offered in English, French, Spanish and Portuguese, as well as Arabic, and other languages such as Russian when applicable. The courses are open to professionals in their respective fields of competence and can be either short (two to three weeks), distance learning over a few months, or workshops. There is one postgraduate course in OSH. Other tailor-made courses are designed and delivered at the request of national and international institutions and to support ILO technical cooperation projects.

More specifically, within the social security component, ITC-Turin proposes a set of inter-regional courses. Some of those planned for 2009 are listed below. A more detailed list of courses is available at www.itcilo.org

ITC-Turin courses for 2009

Social Health Insurance

Course N° A901171

Turin, 9-20 March 2009

The aims of the course are:

- » to enhance the capacity of planners and managers to design and implement social health insurance schemes;
- » to increase understanding of the financing of health insurance;
- » to develop an international perspective on social health insurance through comparative analysis and sharing experiences of other schemes.

The two-week course is aimed at executives, managers, planners, financial officers and other professionals responsible for health care and health insurance schemes, both in the government and non-government sectors. The course addresses the needs of practitioners; however, persons in research functions within health systems can also benefit.

Additional information at:

<http://www.itcilo.org/en/calendar/>



Governance and Investment of Public Pension Schemes

Course N° A901170

Turin, 27 April – 8 May 2009

The financial and economic crisis poses new challenges to the governance structure and investment strategies of pension funds, including social security

reserve funds, occupational schemes and national and international civil servants' pension funds. Given the increasing weight of funding in retirement income systems, excellence in public pension fund management and the capacity to respond to adverse situations is more than ever a prerequisite to protect income security in old age. This objective calls for an upgrading of the skills and knowledge of those responsible for the oversight of public pension funds, particularly those representing the beneficiaries of retirement plans.

This course primarily targets:

- » Tripartite members of governing bodies (trustees, fiduciaries, directors) and other staff involved in administration of social security funds, civil servants' pension schemes and pension funds sponsored by state-owned companies such as (investment committee members, internal auditors, legal and compliance advisors);
- » Staff of finance, treasury and human resource departments of governments, or state-owned sponsoring companies, as well as international organisations involved in pension plan administration and pension fund management;
- » Pension Funds regulators and supervisors.

Additional information at: http://www.itcilo.org/en/calendar/3178/?searchterm=&language_id=1

Pension Schemes and Social Security Financing (in French) (also available in Arabic June 29-July 10, 2009)

Course N° A101255

Turin and Brussels, 11-29 May 2009

The current financial crisis is hitting all sectors around the world and social security schemes are not immune. Adding the challenges of demographic evolution, changes in life expectancy and the growth of income inequalities around the world, it is clear that social security schemes must evolve and adapt to new circumstances.

This workshop is aimed at managers and personnel of pension schemes, officials from key ministries responsible for the development and monitoring of social protection sys-

tems and representatives of the social partners involved in the governance of social security institutions in Francophone Africa. The course includes a study tour to social security institutions in Belgium.

Additional information at: http://www.itcilo.org/en/calendar/4264/?searchterm=&language_id=2

Pension Schemes

Course N° A901257

Turin and Rome, 21 September – 9 October 2009

Around the globe, countries are making major changes to their social protection systems and to their pension schemes in particular. This may involve large-scale expansion of pension coverage from a very limited base or a fundamental reform of existing pension schemes.

The aim of the workshop is:

- » to improve the skills of pension planners, managers and social partners' representatives involved in the governance of social security institutions and in the design and administration of pension schemes;
- » to increase awareness of the economic and financial implications of pension systems;
- » to develop an international perspective on pension issues through comparative analysis and sharing experiences of other schemes.

This workshop is aimed at managers and personnel of pension schemes, officials from key ministries responsible for the development and monitoring of social protection systems and representatives of the social partners involved in the governance of social security institutions.

A study visit to the headquarters of Italian social security institutions, such as the National Employment Accident Insurance Institute (INAIL), the National Insurance Institute for Employees of Public Administration (INPDAP) and the National Social Insurance Institute (INPS) in Rome is organized during the second week of the workshop to study some of the practical aspects of managing pension schemes.

