



**GLOBAL BUSINESS NETWORK
FOR SOCIAL PROTECTION FLOORS:
4TH ANNUAL MEETING**

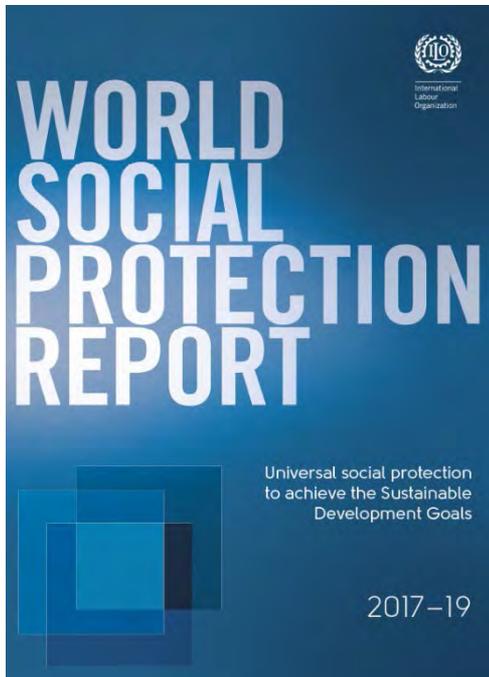
GBN Meeting – Agenda

	Opening Remarks	09:00 – 09:30
	Group photo	09:30 - 09:45
	Introduction of participants & Overview of WSPR	09:45 – 10:15
	Coffee-Break	10:15 - 10:30
	Session 1. Support the development of corporate social protection guarantees in line with ILO standards	10:30 – 11:45
	Session 2. Document the results and impacts of social protection	11:45 – 12:15
	Lunch	12:15 – 13:45
	Session 3. Increase private sector’s involvement in the development of national social protection floors	13:45–15:00
	Coffee-Break	15:00 – 15:30
	Session 4. Looking forward: Strengthen the Global Business Network for Social Protection Floors	15:30 – 16:15
	Conclusions and next steps	16:15 – 16:45
	Networking Cocktail	17:00 – 19:30

Introduction of Participants

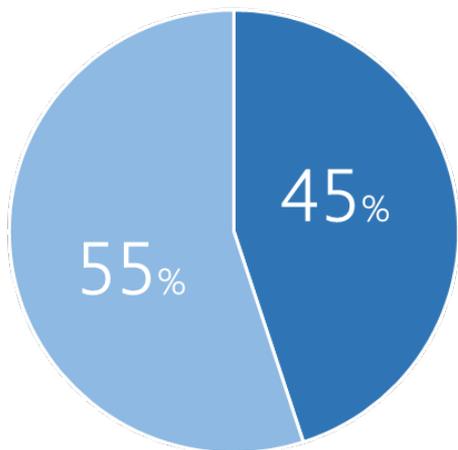


World Social Protection Report 2017–2019



- Global overview on trends in social protection systems, including floors. Social protection include:
 - child and family benefits,
 - maternity protection,
 - unemployment support,
 - employment injury benefits,
 - sickness benefits and health
 - disability benefits,
 - survivors' benefits and
 - old-age pensions
- Estimates on effective social protection coverage to monitor SDG target 1.3
- Universal social protection is generally achieved by a combination of contributory schemes (social insurance) and non-contributory tax-financed benefits, including social assistance

Social security is a universal human right, but...



Only **45%**

of the world population is covered by at least one social protection benefit (SDG indicator 1.3.1)



SDG indicator 1.3.1

4 billion people

(55%) are still unprotected

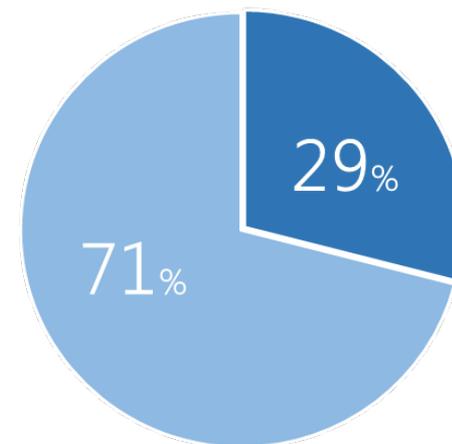
If we consider all areas of social protection from child benefits to old-age pensions

Only **29%**

of the global population has access to comprehensive social protection

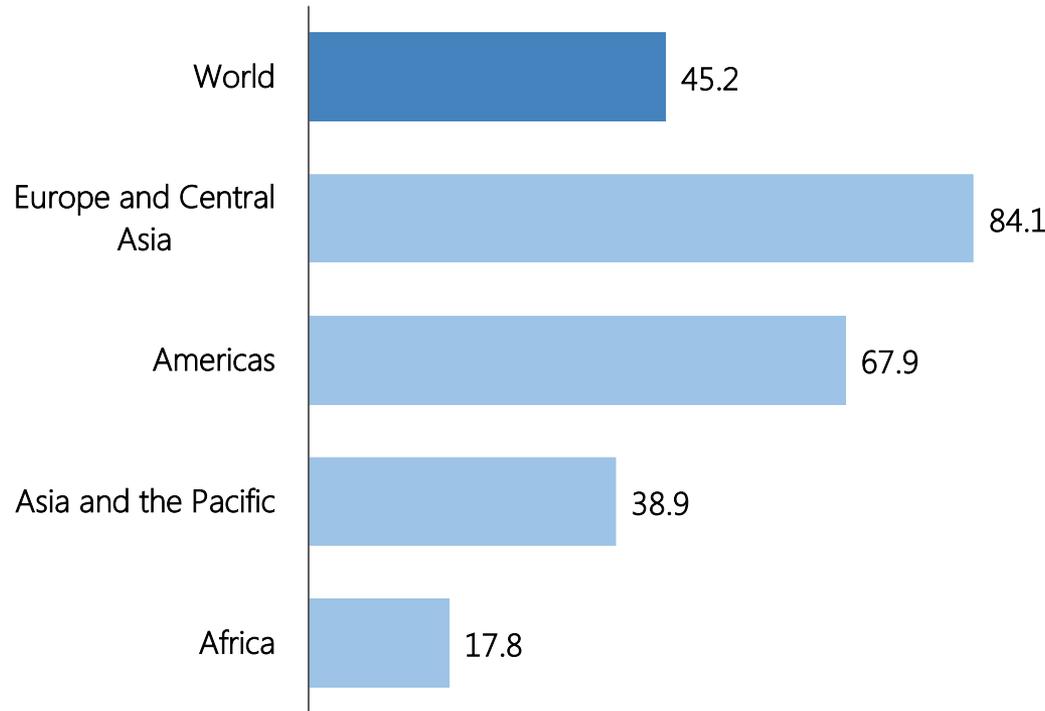
5.2 billion people

(71%) are not, or only partially, protected



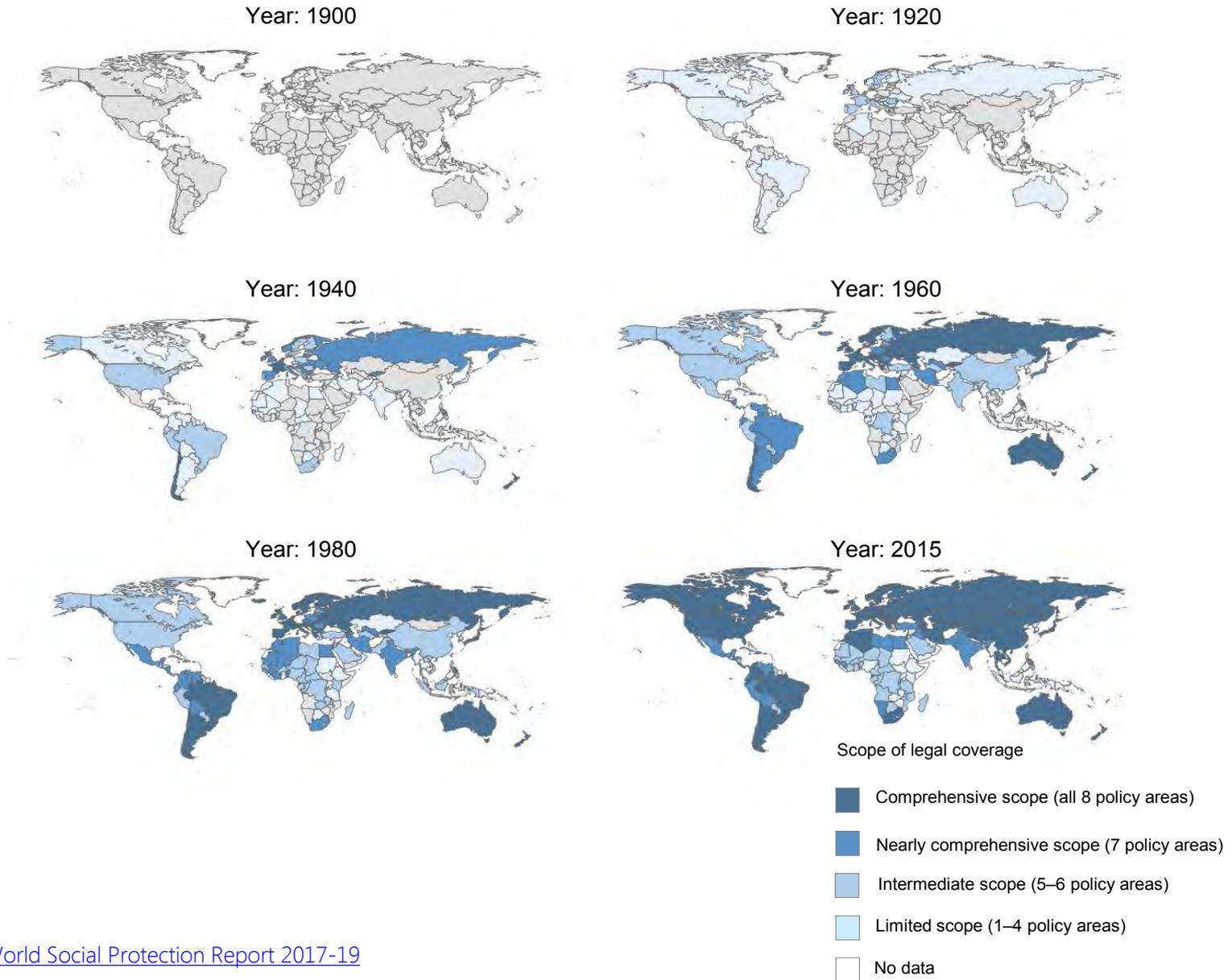
Large coverage gaps...particularly in Africa, Arab States and Asia

SDG indicator 1.3.1: Effective social protection coverage, population covered by at least one social protection benefit (%)



