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GLOBAL BUSINESS NETWORK FOR SOCIAL PROTECTION FLOORS

Annual Report
October 2017





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The private sector has a key role to play in the achievement of the SDGs. This role should not be limited to providing financial support and specific skills, but also to propose innovative solutions.

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Guy Ryder
Director-General
International Labour Organization

- Launched in October 2015, the Global Business Network for Social Protection Floors is a leading knowledge-sharing platform for enterprises that are developing social protection programmes, as well as an engagement platform for enterprises willing to support the development of national social protection floors.
- The network is an excellent example of the new paradigm proposed by the 2030 Development Agenda, reaffirming the crucial role of non-governmental stakeholders, including private enterprises, in the achievement of the Sustainable Development Goals.
- The third annual meeting of the Global Business Network is an opportunity to share progress accomplished during its second year of existence and exchange knowledge on new corporate social security initiatives, research projects and country-focused interventions. Participants will also be invited to engage further and identify activities for the coming year.
- The Global Business Network for Social Protection Floors is a “win win” platform to maximize enterprise value, while advancing towards SDG Target 1.3.

The integration of social protection into the business strategies of companies is an important driver for attracting and retaining talents.

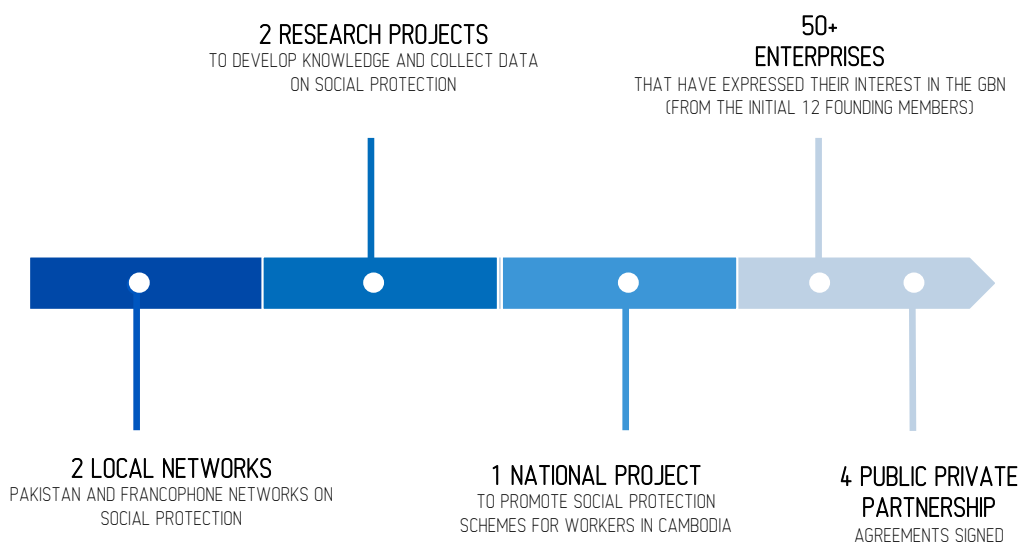
Linda Kromjong
Secretary-General
International Organization of Employers

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- Supporting the development of corporate social protection guarantees in line with ILO standards**
How companies can use the ILO standards when designing social security schemes for their employees? How to further share experience and obtain peer-to-peer support?
- Documenting the results and impacts of social protection**
How to build a stronger business case for social protection, demonstrating linkages between social protection and economic performance of enterprises?
- Increasing the private sector's involvement in the development of national social protection floors**
How to contribute to the development of national social protection floors and strengthen strategic cooperation with employers' organizations?
- Strengthening the Global Business Network for Social Protection Floors**
How to ensure sufficient visibility for the work that has been accomplished through the GBN and further promote the network as a leading platform to champion SDG Target 1.3?



SUPPORTING THE DEVELOPMENT OF CORPORATE SOCIAL PROTECTION GUARANTEES

1. SHARING EXPERIENCE ON SOCIAL PROTECTION

THE FRANCOPHONE BUSINESS NETWORK

- The Francophone Business Network on social protection floors was launched in 2016 to nurture knowledge exchange between French companies and further promote the development of social protection worldwide.
- In 2017, the francophone group, with the facilitation of the French National School for Social Security EN3S, developed a guide of good practices to support companies in designing corporate social protection programmes.
- Global Businesses and Social Protection: Good Practices guide supports companies in developing corporate social protection programmes for their employees in line with the ILO's international social security standards.