Additional information at: http://www.itcilo.org/en/calendar/4268/?searchterm=&language_id=1

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Strategies for the Extension of Social protection (also available in French and in Spanish)

Course no A901258

Turin, 2–13 November 2009

Globally, only one person out of five has adequate social security coverage. This lack of social protection is largely concentrated in the informal economy, where women and vulnerable people are more numerous. This, in turn, has significant impact on the welfare, poverty level and social integration of families.

The ILO has launched the Global Campaign on Social Security and Coverage for All. New strategies for the extension of traditional social protection mechanisms and the development of decentralized systems are now being developed in all continents. The ILO is promoting a social security floor whereby universal basic coverage is extended to all citizens of a country. Linkages and bridges between community based decentralized systems and other forms of social protection and public initiatives are also being implemented.

The aim is to strengthen the capacity of planners and social actors to develop tripartite strategies for extending social protection coverage to all. And also

- » To understand of the role of social protection, taking into account a gender perspective;
- » To understand the different statutory and decentralized systems and tools providing social protection coverage to different groups;
- » To identify factors that facilitate, hinder and influence the design, setting-up and implementation of gender sensitive social protection mechanisms for people in the informal economy;
- » To examine initiatives and strategies adapted to the financial crisis;
- » To have an international perspective on ways to extend social protection coverage through comparative analysis and sharing of experiences;
- » To know what are the existing networks and various sources of information sharing on innovative and proven experiences.

2.1 QUATRIN-AMERICAS

Social Protection training for the Americas

QUATRIN-AMERICAS is a training programme in quantitative methods applied to social protection. It was launched in 2007 by the Social Security Department in co-operation with the International Training Centre of ILO-Turin. The programme was designed within the framework of Decent Work and the Hemispheric Agenda in the Americas (2006-2015), whose fundamental objective is to strengthen and extend social protection schemes.



In 2008 the programme carried out 15 training activities, which brought together over 600 participants from 35 countries, with over 40 per

cent (253) of them women. These activities, conducted in Spanish, Portuguese and English, covered the entire Latin American region and the Caribbean. Topics included actuarial methods and social security financing, social protection extension, strengthening of social security systems and basic concepts in social security.

For 2009, the goal of QUATRIN-AMERICAS is to train over 400 people, for a grand total of 1000 participants in 2008-2009. The activities already confirmed for 2009 are:

» A sub-regional Workshop on Actuarial Methods Applied to Social Security, Panama City, Panama, 11-15 May, in collaboration with ITC-Turin, The CSS of Panama, the Inter-American Centre for Social Security Studies (CIESS), and the Sub-Regional Office for Central America and Panama of the ILO.



» Policy Formulation and Management of Social Security in Latin America (distance learning), 29 June - 27 November, also in collaboration with ITC-Turin.

» Actuarial Methods and Social Security Financing, Caracas, Venezuela, 20 - 25 July, in collaboration with the Universidad Central de Venezuela and the Sub Regional Office for Andean Countries of the ILO.

» Workshop on Financing and Governance of Social Security, Cartagena de Indias, Colombia, 18 - 28 August

in collaboration with ITC-Turin, AECI (Spain), EUROsociAL, CIESS and the Sub-Regional Office for the Andean Countries of the ILO.

» Strategies for the Extension of Social Protection to Workers from the Informal Economy, Santiago de Chile, 19 - 30 October 2009, in collaboration with ITC-Turin, EUROsociAL and the Sub-Regional Office for the South Cone of Latin America.



» Diploma on Actuarial Methods and Social Security Financing, Bogota, Colombia, 27 July - 3 August, in collaboration with the Externado University of Colombia, Economic Commission for Latin America and the Caribbean (ECLAC) and CIESS.

» Regional Workshop on Measurement and Monitoring of the Extension of Coverage of Social Security Schemes for the Hemispheric Agenda. 29 June - 3 July 2009 in Sao Paulo, Brazil in collaboration with the Ministry of Social Protection of Brasil, EUROsociAL and the Sub-Regional Office for the South Cone of Latin America and ILO-Brasil.



» National High-Level Workshop on Actuarial Modeling. 31 August - 2 September 2009, Brasilia, in collaboration with the Ministry of Social Protection of Brasil, The Institute of Research on Applied Economy (IPEA) and ILO-Brasil.

