



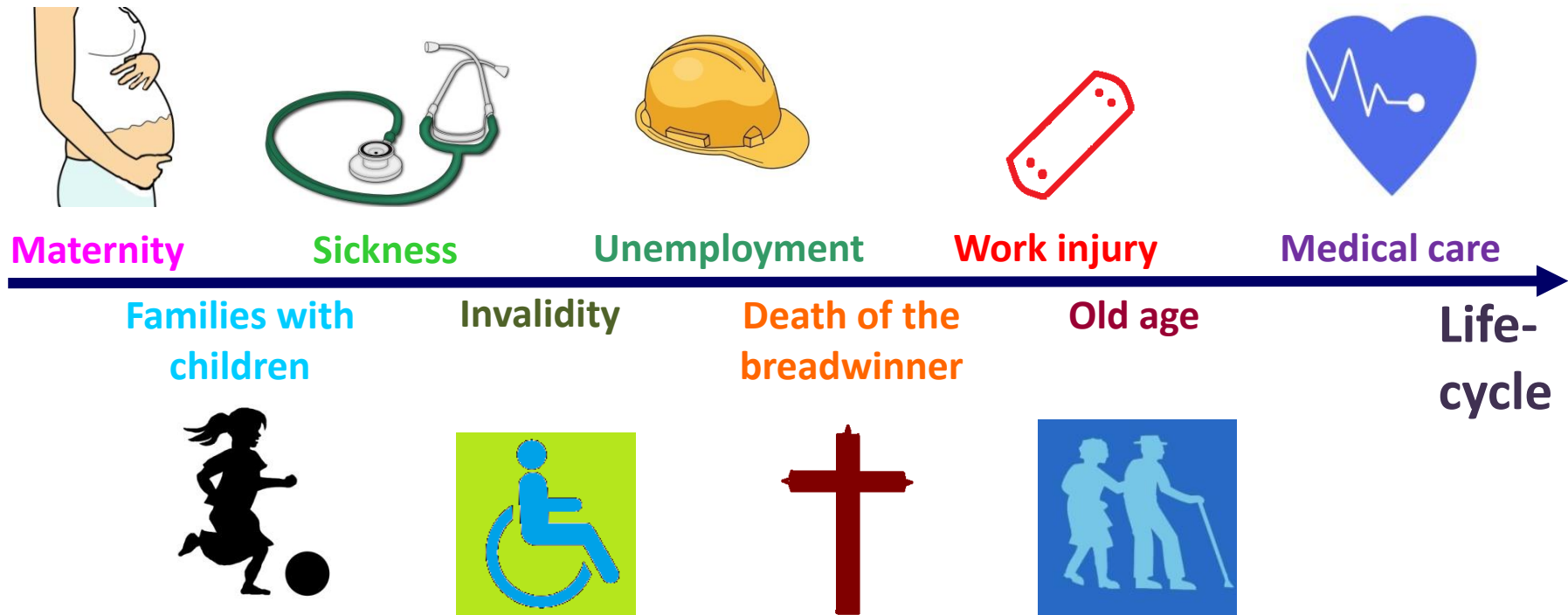
# An introduction to social security

# Key questions

- What is social security?
- What is social protection?
- What are the different types of social transfers?
- What are ILO's standards to realize the right to social security?
- What are the two dimensions of social security extension?
- What are nationally defined social protection floors?
- To what extent is social protection linked with employment and economic growth?

