

Unemployment Protection in Asia

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Agenda

- Conventions of the International Labour Organization (ILO);
- Unemployment Protection Programs in Asia;
 1. Mandatory Unemployment Insurance Schemes;
 2. Severance Pay Programs;
 3. Non-Contributory Programs;
 4. Programs provided by non-government agencies and social assistance;
- Options for Improving Unemployment Protection Programs/Schemes;
- Informal Economy;
- Obstacles for Women and Youth to Benefit from Unemployment Protection Programs/Schemes;
- Conclusion.

ILO Conventions

- Convention 102 (1952): Social Security (Minimum Standards) Convention
- Convention 168 (1988): Employment Promotion and Protection against Unemployment (also Recommendation 176)
- The flagship of all ILO social security Conventions – only international instrument for all nine branches of social security;
- Sets higher standards regarding unemployment benefits mainly but not only applicable to industrialized countries.

Unemployment Protection Programs in Asia

1. Mandatory Unemployment Insurance (UI) Schemes - Japan (1947), China (1986), Republic of Korea (1995), Mongolia (1997), Taiwan (1999), Thailand (2004) and Viet Nam (2009); Proposed for Malaysia and the Philippines;
2. Severance Payment Programs;
3. Non-Contributory Programs – for those who are economically active but not in formal employment (in the informal economy), the working poor in formal employment and the long-term unemployed;
4. Programs provided by non-government agencies and social assistance.

1- Mandatory UI Schemes

- Main objective for UI: to provide temporary partial income replacement to qualified insured workers who have lost their job involuntarily while they seek to obtain new employment;
- no UI scheme can solve the unemployment problems of a country;
- All UI schemes are unique and have different characteristics in the design of diverse elements; need for stakeholders in each country to develop their own design based on national priorities, their national economy, labour market and unemployment situation.

1- Mandatory UI Schemes (continued)

- **Advantages:**

- UI schemes benefit the unemployed workers and their families, employers, governments and society at large.

- **Disadvantages:**

- Potential issue of moral hazard.

- **Administrative Issues:**

- Employer must submit form (electronic or paper format) outlining insured contributions, reason for separation and monies on separation.

1- Mandatory UI Schemes (continued)

- **Elements of UI schemes:**

- **1. Coverage:**

- **ILO Convention: 102 - at least 50% of employees; ILO Convention 168 – at least 85% of employees;**
- Private sector salaried workers in the formal employment;
- Exclusions: government workers (Japan, Republic of Korea, Taiwan and Thailand);
- Other exclusions:
 - unique working conditions such as low earnings in Japan and the Republic of Korea;
 - School teachers and small business workers in Taiwan;
 - Self-employed;
 - Domestic workers;
 - Temporary or part-time workers.

1- Mandatory UI Schemes (continued)

2. Financing:

- ILO Convention **102**: workers pay no more than 50%; ILO Convention **168**: government ultimate guarantor;
- Bipartite sharing of costs in China, the Republic of Korea, Taiwan, Mongolia and Viet Nam (as of 2015); tri-partite in Thailand (employers/workers/government);
- Contributions of 1 to 2% in most Asian countries except China (3%);

预览已结束，完整报告链接和二维码如下：

https://www.yunbaogao.cn/report/index/report?reportId=5_1785

