

Social Protection for Industrial Workers How to Move Forward?

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I. Introduction

I. Introduction

- Social protection provides by a society to individuals and households to ensure their access to health care and to guarantee income security
 - This is particularly happened in cases of old age, unemployment, sickness, invalidity, work injury, maternity or loss of a breadwinner
- Social protection related activities have been undertaken in Bangladesh under various social safety net programmes following the 'life cycle approach'
 - Child and family social protection schemes
 - Social protection for women and men of working age
 - Social protection for older women and men: pensions and non-health benefits
- Safetynet programmes are yet to cover all areas of social protection
 - Highest proportion of people covered under old age (39% of total old age people) followed by children (29.4%), mothers with new borns (20.9%) and persons with disabilities (18.3%)
 - Lowest portion of people is covered under the categories of workers (0.0%) and workers in case of injury (12.5%)
- Workers are the least protected under the social protection system in the country
 - In fact, workers are least-protected globally (18.6%) compared to other categories of people eligible for different social protection scheme

I. Introduction

- Bangladesh's future economic and social development could hardly be matched with current level of social protection particularly related to working age population
 - Bangladesh is in the process of graduating from the LDC group by 2026
 - Bangladesh aspires to become an upper middle income country (minimum threshold level income US\$4096) by 2031
 - Bangladesh set the target to become a high income country (US\$12535) by 2041
 - Rising number of aging population over the years which will accelerate further
- Future economic and social changes will require significant improvement in social issues, most importantly in social protection related issues
 - Establishing institutional structure to provide social protection
 - Ensuring social protection for all streams of people including workers
- Today's presentation will highlight on possible future direction of workers' social protection in Bangladesh

2. Workers' Social Protection: Different Areas

- Workers' social protection covers following four areas
 - Maternity protection, and paternity and parental leave benefits
 - Sickness benefits
 - Employment injury protection
 - Unemployment protection
- **Maternity protection, and paternity and parental leave benefits**
 - *Maternity protection* includes income security (through cash benefits), leave policies and effective access to good-quality maternal healthcare for pregnant women and mothers of newborns
 - *Employment and labour market interventions* such as employment protection and non-discrimination, childcare solutions after the woman's return to work and good occupational health and safety measures and breastfeeding facilities at the workplace are important to give adequate protection to pregnant women and new mothers
- **Sickness benefits**
 - *Sickness benefits* aim at ensuring income security during sickness, quarantine or sickness of a dependent relative
 - Sickness benefits allow recipients to stay at home until they are fully recovered, thereby protecting their own health and, in the case of communicable diseases, the health of others
 - *Sickness benefits* contribute to the human rights to health and to social security (ILO 2017)

2. Workers' Social Protection: Different Areas

- **Employment injury protection**
 - The cost of employment injury benefits and of safety and health at work, including prevention of injury or disease and rehabilitation of injured workers, is part of the overall cost of production and contributes to preventing injured workers, and the families of deceased workers, from falling into poverty
- **Unemployment protection**
 - Unemployment protection schemes provide income support for involuntarily unemployed or underemployed people and offer employment assistance to support their return to work, in line with international labour standards
- At the macroeconomic level, unemployment protection schemes act as automatic stabilizers, stimulate economic recovery and support structural economic changes
- At the microeconomic level, they improve the matching of skills with available jobs, and provide safeguards against falling into informal work and poverty

2. Workers' Social Protection: Different Areas

- **Social protection for older women and men: Pensions and other non-health benefits**
 - Pensions for older women and men are the most widespread form of social protection in the world, and a key element in meeting SDG target 1.3.
 - Pension systems are often composed of a mix of contributory and non-contributory schemes aimed at providing income security
 - Pension systems would become a key means by which States can ensure redistribution and overcome various inequities in societies
- In countries with high levels of informality faces difficulties in extending contributory schemes
 - The introduction of tax-financed pensions has allowed the extension of coverage to previously uncovered population groups, especially women

2. Workers' Social Protection: Different Areas

Linkages between social security for working age and Old age people and other public (social protection) policies

Needs, capabilities and deprivation	Social Security		Other public policies (social protection)
	In cash	In kind	
<i>Risks related to employment capacity, family cohesion and needlessness</i>			
Un(der)-employment	Unemployment (insurance) benefits	Employment guarantee	Regulatory and other labour market policies; micro-finance
Sickness, injury, disability and death	Social (insurance) benefits	Home help; care and rehabilitation	Safety and health at work; labour market integration
Old age	Social (insurance) pensions	Old people's homes; home help	Savings
Family cohesion	Maternity, child and family benefits	Creches; parental leave	Labour market integration
Neediness	Tax-financed social benefits	Social Work	Anti-poverty policies

Source: ILO (2003)

3. Social Protection for Working Age People in Bangladesh

- In FY 2020-21 a total of Tk. 95,683 crore has been allocated in the revised budget for social safety net programmes. The allocation is 17.75 percent of the budget and 3.10 percent of GDP of the same fiscal year.
- Majority of the programmes are targeted to employment support to different categories of working age population
 - Mainly covered maternity protection, and paternity and parental leave benefits, employment to different marginlaised and disadvantaged groups
 - Support to old-age people
- Some of the key components are missing: employment injury and unemployment benefit

Allocation Pattern of Social Safety-net Programmes and Social Empowerment

Programmes	FY'20 (Revised)	FY'21 (Revised)	Change in percentage
Various allowances	33047.81	33191.15	0.43
Food Security and Employment Generation Programmes	15564.11	14822.48	-4.77
Stipend Programmes	2526.08	6761.64	167.67
Cash/Transfer of Materials (Special Programmes)	9154.4	13494.7	47.41
Credit Support Programmes	1086.5	9286.82	754.75
Assistance for Special Communities	514.9	558.14	8.40
Various Funds and Programmes	3098.5	1833.33	-40.83
Ongoing Development Projects/programmes	16583.97	12452.37	-24.91
New Projects/Programmes	288.39	3282.3	1038.15
Total	81864.66	95682.93	16.88

