

Through this small distance learning component, participants are supposed to master main social protection concepts before attending the face to face workshop.

### Face to face workshop (10 - 13 December 2018)

- **Module 1** - Introduction to social protection
- **Module 2** - Convention 102 and Recommendation 202
- **Module 3** - Financing social protection
- **Module 4** - Employers in social Security Board and beyond: lobbying and coordination of private sector voice
- **Module 5** - Selected branches: Unemployment insurance
- **Module 6** - Selected branches: Pension systems
- **Module 7** - The Global Business Network for Social Protection Floors

### Target group

The workshop specifically targets staff and Board members of employers' organizations who are involved in social protection policy debates and/or are members of Social Security Boards.

### Methodology and Faculty

The face to face training will consist of a combination of presentations of key elements, cases and group exercises. Interactive sessions will be used to review and share experiences, to compare practices and to make conclusions operative.

The faculty will be composed of social protection and employers' specialists from the ILO, representatives from multinational enterprises, academics and experts from international universities and research institutions.



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## Enhancing employers' involvement in Social Protection policy debates

10 - 13 December 2018  
Turin, Italy

### FOR FURTHER INFORMATION PLEASE CONTACT

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Comprender 理解 Understand понимать Comprendre فهم Understand Capire  
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# Enhancing employers' involvement in Social Protection policy debates

## Background and justification

One of the key roles of employers' organizations (EOs) is to take part in bipartite and tripartite dialogue representing the interests of their members. Social protection is one of the fields in which social and national dialogues are taking place, engaging EOs, workers organizations, and sometimes other representatives of the civil society with governments. Social protection systems may represent an important part of state expenditure, and labour cost. However, if they are well-designed and implemented, social protection systems can powerfully shape countries' social contract, enhance human capital and productivity, eradicate poverty, reduce inequalities and contribute to building social peace. Therefore social protection systems are instrumental for the installation of a business conducive environment.

Since 2009 and the launch of the UN Social Protection Floor Initiative, the importance of social protection as part of national plans for a fair and sustainable development have grown in many countries.

Social protection, including social protection floors, is also embedded as a key component for the implementation of several Goals of the 2030 Sustainable Development Agenda (SDGs), which represent the broadest framework agreed by the international community for prosperity, peace and freedom for next 15 years. Social protection is notably acknowledged as a stand-alone target of Goal 1 on ending poverty: "Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable".

Furthermore, all ILO up-to-date standards on social protection, and notably the ILO Social Security (Minimum Standards) Convention, 1952 (No. 102) and Social Protection Floors Recommendation,

2012 (No. 202) insist on the role of social partners in contributing to the definition, implementation and operations of social protection systems, including floors.

At the national level, concrete initiatives are supported by the ILO for the development of social protection systems, including floors: i) assessment based national dialogues to shape a vision for the development of social protection; ii) design of social protection systems; iii) implementation of the social protection schemes, operations, monitoring and evaluation.

Businesses' involvement in the design, implementation and administration of social protection floors is crucial notably because:

- Social protection floors are part of the global outlay of economic and social policies and influence directly and indirectly the business environment in which companies operate;
- Employers are directly or indirectly funders of social protection measures (through social contributions and taxes);
- Employers have an important role to play in designing and monitoring effectiveness of social protection programmes, notably through their participation to Social Security Boards (for contributory and non-contributory schemes);
- Social protection including floors can contribute to businesses social and economic performance (productivity, role in attracting and retaining talents), provide a demand-stabilising mechanism in general and in particular in times of crisis, and can help address integration, diversity and migration challenges.

However, in a number of countries employers' organizations' involvement in social protection debates has been poor for different reasons among which:

- Lack of available business representatives leading to unequal participation in consultations and negotiations;

- Poor involvement of EOs in the social protection policy making field leading to not unified private sector positions and scarce policy setting and guidance given to members;
- Lack of understanding of the linkages between social protection and the fiscal, employment and social policy debates at national level leading to reactive positions instead of EOs being able to devise proactive policy proposals reflecting the interest and possibilities of the business community;
- The very technical nature of certain elements in the discussion, for which expertise may not be available in EOs.

This course offers a tailor-made training on social protection for employers' organizations' staff and board members. It builds on the work already undertaken by the Social Protection Department of the ILO and ITCILO, but will focus more directly on aspects of social protection which relate to business (including concerns over the cost and financing of social protection systems) with the aim of helping employers' organizations in being better equipped to co-shape this crucial component of national policy. The workshop will also be an opportunity to learn about and engage in the Global Business Network for Social Protection Floors which gathers multinational enterprises, employers' organizations and corporate foundations that wish to share good practices and contribute to the promotion and establishment of social protection floors worldwide.

## Objectives and Expected Outcomes

A unique opportunity as employers' representative to acquire knowledge and new ideas.

The objective is to provide training that enables officials from EOs to better structure employers' voice and enhance employers' involvement in social protection policy debates, the development, implementation and operations of social protection systems.

The training material and training course will enable participants to:

- Understand the concept of the Social Protection Floor and how it fits within the ILO strategies and international debates on Decent Work and the newly adopted 2030 Agenda for Sustainable Development;
- Better understand the importance of social protection systems for a fair and sustainable development, and its impacts on the business environment;
- Better understand the role that employers' can play and boost their involvement as social partners in designing and monitoring social protection policies;
- Better organize employers' voice and build up a private sector position on how to maximize results of social protection policies and schemes;
- Be able to pay specific attention on sustainability and affordability of social protection policies;
- Benefit from discussions, exchange and debates with colleagues from other countries and organizations including from multinational enterprises;
- Take action by developing concrete and pragmatic work plans that will be presented and implemented after the training in close partnership with ACT/EMP and the Global Business Network for SPFs.

## Structure and content of the training

### Distance learning phase (29 November - 7 December 2018)

Participants will have access, as from 29 November 2018, to a list of recommended readings and will have to fill in a survey concerning social protection in their countries and employers' involvements in design, implementation and monitoring process.