Social Protection Floor and Employment

Ms. Valerie Schmitt
ILO DWT Bangkok
# Time management

<table>
<thead>
<tr>
<th>Explanation of the World Café and the thematic Organization of four groups</th>
<th>10 minutes</th>
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</thead>
<tbody>
<tr>
<td>Four Cafés: • <em>Chez Ginette</em> • <em>La belle Astrid</em> • <em>A la table de Christine</em> • <em>Ali’s bar</em></td>
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<tr>
<td>World café (the participants stay 10 min in each café and turn from one café to the other)</td>
<td>45 minutes</td>
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<tr>
<td>The Coffee Managers give full report of the discussions in their café</td>
<td>25 minutes (5 min+ per group)</td>
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<tr>
<td>PPT presentation (4-5 slides)</td>
<td>10 minutes</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>90 minutes</strong></td>
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Introduction: 10 minutes

• Explanation of the World Café and the thematic
• Organization in groups
• Four Cafés:
  - Chez Ginette
  - La belle Astrid
  - A la table de Christine
  - Ali’s bar
Activity: Describe the relationship between fulfilment of basic needs (being healthy, educated, not hungry, living in decent conditions, etc.) and the capacity to work, willingness to save, to project in the future …
Café # 2 – REMOVING THE BARRIERS

Multiple barriers:
- Live in remote areas without public transportation
- No access to child care and schools
- Chronically ill with no access to appropriate health care
- Un decent living conditions
- No access to information

Capacity to work, actively seek jobs or undertake vocational training is limited

Activity: Describe these barriers and explain to what extend the different elements of the social protection floor can help removing some of these barriers and promoting mobility.
Café # 3 – ACTIVATING THE LABOUR MARKET

LINKAGES between elements of the SPF and a behaviour (actively seeking for jobs & being more employable)

**IF:** Conditions
- being registered in an employment service centre,
- seeking and accepting jobs,
- undertaking vocational training,
- undertaking work beneficial for the community such as work fare

**THEN:** Provision of
- minimum income (ex: RSA), family benefits, priority access to basic crèches/child care

**Activity:** IMAGINE!!!!! Describe / imagine / design how this linkage could be put in place …
Café # 4 - COST-BENEFIT ANALYSIS

Organizing informal economy workers
Registrating them
Providing them with decent working conditions
Providing them with a social protection floor

Is beneficial:
• For informal economy workers
• For the society as a whole

Activity: Explain WHY?! Describe the multiplier effects and positive spillovers of such measures. You may use examples from your own country.
### World Café: 40 minutes

### Reports: 30 minutes

<table>
<thead>
<tr>
<th>Rights and transfers to ensure effective demand* from:</th>
<th>Health services</th>
<th>Water and sanitation Housing</th>
<th>Education</th>
<th>Food</th>
<th>Other social services as defined by national priorities (including life and asset saving)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Children</strong></td>
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<tr>
<td><strong>People in active age groups with insufficient income from work</strong></td>
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<tr>
<td><strong>Older persons</strong></td>
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Linking SPF and Active Labour Market Policies

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Rationale: towards a virtuous cycle

Unemployed
Underemployed
Working poor

Social protection floor
(services and transfers)
Employment services
(training, job placement, creation of micro-enterprise)

“One stop shops”

Increased consumption (AVT)
Paying taxes
Paying social contributions

Redistribution & funding of social services

Sustainable income &
Higher level of social protection

We have to demonstrate it is a win-win scenario – through a cost-benefit analysis
From the RMI to the RSA

• Revenu de Solidarite Active (RSA)
  – Finding a new job entails costs (transportation, child care, clothes, etc.)
  – Before the RSA: the Minimum income was stopped as soon as the unemployed founded a new job → disincentive to actively seek and accept jobs
  – With the RSA:
    • the minimum income continues (although reduced);
    • the basic salary of the working poor is supplemented so that they have an incentive to work (as compared to those who benefit from basic social transfers without working).
Similar experiences
(to be documented)

• India- NREGA & LabourNet Joint Initiative www.labournet.in
• South Africa - One Stop Shops
• Argentina, Mexico, Chile
• Namibia - Basic Income Grant?
A win-win scenario?

- Example of Solo, Indonesia
- Before / after
- City income more than doubled
Monjari public park occupied by 989 street vendors in 2005
Relocation site: Notoharjo Market

For automotive section, sales have increased up to 400% from sales in Monjari.
A win-win scenario?
“City-Income”

<table>
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<tr>
<th>Before Revitalization</th>
<th>After Revitalization</th>
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<tbody>
<tr>
<td>7,8 M</td>
<td>19,2 M</td>
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</table>
How to make linkages between SPF & Employment operational? …

• “One stop shop” approach:
  – Develop one stop shops where IE / vulnerable groups would have access to social services (health, child care, scholarships…)
  – In addition to social services they would receive a minimum income under certain conditions:
    • Undertaking training & actively seeking jobs
    • Work beneficial for the community …
  – They would progressively move towards sustainable employment (decent jobs) with also higher capacity to pay taxes and social contributions
... One stop shop approach!!

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<tbody>
<tr>
<td>Administrative procedures</td>
<td>Registration Identification of social needs &amp; Vulnerability assessment</td>
<td>Skills assessment Are requirements (seeking jobs, training) met?</td>
<td>Skills assessment Automatic registration in adapted SS schemes</td>
</tr>
<tr>
<td>Social protection services</td>
<td>Social protection services and transfers: • child care, • health cards, • scholarships ...</td>
<td>Minimum income guaranteed through • employment guaranteed schemes • public procurement</td>
<td>Minimum income continued although progressively reduced ... Partially subsidized social security schemes</td>
</tr>
<tr>
<td>Employment services</td>
<td>• Channeling job opportunities: PWP's, self-employment • Channeling business opportunities &amp; access to markets • Training services</td>
<td>• Support to enterprise creation e.g. through micro-credit and specialized training</td>
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Labour market inclusion / social protection / decent work