	Budget (FY21)	Revised (FY21)	Budget (FY22)
Total: Social Safety Net (From A to I)	95574	95683	107614
Total Budget =	568000	538982	603681
Percentage to Budget =	16.83%	17.75%	17.83%
GDP =	3171800	3087333	3456040
Percentage to GDP =	3.01%	3.10%	3.11%

3. Social Protection for Working Age People in Bangladesh

Food Security and Employment Generation Programs

Description	Implementing Ministries/ Divisions	Beneficiaries (Persons in lac)			Budget (Taka in crore)		
		Budget	Revised	Budget	Budget	Revised	Budget
		(2020-21)	(2020-21)	(2021-22)	(2020-21)	(2020-21)	(2021-22)
Vulnerable Group Development	MOWCA	10.76	10.40	10.40	1756.93	1840.05	1840.05
Vulnerable Group Feeding (VGF)	MoDMR	45.00	200.17	200.17	940.10	941.15	1455.54
Gratuitous Relief (Food)	MoDMR	65.00	26.25	32.00	3062.58	242.64	590.75
Food Assistance in Ctg-HTA	MoCHTA	2.81	2.78	2.81	322.49	318.20	337.31
Food For Work (FFW)	MoDMR	2.50	0.00	2.00	1043.04	0.00	809.30
Work For Money (WFM)	MoDMR	3.75	3.50	3.50	1500.00	2276.52	1500.00
Test Relief (TR) (Cash)	MoDMR	5.63	3.69	3.69	1530.00	2324.59	1450.00
EGPP	MoDMR	6.63	19.18	19.18	1650.00	1650.00	1650.00
Open Market Sales (OMS)	Food	21.68	20.00	23.00	972.90	948.97	1019.86
Food friendly Program	Food	62.50	62.50	62.50	3844.26	2891.04	2945.73
Food Subsidy (Others)	Food	0.00	-	-	1358.96	1389.32	1461.18
(B) Subtotal: Food Security and Employment Generation Programs		226.25	348.46	359.25	17981.26	14822.48	15059.72

3. Social Protection for Working Age People in Bangladesh

Cash/Transfer of Materials (Special Programs)

Description	Beneficiaries (Persons in lac)			Budget (Taka in crore)		
	Budget	Revised	Budget	Budget	Revised	Budget
	(2020-21)	(2020-21)	(2021-22)	(2020-21)	(2020-21)	(2021-22)
Relief Goods	12.43	59.10	59.10	205.00	185.00	185.00
Disaster Grant	0	0.00	0.00	100.00	60.00	100.00
Relief Works (Flood, Drought, Cyclone and Others)	0	36.00	36.00	81.00	91.00	81.00
Housing Support for Homeless People/House grant	255.45	2.65	0	2157.50	27.50	27.50
Interest subsidy for small and medium enterprises (including cottage industries) due to Corona Pandemic	0.15	0.15	0.14	3000.00	3000.00	2800.00
Assistance for unemployed workers in the export-oriented garment and footwear industry due to Corona Pandemic	0	0.61	0.55	0	50.00	45.00
PM's rehabilitation assistance to the people of river erosion affected areas	0.00	0.00	0.00	100.00	100.00	100.00
Savings Certificate Interest Assistance (Social Security Part)	0.00	56.00	61.60	6625.00	6816.00	6909.00
Agricultural Subsidy	87.00	87.00	87.00	1900.00	1700.00	7970.00
Agricultural Rehabilitation	0.00	60.00	60.00	2500.00	300.00	400.00
Financial support for Cancer, Kidney and Liver Cirrhosis and other patients	0.30	0.30	0.30	150.00	150.00	150.00
Improving the living standards of tea workers	0.50	0.50	0.50	25.00	25.00	25.00
Grants for the families of government employees died on duty of service	0	0.044	0.044	322.44	322.46	350.81
Ration for Shaheed (Martyred) Family and Honorable Injured Freedom Fighters	0.30	0.34	0.34	65.00	65.00	70.00
National Legal Aid	0.92	0.92	0.95	27.27	21.74	25.88
Special grants for teachers and students of educational institutions	0	1.30	1.30	0	11.00	13.00
Grants to 8 CMSME organizations to accelerate economic recovery in response to Corona Pandemic	0	1.20	2.30	0	570.00	930.00
Calculation Mismatch		306.11	310.12	17258.21		
(D) Subtotal: Cash/Transfer of Materials (Special Programs)	357.05	304.91	390.82	19258.21	13494.70	20182.19

3. Social Protection for Working Age People in Bangladesh

Credit Support Programs

Description	Implementing Ministries/ Divisions	Beneficiaries (Persons in lac)			Budget (Taka in crore)		
		Budget	Revised	Budget	Budget	Revised	Budget
		(2020-21)	(2020-21)	(2021-22)	(2020-21)	(2020-21)	(2021-22)
Micro-credit for Women Self-employment	MoWCA	0.34	0.34	0.34	6.00	6.00	6.00
Interest Free Micro-Credit Program for RSS, RMC and Urban Centre	MoSW	1.00	0.58	0.30	158.00	108.00	60.82
Palli Karma-Sahayak Foundation (PKSF)	FID	201.19	205.00	210.00	589.17	850.00	900.00
Social Development Foundation (SDF)	FID	4.24	4.24	5.50	60.00	122.82	210.00
Calculation Mismatch		206.77	210.16	216.14	813.17	1086.82	1176.82
(E) Subtotal: Credit Support Program		206.77	210.16	216.14	5813.17	9286.82	1176.82

