



SPF Good Practices Guide

on

“Integrating Social Policies and the Delivery of Social Protection Floors”

Based on the technical workshop at Siem Reap, Cambodia, 29-31 May 2013

Resource persons and experts

H.E. Dr Sann Vathana

Deputy Secretary General, Council for Agriculture and Rural Development, Cambodia



Dr Vathana began his career in 2006 with the Ministry of Agriculture, Forestry and Fishery, as PhD and MSc Programme Coordinator of the Royal University of Agriculture. He has held the post of Deputy Secretary General of the Council for Agricultural and Rural Development (CARD) since 2008. CARD is a supreme national coordination body for agricultural and rural development in Cambodia. Dr Vathana is also the Chief of the Social Protection Coordination Unit (CARD-SPCU) Secretariat which works on inter-agency coordination for the development and implementation of the National Social Protection Strategy in Cambodia.

Ms Valerie Schmitt

Senior Social Security Specialist, Decent Work Team for Asia and the Pacific, ILO Bangkok



Ms Schmitt holds a Master of Business Administration and a Master of Advanced Studies in Economics. Prior to that she attained a Bachelor Degree in Philosophy. She has over 16 years of experience in the field of social security and social protection. She has been working for the ILO since 2003 first as a consultant and later as an expert in the social protection department. She joined the ILO Decent Work Team in 2010 and is responsible for ILO's Social Security Programme in South-East Asia, East Asia and the Pacific. Previously, she worked for a consulting firm in the field of social health protection in France and for an NGO on the development of micro health insurance in the Republic of Guinea.

Mr Martin Hirsch

President, Civic Service Agency, France

Previously: High Commissioner, Anti-Poverty and Youth Policies, Government of France



Mr Hirsch has held different positions in the French administration. He has been Chief Executive Director of the French Food Safety Agency (1999-2005) and Chair of the NGO *Emmaüs* (2002-2007). He was appointed as High Commissioner against Poverty and for Youth Policy in May 2007. Mr Hirsch created the *Revenu de Solidarite Active* programme. In March 2010, he became the President of the new French Civic Service Agency and has been in charge of the volunteer programmes. He is the author of numerous books on poverty, social and health care and administrative issues. He was member of the high-level advisory group on the Social Protection Floor chaired by President Michele Bachelet.

Ms Christine Bockstal

Coordinator Country Operations, Social Protection Department, ILO Geneva



Ms Bockstal holds a Masters and post-Masters Degree in Economics, specialising in Rural and Development Economics. She has been working with the ILO since 1980, in various countries in Africa, Latin America, Asia and Geneva. She presently holds the position of Chief of Technical Cooperation and Country Operations Group in the Social Protection Department at ILO Geneva. Amongst her many responsibilities, she is in charge of ILO's technical cooperation programmes including the ILO-EU project on 'Improving Social Protection and Promoting Employment'. Ms Bockstal is also involved in global advocacy, policy and research, capacity building, partnership establishment. She works on South-South Cooperation and inter-agency coordination, including the Social Protection Inter-Agency Coordination Board (SPIAC-B) co-led by ILO and World Bank.

Mr Frank Earl

Executive Director of Grants Administration, South African Social Security Agency, Pretoria



Mr Earl has been Acting Executive Director of Grants Administration at SASSA since February 2012. He is responsible for directing, evaluating and streamlining policies; technical specifications; operational and financial tools and methodologies. Mr Earl also works on budget planning and mobilising project funding, as also on monitoring and reporting. Prior to this, he was involved in managing beneficiary operations at SASSA Gauteng regions. Mr Earl holds a Post Graduate Diploma in Public and Development Management.

Ms Pathamavathy Naicker

General Manager, Monitoring, Evaluation and Research, South African Social Security Agency, Pretoria



Ms Naicker has a Masters degree in Social Sciences from the University of Michigan, USA and a Masters in Science specialising in Comparative Social Policy and Research from the University of Oxford. She was appointed Director in Social Security Policy in the Development of Social Development in 1999 and held the position until 2008. Post that, she was appointed General Manager in Beneficiary Maintenance in the South African Social Security Agency (SASSA) in 2008. In 2012, she moved to the Monitoring, Evaluation and Research department of SASSA.

Ms Loveleen De

Social Protection Consultant, Decent Work Team, ILO Bangkok



Loveleen has been working as a consultant with the Social Security team at ILO's Regional Office for Asia and the Pacific since 2012. Her areas of work include social protection and income security, wherein she has developed training material on social protection assessment and employment protection. As part of her work with the ILO, she has conducted research on active labour market policies, worked on developing self-learning tools on social protection assessment and a website to educate children on social protection. Previously she worked in the Corporate & Investment Banking division at ICICI bank, Mumbai where she was involved in financial modelling and drafting of legal agreements. Loveleen obtained her Post Graduate Diploma from the Indian Institute of Management, Ahmedabad.