# What is social security?

- People face contingencies during their life-cycle, which have financial consequences



- Social security is provided to members of a society against the economic and social distress caused by such contingencies

# What is social security?

Protection provided by society

To compensate for the loss of income and cover health care expenditures

Financial support

To facilitate access to social services and fulfill basic needs

Access to services

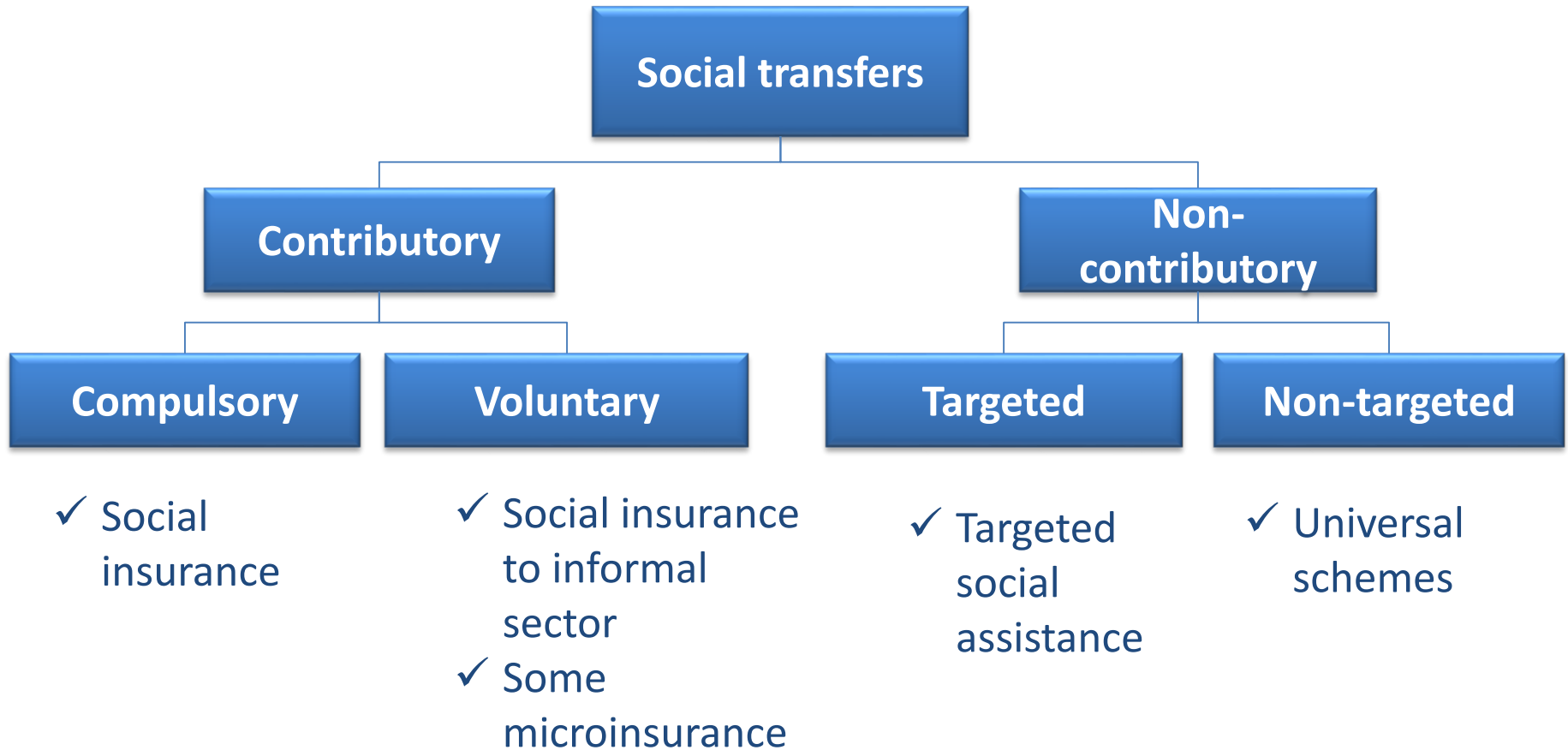


**Social transfers**

# What is social protection?

- Some define social protection as measures addressing the most vulnerable
- Concept of social protection is broader than social security (which mostly refers to formal workers)
- Social protection can reach out to those not covered, or incapable of being covered easily by social security
- According to Recommendation No. 202, social protection and social security are part of the same social policy concept (Hagemejer and McKinnon, 2013)