Additional activities about the impact of the financial crisis on social security systems and measurement and monitoring of coverage are planned, with the dates and venues to be confirmed in future newsletters and at the following address:

http://white.oit.org.pe/spanish/260ameri/oitreg/activid/proyectos/actrav/proyectos/proyecto_ssos/index.html

QUATRIN-AMERICAS is strengthening the bonds between universities and learning and training centres by providing incentives to create Decent Work and Social Security Chairs



These academic Chairs will promote cooperation by creating networks of institutions of higher learning and universities throughout the Americas to ensure access and the transfer, exchange and sharing of knowledge in

the area of social security within the Decent Work Agenda framework.

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2.3 Latin American workers learn more about ILO's Convention n° 102 and other related ILO conventions

Following the discussions held at the Regional Tripartite Meeting on the Future of Social Security in Latin America, which took place in Santiago de Chile, in December 2007, the ILO is envisaging the organization of a training seminar for the representatives of the workers organizations of Latin America on the Social Security (Minimum Standards) Convention No. 102 and other social security instruments. The *extension of social security* to all is a major part of the ILO's constitutional mandate, as laid down in the Preamble of the ILO Constitution, restated in the Declaration of Philadelphia (1944) and the Resolution and Conclusions concerning social security, ILC 2001, and reaffirmed in the ILO Declaration on Social Justice for a Fair Globalization (2008).

The up-to-date social security standards are the ILO's main tool to achieve this objective. Of these standards, the Social Security (Minimum Standards) Convention, 1952 (No. 102) is the flagship Convention, as it is the only Convention which defines the nine social security branches and lays down minimum standards and basic principles for these branches. As it embodies an internationally accepted definition of the very principle of social security, Convention No. 102 has been recognized as a symbol. It plays a key role by filling out the right to social security under international human rights instruments. In addition, up-to-date social security Conventions, and more particularly Convention No. 102 have had and still have a positive impact on the development of social security schemes in most countries worldwide and serve as models for regional instruments.

The ratification and proper application of Convention No. 102 and of the other social security Conventions is of utmost importance, in particular in a period of crisis so as to safeguard workers' social security rights. In this regard, the ILO would like to fulfil its commitment made in Santiago, Chile, in 2007, concerning the organization of the training seminar on Convention No. 102 and the other social security Conventions.

2.2 Social Security Training for Workers Unions (SSOS)

In 2007 the ILO's Bureau for Employers Activities (ACTRAV) and ITC-Turin, through its Social Protection Programmes and its Worker's Activities Programmes, launched a specific programme in the Americas (SSOS) aimed at training and building capacity at workers' unions in the field of social security within the Decent Work framework. SSOS is financed by the Ministry of Labour of Spain and covers Peru and Colombia in the Andean Sub-region;



Capacity building for workers' unions

Honduras and the Dominican Republic in Central America, the Spanish-language countries in the Caribbean and Argentina, Uruguay and Paraguay in the Southern Cone. The project focuses particularly on women and youth. SSOS organises training courses at the national, sub-regional and regional levels and carries out distance learning activities for all countries under its mandate. All course design is the technical responsibility of the management of SSOS but technical advice and collaboration are ensured through the ETCB Unit of ILO's SEC/SOC in Geneva.

This seminar will

- » Familiarize participants with ILO's mandate in social security and its rights based approach,
- » Provide a clear view of the social security Conventions as ILO's main tool for achieving its mandate,
- » Explain in detail the up-to-date social security standards, and in particular Convention No. 102, and
- » Explain how the Conventions can help workers' in realizing their social security rights.

The Banco de Previsión Social (BPS) in Uruguay, through its President Mr. E. Murro, has offered to host this seminar and to provide the venue, electronic equipment and facilities for producing and printing the required documents. One representative of each of the workers' organisations of the Latin American countries will be invited to attend this 4-5 day seminar which will take place in the second quarter of 2009.

