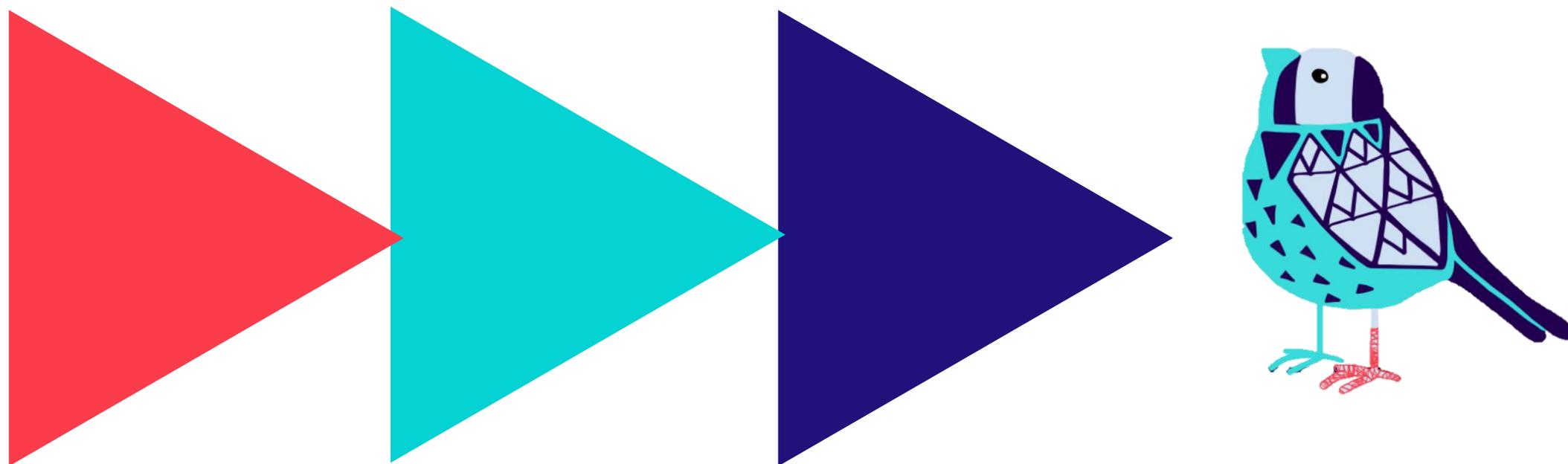
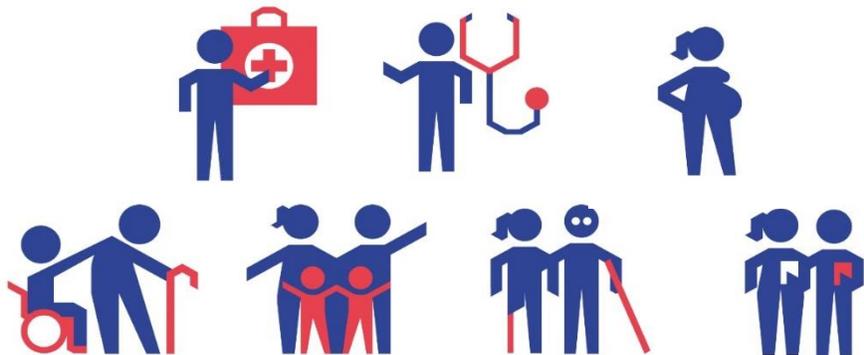


Enhancing Social Protection for Labour Migration in ADD countries: a corridor perspective



The state of social protection: Progress made, but not enough

- ▶ **Social protection:** the set of policies and programmes that aim to reduce and prevent poverty and vulnerability throughout the life cycle
- ▶ **Slightly more than half of the global population (52.4%)** are effectively covered by at least one cash benefit
- ▶ **Migrant workers** are typically left behind in the expansion of social protection



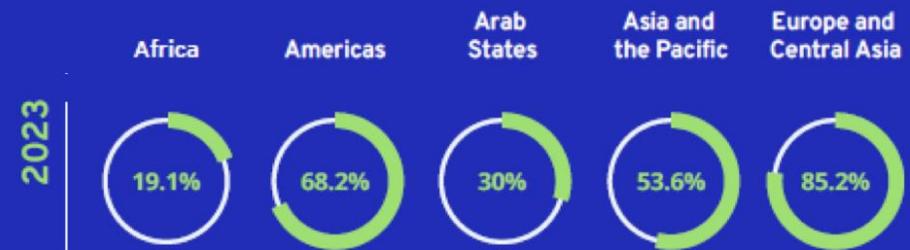
Effective coverage rates (excluding health and sickness)

Trends in global effective coverage rates 2015 and 2023

Share of the global population with at least one social protection benefit 2015 and 2023



Population covered by at least one social protection benefit (SDG 1.3) by region – 2015 and 2023