3. Social Protection for Working Age People in Bangladesh

Assistance for Special Communities

Description	Implementing Ministries/ Divisions	Beneficiaries (Persons in lac)			Budget (Taka in crore)		
		Budget	Revised	Budget	Budget	Revised	Budget
		(2020-21)	(2020-21)	(2021-22)	(2020-21)	(2020-21)	(2021-22)
Neuro-Developmental Disability Protection Trust	MoSW	0.00	3.13	3.15	29.15	27.69	30.89
Welfare Trust for Physical Disabilities	MoSW	0.00	0.07	0.08	15.00	17.50	17.00
Sheikh Russell Child Training and Rehabilitation Center	MoSW	0	0.03	0.03	0.00	23.38	24.34
Service and Assistance Center for Disabled	MoSW	3.99	2.50	12.00	68.90	62.20	67.83
Rehabilitation and Alternative Employment Generation for Beggars	MoSW	0.10	0.03	0.30	5.00	5.00	6.00
Grants for the School for Disabled	MoSW	0.37	0.40	0.85	29.68	33.01	34.82
Cost of foods for Residents in Government Orphanages and Other Institutions	MoSW	0.21	0.18	0.19	73.31	75.35	80.39
Capitation Grants for Orphan Students to non-government institutions	MoSW	1.20	1.00	1.02	240.00	240.00	254.40
Joyeeta Foundation	MoWCA	0	0.01	0.01	6.91	6.86	7.21
Women's Skill Based Training For Livelihood	MoWCA	0.00	0.26	0.26	7.99	7.99	7.99
Street Children Rehabilitation Program and CDC	MoWCA	0.05	0.02	0.02	11.20	9.16	11.20
Special assistance for development of people in chars, haors and backward areas	Finance Division	0.23	0.23	0.23	50.00	50.00	50.00
(F) Subtotal: Assistance for Special Communities		6.15	7.73	18.14	537.14	558.14	592.07

3. Social Protection for Working Age People in Bangladesh

Coverage of Social Protection in South Asian Countries

Country (Income Group)	People protected by social protection systems including floors									
	Population covered by at least one social protection benefit (excluding health)	Children	Mothers with newborns	Persons with severe disabilities	Unemployed	Older persons	Workers in case of work injury	Vulnerable persons covered by social assistance	Labour force covered by pension scheme (active contributors)	Universal health coverage
Afghanistan	7.5	0.4	1.7	13.6	1.7	24.7	4.2	5.9	1.8	37
Bangladesh	28.4	29.4	20.9	18.3	0	39	12.5	14.9	0.5	48
Bhutan	8.8	13.5	10.4	0	0	0	28.4	5	10	62
India	24.4	24.1	41.5	5.6	0	42.5	3.7	16.4	15.5	55
Maldives	21.2	8.2	26.2	42.7	0	100	0	8.1	19.6	62
Nepal	17	22.9	9.8	13.7	0	84.2	4.5	14.8	3.7	48
Pakistan	9.2	5.4	0	1.7	0	5.8	2.7	5	5.7	45
Sri Lanka	36.4	32	29.4	18	0	35.7	58	16	24.7	66

3. Social Protection for Working Age People in Bangladesh

Coverage of Social Protection in South East Asian Countries

Country (Income Group)	People protected by social protection systems including floors									
	Population covered by at least one social protection benefit (excluding health)	Children	Mothers with newborns	Persons with severe disabilities	Unemployed	Older persons	Workers in case of work injury	Vulnerable persons covered by social assistance	Labour force covered by pension scheme (active contributors)	Universal health coverage
Cambodia	6.2	4.5	0	70.1	0	0.1	17.2	4.3	2.4	6
China	70.8	3	69	32.6	24.1	100	31.8	33.2	58.5	79
Indonesia	27.8	25.6	28.4	2.5	0	14.8	22.5	16.5	16.2	57
Malaysia	27.3	2.8	46.5	30.5	3	18.6	49.8	2.1	31.3	73
Myanmar	6.3	2.1	1.6	10.6	0	14.9	8.5	1.1	5.2	61
Philippines	36.7	31.1	12.4	3.3	0	20.5	27.8	22.4	22.2	61
Singapore	100	0	89.3	57.7	0	33.1	86	100	4.9	86
Thailand	68	21	40	92	61	89.1	31	54.3	28.3	8
Viet Nam	38.8	0	44	83.5	66.6	40.9	26.2	24.6	2.3	75

3. Social Protection for Working Age People in Bangladesh

Ratification of ILO Convention related to Social Protection

Country	Branch									Migrant workers C.118'b C.157
	Medical care C.102	Sickness C.102	Unemploy ment C.102	Old age C.102	Employment injury C.102	Family C.118	Maternity C.102	Invalidity C.102	Survivors C.102	
	C.130	C.130	C.102	C.128	C.102		C.183	C.128	C.128	
	C.118	C.118	C.168 C.118	C.118	C.121 C.118		C.118	C.118	C.118	
Azerbaijan							C.183 (2010)			
Bangladesh					C.118 (1972)		C.118 (1972)			C.118 (1972)
India	C.118 (1964)	C.118 (1964)					C.118 (1964)			C.118 (1964)
Japan		C.102 (1976)	C.102 (1976)	C.102 (1976)	C.102 (1976) C.121(1974)					
Kazakhstan							C.183 (2012)			
Kyrgyzstan										C.157 (2008)
Pakistan					C.118 (1969)		C.118 (1969)			C.118 (1969)
Philippines	C.118 (1994)	C.118 (1994)		C.118 (1994)	C.118 (1994)		C.118 (1994)	C.118 (1994)	C.118 (1994)	C.118 (1994) C.157 (1994)