Outline of the “Global Businesses and Social Protection: Good Practices” guide



Key starting points

- Involving all stakeholders
- Aligning the social protection design with corporate strategy



Defining relationships between the subsidiary and headquarters

- Adjusting the programmes for the specific contexts
- Complying with international standards



Funding

- Costing the programmes
- Selecting the appropriate funding mechanisms



Sustainability

- Internal communications
- Monitoring and continuous improvement

Engage in dialogue with stakeholders throughout the processes



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2. DEVELOPING NEW SOCIAL PROTECTION SCHEMES IN LINE WITH ILO STANDARDS

NEW GLOBAL POLICY FOR PATERNITY LEAVE: ENI S.p.A

As an extension to the maternity leave programme implemented in 2015, in September 2017 Eni has granted a minimum of 10 days of paid paternity leave to all working fathers, in all the countries where Eni operates. The leave is not necessarily consecutive and can be used within 5 months of the child's birth or within the maximum time limit required by the law and/or any agreements, regulations and company practices. The policy foresees the payment for the same period equal to 100% of the beneficiary's annual salary recalculated over 10 days.

This policy has tremendous gains: it can contribute to economic growth, offer cognitive and health benefits to children, and extends a choice for parents in finding their preferred work-life strategy.

SOCIAL PROTECTION FLOORS FOR ALL EMPLOYEES: IDKIDS

ID KIDS GROUP is proud to implement the 1st step of its social protection floor programme on January 1st 2018 : all the employees of the Group across the globe will be guaranteed with a minimum income in case of sickness, work injury, maternity and adoption.

This is a real proof of a corporate social responsibility and ID KIDS GROUP is committed to continue this work and extend the coverage in the next years.

SHARE & CARE PROGRAMME: L'OREAL

In 2013, L'Oréal launched the "L'Oréal Share and Care programme" which aims to promote a common set of social benefits (the highest level available on the local markets) for all the Group's subsidiaries. The benefits cover four main areas: Welfare (Protect), Health (Care), Parenthood (Balance), Quality of Life at Work (Enjoy).

In 2016, 100% of the objectives were completed in 67 countries (e.g. the implementation of fully paid maternity leave for a minimum of 14 weeks)

From 2017 to 2020, the second phase of the programme will bring even greater focus on parenthood (e.g. to implement fully paid paternity leave for a minimum of 10 days) and quality of life at work (to develop flexible hours and smart work).



DOCUMENTING THE RESULTS AND IMPACTS OF SOCIAL PROTECTION

BUILDING A STRONGER BUSINESS CASE FOR SOCIAL PROTECTION

L'OREAL CASE STUDY



L'Oreal is an active member of both the GBN and the French Network. The Group also works with the ILO on a study to determine a methodology to evaluate the quantitative impacts of social protection on the firms and the employees (based on the examples and data from the Share & Care programme).

To advance the study, a mapping exercise was conducted to track the improvement of social protection in comparison with existing local schemes.

The study has uncovered the challenges in collecting sufficient quality data and indicators. Thus, the current analysis focuses on the choice of the indicators (e.g. absenteeism, turnover) and the type of data to collect to better evaluate such programmes. This will also be mirrored in an upcoming paper.

FILLING THE DATA GAP ON SOCIAL PROTECTION BENEFITS: GEELY AND ILO HR ANALYTICS

To overcome the methodological challenges in measuring the business benefits of social protection, members of the GBN, the ILO's Social Protection and Research Departments, and Sanya University are currently developing a toolkit suit ("HR analytics") which would analyze the implications of the changes in retention and attrition rates of talented workers on the companies' economic indicators, such as return on investments (ROI).

The toolkit will further allow to measure and analyze the impacts of national and complementary social protection programmes on the HR performance of enterprises.

The research led by Sanya University will significantly contribute to knowledge development on social protection and business performance. It is crucial to bridge the existing gap in reliable data on the relationship between corporate social security schemes and talent retention. Ultimately, a strong business case for social protection will promote more inclusive development

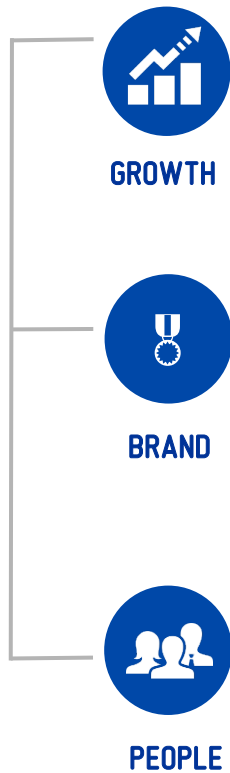
Zoe Che
Vice-President
Sanya University



**MOVING TOWARDS THE SDG TARGET 1.3:
SUPPORTING NATIONAL SOCIAL PROTECTION FLOORS**

INCREASING THE PRIVATE SECTOR'S INVOLVEMENT IN THE DEVELOPMENT OF NATIONAL SOCIAL PROTECTION FLOORS

SOCIAL PROTECTION FOR ALL



1. INVESTING IN NATIONAL SOCIAL PROTECTION PROGRAMMES

What is in it for enterprises?