# Types of social transfers



# Social security as a human right

- Universal declaration of human rights, 1948: social security is a human right
- Social Security (Minimum Standards) Convention, 1952 (No. 102) : flagship Convention on social security
- Recommendation on nationally defined social protection floors, 2012 (No. 202): reaffirms the universal right to social security



Image by Youth for Human Rights International

# ILO's standards

- ILO sets standards that lay down obligations and guidelines for ILO member States
- Standards are of two types: Conventions and Recommendations
- They help in drafting laws and regulations, designing and implementing social security systems



# ILO's standards

C 183



Maternity

C 130



Sickness

C 168



Unemployment

C 121



Work injury

C 130



Medical care

Convention No. 102 covers all 9 contingencies

Families with children



C 183

Invalidity



C 128

Death of the breadwinner



C 128

Old age



C 128

Life-cycle

# ILO's standards

Equality of Treatment (Social Security) Convention, 1962 (No. 118)

Maintenance of Social Security Rights Convention, 1982 (No. 157)

Employment  
Injury  
Benefits  
Convention,  
1964 (No.  
121)

Invalidity,  
Old-Age and  
Survivors'  
Benefits  
Convention,  
1967 (No.  
128)

Medical Care  
and Sickness  
Benefits  
Convention,  
1969 (No.  
130)

Employment  
Promotion and  
Protection  
against  
Unemployment  
Convention,  
1988 (No. 168)

Maternity  
Protection  
Convention,  
2000 (No.  
183)

C.102 Social Security (Minimum Standards) Convention, 1952

R67 Income Security  
Recommendation, 1944

R69 Medical Care  
Recommendation, 1944

Recommendation concerning national floors of social protection, 2012  
(No. 202)

# Principles in Convention No. 102

## STATE'S RESPONSIBILITY

- To provide and guarantee benefits stated by law
- To ensure proper functioning of the scheme: supervise and administrate the concerned institutions and services

## EQUALITY OF TREATMENT

- Non-national residents shall have the same rights as national residents

## FLEXIBILITY

- No unique model for social security regimes: common principles
- Flexibility in the type of schemes member States establish, in order to implement the Convention
- Flexibility in legal and institutional arrangements

## FAIR BALANCE OF INTEREST

- Participation of employers and workers in supervision and administration

# Principles in Convention No. 102

## ADEQUACY AND PREDICTABILITY

- Consistent with national socio-economic development plans
- In compliance with national cultural values and history
- In coherence with existing institutions (e.g. medical facilities) and the overall social security system
- Benefits should adjust with cost of living and general income
- Pre-determined and periodical benefits at minimum levels

## COLLECTIVE FINANCING

- Costs shall be borne collectively by workers' and employers' contributions, or taxes, or both, in a manner which avoids hardship to persons of small means

## RIGHT TO APPEAL

- Right to appeal in case of refusal of benefits, or complaints regarding quality or quantity of benefits

## PROGRESSIVE

- To gradually extend social security coverage

# Principles in Recommendation No. 202

## UNIVERSALITY

- Universal coverage of residents by comprehensive SS

## NON-DISCRIMINATION

- Based on equal treatment (and gender equality)
- Responsiveness to special needs
- Social inclusion, including informal economy

## TRANSPARENCY

- Accountable and sound financial management, admin

## SUSTAINABILITY

- Financial, fiscal and economic sustainability with due regard to social justice and equity

## RIGHTS AND DIGNITY

- Respect for rights and dignity of people
- Full respect for collective bargaining and freedom of association for workers

