

Fighting inequality from the basics

The social protection floor and gender equality

EXECUTIVE SUMMARY



Copyright © International Labour Organization, United Nations Entity for Gender Equality and the Empowerment of Women and United Nations Development Programme, 2012

First published 2012

Publications of the International Labour Office, the United Nations Entity for Gender Equality and the Empowerment of Women and United Nations Development Programme enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO (who acts on behalf of these organizations, only for the purposes of this publication) to the following address: ILO Publications (Rights and Permissions), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: pubdroit@ilo.org. The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with reproduction rights organizations may make copies in accordance with the licences issued to them for this purpose. Visit www.ifrro.org to find the reproduction rights organization in your country.

ILO –UNDP –UNWOMEN

San José, Costa Rica, International Labour Organization, Panama, United Nations Development Programme, Mexico, United Nations Entity for Gender Equality and the Empowerment of Women, 2012

Fighting inequality from the basics. Social Protection Floor and gender equality

ISBN 978-92-2-326169-6 (print)

ISBN 978-92-2-326170-2 (web pdf)

Social Protection / Family responsibilities / Reconciliation / Equal employment opportunity / Decent work / ILO Convention / Central America and Dominican Republic
02.03.1

ILO Cataloguing in Publication Data

The designations employed in ILO, UN WOMEN and UNDP publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of these organizations concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office, the United Nations Entity for Gender Equality and the Empowerment of Women and the United Nations Development Programme of the opinions expressed in them.

Visit our website: www.ilo.org / www.regionalcentre-lac-undp.org y www.americalatinagenera.org / www.unwomen.org

Authors: Rebeca Torada Mániz y Larraitz Lexartza Artza

Co-author: Juliana Martínez Franzoni

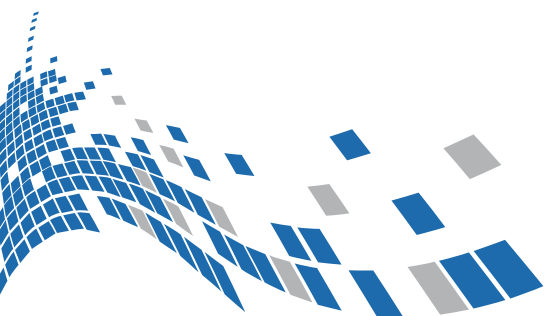
Coordination: María José Chamorro, Isolda Espinosa, Carmen de la Cruz

Design by Paola Lorenzana y Celina Hernandez

Printed in El Salvador by Renderos Publicidad

Table of contents

Introduction	5
1. Social security and social protection floors	9
2. Components: Measures catering to "old" and "new" social contingencies	11
2.1 The contributory social security pillar	13
2.2 The non-contributory social security pillar	15
2.3 The universal sectoral pillar	18
3. Social protection floors and gender equality	22
4. Methodology for incorporating a gender perspective in social protection floors	25
5. Strategies for building or strengthening national social protection floors	27
5.1 How far have we got?	29
5.2 Opportunities	30
6. Ten challenges to progress	31



Introduction

This is the Executive Summary of the document: “Fighting inequality from the basics. The social protection floor and gender equality”.

With this report, ILO, UNDP and UN Women intend to contribute to the debate and the reflection on social security models in Central America and the Dominican Republic, as well as to further research and analyze their frameworks, methodologies and practical implementation from the perspective of gender equality. Within this approach it is hoped that the models respond to the individual economic, social and cultural rights that every person must have guaranteed as citizens.

The United Nations *Social Protection Floor Initiative* is an attempt to promote national strategies guaranteeing minimum access to services and to income security for the population at large. It is a starting point for successively expanding social security both horizontally (more beneficiaries) and vertically (more guarantees).

The Social Protection Floor, according to the context, may comprise a broad range of age- and gender-sensitive social security programmes: early childhood development programmes, pregnancy and maternity benefits, family allowances and parental care services for minors and dependent persons, reproductive health (including maternal and infant health services), food support, access to life-saving medication, health insurance and community assistance services such as water and sanitation, active and passive labour market programmes, social and invalidity pensions, education for children with special needs, etc.

From a broad spectrum of possible projects and programmes for inclusion, the 100th Session of the International Labour Conference in 2011 devised the social protection floor initiative as part of a two-dimensional strategy for extending social security

within the framework of international social security standards. In the 101st session of the International Labour Conference of 2012, the Recommendation No. 202 on the Social Protection Floors was approved and it indicates that *“social protection floors should comprise at least the following basic social security guarantees: minimum levels of income security during childhood, working age and old age, as well as access to essential health care, including maternity care, that meets the criteria of availability, accessibility, acceptability and quality”*. The social protection floor sets out to stimulate the "demand" component by means of a basic income strategy. Under the integrated approach that the floor proposes, this is expected to promote access to the basic services that constitute the "supply" component.

The social protection floor initiative is indispensable for social integration and for the eradication of social inequalities and poverty. It is through the national floors that gender inequalities can be tackled across the board as a form of social inequality. For this objective to be effectively attained, these social protection floors must be conceived of as guaranteeing human rights and developed through a critical diagnosis of the causes and structural factors behind these inequalities and other forms of social exclusion, including gender inequalities. In this way the measures adopted should generate a variety of responses that go beyond traditional forms of social assistance whose efficacy and sustainability are limited in terms of their human development impact.

Gender gaps are the product of relationships vis-à-vis men in which women find themselves less well protected (their access to social security within the labour market is limited), more vulnerable (because they bear the majority of all household responsibilities) and disproportionately socially excluded (they have less access to productive resources and to economic and political power).

Identifying the gender gaps that the social protection floor proposes to correct, means doing away with the systematic assignment of caregiving to women; it means calculating and taking full account of the economic and social cost of reproduction and of caring for dependent persons, and establishing social security as a universal human right – and not just a perquisite of the labour market or of assistance programmes.

Through a process of social dialogue, each country must make an assessment of the national situation in the light of its current plans and fiscal capacity, so as to identify the gaps in social security, evaluate the cost and sustainability of the available options, and design the specific measures that will constitute its social protection floor.

In reviewing the plans and programmes already under way that could serve as the basis or starting point of the social protection floor, it is important that each country assess what role has been assigned to women and men in their access to and management of these resources and services, to what extent gender equality is being promoted or, on the contrary, compromised. The analysis should also include whether the concept of basic services responds to the social imperative of providing care for older people who are dependent because of their age, a disability or their state of health, seen from the standpoint of the co-responsibility of State and society. By tackling this central issue of society's unequal organization, the social protection floor will help to close one of the biggest social gaps of all: the gender gap.

The purpose of this document is to define a conceptual framework and analytical approach to the social protection floor from a gender perspective, for Costa Rica, the Dominican Republic, El Salvador, Guatemala, Honduras, Nicaragua and Panama, focusing primarily on the basic social security guarantees but with a holistic approach along the lines of the United Nations Social Protection Floor Initiative. This means that it has to include basic economic protection for women during pregnancy and during and after childbirth and the provision of care for dependent persons and minors, as indispensable components of social security. Moreover, the social protection floor must be seen as an actual entitlement, so as to ensure that the benefits it guarantees reflect the economic, social and cultural rights to which every member of society is entitled.



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_12696