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2.4 Argentina: Training session on the GESS and GIMI platforms

A training session on the ILO Social Security Department GESS/GIMI platforms and the Acym network will take place in Buenos Aires, 11-12 May 2009. Officials from the Confederación Argentina de Mutualidades (CAM), Federación Argentina de Mutuales de Salud (FAMSA), Federación Argentina de Entidades Solidarias de Salud Coop. Ltda. (FAESS) and the Federación de Mutuales de Servicios de la Seguridad Social de la Ciudad de Bs. As. (FEMUSSS) will attend the training. The objective of the training is to disseminate the GES/GIMI platforms.

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2.5 National Education Initiatives

In many countries the lack of social protection is associated with a lack of information. Most workers are not aware of their rights and obligations, and/or are not sufficiently convinced of the importance of social protection against risks at work. Information, education and capacity building are key elements of one of the most important strategies to increase coverage. Nevertheless, there are several examples of education in social protection issues that have been implemented by a number of countries in Latin America. Together with these countries, QUATRIN-AMERICAS is developing a strategy for country-to-country learning and capacity building as well as to integrate good practices in its training curricula.

Education on social protection in Latin America

Brazil's Social Stability Programme, started in 2000 and later named



the Social Protection Education Programme, consists of decentralised educative actions carried out by employees of the National Social Security Institute in cooperation with social actors, associations, national and local public institutions, universities, NGOs and others. This programme is directed towards specific workers who are not sufficiently covered (domestics, independent workers, rural workers, etc). The strategies of communication and education are adapted according to the type of work activity and taking into account regional differences.



In Uruguay, the Social Protection Bank is investing in future generations, bringing education on social protection to primary and secondary schools. Manuals and interactive Internet tools have been developed for teachers, students and teenagers. The language is adapted to different ages and uses electronic communication resources such as cartoons and pictures.

In Chile, the recent reform has a strong educational component. Guided by survey results, the government concluded that the deficit in the actual pensions system is caused by a widespread lack of knowledge about how the system operates. The Chilean government has launched a massive campaign of information and social protection education, as well as a competition to identify and reward best practice.



GOBIERNO DE CHILE

Education in social protection remains the core training focus of the programme in line with the overall objective of extending and strengthening social security systems as envisaged by the Hemispheric Decent Work Agenda.

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main activities are concentrated in the QUATRRAIN-AFRICA project and the STEP Portugal project.

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3.1 QUATRRAIN-AFRICA

QUATRRAIN-AFRICA was launched under the leadership of the Regional Office for Africa, with technical support from SEC/SOC and ITC-Turin with financing from the Federal Republic of Germany through *Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ)* GmbH. It provides education and

Activities and training courses for African countries



Although social security is a basic human right, it is still not accessible to most people in Africa.

Bringing social security to workers and their families, including migrant workers, calls for stronger government capacities to listen and respond to needs. This issue was clearly identified at the 11th Africa Regional Meeting held in April 2007.

The ILO is dedicated to helping create an enabling environment to achieve the social aims of each society, free from corruption and with transparent and efficient social transfers that are effectively administered. A necessary condition for the successful delivery of social security is the availability of sufficiently trained technical experts, managers, policy makers and tripartite partners.

Against this background, the 11th African Regional Meeting focussed on the Decent Work Agenda in Africa for 2007-2015 and the governments of Africa agreed that "the construction of durable social security systems requires a national and long-term commitment". Such a commitment calls for the development and enhancement of national capacities through education, training and capacity building, whether structured or on an ad-hoc basis.

SEC/SOC conducts a broad range of activities throughout the region, many of them as technical cooperation and advisory services. Its targeted initiatives aim to respond to regional demand and the need for education, training and capacity building in the field of social protection. Its

training in 12 countries; five English language countries (Lesotho, Namibia, Nigeria, Sierra Leone, Zambia); six French language countries (Burundi, Cameroon, Guinea, Madagascar, Rwanda, Senegal) and one Portuguese language country (Mozambique).

The project focuses on establishing permanent training capacities in the sub-regions and at the regional level. ITC-Turin will provide permanent training for tripartite "governors".

The first high-level training activity took place from 8 to 12 December 2008 in Turin where tripartite representatives came to discuss better ways to use the public finances available in their respective countries and to effectively extend social security coverage. Parallel workshops were held in English and French.

The next training activities for governors in English language Quatrain countries will take place in Livingstone, Zambia, 25-29 May. Country specific training is planned in Mozambique and other Quatrain countries. A French language course is planned in West Africa for the summer of 2009.