4. Future Context of Social Protection of Working Age People

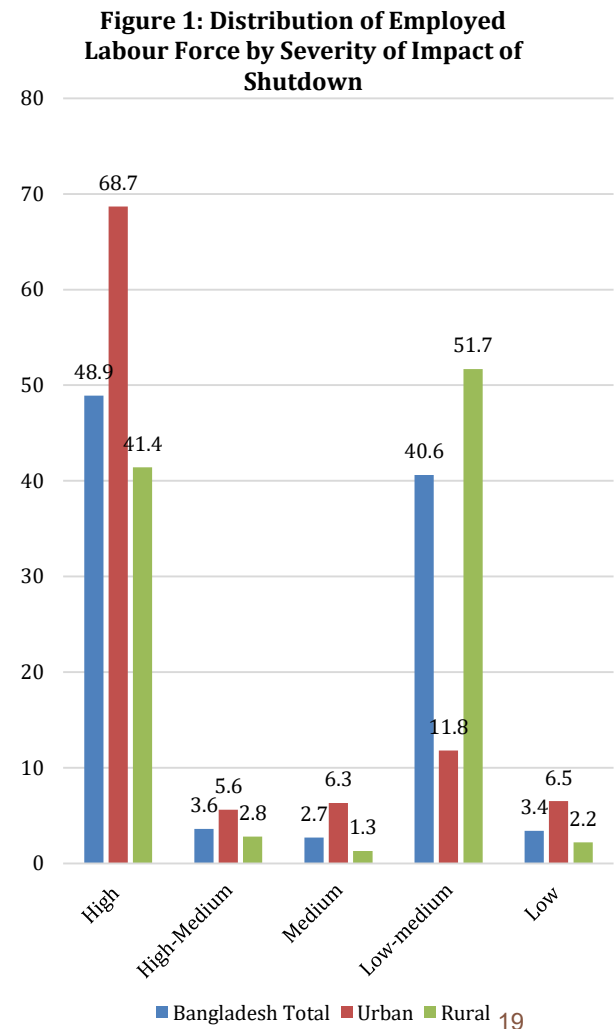
4.1 Social Protection Needed for Unemployed Caused by COVID Pandemic

- Bangladesh has experienced significant number of unemployment during the period of COVID pandemic
- The high level of job loss occurred during the immediate period when the estimated job loss was between 11.1 million to 20.5 million
 - According to that estimates of the a2i, the official agency, the overall job loss was the highest during the immediate pandemic period (March-June, 2020) with a loss of 20 million jobs which would gradually decline in the following periods – 2.8 million in August, 2020, 2.74 million jobs at the end of 2020 and 2.5 million at the end of 2021.
 - The highest amount of job loss would be in the SMEs and informal sector till the end of 2021 – this indicates a slower recovery in terms of creating jobs.
 - The a2i, an official agency provided estimates of job loss of 20.2 million based on the discussion with the concerned stakeholders.
- Islam (2020) on the other hand estimated a job loss of 11.1 million during April-May, 2020 based on the LFS 2017

4. Future Context of Social Protection of Working Age People

4.1 Social Protection Needed for Unemployed Caused by COVID Pandemic

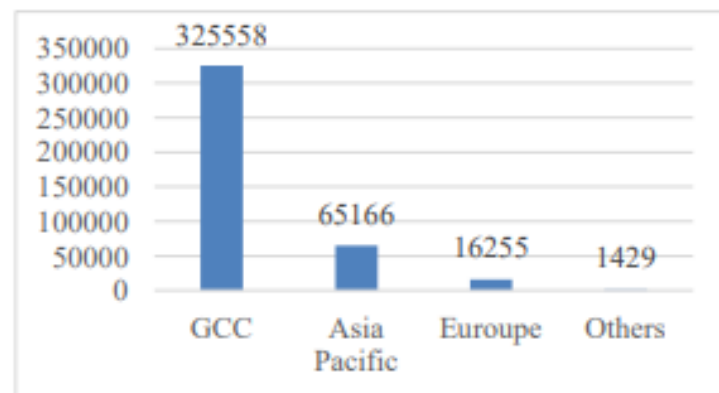
- Major sectors have experienced disproportionate adverse impact due to the shutdown of economic activities both nationally and globally.
- Based on the level of risks and severity of impact, BILS (2020) has categorised the sectors into three groups (Figure 1)
 - *High risk and severity impact sectors* such as manufacturing, construction, transport, wholesale and retail trade, food and accommodation services and personal services;
 - *Medium-high risk and severity of impact sectors* include finance, domestic service, retail estate and education; and
 - *Low-risk and severity of impact sectors* include agriculture, health, information and communication
- About 69% of the employed population in urban areas were in high-risk states where the economy's share was 49%



4. Future Context of Social Protection of Working Age People

- Bangladeshi migrant workers have experienced with significant Job losses during the pandemic period
 - Mainly from the GCC countries
- The coverage of social safety net for the working age people was limited
 - Mostly in the form of credit-support
- Almost no use of unemployment benefit schemes for workers
 - Except a support for unemployed from the export-oriented sectors
- Majority of workers working in the informal sector (85%) suffered with lack of support

Chart 7: Number of Bangladeshi migrants returnee due to COVID-19 (April - December 2020)



Source: International Organization for Migration-UN Migration, Geneva, Switzerland.

