

A Three-Dimensional Strategy for Employment Insurance: DOLE's Way Forward

Workshop on Implementing Reforms on the Philippines' Protection from
Unemployment Schemes

16 December 2016

Presentation Outline

1. Employment Security Policies
2. Assessment-Based National Dialogue
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6. Recommendations for an Employment Insurance Scheme
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Employment Security Policies

- The **State shall afford full protection to labor**, local and overseas, organized and unorganized, and promote full employment and equality of employment opportunities for all. (Article XIII, Section 3, 1987 Philippine Constitution)
- It is the policy of the State to promote and maintain **a state of full employment** through improved manpower training, allocation and utilization (Article 12-1, Book 1, Presidential Decree 442, The Labor Code, as amended)

Assessment-Based National Dialogue

- The ABND exercise which started in 2014 **assessed the social protection system** in the country, **identified gaps in design and coverage** according to the vulnerabilities of the people, **explored policy options** to establish a Social Protection Floor (SPF) in the Philippines, and **estimated the cost** of these options.
- The ABND exercise looked at the prevalent social protection system in the Philippines and compared it to the **Social Protection Floor (SPF) guarantees** and the **Social Security (Minimum Standards) Convention, 1952 (No. 102)**, in order to identify gaps, issues and recommendations.

Assessment-Based National Dialogue

- SPF consists of **four guarantees**:
 - All residents have access to essential health care including maternity care;
 - All children enjoy basic income security (providing access to nutrition, education and care);
 - All **persons in active age who are unable to earn sufficient income** (e.g. in case of sickness, maternity, unemployment, disability) enjoy basic income security;
 - All older persons enjoy basic income security

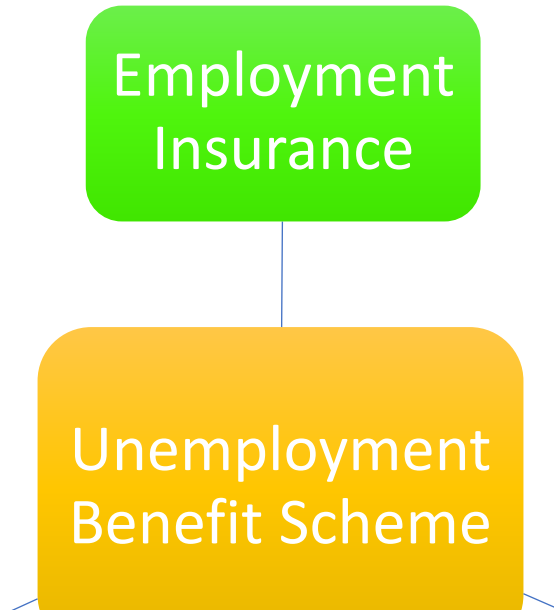
Philippine Situation on SPF Provision

- In the Philippines, social protection legislation provides for several benefits. These existing benefits were compared with the **nine contingencies** defined under ILO Convention No. 102 (**1-maternity, 2-families with children, 3-sickness, 4-unemployment, 5-work injury, 6-medical care, 7-invalidity, 8-death of the breadwinner and 9-old age**)

Philippine Situation on SPF Provision

Provisions of:		Target Population in the Philippines			
SPF	Convention No. 102	Public Sector	Private Sector	Informal Sector	
Health	(1) Health care	Y	Y	Y	
Children	(1) Child/family allowance	N	N	Y/N	
	(1) Sickness benefit	N	Y	Y	
	(1) Maternity benefit	N	Y	Y	
	(1) Disability benefit	Y	Y	Y	
	(1) Survivor's grant	Y	Y	Y	
Working age	(1) Unemployment protection	Unemployment insurance	Y	N	N
		Labor market interventions	Y	Y	Y
	(1) Work-related injury	Y	Y	N	
Elderly	(1) Old age pension	Y	Y	Y	

Three-Dimensional Strategy as a Framework



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https://www.yunbaogao.cn/report/index/report?reportId=5_1755

