



International
Labour
Organization



► Employers' contributions to the Global Social Protection Week 2019

Achieving SDG 1.3 and Universal Social Protection
(USP2030) in the Context of the Future of Work



Introduction

The ILO's Global Social Protection Week on "Achieving SDG 1.3 and Universal Social Protection (USP2030) in the Context of the Future of Work" was held at ILO headquarters from November 25-28th, as the high point of 18 months of continuous activities on social protection to celebrate the ILO's 100th anniversary. The event provided a roadmap for the future of social protection within the framework of the recently adopted [ILO Centenary Declaration for the Future of Work](#).

It brought together over 300 participants including representatives from governments, workers' and employers' organizations, development partners, international financing institutions, regional bodies, UN agencies, private sector, academia and civil society involved in the design and implementation of national social protection systems including floors.

It began with a two-day High-Level Conference where key actors discussed the catalytic role of social protection for achieving Agenda 2030 and the current state of affairs. It was then followed by a two-day Technical Segment, with multiple sessions, organized in six streams, on the development and enhancement of social protection systems, which are adequate, sustainable and adapted to developments in the world of work.

This note summarizes the views presented by employers' representatives during the entire week on the extension of social protection, which included contributions from all regions on a variety of topics. These inputs contributed to the [outcome document](#) and will help inform the ILO's engagement with employers for the coming biennium.



Social protection, a global priority and an investment with high returns

While the right to social security is enshrined as a human right¹ for more than 70 years, the narrative has changed when it comes to the economic rationale. Effective national social security systems are powerful tools to provide income security, to prevent and reduce poverty and inequality, and promote social inclusion and dignity. They are an important investment in the well-being of workers and the population at large, notably by enhancing access to health care, and providing income security. Adequate social security encourages human capital investment for both employers

and workers, enables workers to adapt to change and facilitates equitable and inclusive structural change associated with globalization. Social security, well designed and linked to other policies, enhances productivity, employability and supports economic development.² Today, it has been more and more widely recognized that investments in social protection have contributed to economic and social prosperity in many countries by stimulating economic growth and stability and alleviating the consequences of structural transformations, resulting in more equitable and cohesive societies.

¹ See the Universal Declaration of Human Rights (art. 22 and 25). Available at: <https://www.un.org/en/universal-declaration-human-rights/index.html>

² See ILO (2011): Resolution and conclusions concerning the recurrent discussion on social protection (social security), International Labour Conference, 100th Session, Geneva, 2011. Pp. 13-14.



Well designed and efficient social protection systems pay back and benefit employers, but policy debates on sustainability, new realities of work, measuring impact, and addressing informality need to take place at all levels to achieve efficient and sustainable social protection systems.

▶ Mr Roberto Suárez-Santos / Secretary-General / International Organisation of Employers



Mr Suárez-Santos stressed that well-designed and efficient social protection systems pay back, pointing to evidence on how they helped countries respond to various financial crises, bringing social stability and a good business environment. He also noted the evidence that well designed social protection systems improve worker productivity, and that all employers are beneficiaries.

He also warned of the challenges and the policy debates that would be necessary at the global level to achieve efficient and sustainable social protection systems. This would require balancing rights with responsibilities, and having frank conversations on four serious and immediate issues:

- ▶ **Sustainability:** How countries can address the effect of demographic ageing on the pension systems in developed economies, and the need for national productivity strategies in developing economies to ensure they can capitalize on their demographic dividend.³
- ▶ **New realities of work:** there is a necessary debate on how far social protection systems must adapt to the breakdown of traditional work relationships.
- ▶ **Impact measurement:** social protection systems will be even more vital to facilitate labour market transitions, which means that more focus will need to be placed on measuring the impact of the schemes on employment.
- ▶ **Informality:** social protection systems must use innovative approaches to help bring the 60% of the world's population out of informality.

³Demographic dividend: the economic growth potential that can result from shifts in a population's age structure, mainly when the share of the working-age population is larger than the non-working-age share of the population. <https://www.unfpa.org/demographic-dividend>



Multinational corporations engaging in social protection

Social protection is important to multinational corporations because it protects their employees, the workers and employers of their supply chain, and communities at large from life-cycle and economic risks, ensuring people's well-being and income security. Social protection also contributes to a stable business environment, fosters business continuity in times of crisis and increases companies' efficiency.

