

Module 8 - Assessment matrix for "Working age"

Government strategy	Existing provisions	Policy gaps	Implementation issues	Recommendations ¹
Government of Coresia aims at providing sustainable income support for all people in the working age group, alleviating abject poverty by developing skills and equipping people to participate in the labour market, and providing minimum income support for people with disabilities (National Five Year Plan (2012–16))	<p>Formal sector employees (in enterprises of ten or more salaried workers): compulsory contributory scheme (NSPP) providing sickness, disability, maternity, death, and unemployment benefits</p> <p>Formal sector employees (in enterprises of one or more salaried workers): compulsory employment injury scheme (WIBS) financed by employer contributions</p> <p>Civil servants, police and military personnel, veterans: compulsory contributory scheme (PSP) providing sickness, work injury, disability, maternity, and death benefits</p> <p>Informal economy workers, self-employed workers, employees of SMEs: voluntary contributory scheme (SIS) providing sickness, disability, death, and work injury benefits</p> <p>Rural households: Microfinance and Enterprise Development Programme (MED)</p> <p>Poor population: food and housing support</p>	<p>No unemployment protection for informal economy workers and employees in SMEs</p> <p>High under-employment and low-paid jobs in rural areas</p> <p>No linkage between NSPP and skill development and job search schemes</p> <p>No protection to the working age poor, especially the disabled, that cannot afford to pay social contributions</p>	<p>Lack of manpower and infrastructure to manage and further expand SIS</p> <p>Low awareness of SIS among informal economy workers</p> <p>Regular payment of contributions unaffordable for many informal economy workers</p> <p>Low contributions leading to low levels of benefits for informal economy workers</p> <p>Many employers do not meet OSH standards</p> <p>High social evasion by employers who under-declare their employees and subcontract to SMEs</p>	<p>(*) R1 – Calculate the cost of implementing a public works programme where each rural household is guaranteed 100 days of employment per year</p> <p>(*) R2 – Calculate the cost of implementing a skill development programme targeting informal economy workers (employed, unemployed, underemployed)</p> <p>(Δ) R3 – Improve human and institutional capacity of SIS</p> <p>(Δ) R4 – Increase awareness of SIS operational rules and benefits among informal economy workers through media, registration fairs, meetings</p> <p>(Δ) R5 – Establish a monitoring and supervisory mechanism to check that workplaces have adequate training on occupational safety and health, regular checking and updating of their fire and safety equipment</p> <p>(Δ) R6 – Strict enforcement of the NSPP law to prevent social evasion: impose penalty for evasion; establish a supervisory and inspection mechanism</p> <p>(*) R7 – Introduce non-contributory income security schemes in case of disability, sickness, or other contingencies</p>

¹ Two types of recommendations were formed: (*) designates the provision of additional SPF benefits or increase of coverage; cost of these can be calculated using RAP; (Δ) designates requirement for detailed studies; can be implemented through specific TC projects