Improved social protection schemes for workers in developing countries directly affect household disposable income, hence, fostering the growth in local consumption and unlocking opportunities for **new products and services**

Aligning specific corporate CSR and sustainability efforts with the global Agenda 2030, notably SDG 1.3, would multiply their impact, creating a unified sense of contributing to global issues and enhancing the enterprise **brand**

Country-focused interventions contribute to **talent growth** and retention by offering innovative ways to engage through the corporate awareness campaigns, volunteering and direct fundraising programmes

Auchan in Cambodia: Supporting national social protection schemes

In 2017, Weave our Future, (WoF) has joined forces with the ILO and the National Social Security Fund (NSSF) to promote national social protection schemes for workers and their families in Cambodia by developing a communication campaign to raise awareness of social security benefits, including the new health insurance scheme.

The initiative will raise awareness of workers and employers on their right to social protection and is expected to result in increased enrolment rates, and will thus benefit more workers than currently covered by the Fund, which is around 1.1 million. The programme also aims to contribute to the development of a culture of social protection in Cambodia.

The tender to select the communication provider took place in August 2017. ILO officials and a representative of NSSF participated in the selection board. As a result of the selection process, NSSF decided to invest an additional amount of \$US125,000 for the implementation of the communication campaign resulting from the project.



2. ENHANCING EMPLOYERS' INVOLVEMENT IN SOCIAL PROTECTION POLICY DEBATES

The third addition of the training for the members of employers' organizations involved in social protection policy development was held in the International Training Center of the ILO in Turin, in October 2017.

The objective of the training was to enable officials from employers' organizations to better structure employers' voices and enhance employers' involvement in social protection policy debates and in the implementation of social protection schemes.

The instructors were representatives of Social Protection and Employers' Activities Departments of the ILO, multinational enterprises, international universities and research institutions. The diversity allowed for a rich discussion on the involvement of employers' organizations in social protection floors.

Based on the materials and lessons from the three previous sessions of the training, a generic learning package will be developed in English, French and Russian languages.

Furthermore, as a part of the agreement between the ILO and Sanya University the training materials will be translated into Chinese and adjusted to the realities of Chinese enterprises.

The development of training curricula and materials on social protection for Chinese enterprises, which would build on the ILO's original trainings for employers and enterprises, will in turn contribute to the improvement of the related ILO training programmes.



STRENGTHENING THE GLOBAL BUSINESS NETWORK FOR SOCIAL PROTECTION FLOORS

DEVELOPING LOCAL NETWORKS

The Pakistan National Business Network for Social Protection Floors

The Pakistan National Business Network for Social Protection Floors was launched in 2016 to mobilize the private sector in Pakistan in supporting social protection policies.

The network is spearheaded by the Employers' Federation of Pakistan (EFP) and is comprised of 40 leading representatives drawn from business associations, multinational and national companies and academia.

In 2017, Network has developed a detailed action plan and secured the funding for the first activity.

Priority Activities

-  Map Social Protection benefits (un)available in the public and private sectors
-  Develop the business case for engaging beyond compliance
-  Conduct research on governmental gaps in social protection
-  Foster social dialogue between workers and governments
-  Initiate awareness-raising seminars on improving social protection floors
-  Support the development of the social protection floor infrastructure for uncovered groups

UNDP has agreed to fund a national study to map out existing social protection programmes.



This study will be in line with the first prioritized activity of the Pakistan National Business Network and with the ILO's Flagship Initiative on Building Social Protection Floors for All.

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Pakistan is the first country to establish a forum that supports the Global Knowledge campaign on Social Protection Floors and mobilizes the private sector in supporting the Social Protection Systems.

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Aziz Majyd
President
Employers' Federation of
Pakistan

		2015	2016	2017
Supporting the development of corporate social protection guarantees in line with ILO standards	Develop a guide on social protection programmes			
	Document company initiatives			
	Supporting companies in shaping their social protection programmes			
Documenting the results and impacts of social protection	Define indicators to track the impact of social protection on business performance			
	Assess the impact of social protection on Network members' operations using historical data			
	Develop impact evaluation protocols to encourage countries to establish social protection			
Increasing the private sector's involvement in the development of national social protection floors	Support multinational corporations in building national SPFs			
	Develop a guide for the private sector to promote the establishment of national SPFs			
	Strengthen capacity of employers' and workers' organizations in the field of social protection			
Strengthening the Global Business Network for Social Protection Floors	Hold annual meetings			
	Expand the Network and include more members			
	Develop partnerships with other initiatives (Global Compact, UN Business and Human Rights Forum and others)			

PRIORITIES FOR 2018

- ILO to engage with companies to provide advisory services in shaping their corporate social security programmes.
- Increase the number of country-level interventions and encourage enterprises to champion SDG Target 1.3.
- Include more enterprises in the research efforts to bridge the data gap on social protection and business performance.
- Extend partnerships with Global Compact, UN Business and Human Rights Forum and other initiatives.

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<http://iloglobalprogramme.social-protection.org>

**BY CHAMPIONING SDG TARGET 1.3
AND SUPPORTING THE ILO'S GLOBAL PROGRAMME ON
SOCIAL PROTECTION FLOORS FOR ALL,
YOU WILL CHANGE THE LIVES OF MILLIONS OF PEOPLE,
ALLOWING THEM TO LIVE IN DIGNITY.**