Companies should invest in **corporate social protection** programmes for their employees, as they lead to lower absenteeism, greater productivity, and reduced turnover.⁴ Higher social protection benefits complement national social security schemes and contribute to attracting and retaining talent and improving the corporate image.

Furthermore, companies should support national social protection systems as these improve working conditions and promote gender equality and women's empowerment.

Social protection systems are also vital for business continuity, acting as powerful economic and social stabilizers in times of crisis.⁵

Companies can maximize the impact of their social protection efforts, through collaborating with the ILO, thanks to its unique tripartite structure that provides it with the capacity to foster tripartite dialogue on social protection which leads to lasting institutional changes both at corporate and national levels. The ILO's Global Business Network for Social Protection Floors allows the private sector to contribute to the SDGs on social protection by (1) developing corporate benefit packages that are aligned with international social security standards; (2) building the business case for social protection through practical research; and (3) involving companies through employers organizations in national dialogues on the design and implementation of national social protection systems covering all workers and their families.



We need more of these types of multi-stakeholder initiatives to meet the 2030 Agenda for Sustainable Development.

► Mr Yukihiko Nitta / Group Senior Vice President of Sustainability / Fast Retailing Co., Ltd.



Mr Nitta gave information on the new partnership between ILO and Fast Retailing to promote social protection and active labour market policies in Indonesia, as well as conduct a comparative study of workers' protection against unemployment across Asia to inform policymakers and stakeholders. Fast Retailing will provide 1.8 million USD in funding for the two-year project.

Mr Nitta highlighted the need for more of this type of multi-stakeholder cooperation to meet the 2030 Agenda and abide by the UN framework on business and human rights. He also shared that Fast Retailing sees this type of an initiative as an investment for business, as it creates more stability in the labour market, increases productivity, and contributes to economic and social development.

⁴ See Jetha, Q & Linsen, J (2015) [Survival Of The Fittest - And Most Compliant Evidence On The Relationship Between Firm Survival And Social Protection Compliance](#) and Lee, S., & Torm, N. (2017) [Social security and firm performance: The case of Vietnamese SMEs](#). *International Labour Review*, 156(2), 185-212.

⁵ See ILO (2017) Social Protection Floors and gender equality: A brief overview. Available at: <https://tinyurl.com/yclcjh96>

▶ We see this project as an investment for business opportunities: with strengthened social protection, workers feel safer at work, turnover decreases, and with a stable workforce factories can make investments in workers' skills and new technology.

▶ Ms Véronique Rochet /
Former Sustainability
Director / Fast Retailing Co.,
Ltd.



Ms Rochet echoed Mr Nitta's comments, explaining that the project foresees ILO's engagement with government and social partners in Indonesia to guarantee income security to workers, improve public employment services, and increase skills and capacity building for unemployed workers.

Ms Rochet highlighted that all their key stakeholders expect Fast Retailing, including its main brand UNIQLO, to respect human rights, and this project offers Fast Retailing the opportunity to expand their impact beyond workers in their supply chain, towards strengthening national policies.

▶ We firmly believe that social protection is an investment in the human capital of our company, into the livelihood of our communities, and society at large.

▶ Ms Bilyana Georgieva-Voeva /
Group Employee Relations
Manager / Nestlé



Ms Georgieva-Voeva said that Nestlé fully supports the ILO's vision of social protection, including its role in building a prosperous society through contributing to sustainable economic growth. Ms Georgieva-Voeva highlighted the memorandum of understanding on promoting social protection signed between the ILO and Nestlé in 2018, and the advancements Nestlé had made for its employees in the areas of maternity protection and access to health care. She alluded to a new announcement regarding parental leave, and stressed Nestlé's commitment to continue working with the ILO to shape a better working world.



Achieving universal social protection, covering the uncovered and reducing inequalities

Covering informal economy workers

More than 60 per cent of the global workforce, two billion workers, are in informal and vulnerable employment, and the large majority of them face serious decent work deficits, including a lack of social security. This can be due to limited capacity to regularly pay contributions, administrative barriers or simply because they are not covered by the applicable legislation. Yet, these workers are also facing difficulties in accessing poverty-targeted social protection programmes because they are deemed to be not “poor enough”. This means that a large share of workers, the so-called “missing middle”, is excluded from social protection coverage.