Source: WSPR (2024-26)

BARRIERS TO THE PARTICIPATION OF MIGRANT WORKERS IN NATIONAL SOCIAL PROTECTION SYSTEMS

A conceptual framework

LEGAL BARRIERS TO PARTICIPATE in social insurance - de jure

1



Nationality, migration
or residency status



Nature of employment
(casual, seasonal, self-employed)



Nature of economic sectors
(domestic, agriculture, construction)

NOT LEGALLY COVERED

EFFECTIVE BARRIERS TO PARTICIPATE in social insurance- de facto

2



Low compliance and enforcement



Lack of attractiveness
or affordability



Lack of awareness



Administrative constraints
and transactional costs for registration
and contribution

LEGALLY COVERED BUT
NOT EFFECTIVELY INSURED

BARRIERS TO ACCESS AND ENJOYMENT of (adequate) social insurance benefits - de jure and de facto

3



Restrictive eligibility
conditions



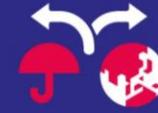
Lack of equality of treatment
in benefit entitlements



Lack of awareness
of entitlements



Administrative constraints
and transactional costs for
claiming benefits, grievances
and complaints



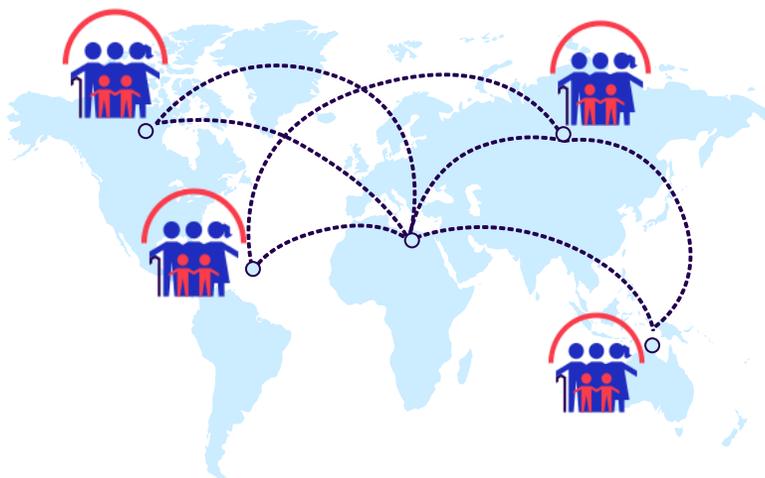
Lack of social security coordination
(no portability and exportability of benefits)
Restrictive application of principle of reciprocity

INSURED, BUT NOT BENEFITTING
OR NOT ADEQUATELY PROTECTED

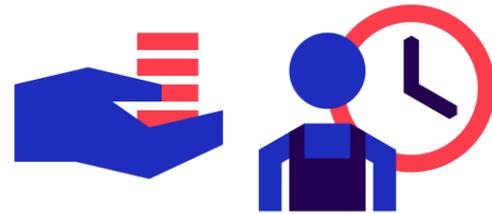
Social Protection for Migrant Workers: What ILO standards say?



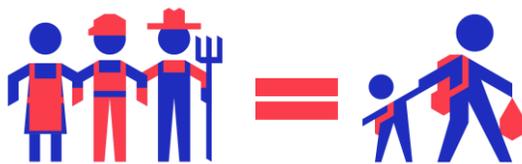
Comprehensive protection across the lifecycle



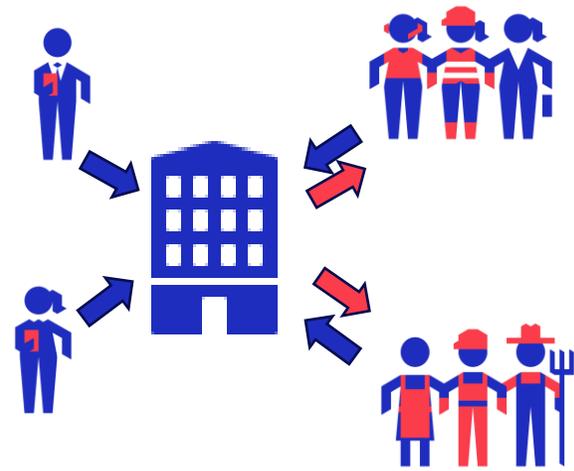
Protection provided where work is performed, and rights maintained abroad (exportability and portability)



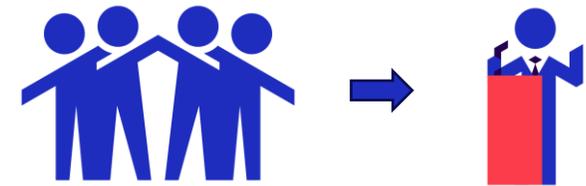
Benefits must be adequate, periodic and predictable