Table 1: Employed population aged 15 or older, by formal/informal sector (In million)

Year	Formal				Informal (self-employed, day labours)			
	Male	Female	Total	Share (%)	Male	Female	Total	Share (%)
1	2	3	4	5	6	7	8	9
1999-2000	8.4	1.2	9.6	24.7	22.7	6.6	29.3	75.3
2005-2006	8.6	1.6	10.2	21.5	27.5	9.7	37.2	78.5
2010	5.5	1.3	6.8	12.6	32.4	14.9	47.3	87.4
2013	5.7	1.6	7.3	12.6	35.6	15.2	50.8	87.4
2015-2016	6.7	0.6	7.3	12.2	35.1	17.2	52.3	87.8
2016-2017	7.6	1.5	9.1	15.0	34.6	17.1	51.7	85.0

Source: Labour Force Survey (various issues), Bangladesh Bureau of Statistics

4. Future Context of Social Protection of Working Age People

- Stimulus packages focused on credit-based investment support schemes
 - Export-oriented sectors, SMEs, agriculture and low income professionals
- Limited use of cash support for employed people (Tk.2500 for 32 lac people)
- No use of unemployment benefit during the period of pandemic

Table 3.1: Stimulus Packages by the Government of Bangladesh and Bangladesh Bank

SN	Stimulus Packages	Size of the Packages (in Billion BDT)
1.	Special fund for salary support to export-oriented manufacturing industry workers	50
2.	Working capital loans to affected industries and service sector	400
3.	Working capital loans provided to SMEs, cottage industries	200
4.	Expansion of Export Development Fund (EDF)	170.00
5.	Pre-Shipment Credit Refinance Scheme	50
6.	Special honorarium for doctors, nurses, medical workers	1
7.	Health insurance and life insurance	7.5
8.	Free food distribution	25
9.	OMS at BDT 10 per KG	7.7
10.	A cash transfer to targeted poor people	13.26
11.	Expansion of allowance programs for the poor	8.15
12.	Subsidy for the construction of homes for homeless people	21.30
13.	Support for agricultural farm mechanization	32.20
14.	Subsidy for agriculture (on fertilizer)	95
15.	Agriculture refinance scheme	50
16.	Refinance scheme for low income professionals, farmers, and small traders	30
17.	Employment generation activities (through Palli Sanchay Bank, Karmasangsthan Bank, Probashi Kalyan Bank, Ansar and VDP Bank and PKSf)	32
18.	Government subsidy on partial interest waiver on loans by commercial banks in April-May/2020	20
19.	Credit Guarantee scheme for SME sector	20
20.	Support for destitute export-oriented RMG and leather sector	15
21.	Revitalizing the rural economy & job creation in rural area through 8 publicly owned specialized development organizations	15
22.	Expansion of the coverage of 2 social protection programs to further 150 poverty-stricken upazilas	12
23.	2nd tranche of the cash transfer to targeted population	9.3
Total		1284.4
As % of GDP		4.59

Source: Ministry of Finance and Bangladesh Bank

4. Future Context of Social Protection of Working Age People

4.2 Issues of Social Protection in view of Graduating from LDC Category

- Bangladesh needs to upgrade its social protection schemes while it will be graduated from the LDC group
 - Different middle-income countries practice different types of social protection including for working age people

Social Protection System Operating in Middle-income Countries

Country	Type of scheme	Employee Contribution (% of monthly salary)	Employer Contribution (% of monthly salary)	Government expenditure	Coverage (Included)	Coverage (Excluded)	Basis of Eligibility	
Albania	Social insurance	0	0.9	0	Employed persons and self-employed	Voluntary resignees	Social security contributions	
Algeria	Social insurance	0.5 + 0.375 if employed in construction, public works or hydraulics industries	if 1 + 0.375 idem	None	Residents of Algeria	Self-employed persons; voluntary resignees	Social security contributions	
Argentina	Social insurance	0	0.89 or 1.11 depending on type of enterprise	None	Private-sector employees including temporary and casual workers	Self-employed persons, household workers, public sector employees, and private school teachers	Social security contributions	
Azerbaijan	Social insurance	3 (used to finance pension, and maternity benefits, childcare, addition to unemployment)	22 (finances maternity benefits, disability, in childcare)	also from national and local governments and	Subsidies as required from national and local governments	Residents of Azerbaijan	Self-employed	Social security contributions

4. Future Context of Social Protection of Working Age People

Social Protection System Operating in Middle-income Countries

Country	Type of scheme	Employee Contribution (% of monthly salary)	Employer Contribution (% of monthly salary)	Government expenditure	Coverage (Included)	Coverage (Excluded)	Basis of Eligibility
Bulgaria	Social insurance	0.4	0.6	None	Employed persons	Self-employed	Social security contributions
China	Social insurance	1	2	Coverage	Coverage no extends to all employees in urban enterprises and public institutions (civil servants are covered by the Civil Servant Law). All employees also include rural migrant workers who have signed a labour contract with their employers. Self-employed can register on voluntary basis.	Voluntary resignees	Social security contributions
Colombia	Social insurance and mandatory supplementary individual account system	0	4 (finances family and allowances)	None (contributes as employer as other countries where public workers are not excluded from UI)	Employed persons and involuntary coverage for self-employed.		Social security contributions
Belarus	Social insurance	Employee: 0;	6 (finances also sickness and maternity, funeral grant, and allowance, in addition)	also sickness and maternity, funeral grant, and allowance, in addition)	Provides subsidies as resident citizens needed from state of Belarus. and local governments.	Voluntary resignees	Employment records
		Self-employed: 6 (finances also sickness and maternity, funeral grant, and allowance)	6 (finances also sickness and maternity, funeral grant, and family allowance)				