Extending protection to so far uncovered workers is one of the recommendations of the Global Commission for the Future of Work (2019) as part of a human-centered approach to the future of work. Only innovative and adapted solutions based on social dialogue and responsive to the diverse needs of the multiple actors operating in the informal economy can effectively ensure universal social protection and facilitate their transition to the formal economy. The extension of social protection to workers in the informal economy may be achieved through a mix of contributory and non-contributory schemes and should be linked to a coherent and comprehensive set of public policies (skills, employment, tax, and enterprise development) to facilitate the formalization of workers and enterprises.



We need well-governed social protection systems that are gender-sensitive and inclusive for all, financed through well-balanced contributory and non-contributory mechanisms, and that ensure business continuity and fair competition.

- ▶ Ms Yazmina Isabel Banegas Ortega / Oficial de Asesoría Legal Consejo Hondureño de la Empresa Privada (COHEP) / Honduras



Ms Ortega stressed that extending social protection to all workers is not only about providing better protection, but also ensuring fair competition and a level playing field between enterprises. Extending social protection also has benefits at the macro-level, especially where it contributes to facilitating the transition to the formal economy. The extension of social insurance can also help to ensure the financial sustainability of the system by alleviating the pressure on tax-financed benefits. She highlighted the need for good governance of social protection systems together with a decrease in corruption and impunity. This would increase the ability to attract investment and create decent jobs.

▶▶ We fully agree that social security is not an expense, but rather an investment, however its sustainability relies on the generation of resources by the private sector and good governance by the public sector.

▶ Mr Dagoberto Lima Godoy /
Chairperson of Governing Board,
Chamber of Commerce, Industry
and Services / Caxias do Sul,
Brazil



Mr Godoy expressed his full support for social protection being an investment rather than a cost, but he emphasized that the sustainability and equity of social protection systems hinge on both the generation of resources (revenues) and the efficient use of these resources (expenditure). He outlined that in Brazil social insurance, social assistance and health care are organized largely on a universal basis, with benefits available to rural and urban persons alike. The effective coverage is assured through federal, state, and municipal agencies complementing each other.

Extending social protection to rural populations

The majority of people living in extreme poverty (on less than \$1.90 per day) are rural residents. Important parts of rural populations are excluded from national social protection schemes, or subject to specific legislation often providing lower levels of protection than mainstream protection mechanisms. Even where the legislation does not explicitly exclude certain groups, minimum thresholds regarding the duration of employment or working hours can effectively exclude many segments of the rural population, such as temporary or seasonal workers, day labourers, or part time workers.

Further bottlenecks arise due to factors that frequently characterise employment in rural areas, such as low and fluctuating incomes, the remoteness of work and living place, or high labour mobility. Rural populations often lack

sufficient contributory capacity to participate in social insurance schemes. They may also not have the resources to apply for an income support scheme that requires traveling, or might be deterred by heavy administrative procedures.

Governments often lack sufficient financial or human capacities and resources to actively reach out, enroll and provide adequate social protection benefits to rural populations in remote areas. Universal expansion entails improving the adequacy of benefits to account for the specific needs and vulnerabilities of rural populations across the life cycle, while ensuring appropriate and sustainable financing. Investing in the rural economy and ensuring that rural populations are comprehensively and adequately protected is key to fight poverty in rural areas, as well as to ensure that agriculture and food systems sustainably respond to food security and climate change.

▶ Adapting social protection to a changing world

Social protection and climate change

Climate change is one of the main drivers of change in the world of today, critically affecting incomes, jobs and the health of millions of people around the planet. By increasing the demand for financial support and access to health care, climate change related events can also put at risk the financial sustainability of social protection systems. On the other hand, policy response measures developed to mitigate climate change can also have, at least temporarily, a negative impact on certain groups of workers. (Such as the banning of forest exploitation).