The project is joining forces with the African ILO partner university to become a centre of excellence to train social security managers and SP financial specialists from all African countries and possibly from South Asia. The design of an Executive Master in Social Protection Financing is underway. It will combine tutorials and applications relevant to the participants' home institutions.



Participants will be sponsored by social security institutions and line ministries involved in the planning and delivery of social security. Two preparatory pilot training courses are planned in October and November 2009, whilst the Executive Master will be formally offered for the first time in the 2010 academic year.

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3.2 Cape Verde: Training Activities of STEP Portugal

Radio and face to face training courses in Cape Verde

Over the past five years, training has been an important element of the STEP Portugal technical cooperation effort to reinforce the capacity of organizations of the African Portuguese language countries that work on social inclusion and the extension of social protection.

Through CIARIS (Learning and Resources Centre on Social Inclusion), STEP Portugal has organized several training courses, using different approaches (face-to-face, online and blended learning).

The initiative will be carried out over the next four years with the assistance of the Government of Portugal. Step Portugal will focus on institutional capacity building with the aim of extending social protection to excluded populations. ITC-Turin will provide on-site training to PALOP countries.



Cape Verde: Success stories in training

Training is part of the broader support given to the Government of Cape Verde to extend social protection and reduce social exclusion. Two Cape Verde training activities are good examples of how fruitful that work has proved so far.

(a) Radio training: "Strategies for fighting social exclusion"

This training course grew out of the interest manifested by the Directorate-General for Adult Literacy and Educa-

tion (DGAEA - Ministry of Education, Cape Verde) to adapt CIARIS online training materials to radio training methodologies and within the Cape Verde context to reach a significant number of community leaders who have no access to the Internet. In partnership with STEP Portugal, DGAEA made this interest a reality, adapting the materials and organising a relevant training course between February and April 2008 through weekly radio programmes which complemented the different theoretical modules of the course. They included invitations from and testimonies of various interested national parties working on social exclusion. The radio sessions were complemented by weekly face-to-face tutorials.

Overall, 234 participants enrolled in the course and 211 have finished it successfully. Besides its high rate of attendance and success, the course registered a high level of participant satisfaction. The DGAEA has decided to incorporate the course into its regular training programme, thus guaranteeing the sustainability of the initiative.

(b) Training becomes ownership: "Designing and managing projects to fight poverty and social exclusion"

This training programme, organised by the Ministry of Labour and implemented by 4 trainers who were previous CIARIS trainees proved an excellent example of ownership. It was based on the will to replicate and extend previous training (mostly via CIARIS online) to others involved in the fight against poverty and social exclusion who did not necessarily have access to the internet.



The six face-to-face training sessions took place on five different islands. At the end of the training the participants were asked to produce an intervention project. Each face-to-face training session was then followed by a three-week period of on-the-job technical assistance provided by the respective trainer.

The total number of 97 participants was greater than originally expected. The vast majority were members of community based organizations involved in social inclusion and social protection related initiatives.

More importantly, from a total of 26 intervention projects produced, 20 have been subject to financial approval and some are already being implemented. This is contributing

to the promotion of social inclusion and the extension of social protection at the local level.

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3.3 Training Courses on Social Security for African Migrant Workers (MIGSEC)

The ILO Regional Office for Africa is implementing a new project on Extension of social security coverage to migrants in close collaboration with the ILO International Migration Programme and the SEC/SOC in Geneva and with the financial support of the German Government (2008-2010). The project's goals are to improve national and regional strategies for the extension of social security coverage to African migrant workers and their families.



Extension of social security programme for African migrant workers

Although there are several mechanisms for achieving these goals, the most promising is the conclusion of social security agreements – treaties which

coordinate the social security schemes of two or more countries to eliminate, or at least reduce, the barriers to coverage that migrant workers often encounter.

A key component of the MIGSEC project is the development of a training course targeted at African experts to enable them to plan, negotiate and implement such agreements in their respective countries.

The ILO is organizing a tripartite experts' training on "Strengthening the social security of African migrant workers and their families" at ITC- Turin, 4 – 15 May.

