



International  
Labour  
Organization

# Global Business Network for Social Protection Floors

*Launch Event - 28 October 2015*

INTERNATIONAL LABOUR OFFICE, GENEVA

## Summary

### Overview:

The **ILO Global Business Network for Social Protection Floors** was launched at the ILO headquarters in Geneva on 28 October 2015. The meeting was initiated by the ILO Director General, Mr. Guy Ryder, the Chairman and CEO of L’Oreal, Mr. Jean-Paul Agon, and the Secretary General of the International Organization of Employers (IOE), Ms. Linda Kromjong. 22 representatives of 12 enterprises participated in the meeting and agreed to use the Network to: 1) exchange information on current business practices, policies and programmes on social protection; and 2) support the development of national social protection programmes.

The meeting agenda, presentations and related materials are available on the Network website at:

<http://business.social-protection.org>

### 1) Overview of ILO programmes and activities on Social Protection Floors:

The ILO provided an overview of the concepts revolving around social protection floors (SPFs) and the ILO “*Global Programme on Building Social Protection Floors for All*” in order to establish a common understanding of the issues and present the global framework within which activities of the Network will take place.

### 2) Company policies and programmes on social protection:

Presentations by **L’Oréal** on their Share & Care programme and by **Geely** on their social protection programme were used to illustrate company initiatives to establish social protection benefits for employees globally, including in developed countries. Both presentations highlighted the importance of involving the country-level management in developing such programmes to ensure local buy-in, and of linking them with the company’s values and business model. The participating companies shared their experiences and many noted that social protection programmes makes good business sense, notably to attract and retain the best talent in increasingly competitive labour markets.

### ***Areas of work that could be part of the Network’s agenda based on the discussion:***

- Develop a practical guide on how to develop and implement social protection programmes within companies.
- Explore ways to document the cost and benefits of establishing social protection programmes within enterprises, as well as the cost of not having a programme.
- Agree on variables and develop an approach to better define global benchmarks for such programmes, based on ILO’s standards, and taking cultural, legal and economic specificities of the different countries into account.

### 3) Company support for the development of public social protection schemes:

A presentation by **Swiss Life** highlighted the importance of social protection for sustainable economic development and to ensure a business-friendly environment, including a healthy and skilled labour force and growing market opportunities. **Sanofi** introduced its integrated approach, in which HR, CSR and foundation policies complement each other to promote the company's values. The discussion focused on how companies can support the development and implementation of national social protection schemes, and how company programmes can complement public systems. The discussion also addressed how national programmes would benefit companies and their business partners, including suppliers, who rely on public systems.

#### ***Areas of work that could be part of the Network's agenda based on the discussion:***

- Develop a policy statement on the business case for the development of sound public systems.
- Analyse and document the potential role of businesses to support the development of national social protection systems and in working together with workers' and employers' representatives to establish and operate social protection schemes.
- Develop a guide to encourage national employers' organisations in supporting governments for the establishment of social protection floors.

### 4) Measuring results and impacts – relevance and tools:

**Danone** shared the results of its Dan'Cares programme, which is intended to provide health care coverage to all its employees. Not only has the programme contributed to reducing absenteeism and turnover, but it has also documented the impact on motivation and engagement, as shown through an employee survey. The ILO introduced its three-tier approach to (i) track and document the stage of development of social protection floors through the Social Security Inquiry, (ii) track and document the impacts of its Global Programme, and (iii) develop knowledge on the impact of the implementation of social protection.

#### ***Areas of work that could be part of the Network's agenda based on the discussion:***

- Identify questions and conduct studies to document the results and impacts of social protection, notably on business performance.
- Identify key performance indicators and measures for social protection development.

### 5) Communication campaigns on SFPs at the global and country levels:

The ILO introduced its communication campaign related to the "Global Programme on Building Social Protection Floors for All" and suggested concrete actions that could be taken by the Network to support the ILO's efforts.

#### ***Areas of work that could be part of the Network's agenda based on the discussion:***

- Develop a guide for multinational enterprises and national employers' organisations with support from the IOE (peer-to-peer) to promote the establishment of social protection floors.
- Support ILO's communication campaign on social protection floors for all and contribute to the development and diffusion of communication material on the right to social protection.

## 6) Thematic areas and next steps for the Network:

In relation to current business practices, participants found that sharing experiences on their company programmes was useful and agreed that the Network will play a useful role in exchanging information, benchmarking against peers and working collaboratively.

On support for the development of national systems, many participants indicated that the best approach is through interventions at national level in selected countries to enable collaboration with local companies, national employers' organisations and the IOE, and to best contribute to the development of national social protection systems. The ILO will survey the Network to identify countries of interest.

### Next Steps:

The ILO will survey Network participants and other interested companies on the proposed areas of work, listed above, and request company preferences on the activities and countries for collaboration. The results of the survey will be shared with the participants and the ILO will propose a draft work plan for review.

The ILO will also draft a short note to propose a "modus operandi" that will be discussed and validated by the members of the Network before it can be shared with new interested enterprises.

The Network will hold its next in-person meeting in Geneva in September or October 2016. The exact date will be announced shortly.