Social protection offers many options for countries to pursue their climate plans and action while simultaneously providing adequate social and health protection to populations affected by climate change impacts and green policies. At the same time, social protection systems and public funding on social assistance and infrastructures need to be protected against the devastating effects of climate related risks.

▶▶ **Climate change has an impact on a broad range of areas and political agendas, and thus the framework conditions for business operations. Therefore policy measures and developments need to be closely monitored and influenced to ensure sustainable enterprises.**

- ▶ Mr José Roland Moya /
Director-General / Employers'
Confederation of the
Philippines



Mr Moya addressed several challenges that lie ahead for businesses when it comes to climate change. These include loss of jobs and negative effects on business activity, and achieving decarbonization. He drew attention to the fact that companies needed to prepare for both sudden onset impacts and slow onset impacts, by integrating business continuity plans across their supply chains. This will ensure that economic activities continue in times of crisis and investments can continue to be made in social protection systems.

Extending social protection to migrant workers

Migrants face huge challenges in exercising their rights to social protection. This is partially due to legal restrictions pertaining to their particular circumstances (e.g. the length of their period of employment and residence, their nationality, migrant status etc.) but also to more practical obstacles including the lack of information or contributory capacity and the complexity of administrative procedures.

Social protection policies and systems must adapt in both countries of origin and destination to migration trends and patterns with a view to addressing the specific needs of migrants and their families as well as asylum seekers and refugees, in line with obligations under international instruments. Government should make full use of unilateral measures and bilateral and multilateral social security agreements, and incorporate social protection provisions into bilateral labour agreements, in order to protect current and returning migrants.

▶ **Multilateral and bilateral agreements are key to guarantee rights to migrant workers, with flexibility and adaptability at the heart of social protection measures as the Caribbean region is highly vulnerable to external shocks.**

▶ Mr Steven MacAndrew / Director / The Suriname Trade and Industry Association



Mr MacAndrew emphasized the importance that everyone should be in a position to benefit from social security. He pointed to the extensive guidance provided at the international level, in particular through the ILO. He noted that the Caribbean Community (CARICOM) established an agreement on social security, setting the basis for a regional social protection floor. These standards apply to CARICOM nationals as well as for migrant workers that enter the region from outside. He pointed out that many English-speaking Caribbean countries had negotiated bilateral social security agreements with USA, Canada, and the UK to guarantee the portability of benefits to the diaspora living in those countries.





▶ Building universal social protection systems

Formulating national policy and strategies and national dialogue

Many countries have made impressive strides in strengthening their social protection systems through effective and participatory national dialogues, which have brought together governments, social partners and other key stakeholders to chart a way forward in extending social protection through the formulation and

implementation of a social protection strategy or policy.

These participatory dialogues help balance the economic effects and the social objectives of national social security systems, thereby maintaining a social consensus for economic and social progress, strengthening ownership and political willingness to act, particularly in addressing the challenges associated with the future of work.

▶▶ **When institutionalized dialogue mechanisms are lacking, employers can work with other multi-stakeholder partners for better implementation of the SDGs.**

▶ Mr El Sayed Torky / President of the Federation of Egyptian Industries



Mr Torky reaffirmed the importance of multi-sectoral and multi-stakeholder participation in the development of social protection policies and strategies, as in the context of the development of Egypt's national social protection strategy that will be finalized in 2020.