4. Future Context of Social Protection of Working Age People

Social Protection System Operating in Middle-income Countries

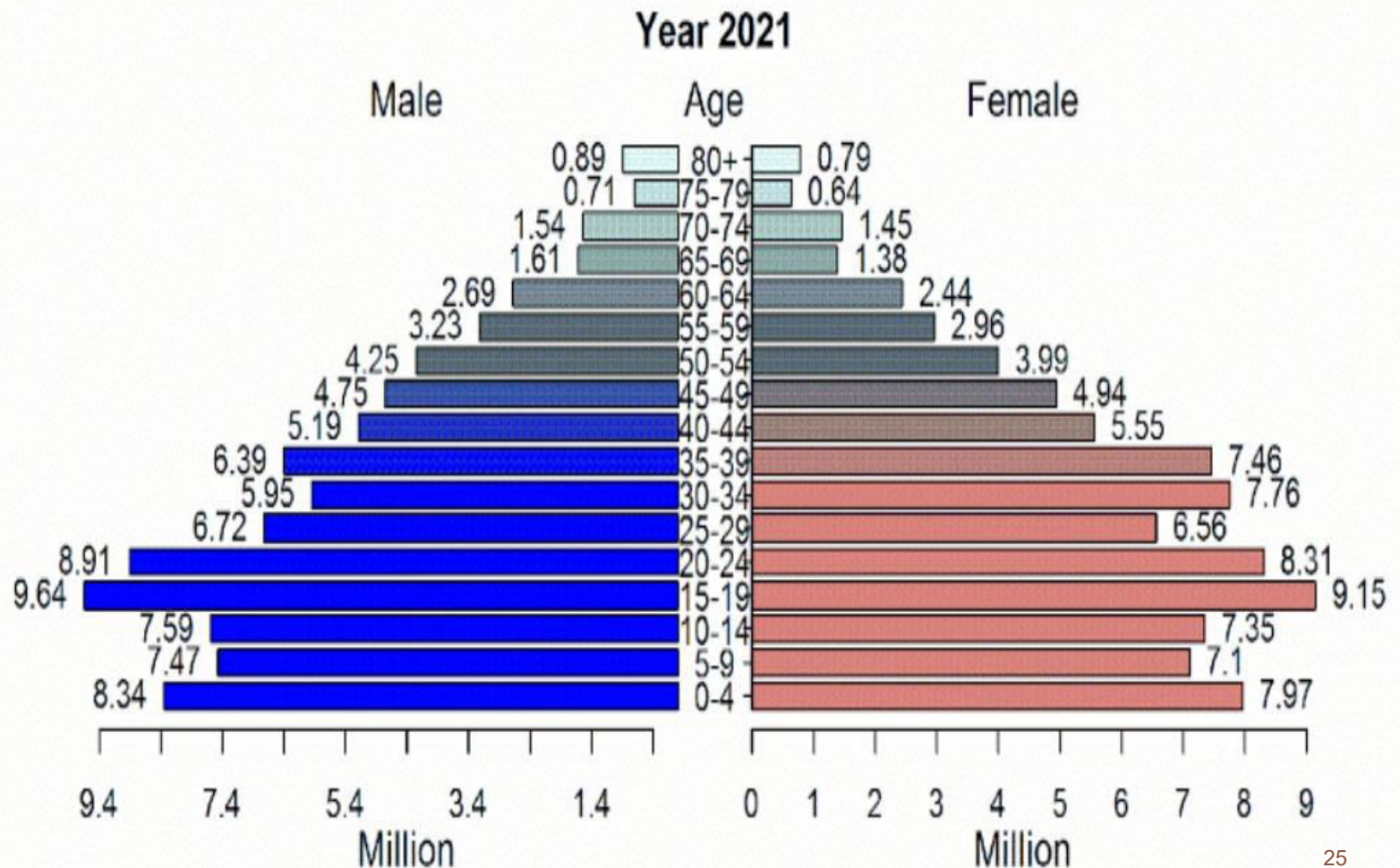
Country	Type of scheme	Employee Contribution (% of monthly salary)	Employer Contribution (% of monthly salary)	Government expenditure	Coverage (Included)	Coverage (Excluded)	Basis of Eligibility
Mongolia	Social insurance	0.5	0.5	(Not available)	All persons employed on a contract basis, national and non-nationals, irrespectively of the size of the enterprise and for public servants. Self-employed can register on a voluntary basis.	(Not available)	(Not available)
Serbia	Social insurance	Employee: 0.75. Self-employed: 1.5.	0.75	Finances deficit and contributes an employer.	any Employed and self-employed persons.	Farmers	Social security contributions
South Africa	Social insurance	1 (finances survivors, adoption and benefits).	also 1 (finances survivors, adoption and maternity benefits)	None	Employed working hours including seasonal workers	persons more than 24 a month, on a contract, and receiving a work injury occupational disease benefit from the compensation fund. Government employees (Bhorat 2013); Voluntary resignees	Social security contributions
Thailand	Social insurance	0.5	0.5	0.25	Employed persons.	Judges; employees of foreign governments or international organisations; employees of state enterprises; agricultural, forestry, and fishery employees; temporary and seasonal workers; Thai citizens working abroad; and self-employed persons.	Social security contributions
Turkey	Social insurance	1	2	1	Private-sector employees (including foreign nationals) aged 18 or older working under a service contract, and certain other groups.	Civil servants, workers in agriculture and forestry, military personnel, students, and self-employed persons (self-employed included from 2020 onwards).	Social security contributions

Source: ILO (2017), ILO (2013) and SSA USA (2018).