This training will bring together senior officials from ministries and social security institutions in nine African countries (Kenya, Uganda, Tanzania, Rwanda, Ethiopia, Zambia, South Africa, Mauritius and Ghana) and representatives of employers' and workers' organizations.

Its main objective is to strengthen the capacity of tripartite partners in Africa to develop, plan and implement specific measures to extend the social security coverage of

migrant workers and their families based on international standards and good practices in the context of regional integration and development.

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3.4 Knowledge Transfer in Tanzania and Zambia

An objective of the DFID (UK Department for International Development)/ILO project for Tanzania and Zambia is to ensure there is some "Transfer of Knowledge" undertaken during the period of the project. This objective aims at generating a sustainable, yet informal, "Network" of national professionals who work on Social Protection issues in Tanzania (both Tanzania Mainland and Zanzibar) and Zambia.



So far, the main transfer of knowledge activity has been through transfer of the methodology used in the country-specific Social Protection Expenditure and Performance Review (SPER) and Social Budgets prepared for Zambia and Tanzania Mainland.

In both countries, the respective Social Protection Ministries of Labour – working with ILO National Project Coordinators – have taken on a secretariat role for the network which hopes to bring together individuals from ministries with an interest in social protection policy, representatives of national pension schemes, other social partners and academia.

The network will meet frequently and engage in training activities which will cover public policy, economics, law, statistics and actuarial science. Although organized by ILO project staff, a blend of project staff, other experts, and members of the Network will deliver the training which will begin in spring 2009 and continue at regular intervals until the end of the project in December 2009.

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3.5 Course on strategies to extend social protection

This inter-regional training course, which was held from November 17 to 28, 2008 in Dakar, Senegal, was organized by the Social Protection Program of ITC Turin, in partnership with the STEP program. The main objective of the course was to reinforce the capacity of social partners and policy-makers in the development of tripartite strategies of social protection extension. Participants from technical ministries, mandatory and voluntary schemes, trade unions, etc. from Burkina Faso, Cameroon, Ivory Coast, DRC, the Guinea, Mali, Haiti, Mauritania, Morocco, Rwanda, as well as Senegal exchanged on the current development of innovative schemes to progressively reach universal coverage. They elaborated action plans which reasserted their will to effectively participate in the extension of social protection. The work currently undertaken for the implementation of social health insurance for all in Burkina Faso, as well as Ivory Coast illustrates countries' political will and action.

3.6 The STEP Belgium Project

The project promotes the global extension of social protection for all. In this context, it produces and disseminates training material and information (manuals, guides, studies) to support health micro-insurance schemes. The project designs and implements training activities aimed at creating competencies and transferring knowledge. It organizes specific training workshops and working sessions aimed at populations, national actors and policy makers. These training tools and activities aim at professionalizing schemes which respond to a simple design but need a high degree of professionalism and institutional organization in order to be credible and efficient as a solution integrated to national social protection schemes.

In the Democratic Republic of Congo, training activities resulted on:

- 710 enterprise trade-unions representatives trained on Convention 102, Social Security in RDC, health micro-insurance and mutual health organizations during different training activities which took place at : 20 au 24 /11/2008 ; 10 au 14/11/2008; 24 au 28 / 11 /2008; 11 au 15/11/2008; 17 au 21/12/2008; 20 au 24/12 2008.
- 22 managers and employees of the Kwango health district trained on social protection, health micro-insurance, mutual health organizations, health financing through health insurance in a training workshop on 23-24 September 2008.
- 55 managers of the Secrétariat général à la Prévoyance sociale du Ministère de l'Emploi du Travail et de la Prévoyance sociale have been trained on Convention 102, Social Security in RDC, health micro-insurance and mutual health organizations on 13-14 May 2007 and from 7 to 8 July 2007.

4 Asia

4.1 Thailand: Training in Health Finance

Naresuan University, Thailand

Since 2008, the ILO (ILO-SEC/SOC) has cooperated with Naresuan University in



Phitsanulok, Thailand in training specialists from the Asian region in social health financing. Based on a Memorandum of Agreement signed by both parties in 2008, Naresuan University is establishing a Master course in international healthcare financing (MSc in Health Security Financing and Management). Development of course contents and structure was financed by the European Union and carried out by ILO-SEC/SOC in cooperation with Evaplan, Heidelberg, Germany. To a great extent, the course syllabus reflects practical experience of the Master course at the School of Governance, Maastricht, but it has been adapted to the needs of the Asian region.