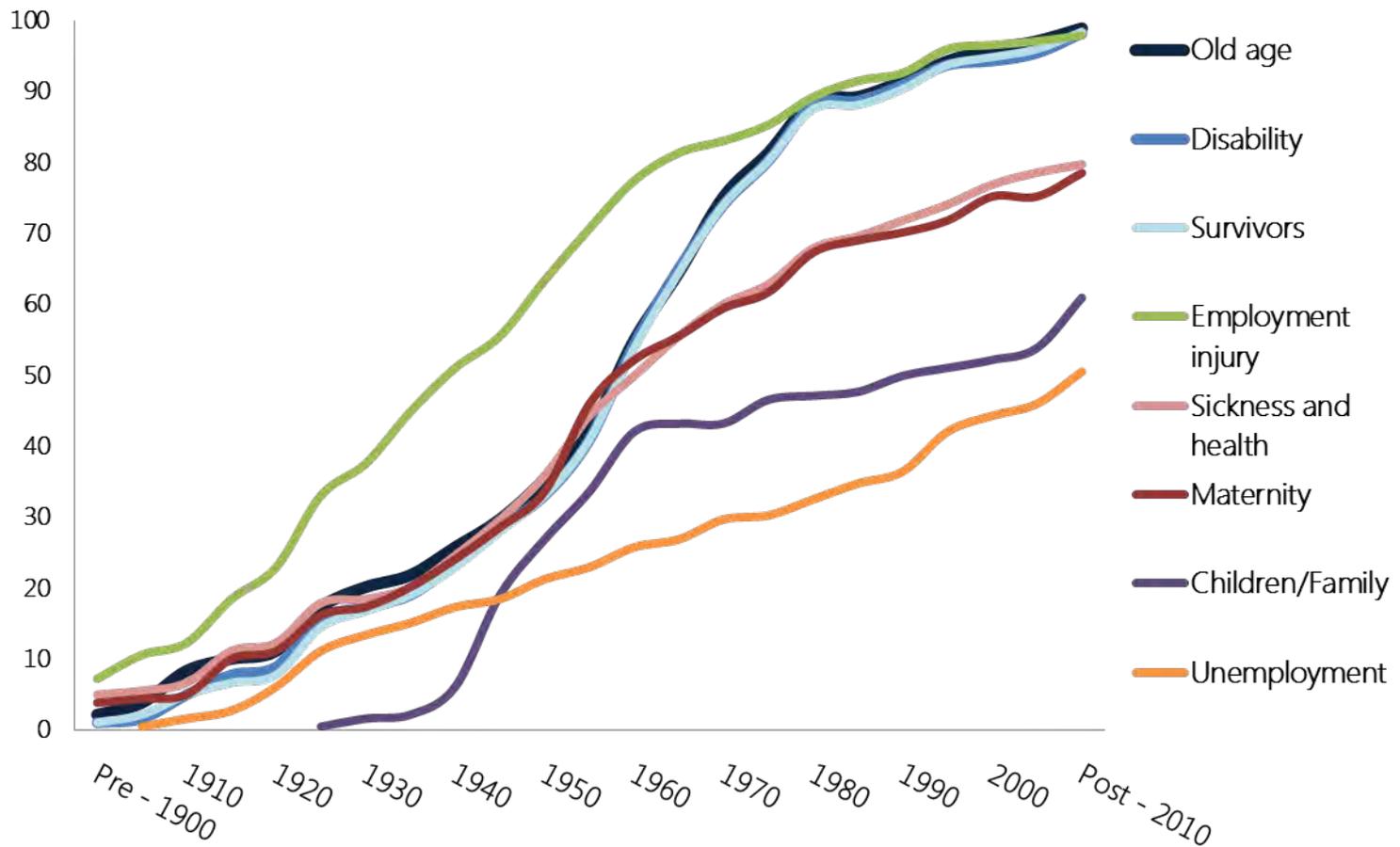
The SDGs call for **universal social protection**. More efforts are needed to extend coverage and ensure adequate benefits

Social protection systems: a story of success over 100 years



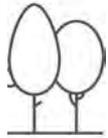
Progress by social security area

% of countries with social security schemes anchored in national legislation, by policy area (branch)



Large gaps in health coverage and access to health care....

...especially in rural areas



56%

of the global rural population lacks health coverage

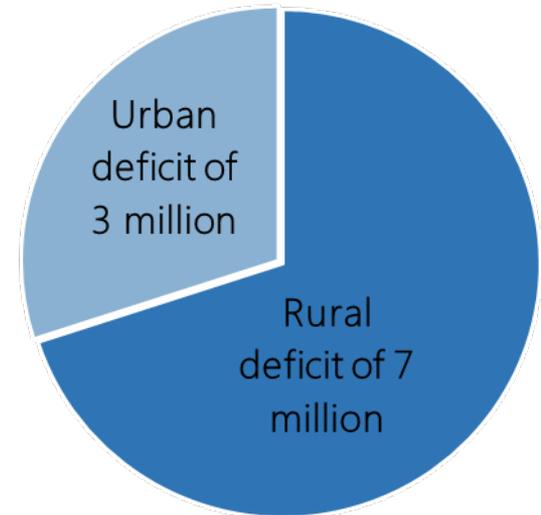
...as compared to

22%

of the urban population

Largest exclusions of rural populations are observed in Africa and Asia

Global shortfall of health workers (10.3 million)



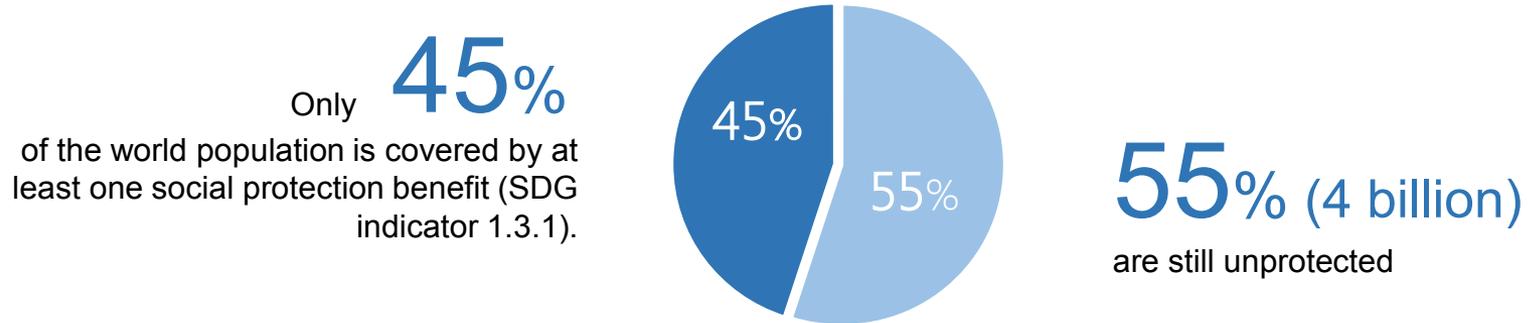
In rural areas, per capita health spending is only half of that in urban areas



SDG 3.8

The challenge for the future:

Closing persistent coverage gaps... and ensuring adequate benefits



More efforts are needed:

- Strengthen national social protection systems, including floors
- Extend coverage to those in the informal economy and facilitate their transition to the formal economy
- Ensure benefit adequacy

ILO's two-dimensional social security extension strategy



SDG indicator 1.3.1



Global Flagship Programme: Strategy for the first phase (2016-20)

1

A step by step approach in **21 COUNTRIES** to implement SPFs leading to institutional changes and impact on people

Adopting national social protection strategies

Designing and reforming social protection schemes

Improving operations

3

Practical knowledge development:

- How to guides
- Country briefs
- Evidence based advocacy (e.g. business case)

4

Partnerships for success:

- Deliver as one UN

Global Business Network for Social Protection

- Freedom and Justice for Workers Initiative
- South-South Cooperation

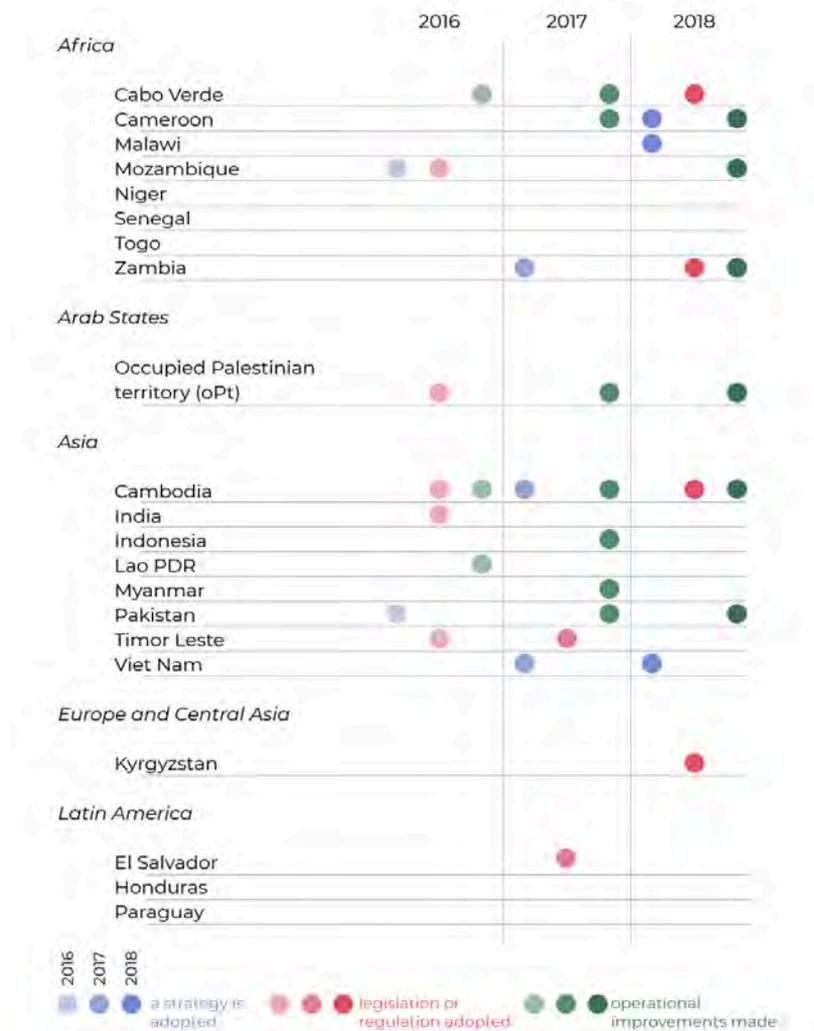


2

Cross country advice on thematic areas such as health, climate change, extension to rural areas, humanitarian/development nexus.)

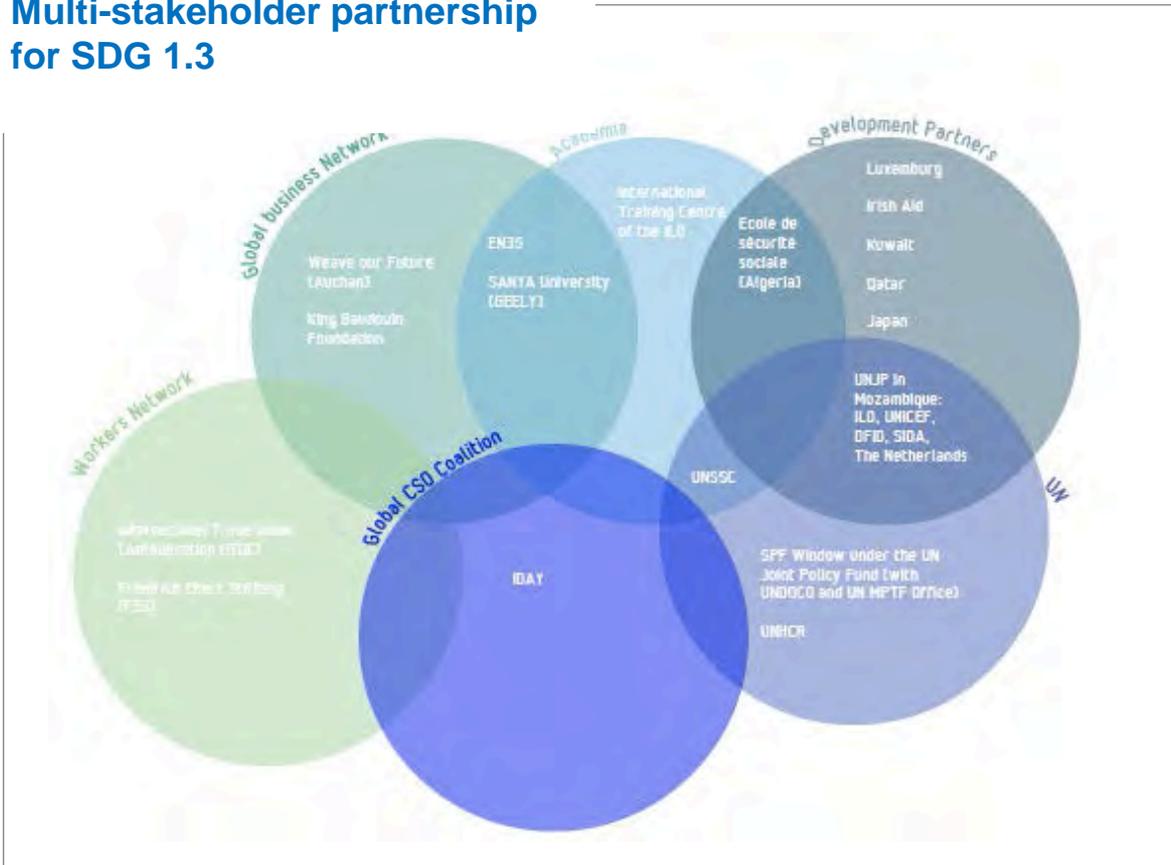
Flagship Programme in 2018

Results Summary for the countries within the Global Flagship Programme 2016-2018



Partnerships

Multi-stakeholder partnership for SDG 1.3



MULTI-STAKEHOLDER PARTNERSHIP FOR SDG 1.3.

- 21 Pilot Countries
- 40 Partners
- **6 Public Private Partnerships**
 - L’Oreal
 - Auchan Weave Our Future
 - King Baudouin Foundation
 - Sanya University/Geely Group
 - **Nestle**
 - **Ogilvy**

OBJECTIVES



- Share the **progress and achievements made** to date on the work plan of the Global Business Network for Social Protection Floors
- Define the strategy to **further engage** the GBN Network members in the **achievement of SDG 1.3. on social protection floors**
- Agree on **new commitments** for the year to come, as well as define the GBN's role in the ILO Centenary Celebrations



COFFEE BREAK

10:15 - 10:30



Session 1. Support the development of corporate social protection guarantees in line with ILO standards

10:30 – 11:45

- What tools are required to support companies in developing social protection programmes?
- How can members of the GBN and the ILO contribute to this knowledge development?
- How to further share information among members of the GBN and provide peer-to-peer support?