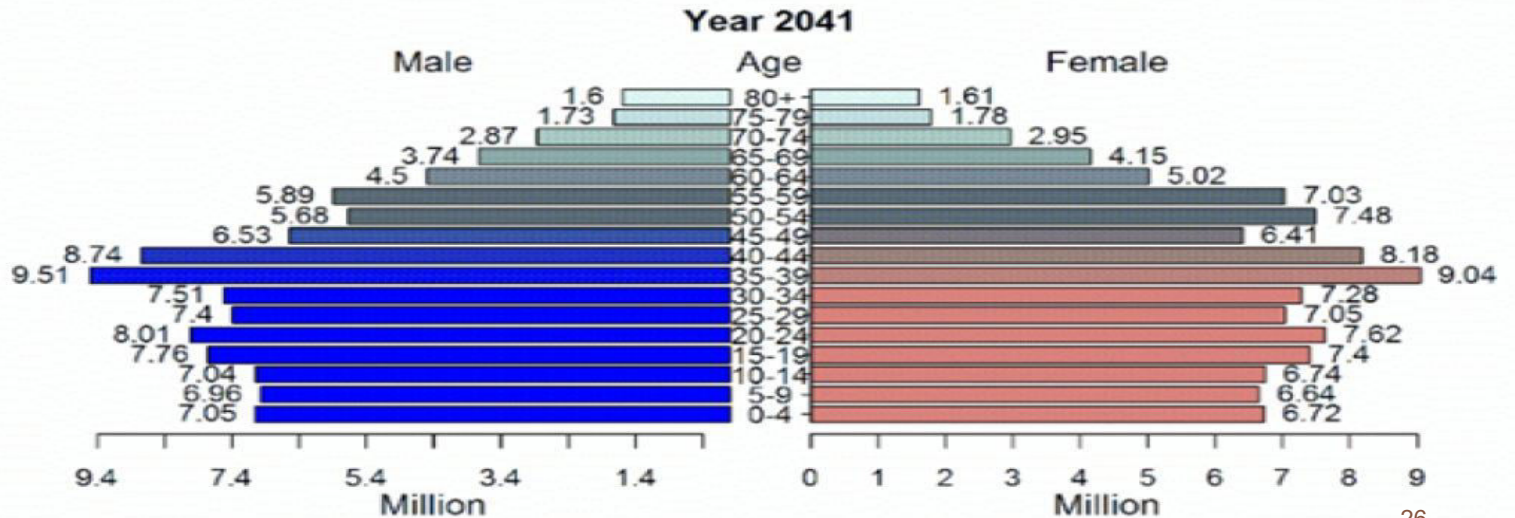
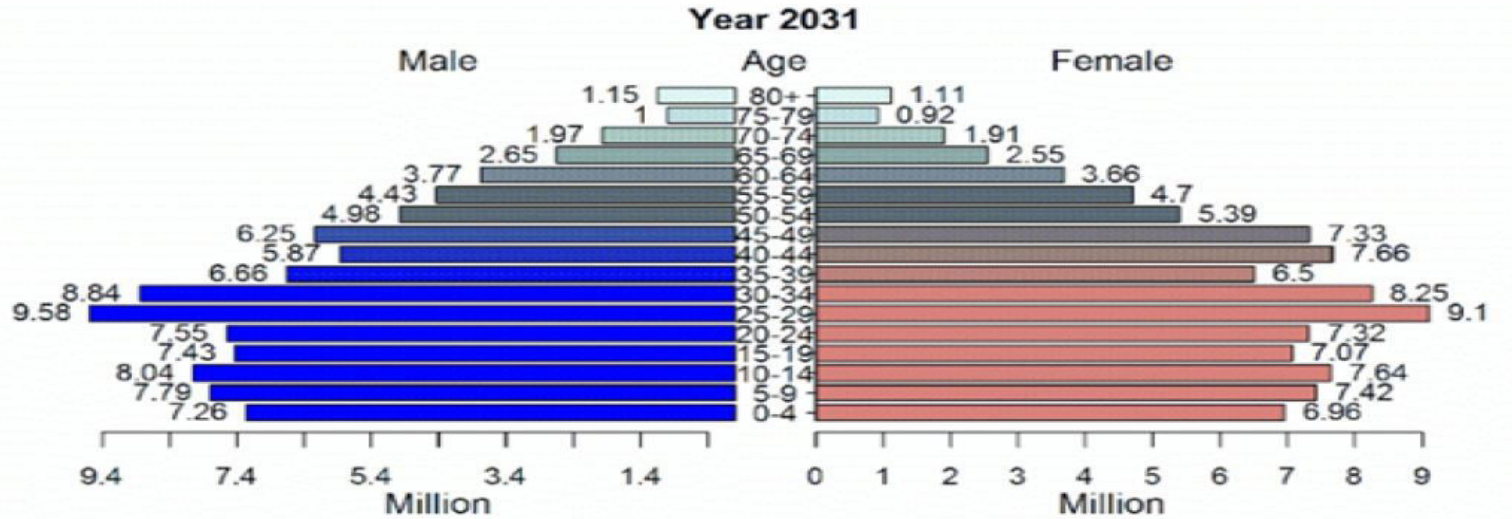
4. Future Context of Social Protection of Working Age People

4.3 Rising Aged Population

- Aging of a large share of population will be an added concern from the point of view of social protection



4. Future Context of Social Protection of Working Age People



4. Future Context of Social Protection of Working Age People

4.4 Rising Accidents and Injury in Workplaces

- With the rise in economic activities, industrial accidents and injuries have been rising which need attention from social protection point of view.