## DELIVERY

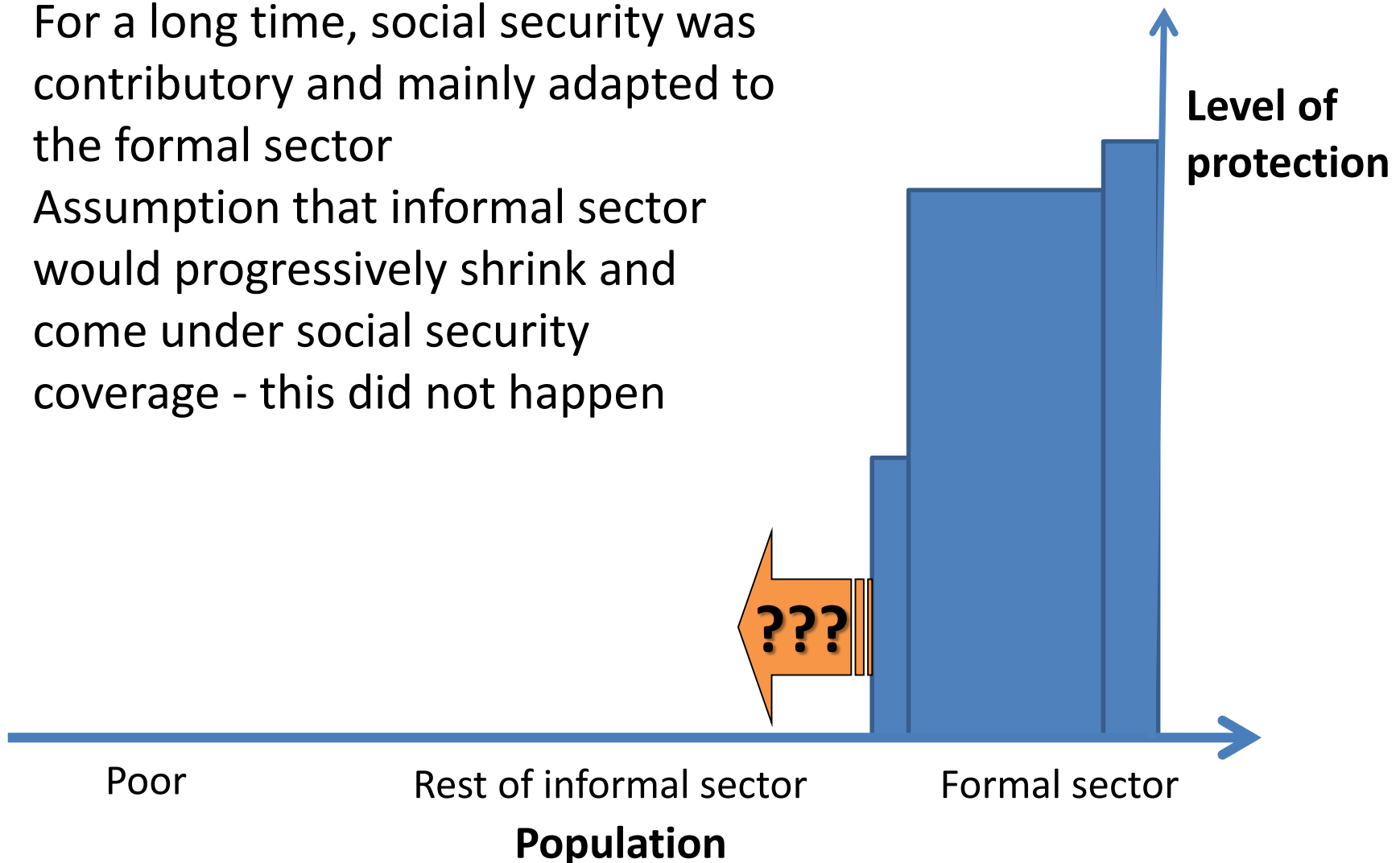
- High-quality public services that enhance delivery of SS