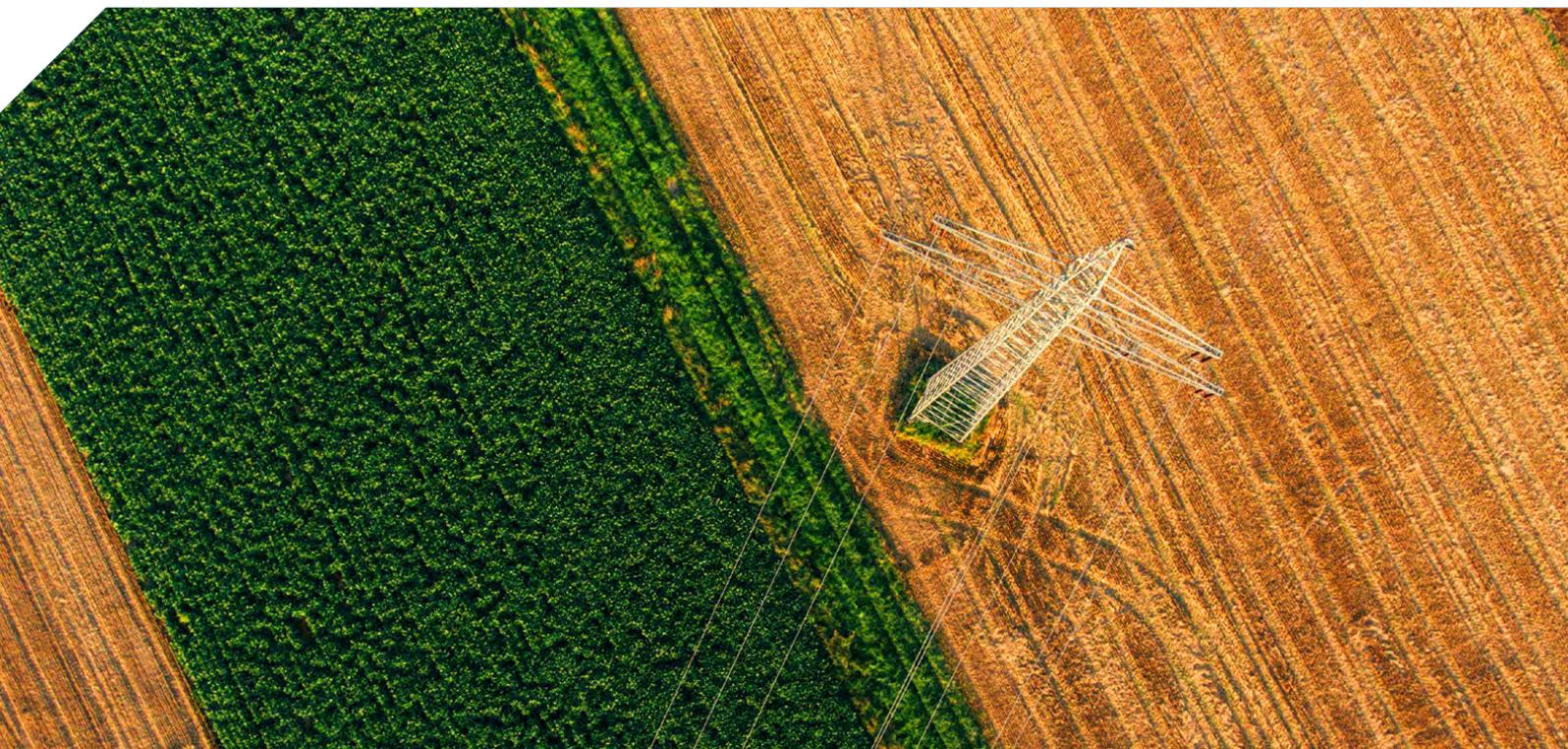
The private sector can play an important role in the reform of social protection, through social dialogue and contributing to a normative framework that can adapt to changing economic conditions.

► Ms Giovanna Prialé / President of the Association of Private Pension Funds Administrators / Peru



Ms Prialé noted the importance of tripartite dialogue for successful social protection reform in Peru, and the need for a normative framework that allows the design of adequate social security laws, but that can also adapt over time depending on the changing economic conditions. In 2019 the President recognized social protection coverage as a universal right, including the access to health care for all workers, be they in the informal or formal economy, and access to pensions for all.

Peru has facilitated the access to social protection for Small and Medium Enterprises (SMEs), which represent 96% of companies and employ 75% of the labour force, and those on low incomes and in the rural economy through tax exemptions and state financing for SMEs and to help growth and increase formalization. She then explained that to further support formalization it is important to complement social protection measures with other policies and programmes such as microfinance, that was particularly successful in Peru, Egypt and Mexico, the inclusion of SMEs and micro firms in national employers' associations, and coaching and transfer of technology from large to small enterprises.





▶ Building adequate and sustainable pension systems

The twin objectives of pension systems are to reach all older persons (universality) and to provide an adequate level of benefits to allow a life in decency. This adequacy of pensions to provide genuine income security to older persons is most often linked to coverage under contributory schemes. Although non-contributory pension systems have proliferated

in the developing world, these schemes are often too narrowly targeted, leaving many people unprotected. A challenge for these countries is to expand coverage to all older persons, through a mix of contributory and non-contributory schemes, and to provide an effective guarantee of income security in old age, leaving no-one behind.