Session 2: Document the results and impacts of social protection



Session 3: Increase private sector's involvement in the development of national social protection floors



Session 4: Strengthen the Global Business Network for Social Protection Floors

Discussion

- Which **corporate social protection guarantees programmes** your company have implemented this year?
- Which **useful information/data/standards** have been used to facilitate the implementation of the programmes?
- **Propose the best way to further foster knowledge-sharing** among members of the GBN and provide peer-to-peer support? Webinars? Best practices guides? Other tools?

Available information on Social Security around the World



World Social Protection Report Database

<https://www.social-protection.org/gimi/Wspr.action>

- 8 branches
- Public social protection expenditure by region and countries
- SDG indicator 1.3.1 on effective coverage by region and countries
- Type of schemes



Social Protection Inquiry

<https://www.ilo.org/dyn/ilossi/ssimain.home>

- Scheme information
- Employment data
- Population data
- Indicators



ISSA Country Profiles

<https://www.issa.int/en/country-profiles>

- Indicators
- Pensions (voluntary)
- Scheme Description
- Reforms
- External Scheme Data
- Resources

GBN Meeting – Agenda

Session 1. Support the development of corporate social protection guarantees in line with ILO standards

Session 2. Document the results and impacts of social protection

11:45 – 12:15

- Ambition in terms of research
- What can members of the GBN do in terms of research?
- What are the costs?
- Propose an action plan

Session 3: Increase private sector's involvement in the development of national social protection floors

Session 4: Strengthen the Global Business Network for Social Protection Floors



**MNEs AND SOCIAL
PROTECTION: L'ORÉAL
SHARE & CARE**

Pelin Sekerler Richiardi, ILO Research Department
Hugues de Beaugrenier, Social Relations Director (France), L'Oreal

THE CASE STUDY OF L'ORÉAL SHARE& CARE SOCIAL PROTECTION PROGRAM



L'ORÉAL

Pelin Sekerler Richiardi, ILO, Research Department



Identifying the possible effects of Share & Care by L'Oréal on:

- 1) Benefits provided
- 2) Firm performance (employee turnover rate and absenteeism)

Trends in benefits: follow-up tools



F3

A B C D E F G

1. PROTECT - Welfare

1	MUST HAVES status :			100%		100%
2	GLOBAL status :			100%		100%
3						+++

2014 Reporting period

N°	Question	Answer	Action Plan and Budget 2015	Comments	Answer	Please cells. Y ha
1	Are all permanent employees eligible for life insurance in case of natural death?	Yes			Yes	
2	Is the insurance in case of natural death granting, on top of social security, a lump sum or equivalent pension of not less than 24x monthly base salary ?	Yes		We had a maximum benefit of ARS 4.000.000 for natural and accidental death benefit and disability. In 2015 the capital updrade will be reconsidered, in the context of high salary inflation.	Yes	
3	Are fixed term employees eligible for life insurance in case of natural death?	Yes			Yes	
4	Are fixed term employees entitled to the same coverage in case of natural death?	Yes			Yes	

Improvement in benefits: mapping analysis

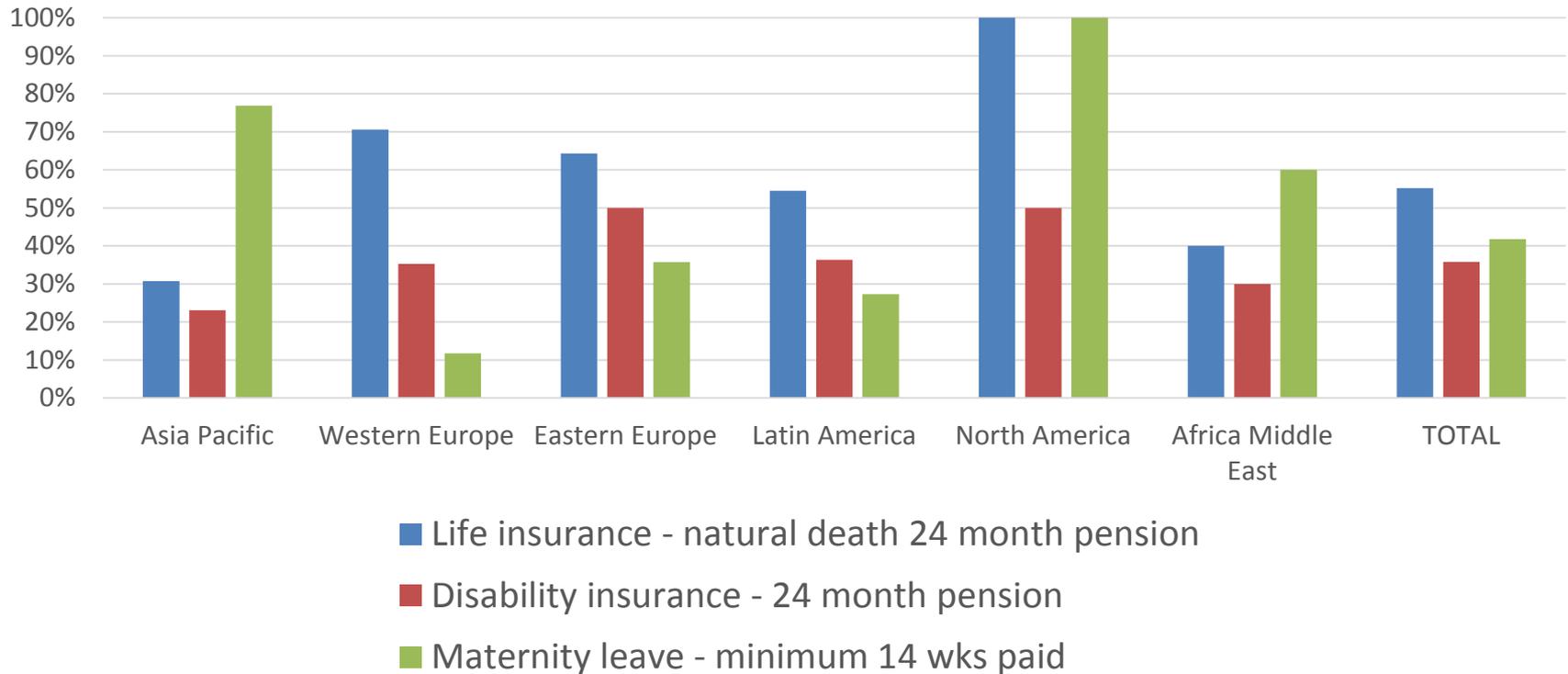
Simplified Table of Share & Care Program 'Must Haves' Implementation Tracker

COUNTRIES	A	B	C
BENEFITS			
<u>PROTECT</u>			
life insurance (natural death) - 24 mos	•	↑	↑
life insurance (accident death) - 24 mos	↑	↑	↑
disability insurance - 24 mos	•	•	•
sick leave	•	↑	•
<u>CARE</u>			
medical check-ups	↑	•	↑
medical insurance - hospitalization, pre-natal, birth, disease at 75% cover	•	•	•
medical insurance - medical analysis	↑	•	↑
medical insurance - drug prescription	•	•	•
medical insurance - optical treatment	•	↑	•
medical insurance - dental treatment	↑	•	↑
<u>BALANCE</u>			
maternity leave – minimum 14 wks paid	↑	•	•
paternity leave - minimum 3 days paid	•	↑	•
<u>ENJOY</u>			
PWD-accessible workplace	•	•	•
ergonomic training	↑	•	↑
flexible work hours	•	•	↑

Source: L'Oréal Follow-up Tools (2013-2015), Notes: (↑) Improved from 2013 levels, (•) Already provided by L'Oréal

Improvement in benefits: mapping analysis

Improvement in 'Must Haves', by region and benefit, 2013-2015, percentages



Source: L'Oréal Follow-up Tools (2013-2015), Note: Number of countries is different in every region



Identifying the possible effects of Share & Care by L'Oréal on:

- 1) Benefits provided
- 2) Firm performance (employee turnover rate and absenteeism)

Human resources data

		Headcount			Number of resignations	Average age		Absenteeism rate (overall)	Absenteeism sickness rate
Region	Country	M	W	Total	Total	M	W	Total	Total
Africa Middle East	A	130	231	289	21	35	32	3.0%	0.6%
Africa Middle East	B	228	56	271	10	34	29	1.6%	0.3%
Latin America	C	24	9	33	12	40	34	1.2%	1.0%
Western Europe	D	32	67	268	6	40	54	1.0%	0.5%

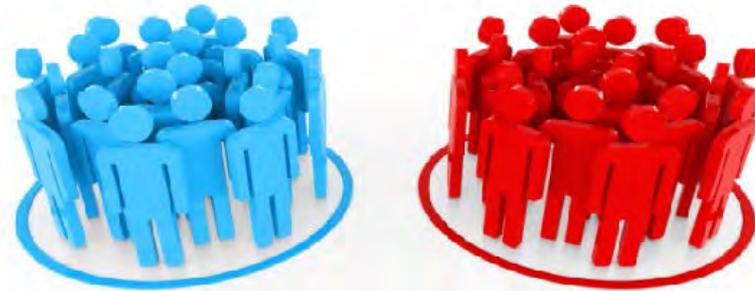
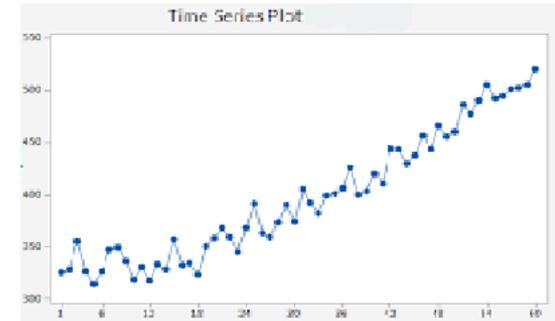
Note: Source L'Oréal human resources data. Not real data

Turnover and absenteeism: econometric analysis

- Two databases combined
 - Different econometric models
 - Fixed effects
 - Random effects
 - OLS with country clusters
 - Nested models: with and without some covariates: age, age squared, shared of part-time, female employees, different benefits...
 - Regression of differences between 2013 and 2016
- Results not statistically significant

Why?

- Not enough data points in time
- Indicators not specific enough
- More variables at the individual and firm levels
- Control groups



What can be done?

- Extract the data already available
 - Individual
 - Firm-level
 - Specific data
- Explore employee satisfaction surveys
- Develop specific indicators and collect data systematically



**L'OREAL Share &
Care Program**
collaboration with ILO
Research Department

ILO Global Business Network for Social Protection October 23rd 2018

CONTEXT

- Share & Care program was launched with strong conviction but with no predetermined indicators to measure ROI. Priority was given to deployment indicators.
- A worldwide global approach built on 4 pillars giving a particularly broad scope for the program.

LEARNINGS

- Difficulties
 - No benchmark available
 - Very few quantitative and qualitative data related to our program based on social protection policies and initiatives to improve quality of life at work.
 - No possible comparison between subsidiaries having implemented the program and subsidiaries without the program, because of a worldwide implementation.
- Classical HR indicators (headcount turn-over, age and seniority indicators, absenteeism statistics...) are limited to assess impact.
For example, improved maternity leave duration leads to an increase of absenteeism.
- Missing indicators towards more qualitative expectations from the program.
No data enabling internal and external effects measurement of the program in terms of corporate image attractiveness, students' awareness.

ACTION TAKEN AND NEXT STEPS

- **Yearly reporting and progress report at end of phase I**
The ILO dashboard will be added of the executive summary to illustrate countries' actions.
- **New indicators** specific on Share & Care Program are progressively monitored.
 - Since 2014
 - number of employees covered by life and total permanent disability insurance in line with Share & Care guidelines
 - number of employees covered by health coverage in line with Share & Care guidelines
 - Since 2016
 - number of subsidiaries with a smart working program
 - number of subsidiaries with a daily flexible working time policy.
- **Employee's perception**
Feedback on Share & Care to be organized with a set of specific questions in the next group employees survey.
- **Collaborative work** to define action on well being
All countries are encouraged to ask employees to express ideas and expectations on well being at work in a collaborative way (forum, meeting, survey...).
This will help to involve employees in Share & Care and get qualitative feed-back.