Ms Namerta Sharma

Senior Technical Expert, GIZ's Social Security Benefits for Unorganised Workers programme in Karnataka, Bangalore, India



Ms Sharma works on GIZ's project on Social Security Benefits for Unorganised Workers in Karnataka, India. She has been working with GIZ since 1995 in various capacities. Her areas of specialisation are micro-finance, micro insurance and social security. She obtained her Master's degree in Economics from Punjab University, Chandigarh and M.Phil in Applied Economics from Jawaharlal Nehru University, New Delhi. She has published a book on "Growth of Market Towns in Rayalaseema". She has also published a co-authored article on Social Security in Karnataka in the GIZ book on "The Social and Ecological Market Economy- A model for Asian Development?"

Mr Tauvik Muhamad

Programme Officer, ILO Country Office for Indonesia, Jakarta



Mr Muhamad holds a Masters degree in Public Administration from Lee Kuan Yew School of Public Policy, National University of Singapore. He has been working with the ILO since 2002 in the areas of HIV and AIDS, poverty reduction, post-crisis response and local economic development. For the past five years, he has been coordinating ILO Jakarta's social protection related projects. He is Chairperson of the UNPDF Sub-Working Group on the Social Protection Floor in Indonesia. Previously, he has worked with the American Centre for International Labour Solidarity, HSBC and BNP Paribas in Jakarta. He is co-founder of the Indonesian Banking Workers Federation affiliated to Union Network International.

Ms Rachael Chadwick

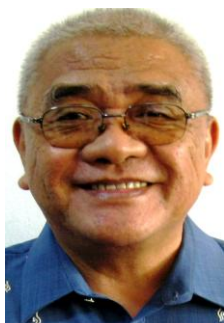
Social Protection Research Officer, ILO, Jakarta



Ms Chadwick is an Australian Youth Ambassador for Development (AYAD) and has been working with the ILO Jakarta as a Social Protection Research Officer since November 2012. In Australia, she works for the Refugee Review Tribunal and the Department of Immigration as a Country Researcher. She has recently completed a Masters Degree in Social Development, specialising in refugees and forced migration.

Mr Isidro Antonio C. Asper

Vice-President for External Affairs of the Federation of Free Workers



Mr Asper has been with the Federation of Free Workers (FFW-ITUC) since 1972 and is now Vice-President. He sits as FFW Representative and Labor Sector Representative in two tripartite bodies, namely Technical Education and Skills Development Authority (TESDA) and Tripartite Industrial Peace Council Executive Committee (TEC). He is also a member of the Board of Trustees / Directors of two non-governmental organizations, namely Workers' Fund (Kaunlaran ng Manggagawang Pilipino, Inc.-KMPI), which is engaged in promoting social entrepreneurship among vulnerable and marginalized workers; and the Center of Agrarian Reform and Rural Development (CARRD).

Mr Nouman Ghani

Project Manager, Benazir Income Support Programme, Islamabad, Pakistan



Mr Ghani is a Development Economist by profession who has served in the Government of Pakistan, United Nations agencies and Asian Development Bank in Pakistan. At present, he is working as Project Manager in Pakistan's Social Safety Nets Programme, World Bank in BISP. His areas of specialization include poverty, social protection and social safety nets, rural development, results based monitoring and evaluation, and aid management.

Mr José Francisco Fernández

National Coordinator, Chile *Solidario*, Ministry of Social Development, Santiago



Mr Fernández is a Psychologist from *Universidad del Desarrollo*, Chile. He works at the Ministry of Social Development, where he is Psychosocial Support Counterpart for Ethical Family Income Programme and National Coordinator of the *Programa Puente - Chile Solidario*. He coordinates with Solidarity and Social Investment Fund (FOSIS) on implementation of the Ethical Family Income Programme and *Programa Puente – Chile Solidario*.

Ms Maria Pia Martin

Associate Professor, Industrial Engineering Department, University of Chile, Santiago



Ms Martin is currently working at the University of Chile and is also a Consultant for ILO. She has a Ph.D in Public Policy and a Masters degree in Political Science and Sociology. Her research covers several areas including public policy analysis, social protection systems, social policy and rights, public management and case management. She has led the Advisor Cabinet to the Minister of Social Planning in Chile and is a member of the Public Policy advisor staff of the Ricardo Lagos presidential cabinet. She has published books and articles on the Chilean social protection system. Her work has been supported by grants from the European Union, the *Consejo Nacional de Ciencia y Tecnología Conicyt* Chile, Carolina Foundation, among others.