▀▀ **Governments must build trust through transparency and good governance in order for workers to contribute to the pension system.**

- ▶ Ms Patricia Joan Olivier / Representative of the National Employer Federation on the Social Security Commission of Namibia



Ms Olivier provided an overview of the pension system in Namibia: there is no national pension scheme, and the private pension schemes do not provide adequate funds to ensure a decent life after retirement. Additionally, workers in the country's large informal economy are not covered. She stressed that solutions would require good governance and transparency to build trust in the system, adequate legislation, and building a culture of social protection through tripartite engagement.



Financing sustainable social protection systems

Creating fiscal space

Despite significant progress, merely 45 per cent of the global population are effectively covered by at least one social protection benefit, while the remaining 55 per cent are left completely unprotected. The coverage gap is essentially linked with massive underinvestment in social protection, and bridging the financing deficit is a matter of urgency to close the coverage gap through the establishment of social protection floors, which would require mobilizing an additional 527 billion USD per year, equivalent to 1.6 per cent of the GDP of developing countries on average.⁷

However, aside the financing gap there are many other barriers: lack of political will for investing in social protection and advocacy for universal coverage; inadequate institutional capacity for designing comprehensive social protection programmes and ensuring their implementation through adequate administrative support; failure of institutional coordination; among others.

Domestic financing is the optimal source of resources for achieving SDG 1.3; it includes a mix of taxes and contributions to social insurance schemes. There are several strategies available for countries to create fiscal space, including the expansion of social security coverage and revenue from social insurance contributions, increasing tax revenue, eliminating illicit financial flows, re-allocating public expenditures according to greater efficiency, using fiscal and central bank foreign exchange reserves, borrowing or restructuring existing debt, adopting a more accommodating macroeconomic framework, and lobbying for aid and transfers (ODA).

Understanding the extent to which each of these options can create fiscal space, in a country specific context, is crucial but what is also important is to hold a national dialogue incorporating all stakeholders to help evaluate the pros and cons of different financing options, thus building a national consensus around an optimum policy choice and creating the political will to provide sustainable finance to achieve universal social protection.



Creating fiscal space will depend on a country's ability to achieve high levels of growth, building trust in the system through good governance and transparency, and social dialogue.

- ▶ Ms Giovanna Prialé / President of the Association of Private Pension Funds Administrators / Peru



Ms Prialé shared some of the key challenges that Peru faces in creating fiscal space for social protection. She drew attention to the fact that creating fiscal space will depend on a country's ability to achieve high levels of growth, with Peru already having experienced great difficulty in moving from a per capita income of 4,000 to 13,000 (Purchasing Power Parity, current international \$).

She also highlighted the issue of informality, and in particular the challenge of the middle income trap, where informal workers who have the capacity to contribute to social protection do not do so due to lack of trust and the lack of

⁷ See ILO (2019) "Measuring financing gaps in social protection for achieving SDG target 1.3: Global estimates and strategies for developing countries" <https://tinyurl.com/y9rm8zjp>

perceived benefits. This point is closely linked to the issue of governance. She stressed that Peru must ensure that the contributions from workers to social security are kept for this explicit/specific purpose and not illegally diverted. This requires better transparency and governance, which will help increase trust in the system and the formalization process.

Ms Prialé also shared the reforms that Peru has been undergoing with regards to pensions, ensuring that all persons irrespective of

income or work status have a minimum pension floor. They have also created a second contributory pillar, with tax incentives and providing transparency for workers on how much they have contributed. She underlined the importance of these measures, together with social dialogue and ILO technical support, in order for the population to accept the reforms and adapt their saving and contributory behaviours.

Exploring the feasibility of international financing for social protection systems

In a world that is characterized by the globalization and financialization of the economy and global tax competition, the role of international financing of social protection systems, both using public and private sources, needs to complement discussions on creating fiscal space at the national level.

