

# From jobs to decent work: integrating job creation and social protection.

Lessons from the project experience in  
Rwanda

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## Why is integration of jobs and social protection important?

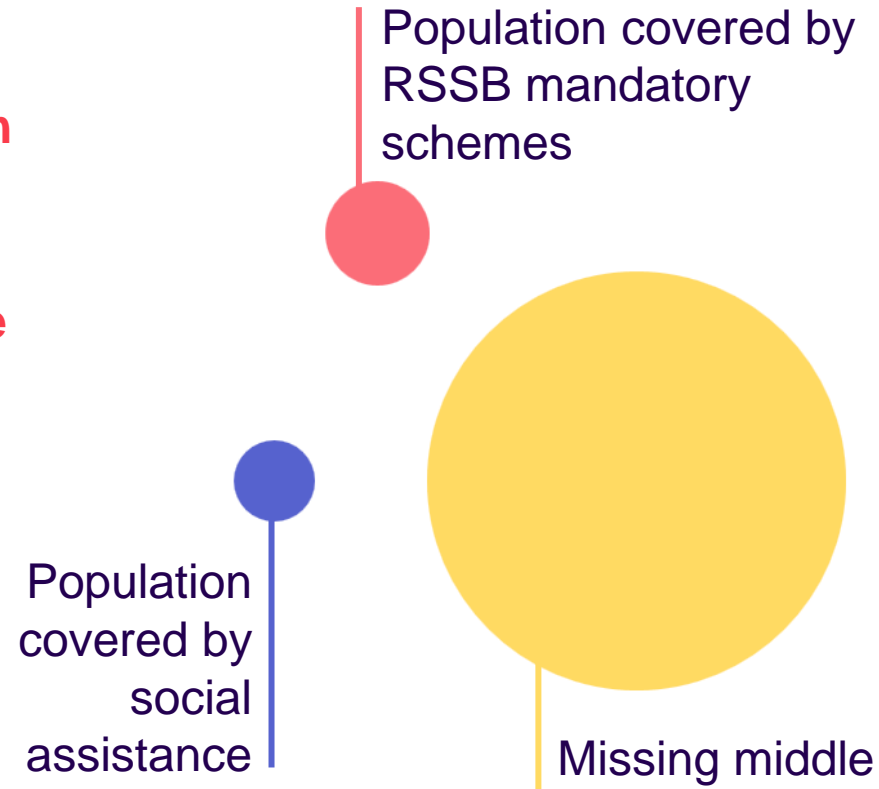


**Social protection is a human right**

**Primary responsibility of the State**

**National systems combining diversity of approaches**

**Solidarity in financing and redistribution**



**Employment based social protection as an important approach**

**Key responsibility for registration by employers**

**Business case for social protection: performance, predictability, continuity**

## The experience from the ILO-GIZ project implementation in Rwanda

### International multi-stakeholder training workshop

- ▶ Preceded by an online learning module
- ▶ Held in Turin, in July 2023
- ▶ 14 participants from Senegal, Morocco, and Rwanda (as well as ITCILO, ILO Social Protection, and GIZ SI Jobs)
- ▶ 10 prototypes were developed
- ▶ **Rwanda was selected** based on participant interests and organisational capacities

### National tripartite co-creation workshop

- ▶ Held in Kigali, in October 2023
- ▶ 20 participants from Rwanda, including managers of enterprises and cooperatives, representatives of workers' and employers' organisations, and the government.
- ▶ 7 prototypes were developed

### Three prototypes were selected

- ▶ **Farmers' social protection for growth initiative:**
  - ▶ Social protection contributions included in commercial contracts provided by central buyers
  - ▶ The advantage for buyers is an increase in the reliability and sheer size of the supply base
- ▶ **Sales Agent Social Security Scheme:**
  - ▶ This is based in enrolling sales agents who usually work on commission basis into a customized social protection scheme
  - ▶ Both workers and employers commit to paying contributions.
- ▶ **Voluntary pension scheme for moto vehicle cooperative members:**
  - ▶ Implementation supported by Yego, a ride hailing app, through which social protection contributions can be made
  - ▶ This is supposed to be mutually beneficial: incentivising the use of the platform and contributing to drivers' pension funds

### Common Implementation Milestones

- Consultations with enterprises / cooperatives
- Drafting and signing from all parties of a letter of intent detailing the prototype specifications
- Development of the provisions to be included in workers' contracts
- Further consultations with workers, as well as communications and outreach
- Project implementation, monitoring, and reporting

Ongoing documentation efforts

## Factors of success



**The participatory co-creation approach**, with solutions designed from the bottom up, by enterprises themselves, engaged in tri-partite dialogue with social security organizations, employers and workers representatives.



**The complementary partnership** between ILO, ITCILO, and GIZ SI, each leveraging their comparative advantages, institutional knowledge, and strong relationship with stakeholders in Rwanda.



**Engagement of the RSSB throughout the process**, especially during stakeholder consultations, to ensure alignment of identified solutions to the national system, as well as flexibility of the latter to accommodate innovations where possible.



**Emphasis on knowledge creation and sharing**, to ensure the sustainability and reproducibility of identified mechanisms for working with the private sector, which can inform global efforts, including of the UN Global Accelerator