Ms Vandana Singh

Chief Executive Officer, Food Security Foundation India

Previously: Advisor Finance, *Samajik Suvidha Sangam*, New Delhi, India



Ms Singh has three years of experience as Advisor of Finance at *Samajik Suvidha Sangam* (Mission Convergence), India. At present she heads the Food Security Foundation India as CEO. She has participated in the exchange mission in Phnom Penh for the design of the Cambodian People's Service and was a part of the meetings and discussions with various ministries in Cambodia. Ms Singh was present for the launch of the South-South Cooperation and has visited and studied the *Bolsa Familia* programme in Brazil and the *Kudumbashree* programme in Kerala, India. On various previous occasions she has participated as a technical expert and resource person with ILO at Ho Chi Minh, Jakarta and Togo.

Mr Wanchat Suwankitti

Head of Social Policy, Monitoring and Evaluation Unit, National Economic and Social Development Board, Bangkok, Thailand



Mr Suwankitti, Ph.D., is a policy and planning analyst at the National Economic and Social Development Board (NESDB), Royal Thai Government. He currently heads the Social Policy Monitor and Evaluation Unit, Social Database and Indicators Development Office. His works spans across the monitoring and evaluation of social policies in Thailand, and is especially related to poverty and disparity reduction. He works on providing new ideas, recommendations and strategies on social development to the Royal Thai Government.

Mr Le Quang Trung

Deputy Director, Bureau of Employment, Ministry of Labour, Invalids and Social Affairs



Mr Trung has a Bachelor Degree in Economics and a Master Degree in Economic Laws. He joined the Ministry of Labour, Invalids and Social Affairs in 1985 and has been with the Bureau of Employment since 1998. He is now working as Vice-Director of the Bureau and is responsible for labour management and unemployment insurance policy.

Mr Enrique Deibe

Secretary, Ministry of Labour, Employment and Social Security



Mr Deibe holds a Bachelor Degree in Labour Relations and a Master in Public Administration from the University of Buenos Aires and a Post-Graduate degree from the University of Bologna. He also holds the post of National Director for Federal Relations at the Ministry of Labour. (taken from Ministry website, to be confirmed with Enrique)

Mr Roshaimi bin Mat Rosely

Head, Return to Work Department, Social Security Organisation, Ministry of Human Resources, Kuala Lumpur, Malaysia



Mr Roshaimi Mat Rosely is currently leading the Return To Work Department as the Manager of the Return To Work Department of the Social Security Organisation of Malaysia. He is a Case Manager by profession with Degree in Communication from the University Science of Malaysia. He has also obtained his Certified Disability Management Professional (CDMP) from the National Institute Disability Management and Research, Canada. Currently he is the Vice President of the Malaysian Disability Managers' Association (MYDIMA). Mr. Roshaimi is also doing his Master in Social Work from the University Utara Malaysia.

Ms Gayatri Vadivel

Head of Job Placement and Employment Support, Social Security Organisation, Ministry of Human Resources, Kuala Lumpur, Malaysia



Mr Jai-Joon Hur

Director-General, Department of Employment Policy Research Division, Korea Labor Institute



Mr Jai-Joon Hur has been working with Korea Labor Institute since 1995 and has published many papers and reports diagnosing the Korean labor market vis-à-vis changes in the international economic environment, technological changes and migration. He has led researches to improve national employment strategy and Employment Insurance System, and performed studies for Korea's FTA. He participates actively in advisory committees of the government. His previous work experience and activities include Senior Economist at the World Bank, Consultant at ILO and Delegate of Korean government in KORUS FTA and Korea-China FTA.

Dr Thaworn Sakunphanit

Deputy Director, Health Insurance System Research Office, Ministry of Public Health, Thailand



Dr. Thaworn Sakunphanit is Deputy Director of the Health Insurance System Research Office, Health System Research Institute, Ministry of Public Health, Thailand. He is a medical doctor specialised in Internal Medicine. He received his Bachelors degree in Economics and Masters of Science in Social Policy Financing from the School of Governance, Maastricht University. He has published more than 30 research documents and publications on health care financing, health care management, health system and policy research and health information system.

Ms Meena Jain

Head of Pedagogy, LabourNet, Bangalore, India



Ms Jain has over 27 years of experience in rehabilitation, counselling, psychology, training intervention and pedagogy in the development field. She has worked with Government and Non-government agencies on social protection issues. Presently she holds the position of Chairperson, Child Welfare Committee, Department of Women and Children in the State Government of Karnataka. Ms Jain has worked on the Juvenile Justice Act and Advisory to various organisation in the social and development sector.