In order to complement national efforts in resource mobilization, where necessary, official

development aid for social protection should be increased and the international community should consider establishing, as quickly as possible, a Global Fund for social protection to set up, sustain and safeguard, national social protection systems. Global and national efforts should also be reinforced to ensure coherent and progressive tax systems, and mobilize the necessary resources for social protection, health and education, by broadening the tax base, considering innovative tax instruments, and ending tax evasion and tax havens.

In order to bring in large levels of private sector finance you need to demonstrate to investors that future cash flows are not lost by investing in social protection, and to make those tradeable.

► Mr Arthur Wood / Founding Partner of Total Impact Capital



Mr Wood outlined a basic principle in the financial sector: Everything is about scale, which means that the way you do things depends on how much money you have. He pointed to the Global Fund as an example of where governments decide to contribute and aggregate resources. However, a market-driven mechanism does not really exist at a larger scale. He stressed that in order to engage the private sector, it is necessary to show the value of social protection. For instance, in the health sector, every dollar that is invested into fighting Tuberculosis generates 45 dollars of future economic value. It is necessary to demonstrate the future cash flows that are lost by not investing in social protection, and to make those tradable.

▶ Social protection in the context of the future of work

Digitization, demographic shifts, climate change and globalization will require both social protection measures and employment policies that focus on promoting lifelong learning, supporting people through labour market transitions and ensure income security, particularly in the event of unemployment. Policies to strengthen access to quality education, skills development and social protection throughout the life course, as well as well-designed labour market and employment policies, are essential for enhancing school-to-work transitions and life-long learning opportunities, and also contribute to preventing child labour and protect against violation of other fundamental rights and principles at work.

Many “new” forms of employment have been emerging in various occupations and sectors, such as the digital platform economy. While some emerging work and employment arrangements may provide greater flexibility for workers and employers, social protection coverage for workers on digital platforms is limited.

Governments and social partners must ensure effective access to adequate social protection for workers in all types of employment, that it is anchored in effective legal frameworks that recognize the continued relevance of the employment relationship and that guarantee the portability of rights, and strive for sustainable and equitable financing mechanisms.

▀▀ **If we want social protection to be sustainable, it needs to be fit for future. It needs to be well integrated with health and education policies to enhance employability.**

▶ Mr Paul Mackay / Manager
Employment Relations /
Business NZ



Mr Mackay explained how social protection can contribute to enhancing productivity and creating an enabling environment for sustainable enterprises. He stressed that social protection is an investment, which strengthens workers' capacities and enhances their employability. He explained that the integration of different policy areas, such as health, education and social protection, is important to ensure a future that works for all, and that employers' and workers' organizations have to take part in constructing such integrated systems.

Employers have an important role to play in supporting adaptable, equitable, and sustainable social protection systems and lifelong learning policies, which can create an enabling environment for sustainable enterprises

- ▶ Ms Miriam Pinto Lomeña / Responsible of International Affairs in the Department of Employment, Education, Diversity and Social Protection, Confederación Española de Organizaciones Empresariales (CEOE) / Spain



Ms Lomeña stressed that social protection systems and lifelong learning policies need to be adapted to the transformations of the world of work, so as to support workers' employability and productivity and create an enabling environment for sustainable enterprises. She stated that employers have an important role to promote on-the-job training to strengthen people's capabilities. Furthermore, she emphasized the need for sustainable, equitable and efficient mechanisms to finance lifelong learning.

Consultation with all stakeholders is important when adapting social protection systems to new developments.

- ▶ Mr Fook Keong Stephen Yee / Assistant Executive Director / Singapore National Employers' Federation



Mr Yee described how platform workers in Singapore were well organized to voice their demands in terms of social protection. He pointed out that consultation with all stakeholders, including workers' and employers' organizations, is important when adapting social protection systems to new developments. He added that employers' organizations also have a key role in training and skills development of workers in the context of the future of work.

▶ **Tripartite action for the development of sustainable and socially responsive social protection systems**

Building social protection systems is the primary responsibility of the State, yet it will take the contribution of all stakeholders to achieve the goal of universal and sustainable social protection and SDG 1.3 by 2030. The formulation, implementation and monitoring of social protection systems, including floors should be based on national consultations through effective social dialogue and participation by government, employers', and workers' representatives.