Illustration : student's survey



1900 students polled,
with at least on
experience in a
company



51 nationalities,
5 continents

WHAT DO **STUDENTS** EXPECT in terms of **work environment** ?

What are, among the following, the most important in the choice of my future employer ?

- Occasional or regular working from home
- Daily flexible working hours
- Good parenthood benefits
- Strong coverage of medical expenses
- Strong life disability insurance
- Sports activities at workplace or access to sport facilities
- Good physical work environment (cafeteria, leisure space, garden ...)
- Services at workplace (concierge services)

Work environment

WHAT DO **STUDENTS** EXPECT ?



1. Strong coverage of medical expenses
2. Good physical work environment
3. Daily flexible working hours



Protect · Care · Balance · Enjoy



**Presentation on the
upcoming research
by Francophone
Platform and EN3S**

Aurelie Stephan, Benefits & International Mobility Manager at Legrand

RESEARCH PROJECT ON THE IMPACT OF SOCIAL PROTECTION FLOORS

FRENCH-SPEAKING PLATFORM FOR SOCIAL PROTECTION FLOORS



ECOLE DES DIRIGEANTS DE LA PROTECTION SOCIALE

GBN ANNUAL MEETING – 23/10/2018

- 
- ▶ **Good practice guide** : *"Monitoring and assessing a programme make it possible to guarantee its long-term durability by regularly evaluating the suitability and integration of actions taken in relation to the company's economic model."*

 - ▶ **Different impacts** :
 - ❖ **For the company** : internal/external image, reduction of absenteeism, better attraction and retention of employees...
 - ❖ **For employees** : impact on health, well-being...

 - ▶ **Assessing the impact of the implementation of a social protection floor is necessary but difficult**

- 
- ▶ Decided to look for a **research team** that could help us **set up a methodology and tool box** to assess the impact of social protection floor programmes

- ▶ **Scope of the study** : parenthood

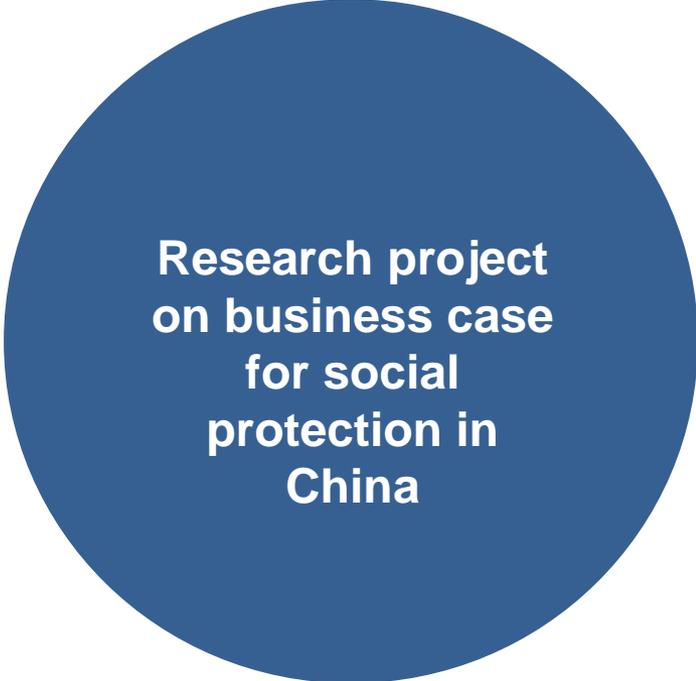
- ▶ **Research team** : Global Watch/ Levia Group (www.global-watch.com)

Global Watch = Canadian platform that helps employers develop their business intelligence on health and well-being at the workplace through scientific and market monitoring

- ▶ **Research methodology** : scoping study

- ❖ Review of literature
- ❖ Interviews with companies
- ❖ Synthesis

- ▶ **Duration** : approximately 1 year



**Research project
on business case
for social
protection in
China**

Daniel Samaan, ILO Research Department
Qinfu Zhu, Assistant to the President of University of Sanya

Research on expanding the scope of social insurance coverage for Chinese Enterprises

ZHU Qinfu, University of Sanya

中国企业社会保险
参保范围拓展研究

中国·三亚学院 朱沁夫

Research on expanding the scope of social insurance coverage for Chinese Enterprises

- Source: International Labour Organization, Geely Group, Sanya Institute
- Research Significance: Combining with the previous experience of the International Labour Organization, this paper investigates and studies China's corporate social insurance system, expands the international vision of social insurance research, develops corporate social insurance training courses based on employers' enterprises and studies the relationship between social security and corporate benefits, to a certain extent, expands employer-based social insurance research. The scope of corporate social insurance coverage.

中国企业社会保险参保范围拓展研究

- 课题来源：国际劳工组织、吉利集团、三亚学院
- 研究意义：结合国际劳工组织的前期经验对中国企业社会保险制度进行调查研究，拓展社会保险研究的国际视野，开发基于雇主企业的企业社会保险培训课程和研究社会保障与企业效益之间的关系，一定程度上扩展基于雇主的企业社会保险参保范围。

Research on expanding the scope of social insurance coverage for Chinese Enterprises

- Research objectives:
- On the basis of international conventions, employers and enterprises should improve their compliance with social insurance laws so that more employees can be better protected.
- Design a corporate social insurance training course for Chinese employers and enterprises.
- Provide enterprise social insurance promotion action plan for employers and enterprises.

中国企业社会保险参保范围拓展研究

- 研究目标：
- 在国际公约的基础上，提高雇主企业对社会保险法律的依从性，使更多的员工得到更好的保护；
- 为中国雇主企业设计企业社会保险培训课程；
- 为雇主企业提供企业社会保险提升行动方案。

Research on expanding the scope of social insurance coverage for Chinese Enterprises

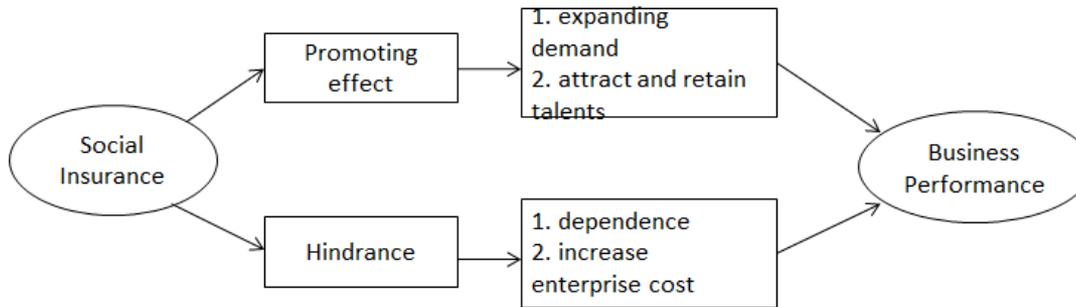
- Research contents:
- Search for international conventions, China and foreign legal provisions on social security
- Define the significance of social insurance to Chinese individuals, enterprises and countries.
- Find cases related to corporate social insurance in China and foreign countries
- Understand the current situation of Chinese employers' insurance and demand for social insurance through research.
- Perfecting the sound mechanism of employers and enterprises for corporate social insurance

中国企业社会保险参保范围拓展研究

- 研究内容:
- 查找国际公约、中国、外国关于社会保障方面的法律规定
- 明确社会保险对于中国个人、企业、国家的意义
- 查找中外企业社会保险的相关案例
- 通过调研了解中国雇主企业的参保现状和对社会保险的诉求
- 完善雇主企业对企业社会保险的发声机制

A study on the relationship between social insurance and business performance of tourism enterprises

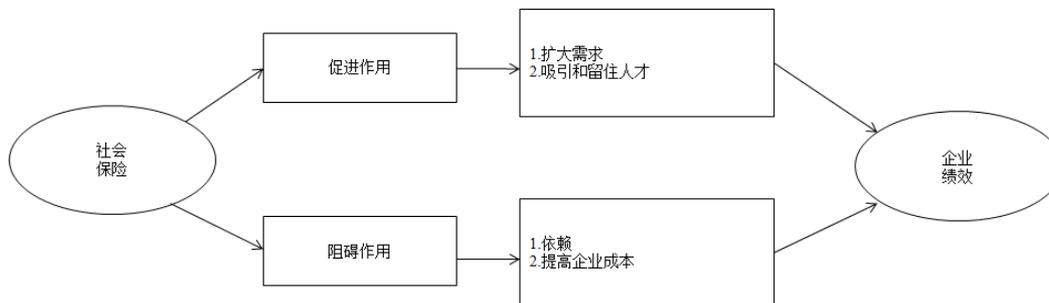
- Basic judgment: social insurance is closely related to corporate performance.



The relationship between social insurance and enterprise performance

旅游企业社会保险和企业绩效关系研究

- 基本判断：社会保险与企业绩效关系密切



社会保险与企业绩效的关系

Study on relationship between social insurance and business performance of tourism enterprises (% of employees in Sanya)

Particular year	Basic endowment insurance	basic medical insurance	Employment injury insurance	Maternity insurance	unemployment insurance
2007	76.57	78.44	-	-	72.81
2008	94.70	93.34	-	-	93.30
2009	98.89	97.93	96.63	96.42	94.78
2010	98.99	99.64	97.92	97.91	97.86
2011	99.50	99.72	98.52	98.50	99.15
2012	99.53	99.73	98.60	98.60	99.18
2013	99.55	99.74	98.62	98.62	97.70
2014	99.56	99.75	98.63	98.65	97.30
2015	99.57	99.72	98.67	98.69	97.38
2016	99.59	99.73	98.71	98.73	97.30
2017	99.62	99.74	98.77	98.77	97.40

旅游企业社会保险和企业绩效关系研究（三亚市城镇从业人员参保率%）

年份	基本养老保险	基本医疗保险	工伤保险	生育保险	失业保险
2007	76.57	78.44	-	-	72.81
2008	94.70	93.34	-	-	93.30
2009	98.89	97.93	96.63	96.42	94.78
2010	98.99	99.64	97.92	97.91	97.86
2011	99.50	99.72	98.52	98.50	99.15
2012	99.53	99.73	98.60	98.60	99.18
2013	99.55	99.74	98.62	98.62	97.70
2014	99.56	99.75	98.63	98.65	97.30
2015	99.57	99.72	98.67	98.69	97.38
2016	99.59	99.73	98.71	98.73	97.30
2017	99.62	99.74	98.77	98.77	97.40

A study on the relationship between social insurance and business performance of tourism enterprises

- Proportion of social insurance in Sanya
- The proportion of endowment insurance enterprises undertaking is 19%, institutions undertaking 20%, individuals undertaking 8%; medical insurance enterprises undertaking 8%, individuals undertaking 2%; unemployment insurance enterprises and individuals undertaking 0.5%; industrial injury insurance is determined according to different industries, the range is 0.1% - 0.9%, undertaking by enterprises; birth insurance enterprises undertaking 0.5% .

旅游企业社会保险和企业绩效关系研究

- 三亚市社会保险承担比例
- 养老保险企业承担比例为19%，事业单位承担比例为20%，个人承担8%；医疗保险企业承担8%，个人承担2%；失业保险企业和个人分别承担0.5%；工伤保险根据不同行业进行工伤认定，区间为0.1%-0.9%，由企业承担；生育保险企业承担0.5%。

A study on the relationship between social insurance and business performance of tourism enterprises

- Research situation
- A combination of questionnaires and in-depth interviews
- The interviewees were mainly the leaders and staff of Sanya Human Resources and Social Security Bureau, as well as the personnel managers and staff of some research units.
- Questionnaire survey is mainly aimed at the issue and recovery of research objects. In the questionnaire design, according to the different types of enterprises to classify the design, and finally formed three kinds of questionnaires, respectively, for enterprise employees, scenic spots and hotels. The questionnaire contains basic information about employees and a survey of employees' social insurance status. It contains 22 questions. The questionnaire contains the basic information of the scenic spot, the survey of the social insurance status and the performance of the scenic spot. It contains 32 questions. The Hotel questionnaire contains the basic information of the hotel, the hotel social insurance status survey and hotel performance, including 34 topics.