Fire incidents reported in different places and sectors (Year wise)

Sectors and Places	Number of Fire Incidents					
	2015	2016	2017	2018	2019	2020
Home and Kitchen	6316 (36.9)	6451 (38.8)	7005 (39.4)	7216 (37.2)	8466 (35.4)	8776 (42)
Cowhouse and Haystacks	2666 (15.6)	2480 (14.9)	2436 (13.7)	2741 (14.1)	4714 (19.7)	3091 (14.8)
Shops and All Bazaars	2829 (16.5)	2855 (17.2)	3012 (16.9)	3312 (17.1)	4057 (17)	2984 (14.3)
Factories and Warehouse	1099 (6.4)	934 (5.6)	1157 (6.5)	1281 (6.6)	1245 (5.2)	401 (2.4)
Offices, Hospitals, Schools, Boardings, and Hotels	533 (3.1)	656 (3.9)	654 (3.7)	819 (4.2)	738 (3.1)	495 (2.4)
Jute related warehouse, Mills, Shops and Transports	145 (0.8)	198 (1.2)	249 (1.4)	155 (0.8)	207 (0.9)	80 (0.4)
Ships, Automobile, Cars, and Normal Transports	991 (5.8)	397 (2.4)	359 (2.0)	505 (2.6)	364 (1.5)	307 (1.5)
Others	2532 (14.8)	2644 (15.9)	2905 (16.3)	3359 (17.3)	4134 (17.3)	4666 (22.3)
Grand Total	17111	16615	17777	19388	23925	20896

5. Social Protection for Working Age and Old Age People: Unemployed, Injured and Aged People

5.1 Bridging Solution

- Employment Injury Insurance Scheme (EIS): ILO and GIZ have been working on introduction of EIS in Bangladesh
 - Initially targeting to export-oriented RMG Sector
- The *Bridging Solution* is grounded on the following vision
 - An efficient no-fault and risk-sharing EIS based on the principles and standards of relevant international labour standards (particularly C. 121 and R. 202) lowers production costs and enables harmonious work relations
 - Employers are responsible for providing protection (compensation and medical care) when an employment-related injury occurs
 - A temporary nature but a clear legal basis and the use of existing administrative structures to the extent possible with the view to scaling them up
 - A level of benefits that complies with international standards
- The *Bridging Solution* requires a firm national commitment towards taking over the total amount of recurrent benefit expenditures and administration costs after a maximum of 5 years through contributions based on wages at the enterprise level
 - Employers are entirely part of the implementation of the EIS
 - Time is of the essence

5. Social Protection for Working Age and Old Age People: Unemployed, Injured and Aged People

- The expected outcomes of the Bridging Solution are:
 - A legal framework in line with ILS
 - A technical solution for a wage-based contributory mechanism to be used by the employers
- A transparent, accountable and sound governance of the EIS
 - An administrative operational structure in place and able to collect contributions and to deliver benefits to victims of work injuries
 - Reliable and solid data to build efficient administration and propose a sound review of normative and regulatory framework
 - A management information system (MIS) in place
 - Targeted occupational, safety and health (OSH) plans based on the scheme's experience
 - Tailor-made calibration of the contributions and costs based on real experience and reliable data
 - Access to an efficient complaint and appeal mechanism
 - Recommendations to improve compensation and other services practices for RMG in line with ILO C. 121 and as committed in National Tripartite Plan of Action (NTPA)
 - Lessons and recommendations for the scaling up of EIS

5. Social Protection for Working Age and Old Age People: Unemployed, Injured and Aged People

5.2 Unemployment Insurance

- Unemployment benefit needs to be introduced through unemployment or other social insurance scheme.
- To be added based on ILO (2019)

5.3 Universal Pension Scheme

• All citizens, including expatriates, aged 18-50 will be eligible for enrolment in the scheme	• Beneficiaries will start to get pension at 61	• Initially, employees of govt and autonomous bodies will be out of the scheme	• A beneficiary will be eligible for pension after paying instalments from at least 10 consecutive years	• A beneficiary after depositing Tk 1,000 in monthly instalment from age of 18 till 60 will start to get monthly pension of Tk 64,776 at the age of 61
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5. Social Protection for Working Age and Old Age People: Unemployed, Injured and Aged People

- National Pension System (NPS) in India is a retirement benefit scheme introduced by the Government of India
 - To facilitate a regular income post retirement to all the subscribers.
 - PFRDA (Pension Fund Regulatory and Development Authority) is the governing body for NPS

Salient Features & Benefits of NPS

- National Pension System (NPS) is based on unique Permanent Retirement Account Number (PRAN)
 - This is allotted to every subscriber.
 - In order to encourage savings, the Government of India has made the scheme reassuring from security point of view and has offered some attractive benefits for NPS account holders.

5. Social Protection for Working Age and Old Age People: Unemployed, Injured and Aged People

An NPS Account offers the following benefits:

- **Regulated:** NPS is regulated by PFRDA (Pension fund regulator under Ministry of Finance, Govt. of India.) which ensures transparent norms governing the activities. NPS Trust ensures adherence to the guidelines through regular monitoring
- **Voluntary:** It is a voluntary scheme for all citizens of India. You can invest any amount in your NPS account and at anytime
- **Flexibility:** You have the flexibility to select or change the POP (Point of Presence), investment pattern and fund manager. This ensures that you can optimize returns as per your comfort with various asset class (Equity, Corporate Bonds, Government Securities and Alternate Assets) and fund managers
- **Economical :** NPS is one of the lowest cost investment products available.
- **Portability:** NPS account or PRAN will remain same irrespective of change in employment, city or state
- **Superannuation Fund transfer:** NPS account holders can transfer their Superannuation funds to their NPS account without any tax implication. (Post approval from relevant authorities)
- **Tax Benefits:** NPS offers triple tax benefits

Thank you