## EVALUATION

- Regular monitoring and periodic evaluation

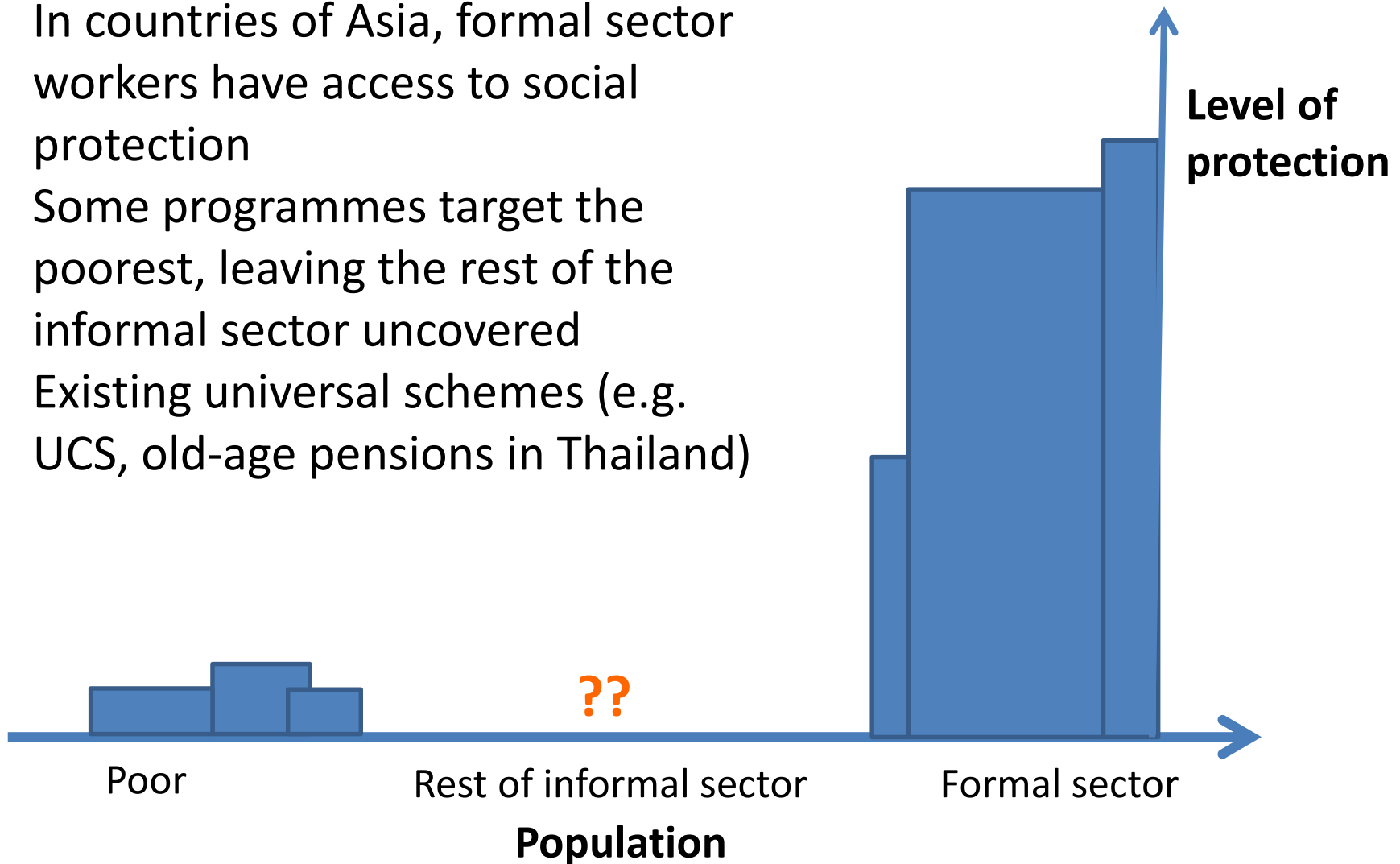
# Two dimensions of social security

- For a long time, social security was contributory and mainly adapted to the formal sector
- Assumption that informal sector would progressively shrink and come under social security coverage - this did not happen



