Sectoral approach to social protection

Zambia
What is the innovation?

1. Increasing awareness, coverage and compliance to social security standards
2. Joint Implementation
   • Partnerships NAPSA & WCFCB (single window approach)
   • Practical Communication/Awareness raising tools
   • Flexible administrative arrangements/tools developed
   • Mobile social security registration campaigns
   • Key role of Employers and Workers
   • Government, social partners and civil society discuss possible policy options
4. Building Evidence
   • Studies (SP risks and needs, Good Working Conditions: Good Business, international best practices)
What has worked to extend social protection coverage as part of this innovation?

**Increased access to SP**
- 318 MSMEs registered with social protection schemes
- 1,431 workers registered with or accessing basic social protection schemes
- Most of them are permanent wage employees

**Replication**
- NAPSA Strategic Plan
- Government Strategy on extension
  - Broaden focus from Construction sector to other sectors

**Capacity Building and Awareness Raising**
- Training of SMEs
- Training of Inspectors
- Incorporation of SP in Technical Training Courses

**Partnerships**
- WCFCB/NAPSA
- Informal Sector Enterprises and Workers Associations

**A drop in the ocean?**
What has not worked and how could it be improved?

- Extension of existing social security schemes to informal economy can be improved through innovative, easy-to-apply tools and approaches

- BUT there are also more substantive **structural challenges** to penetrate the informal economy
  - Product/Benefit design
  - Incentives vs. enforcement; cost of compliance
  - Review of policy, legal coverage
  - Financing
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**Revision of regulations**
Provisions for coverage of informal sector incorporated in Social Protection Bill

**Experimentation/innovation in scheme design**
Construction sector (casual workers); Domestic Workers (wage employed Agriculture/fisheries sector (self-employed)

**Financing**
Actuarial analysis /Review of benefits package Study on Sector Levy

**Analysis & Evaluation**
Feasibility Assessments Rigorous M&E framework

**Support to Institutional/Administrative Reform**
Revision of regulations Provisions for coverage of informal sector incorporated in Social Protection Bill

**National strategy on extension of coverage**
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**Tripartite Technical Working Group**