Ms Emma Allen

Programme and Research Officer on Employment-Intensive Investment Programme
ILO Country Office for Indonesia, Jakarta



Ms Allen is a Technical Officer working as a Labour Market Economist for the International Labour Office in Indonesia. She provides the Office with support on key initiatives such as labour market analysis, economic modelling and impact assessment in order to support policies and programmes and to optimize their employment outcomes. She also works on the promotion of "green jobs" and responses to REDD+ through producing knowledge products and supporting programme design.

Ms Silvia di Gaetano

Social Protection Consultant, Decent Work Team, ILO Bangkok



Ms Silvia di Gaetano is working as a Social Protection Consultant at the ILO Regional Office for Asia and the Pacific. She has previous experience in the area of social protection in Argentina with bilateral agreements and pension schemes. In Europe, she was involved in the European Commission's design of youth guarantees. Moreover, Ms di Gaetano has worked in several countries in Europe, Latin America and is now interested in working in the field of building harmonized social protection systems in the context of Asian society. She holds a Master in Human Rights and Conflict Management and a Bachelor in Translation, Interpretation and Political Science.

Ms Natália Sátyro

Professor, Federal University of Minas Gerais, Brazil



Ms Sátyro has been working in the Political Science Department at the Federal University of Minas Gerais since 2009. Previously, she has worked for 3 years with the Ministry of Social Development and the Fight against Hunger (MDS) on the *Bolsa Família* (Conditional Cash Transfer) and *Cadastro Único* (Single Register) social protection programmes. As a representative of the Ministry, Ms Sátyro has actively participated in the South-South exchange programme of UNDP-DFID with Ghana. She has been involved with the Applied Economics Research Institute (IPEA) as an independent consultant, where she focused on poverty, inequality and social programmes, particularly Conditional Cash Transfers. She has a Doctorate in Political Science, focusing on Brazilian social policies.

Ms Lucia Mina Rosero
Social Protection Consultant



Ms Lucia Mina holds an M.A. in Economics and Social Studies from Manchester University. She has over 20 years of professional experience in social protection, poverty analysis, resource inequality and income distribution, design and methods of targeting. She has experience in the theoretical field as well as at the ground level. She has held the position of Coordinator of a team that provided technical assistance to social programmes that use *SISBEN* to assign benefits. Previously, she has been a University lecturer in the field of social policy for several years.

Mr Anil Swarup

Additional Secretary and Director General, Labour Welfare Division, Ministry of Labour and Employment, Government of India



Mr Swarup's area of work is policies for the welfare of workers in the unorganized sector in India, including the implementation of the National Health Insurance Scheme, *Rashtriya Swasthya Bima Yojna* (RSBY). Being the primary driving force behind the RSBY programme, he is a key innovator in India's nascent micro health insurance industry and the national health sector. The scheme is the biggest public-private sector partnership model in the social sector, providing health insurance cover to around 120 million persons in the country. RSBY has come to be recognized the world over and was selected by UNDP/ILO as one of the top social security schemes in the world.

Ms Netnapis Suchonwanich

Assistant Secretary-General, National Health Security Office, Thailand



As the Assistant Secretary-General of NHSO, Thailand, Ms Suchonwanich is responsible for administration of the Universal Health Care Fund. She possesses a Bachelor degree in Pharmacy from Mahidol University and a Master degree in Information Technology Management from King Mongkhut Institute of Technology. After the conception and implementation of the Universal Health Care Scheme in Thailand, she was appointed as Director of the Bureau of Information and Technology Management. Here, she played a key role in the establishment of a health insurance information system and especially in the development of a beneficiary enrolment system. In 2009-10, she was assigned as the Manager of Medical and Vaccine Fund and was responsible for drug selection and price negotiation of essential drugs in Thailand.

Mr Thibault van Langenhove

Social Protection Consultant, ILO Cambodia



Mr van Langenhove graduated with a Master's degree in Engineering specialising in Applied Mathematics and Finance from *Ecole Centrale de Lyon*, France in 2006. He has worked on social protection and healthcare systems projects for the French Government for 5 years. Notable among his projects were (i) a design of the local office network for *Pôle employ*; an agency responsible for unemployment benefits and facilitating return to employment; (ii) design of the human resource strategy for CNAMTS, which is the primary French health protection body (iii) devising of a 3 year medical policy of RSI, which works on targeted social health protection. Mr van Langenhove is presently working as a consultant for ILO in Cambodia, where his tasks include the piloting and implementation of a Social Service Delivery Mechanism (SSDM) in two districts of the Siem Reap province. The SSDM is designed to follow a single window service approach, in order to provide all people with efficient access to social protection services.