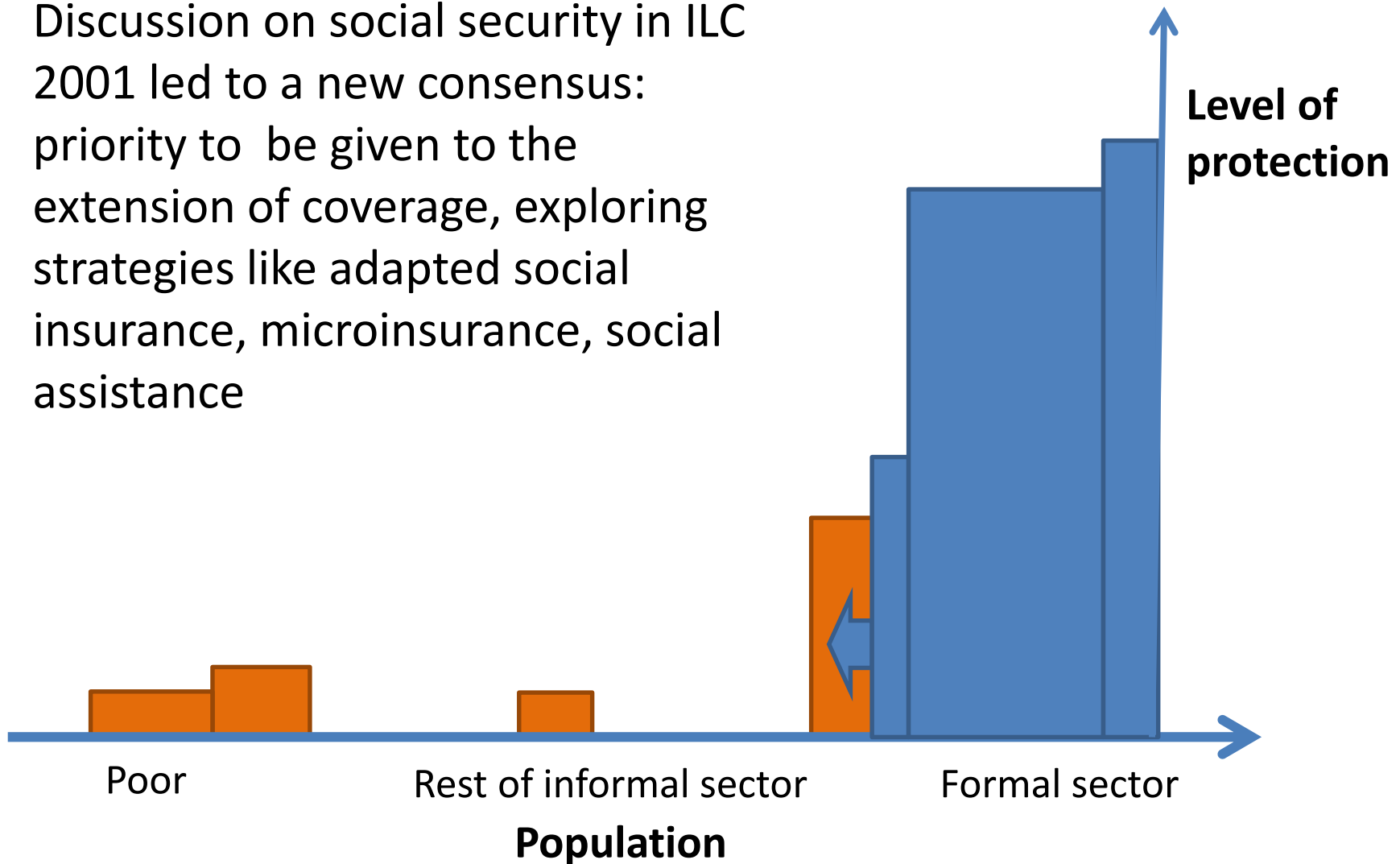
# Two dimensions of social security

- In countries of Asia, formal sector workers have access to social protection
- Some programmes target the poorest, leaving the rest of the informal sector uncovered
- Existing universal schemes (e.g. UCS, old-age pensions in Thailand)