While the course in Maastricht covers financing and design of the full range of social protection (systems) the course in Lausanne predominantly leans towards pensions. By contrast, the course at Naresuan University will focus on health finance. Nevertheless, it will have many elements in common with the courses in Maastricht and Lausanne, such as demographics, macro-economics, the social budgeting concept and others.

As in Maastricht and Lausanne, all courses will be taught in English.

At present the details of the actual input of ILO-SEC/SOC have not been confirmed. Most probably, ILO-SEC/SOC will cover "Social budgeting" and related topics. Naresuan University will cover many of the technical details of health care financing including, where appropriate, through the invited input of international specialists.

The Master course includes the preparation of a Master thesis.

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4.2 Asian Seminars on Convention n° 102 and the Basic Social Security Package



China. The Ministry of Human Resources and Social Security of the Government of China had requested comments on their draft Social Insurance Act. The many references to Convention N° 102 prompted them to request a seminar providing more detailed analysis and further explanation of the provisions it laid down. Consultations are underway to confirm a possible date and venue.



Mongolia. The Ministry of Social Welfare and Labour (MOSWL) and the State Social Security General Office (SSIGO) of the Government of Mongolia requested ILO to conduct a seminar on Convention N° 102. It is provisionally scheduled to take place in Ulan Bator in March 2009 and will discuss the concept of the basic social security package.

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4.3 National Education Initiatives



Thailand. Younger workers within the Government of Thailand and its institutions (such as the National Health security Office, the International Health Policy Programme, the Civil Service Medical Benefit Scheme and the Office of the Insurance Commission) are being trained in Social Policy Financing through a Master course at the Graduate School of Governance in Maastricht University.

This core technical group, working together and with ILO experts, will formulate social security policies and the extension and improvement of social security in Thailand, particularly on aspects of financial governance and the sustainability of social security schemes.



The Republic of Korea. Capacity-building and awareness-raising activities also provide good entry points for the introduction of new social security benefits in countries. In Seoul, training on employment injury insurance and un-

employment insurance has been carried out in collaboration with the Ministry of Labour (MOL), the Korea Workers' Compensation and Welfare Service (COMWEL) and the Korea Employment Information Service (KEIS) under the ILO/Korea Programme. Together with specific technical assistance to countries, they have helped introduce employment injury insurance in Cambodia and unemployment insurance in Viet Nam.

Many ILO projects within the region, particularly on quantitative research and actuarial valuations of social security schemes, include training and capacity building activities, whether in the form of on-the-job training or more formalized high-level education such as studying at Maastricht University or at ITC-Turin. These core elements ensure a better understanding and sustainability of the results produced.

5 The Arab States

The need for capacity-building in social security has repeatedly been identified as one of the main priorities in Arab states on the regional level and in several Decent Work Country Programmes in the region⁵. The ILO conclusions of the Interregional Tripartite Meeting on the Future of Social Security in Arab States (Amman, 6-8 May 2008) stress the need for capacity building which should be provided by a regional advisory and capacity-building facility that can flexibly react to the very heterogeneous demands from the region.

Master programme in Social Security for the Arab States



ILO constituents have repeatedly requested specialised training in social security. Capacity-building was also identified as a priority in the region in response to a questionnaire distributed to governments and social partners prior to the Interregional Tripartite Meeting.

While short-term courses in Arabic and English are offered by the ILC-Turin, there is a need for a long-term programme which would provide mid-career officials in

⁵ The ILO regional priorities for the biennium 2008-09 include the extension of coverage of social security, reforming social security and improving governance (ILO Programme and Budget 2008-09, p. 16).

ministries, social security institutions, social partners and other organisations with the comprehensive knowledge and skills relevant to their day-to-day work.

5.1 Looking at regional capacity-building initiatives:

To this end, a regional capacity-building initiative is being studied for its feasibility. Such capacity, when established in the region, should serve as a centre of excellence in the field of social security for the Arab States of the Middle East and North Africa.