旅游企业社会保险和企业绩效关系研究

- 调研情况
- 问卷调查和深度访谈相结合的方法
- 访谈对象主要为三亚市人力资源与社会保障局的领导和工作人员以及部分调研单位的人事经理及员工。
- 问卷调研主要针对调研对象进行发放和回收。在问卷设计中根据不同类型的企业进行分类设计，最终形成了三种问卷，分别是针对企业员工、景区和酒店。企业员工的问卷内容包含员工的基本信息和员工社会保险现状调查，共包含22个题目。景区的问卷内容包含景区的基本信息、景区社会保险现状调查和景区绩效，共包含32个题目。酒店问卷内容包含酒店的基本信息、酒店社会保险现状调查和酒店绩效，共包含34个题目。

A study on the relationship between social insurance and business performance of tourism enterprises

- Research objects:
- Select 18 representative tourism enterprises, including 10 scenic spots and 8 hotels. According to the eight scenic spots (Nanshan Temple, Dongtian, Weizhizhou Island, Tianya Haijiao, Yalong Bay Forest Park, Xidao, Luhuitou and eternal situation), the two 5A scenic spots (Yanoda and Penang Valley) in Dasanya are included in the investigation. The Hotel chooses the International Hotel brand, mainly selects 8 star-rated hotels in Yalong Bay (MGM, Pak Yue, Ritz Carlton), Haitang Bay (Jun Yue, Tianfang Intercontinental) and the East China Sea region (Shanghai Marriott, Yue Rongzhuang, Anatara). Among them, there are three state-owned enterprises, namely, Dongtian, Tianya Haijiao and Luhuitou. They are subordinate units of SASAC of Sanya City. The remaining 15 enterprises are all private enterprises.

旅游企业社会保险和企业绩效关系研究

- 调研对象:
- 选取具有代表性的18家旅游企业，包括10家景区和8家酒店。景区主要根据三亚市纳入旅游统计的八大景区（南山寺、大小洞天、蜈支洲岛、天涯海角、亚龙湾森林公园、西岛、鹿回头和千古情），并将大三亚地区的两家5A级景区（呀诺达和槟榔谷）纳入到调研范围内。酒店选取国际酒店品牌，主要选取亚龙湾（美高梅、柏悦、丽思卡尔顿）、海棠湾（君悦、天房洲际）和大东海区域（山海天万豪、悦榕庄、安纳塔拉）的8家星级酒店进行调研。其中国有企业有3家，分别是大小洞天、天涯海角和鹿回头，是三亚市国资委下属单位，其余15家企业均为私营企业。

A study on the relationship between social insurance and business performance of tourism enterprises

- The research time is July 2018 -10 months.
- A total of 220 questionnaires were sent out, 210 were recovered, and 194 questionnaires were valid, with an effective rate of 92%.

旅游企业社会保险和企业绩效关系研究

- 调研时间为2018年7月-10月。
- 企业员工问卷共发放220份，回收210份，剔除信息不完善，不符合要求的问卷，最终形成有效问卷194份，有效率为92%。

A study on the relationship between social insurance and business performance of tourism enterprises

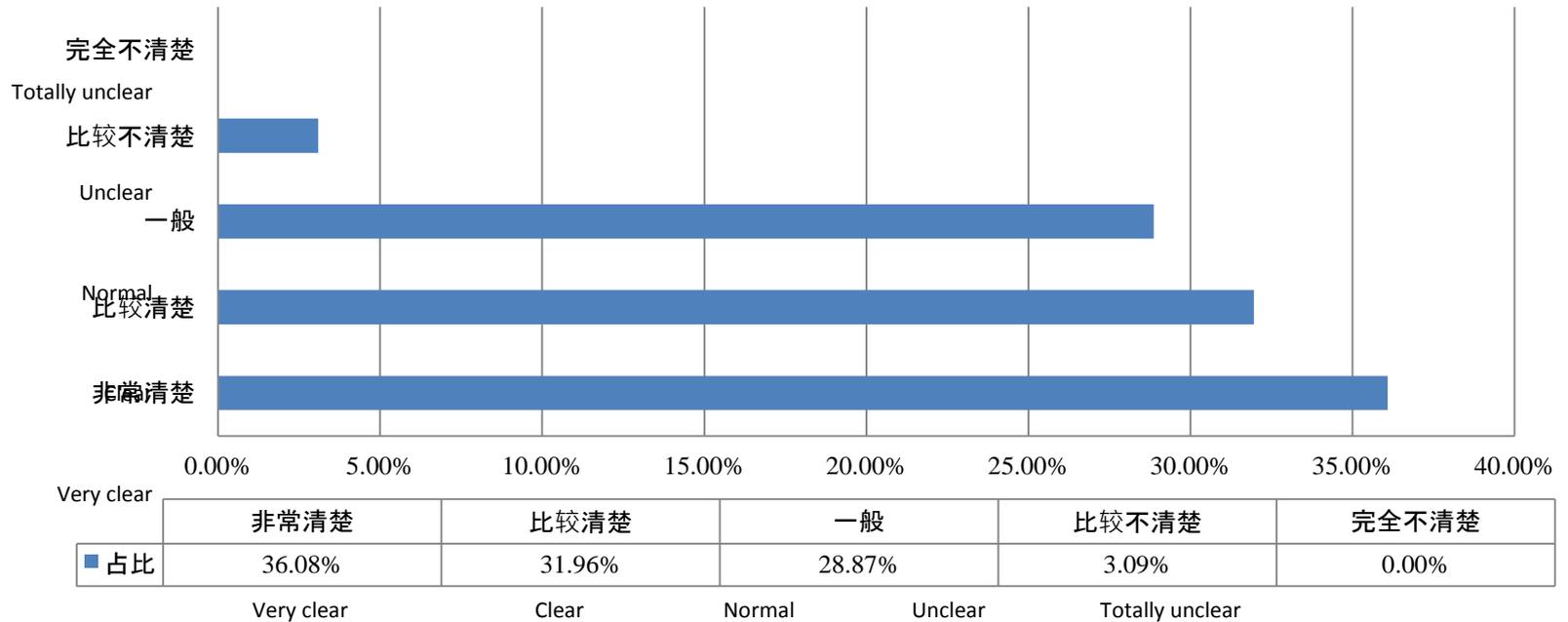
- Basic information statistics of respondents:
- For the proportion of respondents, men accounted for 43.3%, slightly lower than the proportion of women (56.7%).
- Age structure in 20-30 years old, accounting for 67.01% of the total, followed by 31-40 years old, accounting for 26.8% of the total.
- In terms of educational level, 56.7% of the respondents had bachelor's degree, followed by professional degree and below, accounting for 35.05% of the total.
- In terms of working years, the respondents' working years mainly concentrated on more than five years, accounting for 29.9% of the total, followed by 1-3 years and 3-5 years, accounting for 25.77% of the total.
- In terms of unit nature, it mainly concentrated in private enterprises, accounting for 43.3% of the total, followed by others, accounting for 27.84%.

旅游企业社会保险和企业绩效关系研究

- 受访者的基本信息统计:
- 就受访者的性别比例来说, 男性占到43.3%, 略低于女性的比例(56.7%)。
- 年龄结构方面以20-30岁最多, 占总比重的67.01%, 其次是31-40岁, 占总比重的26.8%。
- 文化程度方面, 拥有本科学历的受访者最多, 占总比重的56.7%, 其次是专科及以下学历, 占总比重的35.05%。
- 工作年限方面, 受访者的工作年限主要集中在五年以上, 占总比重的29.9%, 其次是1-3年和3-5年, 均占总比重的25.77%。
- 单位性质方面, 主要集中在私营个体企业, 占总比重的43.3%, 其次是其他, 占比为27.84%。

A study on the relationship between social insurance and business performance of tourism enterprises

- Respondents' perception of specific contents of social insurance and legal provisions

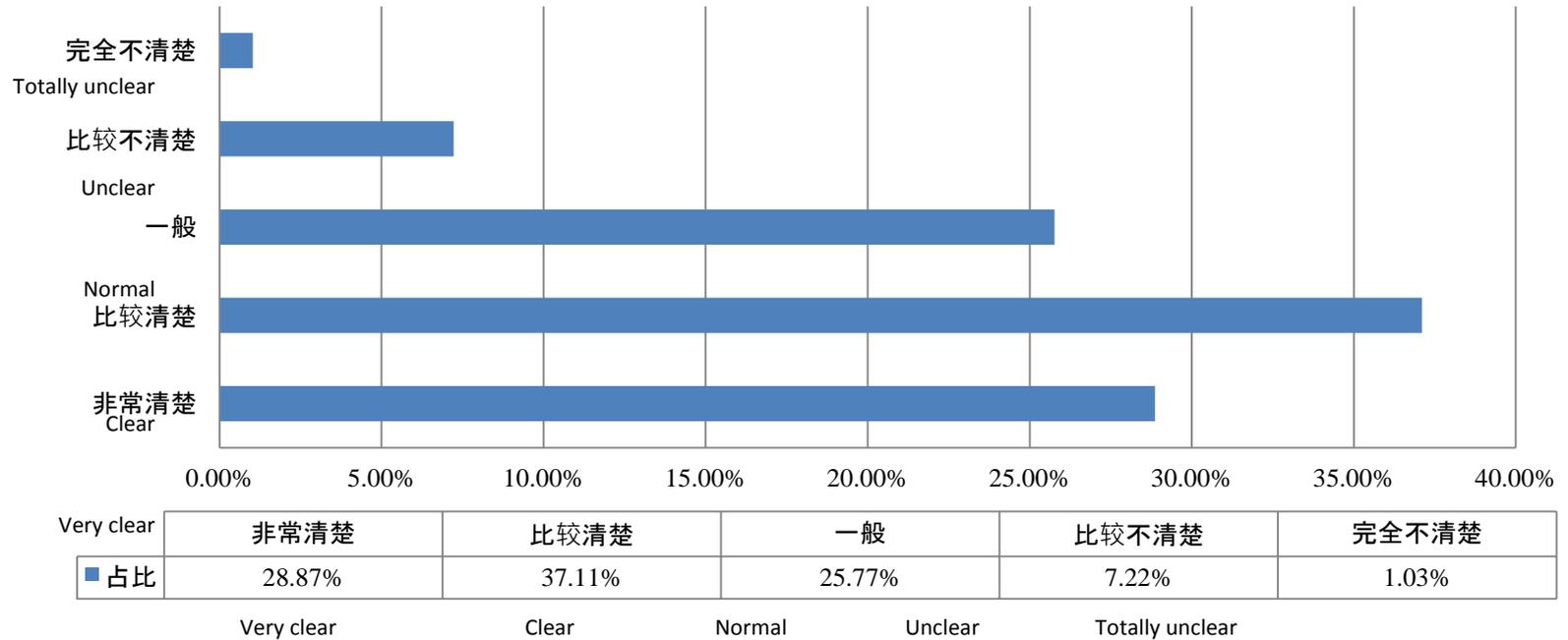


旅游企业社会保险和企业绩效关系研究

- 受访者对社会保险具体内容和法律规定的感知

A study on the relationship between social insurance and business performance of tourism enterprises

- Respondents' perception of social insurance benefits

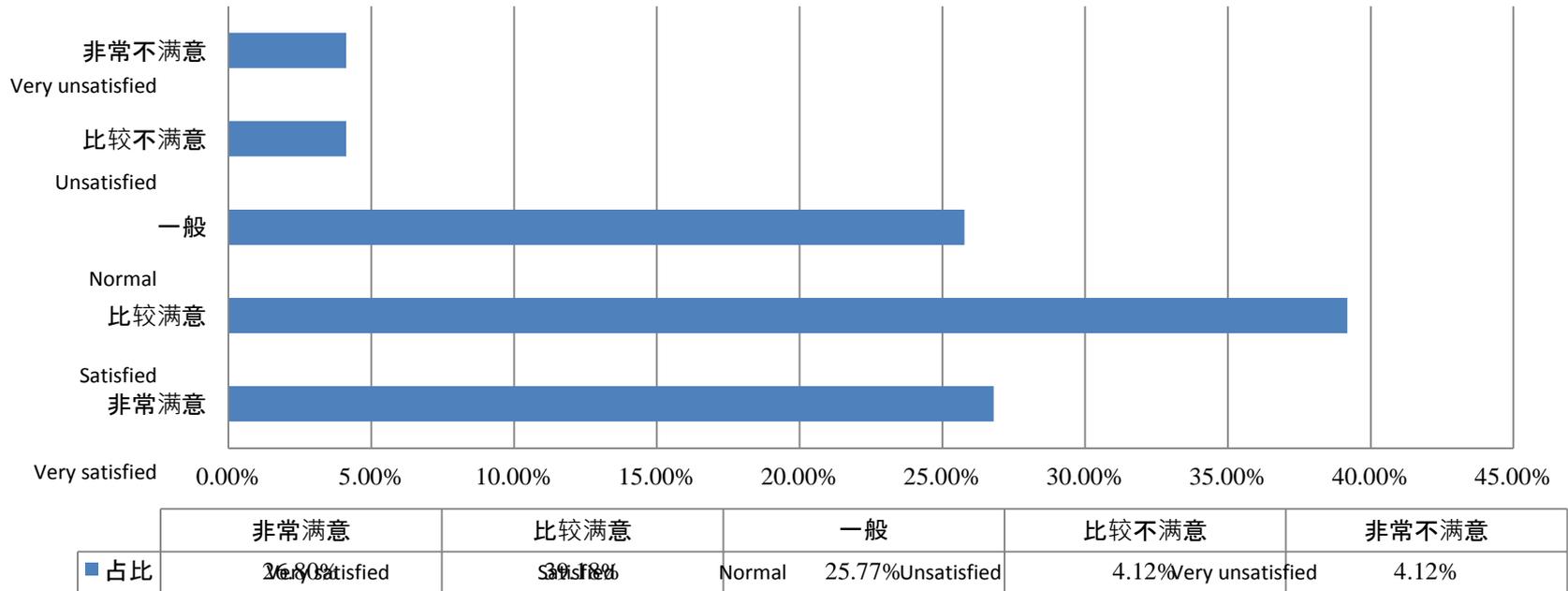


旅游企业社会保险和企业绩效关系研究

- 受访者对社会保险享受待遇的感知

A study on the relationship between social insurance and business performance of tourism enterprises