# Two dimensions of social security

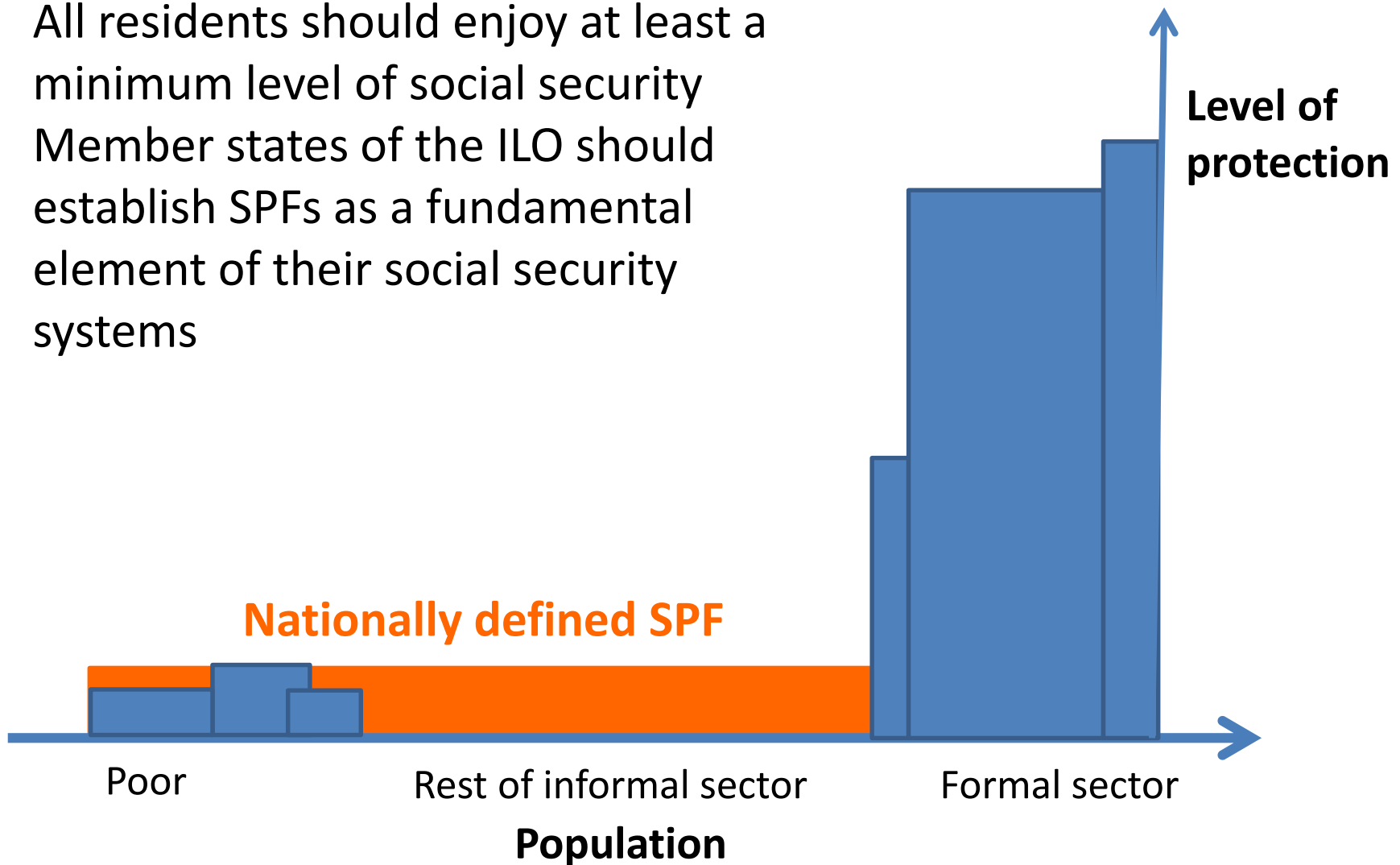
- Discussion on social security in ILC 2001 led to a new consensus: priority to be given to the extension of coverage, exploring strategies like adapted social insurance, microinsurance, social assistance





# Social protection floor

- All residents should enjoy at least a minimum level of social security
- Member states of the ILO should establish SPFs as a fundamental element of their social security systems





**Thank you for your  
attention**