The specific training needs in Arab States would be addressed by a modular approach, possibly including a Master programme and two Diploma programmes. Modules would enable students to prioritize their training needs and, if necessary, stretch their study programme over two or three years if they continue to work. Non-degree students could also choose individual modules and obtain a certificate upon their successful completion.

Under consideration are the following:

1. Master Programme in Social Security (one year) including a Master thesis (Master degree to be accredited by the responsible government)
2. Diploma programme in Social Security Financing (4 months)
3. Diploma programme in Social Security Policy and Management (4 months)
4. Specific courses (2-4 weeks)

Capacity-building activities planned for 2009 include a regional training seminar on social security governance for representatives of social security institutions (in collaboration with ILO/ITC-Turin), and several national workshops on various aspects of social security within the framework of Decent Work Country Programmes.

Education, Training and Knowledge Sharing Platforms

The Social Security Department and ITC-Turin have developed three specialized platforms to respond to the different needs of education, training and capacity building. **GESS** for global extension of social security issues; **CIARIS** for social inclusion issues and the **Social Protection Virtual Campus** for all ILO social protection issues, namely social security (pensions, health), the extension of social protection, occupational safety and health, migration and HIV/AIDS.

6.1 GESS (Global Extension for Social Security)



GESS is an interactive knowledge management and knowledge sharing Internet platform on the extension of social security and the key tool of SEC/SOC's knowledge management strategy. All SEC/SOC staff members were trained at ITC-Turin in September 2008 and were given responsibilities for the production of country, regional and thematic pages. Since then the production of content on the GESS platform has increased tremendously and a helpdesk has been introduced to facilitate use of the platform by SEC/SOC. GESS is also a capacity building tool which provides information (what is going on?) and knowledge (how to extend coverage?) to all those working towards universal social security coverage. It contains interactive databases of content (e.g., online Library, News Section, Glossary, Questions and Answers, Thematic and Country pages, Inquiries...) and collaborative tools (e.g., collaborative workspaces and discussion lists). It can facilitate the exchange of information and ideas, capture and document experiences, identify knowledge gaps, create new knowledge and promote innovation in the field of the extension of social security. The GESS platform is interactive and user-driven, offering opportunities for users to get involved by posting news, suggesting resources, getting involved in collaborative workspaces and online discussions, adding new questions and answers, etc.

More information at the following address:
www.socialsecurityextension.org

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6.2 CIARIS (Learning and Resource Centre on Social Inclusion)

<http://www.ciaris.org/>



CIARIS is a specialized platform to help strengthen practitioners' capacity to design, plan, manage and evaluate social inclusion projects and policies and hence promote Decent Work. CIARIS collects information, connects people working in the field of social inclusion and poverty reduction, provides training and technical assistance, strengthening knowledge sharing.

CIARIS users can find out about people in the network, identify those working in their areas of interest and read their blogs. Users can also create a workspace to support a small or large project, discussion or training activity.

CIARIS also provides a global database of resources, experiences and practice to fight exclusion. You are most welcome to browse and to add new resources.

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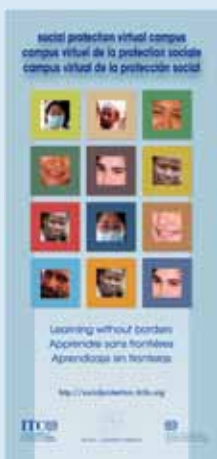
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6.3 The Social Protection Virtual Campus



The Virtual Campus was inaugurated on 9 June 2008 during the 97th Session of the International Labour Conference. This pioneering and unique virtual platform is a "one-stop shop" for accessing the training offered by ITC-Turin Centre and SEC/SOC.

The Social Protection Virtual Campus is a portal for generating and disseminating interdisciplinary knowledge and developing institutional capacities and individual

competencies in order to make social protection systems more effective and to extend their coverage.

The Virtual Campus is a tool for distance learning, technical cooperation, exchanges of information and experience, and the creation of contact and knowledge networks. Professionals from social protection institutions, employers' and workers' representatives, academics, researchers, students, professionals from NGOs and other interested parties

are invited to share this forum for continuing learning and communication.

More information at the following address:

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- » Social Security Technical Cooperation Matters, September 2009
- » Social Security Facts Matters, December 2009