- Respondents' satisfaction with corporate social insurance



旅游企业社会保险和企业绩效关系研究

- 受访者对企业社会保险的满意度

A study on the relationship between social insurance and business performance of tourism enterprises

- Basic conclusions:
- The social insurance coverage rate of state-owned tourism enterprises is as high as 100%, and that of private tourism enterprises is more than 90%. Thus, the state-owned tourism enterprises can achieve comprehensive coverage, higher wages, better invisible welfare, and greater attraction for talent. Private tourism enterprises can attract and retain most of their employees because of their operating costs and employee turnover, although they are not fully covered.
- Employees of tourism enterprises attach great importance to social insurance, but their understanding of the enjoyable treatment is relatively low, which needs to be popularized.
- In the analysis of the relationship between social insurance and corporate performance of tourism enterprises, the initial prediction is weak correlation between the two. After obtaining the specific data, each factor analysis is carried out to further study.

旅游企业社会保险和企业绩效关系研究

- 基本结论：
- 国有旅游企业的社会保险覆盖率高达100%，私有旅游企业的社会保险覆盖率在90%以上。由此可见，国有旅游企业能够达到全面覆盖，工资待遇较高，隐形福利较好，对人才的吸引力较大。私有旅游企业考虑到企业的经营成本和员工的流动，虽然未能全面覆盖，但整体覆盖率较高，能够吸引并留住大多数员工。
- 旅游企业员工对社会保险的重视度高，但对于可享受待遇的了解度相对较低，有待于普及。
- 在分析旅游企业社会保险与企业绩效之间的关系时，初期预判两者之间是弱相关关系。在获得具体数据之后，进行各个因素分析，进一步研究。

A study on the relationship between social insurance and business performance of tourism enterprises

- The problems of social insurance for tourism enterprises in Sanya:
- The coverage rate of social insurance in private enterprises is lower than that in state-owned enterprises.
- The base of corporate social insurance payment is low.
- There is a two-way compromise between enterprises and employees.
- There are differences between social insurance benefits and expectations.

旅游企业社会保险和企业绩效关系研究

- 三亚市旅游企业社会保险存在的问题:
- 私营企业社会保险覆盖率低于国有企业;
- 企业社会保险缴纳基数偏低;
- 存在企业与员工双向妥协的现象;
- 社会保险待遇与预期存在差异。

A study on the relationship between social insurance and business performance of tourism enterprises

Countermeasures for improving the social insurance of tourism enterprises

The government:

Speeding up the construction of social insurance legalization
Implementation of differentiated pay policy
Establishing an effective regulatory review system
Improve the social security transfer in different places

Social aspects:

Strengthen the propaganda of social insurance

旅游企业社会保险和企业绩效关系研究

旅游企业社会保险的完善对策

政府方面：

加快社会保险法制化建设
实行行业差异化缴纳政策
建立有效的监管审查制度
完善社保异地转移便携度

社会方面：

加大对社会保险的宣传力度
建立和完善相关行业协会
形成良好的社会监督环境

A study on the relationship between social insurance and business performance of tourism enterprises

Countermeasures for improving the social insurance of tourism enterprises

In terms of business:

Establish the consciousness of paying social insurance according to law_Strengthen the training of social insurance for employees_Accept the supervision of government and staff actively

Employees: Strengthen the study of social insurance; Improve the awareness of social insurance participation; Establish the awareness of social insurance rights

旅游企业社会保险和企业绩效关系研究

旅游企业社会保险的完善对策

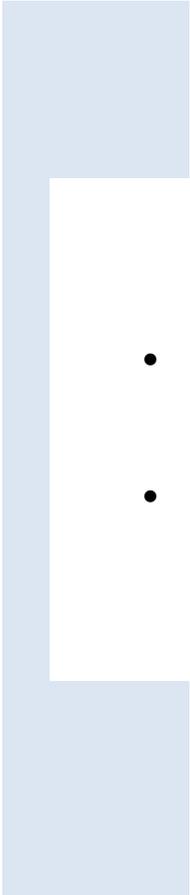
企业方面:

树立依法缴纳社会保险的意识
加强对员工社会保险的培训
积极接受政府和员工的监督

员工方面:

加强对社会保险的学习
提高社会保险参保意识
树立社会保险的维权意识

Discussion

- 
- **What can members of the GBN do in terms of research?**
 - **What are the main challenges and next steps?**



LUNCH

12:30 – 14:00

GBN Meeting – Agenda

Session 1. Support the development of corporate social protection guarantees in line with ILO standards

Session 2. Document the results and impacts of social protection

Session 3: Increase private sector's involvement in the development of national social protection floors

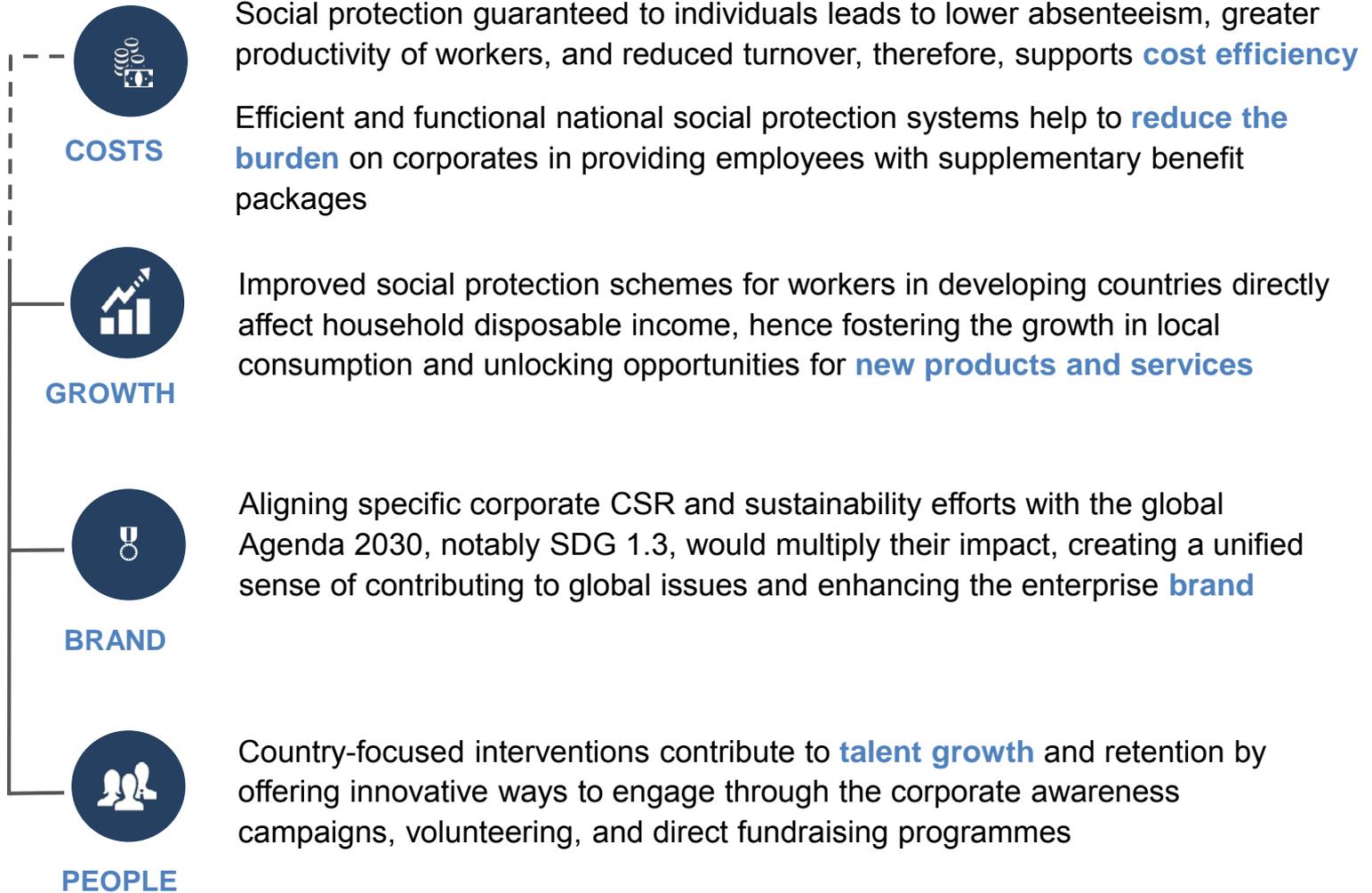
- What could be the role of the GBN members in supporting the implementation of social protection floors in countries? How can they become agents of change for SDGs on social protection?
- What actions can be taken in the short term?

13:45–15:00

Session 4: Strengthen the Global Business Network for Social Protection Floors

Investing in National Social Protection Floors

SOCIAL PROTECTION FOR ALL



How to Contribute to the SDG 1.3.



ADVOCACY FOR EMPLOYEES

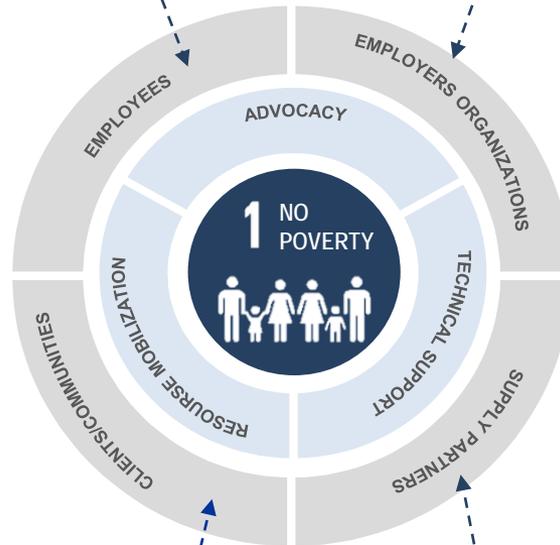
NESTLE Campaign to raise awareness raising among global employees on:

- Health programmes
- Maternity and equality
- Equal pay



ADVOCACY FOR COMMUNITIES

Auchan WOF Programme to develop communication strategy for workers in Cambodia



TECHNICAL SUPPORT FOR EMPLOYERS ORGANIZATIONS:

Developing training packages on social protection for Chinese enterprises by **Sanya University**



TECHNICAL SUPPORT FOR COUNTRIES:

To be Developed





**CAMPAIGN FOR GLOBAL
EMPLOYEES
NESTLE**

Bilyana Georgieva-Voeva, Nestle Employee Relations



**Campaign for the
workers in
Cambodia**

Auchan WOF

Juliette Bataille, Programme Manager, Auchan WOF

ILO – WoF Project

Public education campaign on social protection benefits in Cambodia

November 2017 – April 2018

ILO, Geneva, 23rd - 24th October 2018

The **purpose** of the Foundation is to improve **working conditions** within industries in developing countries, particularly within the textile industry, as well as **living conditions for workers**.

Our main objective is :

« To pool resources and skills (Institution, local NGO's, Factory Owners, Workers, Foundations) and give to the countries the means to sustain the projects in the future»

- **HealthCare**
- **Training / Education**
- **Social Protection...**

SUPPORTING NSSF IN ITS COMMUNICATION ACTION TO HELP THE ROLLING OUT OF THE HEALTH INSURANCE AND CONTRIBUTE TO THE **EMERGENCE OF A CULTURE OF SOCIAL PROTECTION**

Developing a communication and education **strategy** on social protection
Supporting the first communication efforts

Enhance NSSF capacities to **communicate** on social protection programmes

Raising employers' and workers' **awareness** on social protection

Better acceptance and **increased enrolment** in the mandatory health insurance scheme (improved compliance)

Emergence of a **culture** of social protection in Cambodia
Further extension of social protection in the country
Commitment of the government

OBJECTIVE

To allow more people to effectively access social health protection and to contribute to the development of a culture of social protection in Cambodia



The project contributed to raise awareness of workers and employers on the right to social protection while developing the NSSF capacities to communicate efficiently on its schemes.