Developing social protection systems requires contributions from governments, workers and employers. Governments are primarily responsible for policy design, implementation and, in the case of tax-based social assistance, for the financing; workers and employers contribute in the design of schemes, through national dialogues, in financing through the payment of social security contributions and through their participation in the governance of social protection schemes and programmes. These joint responsibilities are a foundation for tripartite design and implementation of social protection systems including floors.

▶ **Tripartism is the foundation for an integrated, responsive, and sustainable social protection system that creates value by improving employability and productivity.**

▶ Mr Paul Mackay / Manager
Employment Relations /
Business NZ



Mr Mackay emphasized that tripartism underpins everything New Zealand does in terms of policy developments and actions. Its collegial nature facilitates an integrative approach that is necessary for governance of social protection systems, including access to health care, and other social policy areas such as education. He illustrated this point by referring to the actions following the Christchurch earthquake in 2011, where the country's quick response was almost entirely due to the tripartite nature of their approach, providing the networks to cooperate and coordinate to facilitate access to social protection in a time of crisis. He stressed that social protection must be seen as a tool for developing a dynamic future if it is to be sustainable in the long-term, where it creates value by improving employability and productivity.

Companies can complement the State by providing personalized social protection services to workers, such as childcare or elderly care.

- ▶ Ms Elise Debiès / Director of International Relations / French Ecole Nationale Supérieure de la Sécurité Sociale



Ms Debiès spoke on her role as a coordinator of the Francophone Business Network for Social Protection Floors. She stressed that business can complement the social protection offered by the State, including in the provision of services using the example of childcare services where companies may be able to offer more personalized and accessible services for their own workers.

Companies must work together, and with governments and workers' organizations, to ensure workers are receiving their social protection entitlements.

- ▶ Ms Carole Hommey / Coordinator, Initiative for Compliance and Sustainability (ICS)



Ms Hommey spoke on how ICS mutualizes audit tools to ensure that suppliers are compliant with national social security laws within companies' global supply chains. ICS audits identified access issues for migrant workers and temporary workers, as well as general lack of awareness of workers on their rights and benefits regarding social security. Companies should work with governments and social partners to improve communication and close coverage gaps, and she highlighted the importance of the ILO in facilitating this process.



▶ Partnering for USP2030 and SDG 1.3

Building comprehensive, adequate and sustainable social protection systems to achieve the 2030 Agenda requires a concerted effort at national and international levels. With 10 years to go to achieve the goals set out in the 2030 Agenda, the objective of creating and extending national social protection floors can only be achieved through the joint efforts of the United Nations agencies, at different levels and concerted joint efforts with relevant

international, regional, subregional and national institutions and social partners. The Social Protection Systems and Floors Multi-stakeholder Partnership for SDG 1.3 brings together under one umbrella these various networks. It is an orchestrated effort, based on each partner's comparative advantage, to contribute politically, financially and technically to the achievement of SDG 1.3.

▶▶ **The Global Business Network for Social Protection Floors offers knowledge exchange between enterprises that develop social protection programmes for their employees, as well as an engagement platform to support countries building national social protection floors.**

▶ Ms Audrey Babouram / Senior International Benefits Manager / Sanofi



Ms Babouram, spoke on behalf of the Global Business Network for Social Protection Floors (GBN), describing how the network was launched in 2015 to provide a platform for the private sector to contribute to the achievement of the SDGs on social protection. The network offers a knowledge exchange forum for enterprises that develop social protection programmes for their employees, as well as an engagement platform to support countries to build social protection floors at national level.



Conclusion

Employers throughout the various sessions of the Global Social Protection Week noted the importance of building support for social protection. They stressed the importance of transparency, sustainability and good governance, having adaptable and flexible systems for the new realities of work and global challenges, effectively integrating education and skills training, and using social protection to facilitate the formalization of workers. Employers stressed the importance of social dialogue

aiming at building and implementing efficient and sustainable social protection systems and the need for a positive business environment to enable growth and to help fill the financing gap to extend social protection. They recognized that social protection can contribute to enhancing productivity and creating an enabling environment for sustainable enterprises. It is an investment, in workers' capacities and employability, and in business continuity.







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