PROJECT IMPLEMENTATION AND PRODUCTS DELIVERED

Project activities took place from Nov. 2017 to Apr. 2018 and were organized in three phases:

Identifying and engaging the communication specialists (Nov)

Designing the communication strategy (Dec–Mar);

Producing and disseminating five radio spots (Feb–May).



A sound communication strategy, five radio adds disseminated all over the country over a two-month period and the NSSF convinced by the importance of creating culture of social protection.

RESULTS AND INDICATORS OF SUCCESS

- **Development of the competences of NSSF**
- The number of registered members to **NSSF increased from 1,1 millions to 1.4 millions**
- ILO knowledge base in the field of awareness raising and communication on social protection was increased and the experience developed by the project **will be capitalized in a good practice** guide to be published in 2019.
- WoF and ILO are identifying opportunities to share the knowledge and experience developed in other countries of the region.

The project was successful in its key objectives of producing an evidence-based campaign **to raise awareness amongst targeted populations**, but had an additional benefit of **building capacity within the NSSF** to understand the significance of communicating with beneficiaries, as well as to manage contracts with communication agencies. This is reflected in the institution's financial commitment and establishment of a communication's team within the Policy Division.

LESSONS LEARNT

- **The methodology is replicable in other contexts**
- **Raising awareness on social protection is an expensive activity.**
- **The importance of the Government's commitment to communications activities should not be underestimated**
- **Communications is essential to building a culture of social protection, and a key issue for the ILO**

NEXT STEP



Is studying the possibility to co-fund the 2nd Step to :

Contribute to the strengthening of a Customer Relation Center of the National Social Security in Cambodia for a better service to the Ready-Made Garment Workers.

Implemented by :



International
Labour
Office

Co-funded by :



Thank you !





**Campaign for
French Youth:
EN3S & Ogilvy**

Valérie Schmitt, ILO SOCPRO

ADVOCACY – COMMUNITIES

Goals

- The goal of the country campaigns with the pilot in France is to **raising awareness and engagement of the youth population of 16-24 and 25-35 years old**. The ILO SOCPRO together with partners will demonstrate how social protection measures will be important in the future lives of the youth, create visibility for the ILO's role in developing social protection schemes worldwide, and ultimately encourage activism and drive participation amongst the youth audience.

Strategy

- The ILO together with the renowned Ad Agency Ogilvy is developing a disruptive campaign aimed at the French Youth communicating the importance of social protection in the new world of work - and the critical role that the ILO plays in this arena. The campaign will actively encourage activism, driving participation and in the form of pledging / sharing support and where possible activating donations.

Expected Outcomes

- 1 Million engage in activism to promote the right to social security
- 100,000 Raised for Technical Programmes on Social Protection

Timeline and Status

- Design Phase: launch of the campaign **October-Nov 2018**



24 likes
protectionsocialeuniverselle Prix du public pour conclure une belle et intense semaine d'innovation pour créer le #SocialUmbrellaChallenge Un grand merci à tous pour votre soutien 🙌❤️

EXAMPLE OF FRENCH YOUTH CAMPAIGN – STRATEGIC OBJECTIVES

CAMPAIGN OBJECTIVES

- 1** **Drive** French Youth to take action on social protection - and to advocate for its end purpose in the new workplace
- 2** **Demonstrate** how social protection measures will be important in the future lives of French Youth
- 3** **Create visibility** for the ILO - and highlight its important mission of developing social protection schemes worldwide
- 4** Ultimately encourage **activism, driving participation** among the French Youth audience



COMMUNICATION OBJECTIVES

AWARENESS

AWARENESS

AWARENESS /
CONSIDERATION

ENGAGEMENT /
ADVOCACY

EXAMPLE OF FRENCH YOUTH CAMPAIGN – MESSAGING

THE ILO BELIEVES IN YOUR RIGHT TO:

- Access to the healthcare system regardless you age, income or status
- Have a paid maternity leave to allow you to care for your children.
- Have access to a pension scheme when you are old.
- Have a invalidity pension to ensure your wellbeing if something happens to you and you cannot work.
- Have security of income when you do not have a job to make sure that you can keep a dignified life.

HOWEVER, THIS IS HUGELY UNDER THREAT BY THE UNCERTAINTY OF THE FUTURE WORKPLACE.

DECONSTRUCTING SOCIAL PROTECTION

Social Protection diminishes exposure to risks in the workplace and enhances the capacity to manage the uncertainties of life like sickness at work, being pregnant without maternity leave, getting a disability without access to a pension, getting old and being unable to work without access to a pension.

The world can be filled with risks and the first step to ensuring equality of opportunity is well being. Social protection creates policies around the world aimed at reducing vulnerability and risk of poverty, promoting wellbeing and equality for all.

EXAMPLE OF FRENCH YOUTH CAMPAIGN – COMMUNICATION NARRATIVE

CAMPAIGN NARRATIVE

The fourth industrial revolution is expected to drastically change the workplace and its dynamics. Bringing in new technologies and global challenges, such as climate change or migration trends, the increasingly importance of artificial intelligence bringing new opportunities and challenges to working lives, such as non-linear careers and new models of work.

Social protection will become increasingly important in helping the French Youth through this eventuality - ensuring the wellbeing & equal opportunities for everyone in the new work place. French youth should be aware of these rights and conscious that unfortunately 70% of the world still does not enjoy the same rights.

Social protection is a human right that will ensure social justice - the only way to achieve lasting peace worldwide.

THE ILO'S ROLE

Warranting the wellbeing & equal opportunities for everyone all over the world by ensuring social protection for all, no matter what the future of the work environment looks like.

EXAMPLE OF FRENCH YOUTH CAMPAIGN – KEY MESSAGE

KEY MESSAGE

Life is uncertain but you are in good hands. Others are not so lucky. Take action so that others in the world can also be protected.
#SameRightsForAll #TheRightToBeProtected



**Training for
Chinese
enterprises on
social protection**

Qinfu Zhu, Assistant to the President of University of Sanya

中国企业社会保险参保范围拓展研究
Research on expanding the scope of social
insurance coverage for Chinese Enterprises

中国·三亚学院 朱沁夫

ZHU Qinfu, University of Sanya

- Sub topic:
- the development of corporate social insurance training courses based on employers' enterprises.

- 子课题：
- 基于雇主企业的企业社会保险培训课程开发；

基于雇主企业的企业社会保险培训课程开发

上篇 基础篇

引言

第一章 基本认知

第一节 国际公约

第二节 中国社会保险相关法律

第二章 目标与愿景

第一节 宏观愿景

第二节 中观愿景

第三节 微观愿景

第三章 素材综述

第一节 国内素材综述

第二节 国外素材综述

下篇 实践篇

第四章 企业诉求

第一节 企业参保现状

第二节 企业诉求

第五章 行动方案

第一节 企业家参与机制

第二节 企业家考察行动

Chapter 1 Basic Cognition, Section 1 International Convention, Section 2 China's Social Insurance Related Laws, Section 2 Objectives and Vision, Section 1 Macro Vision, Section 2 Medium Vision, Section 3 Micro Vision, Section 3 Summary of Materials, Section 1 Domestic Materials Summary of foreign materials in section second

Chapter Two Practice Part Four
Enterprise Requirements Section One
Enterprise Participation Status Section
Two Enterprise Requirements Chapter
Five Action Plan Section One
Entrepreneur Participation Mechanism
Section Two Entrepreneur Investigation
Action

基于雇主企业的企业社会保险培训课程开发

Development of enterprise social insurance training course based on employer enterprise

- 完成教材初稿编写7万字；
 - 制作PPT初稿251页。
 - 拟按照计划于年底完成。
-
- Completed first draft of the material of around 50.000 words
 - Completed first draft of 251 pages of PPT presentation
 - It is planned to be completed by the end of the year.

Discussion

- **How can we expand the role of the GBN members in supporting the implementation of social protection floors in countries?**
- **How can enterprises support Employers Organizations in the dialogue with governments and other national stakeholders?**



COFFEE BREAK

15:00 – 15:30

GBN Meeting – Agenda

Session 1. Support the development of corporate social protection guarantees in line with ILO standards

Session 2. Document the results and impacts of social protection

Session 3: Increase private sector's involvement in the development of national social protection floors

Session 4. Strengthen the Global Business Network for Social Protection Floors

- Ambition in terms of extension
- Ambition in terms of reporting to High Level Political Forum
- Defining what it means to be a member of the GBN – what are the expectations and contributions
- Proposal of next steps

15:30 – 16:15

1 Cabo Verde

Resource Gap (USD)
1.48 million

Priority branches:

- old age pensions
- social assistance

Priority groups:

- vulnerable population (non-contributory scheme)

2 Cambodia

Potential Impact
3M workers in SME

Resource Gap (USD)
815K

Priority branches:

- old age
- health care
- sickness

Priority groups:

- SMEs (regardless of size)
- informal economy and rural workers (for health care)

3 Cameroon

Potential Impact
Up to 23M people

Priority branches:

- health care

Priority groups:

- self-employed
- vulnerable population (strengthen systems for disabled persons and other vulnerable groups)
- migrants

4 Egypt

Priority branches:

- universal health coverage

Priority groups:

- all population

5 El Salvador

Priority branches:

- social protection floor

6 Honduras

Potential Impact
Up to 4.3M

Resource Gap (USD)
1.45 million

Priority branches:

- old age
- health care
- unemployment

7 India

Potential Impact
Up to 510M people

Resource Gap (USD)
1.9 million

Priority branches:

- Health care
- All branches (social security legal reform)

Priority groups:

- Informal economy workers
- People living with HIV

8 Indonesia

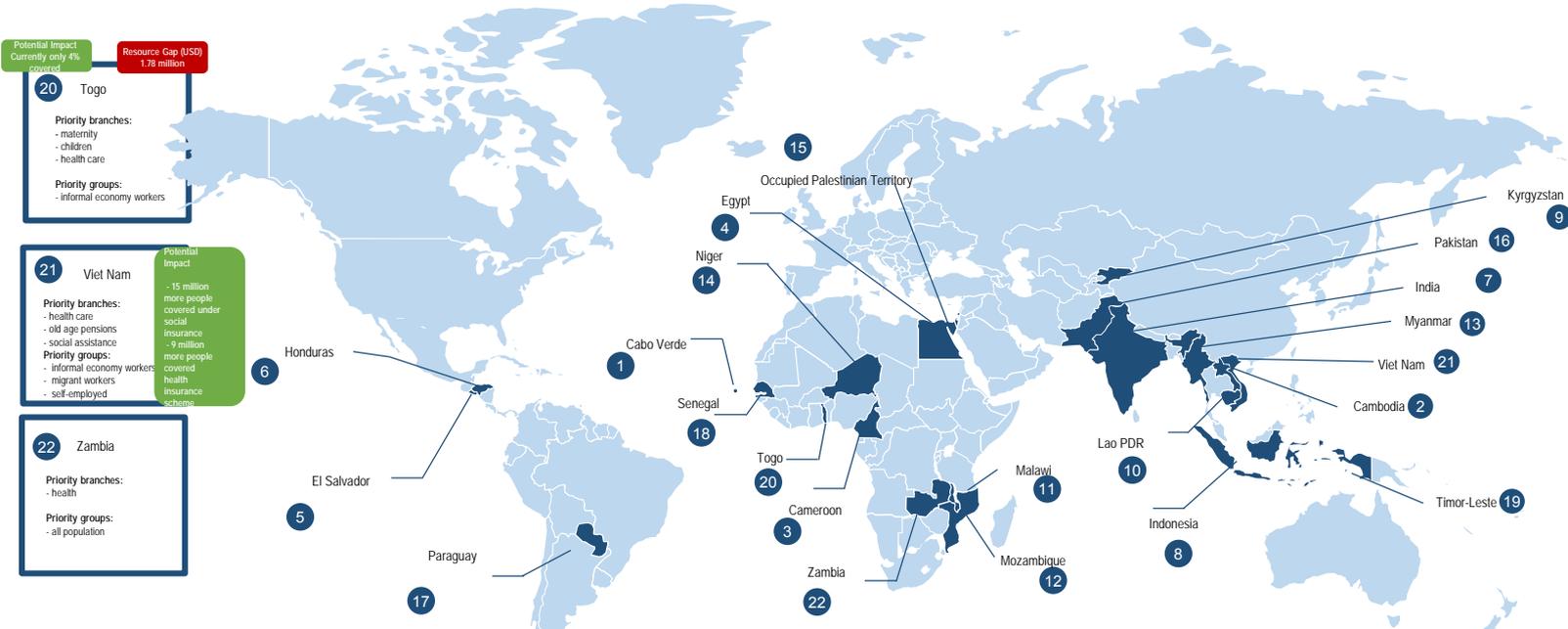
Potential Impact
Only 23 million registered so far
Out of 127 million

Priority branches:

- Maternity & unemployment benefits

Priority groups:

- Formal sector workers not yet registered under existing scheme
- Informal economy
- Migrants
- Self-employed
- SMEs



20 Togo

Potential Impact
Currently only 4% covered

Resource Gap (USD)
1.78 million

Priority branches:

- maternity
- children
- health care

Priority groups:

- Informal economy workers

21 Viet Nam

Potential Impact
- 15 million more people covered under social insurance
- 9 million more people covered health insurance scheme

Priority branches:

- health care
- old age pensions
- social assistance

Priority groups:

- informal economy workers
- migrant workers
- self-employed

22 Zambia

Priority branches:

- health

Priority groups:

- all population

9 Kyrgyzstan

Priority branches:

- pensions
- child benefits
- maternity protection

Priority groups:

- all population

10 Lao

Resource Gap (USD)
1.53 million

Priority branches:

- health care
- child benefits
- old-age

Priority groups:

- informal sector workers
- informal economy and rural workers

11 Malawi

Priority Branches

- work injury (establish Employment Injury Insurance)

Priority groups

- informal sector (developing policy framework for Social Cash Transfer programme)

12 Mozambique

Potential Impact
29.67 million

Priority branches:

- old-age
- disability
- children

Priority groups:

- informal sector

13 Myanmar

Potential Impact
Over 1 million

Resource Gap (USD)
981K

Priority branches:

- disability
- old-age
- survivors
- unemployment

Priority groups:

- formal sector workers
- informal economy and rural workers

14 Niger

Resource Gap (USD)
1.92 million

Priority Branches

- social protection floor

Priority groups:

- informal economy and rural workers

15 Occupied Palestinian Territory

Priority groups:

- workers in the formal private sector

16 Pakistan

Priority Branches

- social protection floor

Priority groups:

- informal economy and rural workers
- workers in the formal sector (covered by social insurance)

17 Paraguay

Priority Branches

- extension of social insurance

Priority groups:

- informal economy workers

18 Senegal

Resource Gap (USD)
1.38 million

Priority branches:

- maternity
- health
- old age

Priority groups:

- informal sector

19 Timor-Leste

Resource Gap (USD)
1.94 million

Priority branches:

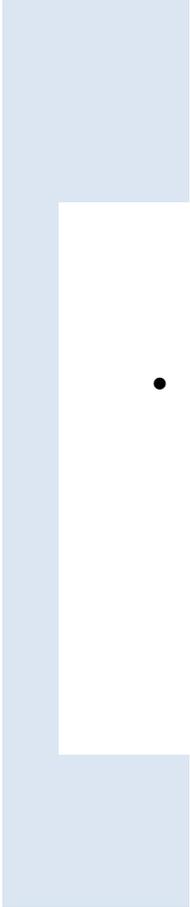
- old age
- disability
- children

Priority groups:

- all population

- 1. INDIA – HEALTH (6)**
- 2. INDONESIA – HEALTH/UNEMPLOYMENT (4)**
- 3. EGYPT – (4)**
- 4. VIET NAM – HEALTH (3)**
- 5. PAKISTAN – HEALTH & DEATH & DISABILITY(2)**
- 6. MYANMAR – (2)**
- 7. CAMBODIA - (1)**
- 8. SENEGAL – (1)**
- 9. CAMEROON – (1)**

Discussion

- 
- **What concrete project can we support together:**
 - **Country?**
 - **Thematic Area?**

Measuring & Reporting on the Impact of Social Protection Programmes

Context

More and more customers value responsible purchasing. Most enterprises carry out social audits to “clean” their supply chains (e.g. ICS that includes 43 brands). Compliance with social protection legislation is *sometimes* among the criteria to select/retain/exclude suppliers.

In countries where social protection systems are underdeveloped or nonexistent, enterprises are looking at ways to guarantee at least a basic level of social protection for the workers of their supply chain. This would require the development of national social protection systems and floors that are primarily the responsibility of the government and social partners.



Challenge

While multinational companies are eagerly working on the introduction of fair, equal and portable social protection packages for their employees worldwide, social protection for the supplier chain is rarely addressed and is rarely reported on through the Sustainability and CSR reporting standards.

Goal

Clearly define and reflect enterprises social protection efforts in sustainability impact evaluation and reporting guidance (e.g. UNGC Sustainability Guidance, GRI Reporting, Bcorp Impact Assessment Tool, Enterprises Suppliers Codes of Conduct)

Measuring & Reporting on the Impact of Social Protection Programmes

Table of contents	1. Introduction	2. SDG Targets for Business	Appendices
		SDG 1: Target 1.3	



Target 1.3

Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable

Possible relevant business actions to help achieve this target:

- Respecting employees' rights to a standard of living adequate for their and their families' health and well-being, including social protection systems.
- Providing the best possible wage (at a minimum the living wage), benefits and condition of work regarding to the needs of employees and their families and taking into account the social security benefits, and the relative living standard of other social groups. Providing businesses' own employees with basic amenities such as housing, basic medical care or food, of a good standard.
- Offering insurance to employees and their families, such as life insurance or accident insurance, as well as employee benefits (including but not limited to medical care, sickness benefits, unemployment benefits, old-age benefits, employment injury benefits, family benefits, maternity benefits, invalidity benefits and survivors' benefit/death benefit for family) – complementing, and not substituting or undermining the role of the public sector.
- Paying fair share of taxes that enable states to fund social protection schemes.
- Supporting access to microfinance and other financial services, through strengthening the ability of microfinance institutions to deliver to the poor, or by offering microfinance facilities themselves.

Sources

(for more information, please see Appendices III & VI)

Examples of relevant UN Conventions and other key international agreements UDHR, ICESCR, ICCPR, ILO MNE Declaration, ILO C102, ILO C121, ILO C150

Publications and other resources on Business and the SDGs 45

- **UNGC Business Reporting on SDG**
 - **Analysis of the goals and targets,**
 - **Target 1.3. has no indicators and means to report**

ILO100 Celebrations

7

ILO Centenary initiatives to understand and respond to the changes in the world of work while ensuring decent work for all

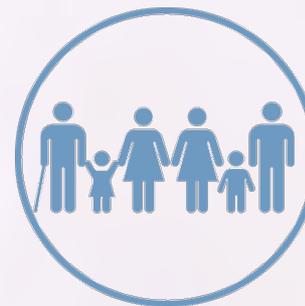
Future of Work
The Green Initiative
Women @ Work
End to poverty
Governance
Standards
Enterprise



ILO100 Celebrations

9

Thematic activities, one of them on **SOCIAL PROTECTION**



7 activities targeting various objectives

1 Exhibition on 100 years of social protection

Download ILO's exhibition and install in your offices

2 Compendium of countries experiences

3 People's voices

Record and share the voices from your leadership and employees to signify the importance and urgency of social protection

4 Promote ratification of ILO Convention 102

5 Campaigns for universal social protection

Join the pilot campaigns: (I support #USP2030, France EN3S, Nestlé) and expand in 2019

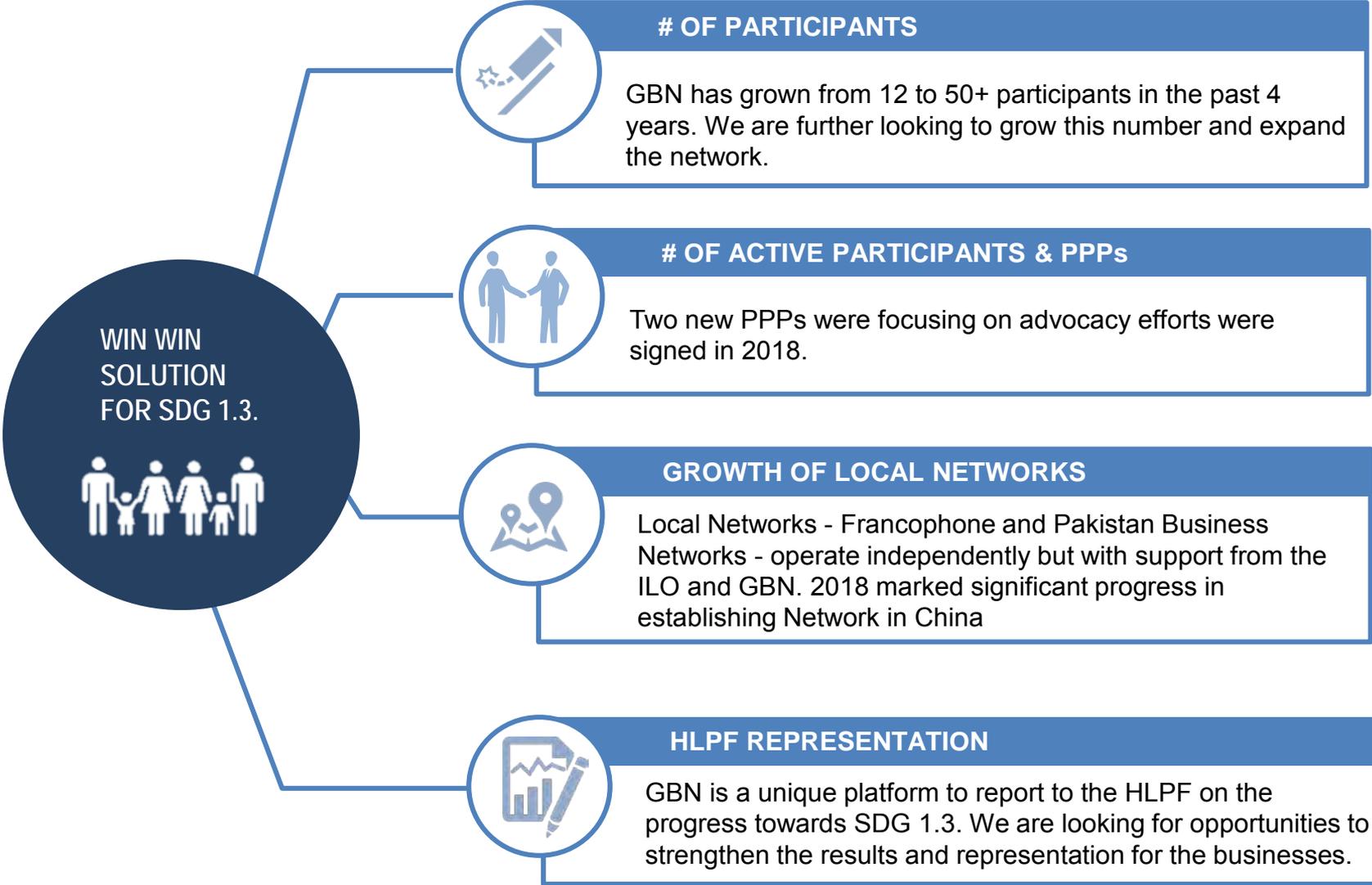
6 Social protection weeks

Targets: employees, countries and global communities

7 Support the future of social protection

Technically and financially support ILO Centenary activities

Strengthening the Network – Results 2018



Priorities for 2019

Corporate Social Protection Guarantees

ILO to support companies to share the experience and knowledge in shaping their corporate social security programmes (through webinars, best practices guides, country profiles, etc.)

Social Protection Business Case

Include more enterprises in the research efforts to bridge the data gap on social protection and business performance.

Private Sector's involvement in national programmes

Conduct specific intervention on the country level with the support of the GBN members to increase social protection coverage for the workers in supply chains and communities in large

Strengthen the GBN

Extend partnerships with Global Compact, UN Business and Human Rights Forum, B-Corp, ICS and other initiatives.

GLOBAL BUSINESS NETWORK

is a “win-win” platform to maximize enterprise value, while advancing towards SDG Target 1.3.



**SOCIAL
PROTECTION
FLOORS
FOR ALL**

Discussion

- **Ambition in sharing good practices and experiences**
- **Ambition in terms of business case**
- **Ambition in terms of country interventions**
- **Defining what it means to be a member of the GBN – what are the expectations and contributions for the ILO**
- **Proposal of next steps**

THANK YOU!





Networking event b/w ILO Business Networks:

- **Global Business and Disability Network**
- **UNGC Action Platform on Decent Work in Global Supply Chains**
- **Child Labour Platform**
- **ILO Global Business Network on Forced Labour**
- **GBN for Social Protection**