Equality of treatment



Solidarity of financing and risk pooling



Enforceability of right and accountability



Social dialogue with voices of migrant workers

MENU GULF NEWS READER QUERIES

Living In UAE Visa+Immigration Housing Phone+Internet Banking Transport Health Ed

UAE Unemployment Insurance deadline – last date to subscribe may be different in these cases

Top three things you should know about the Unemployment Insurance Scheme

HOME / SOCIAL INSURANCE / BAHRAIN INTRODUCES SOCIAL INSURANCE PENSION REFORMS

Bahrain introduces social insurance pension reforms

PUBLISHED ON OCTOBER 17, 2022 BY LOCKTON GLOBAL COMPLIANCE

ARTICLE | GLOBAL NEWS BRIEFS

Saudi Arabia: New social security system and changes to maternity leave

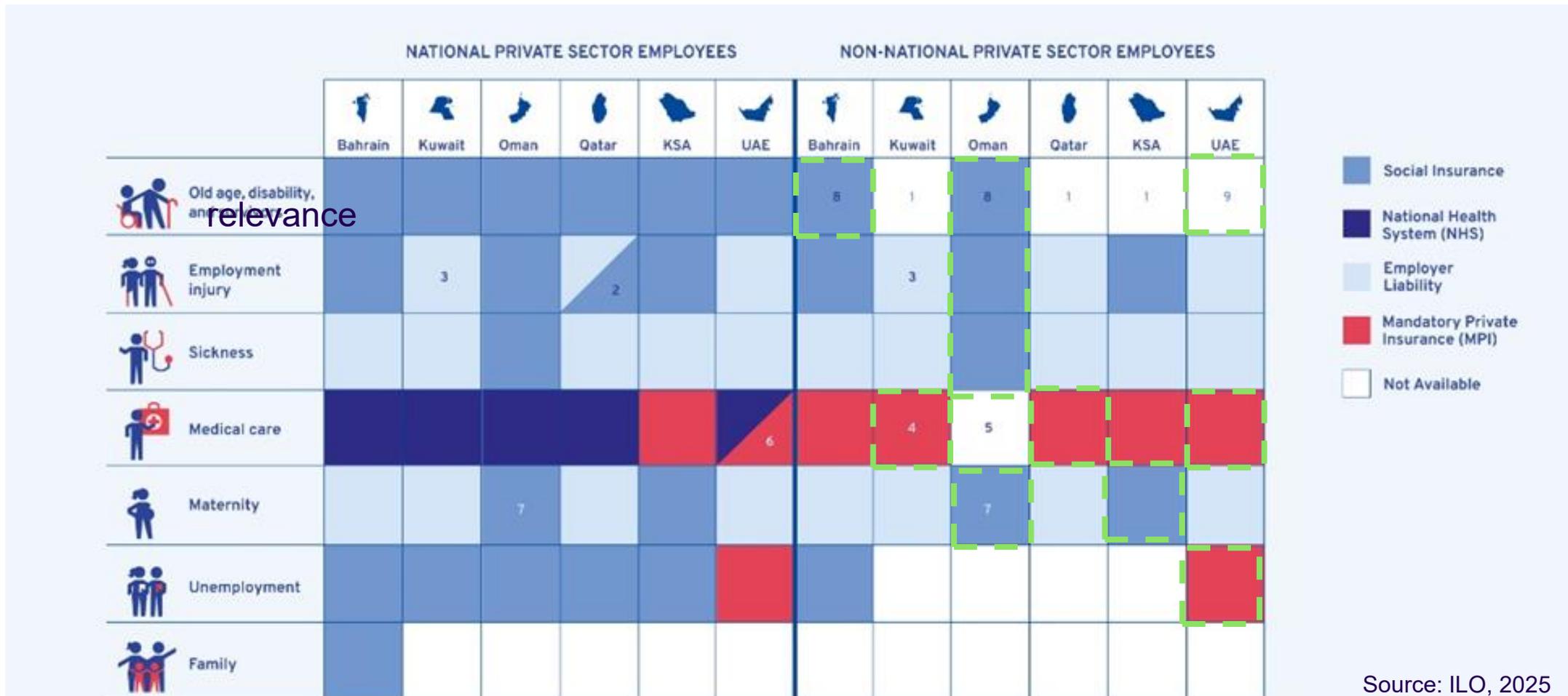
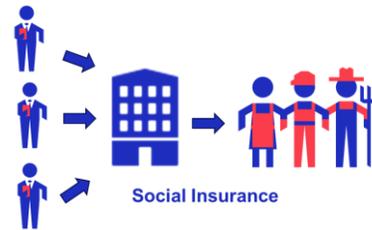
UAE announces end-of-service scheme for employees

► Sheikh Mohammed bin Rashid says initiative will involve establishing savings and investment funds for private sector

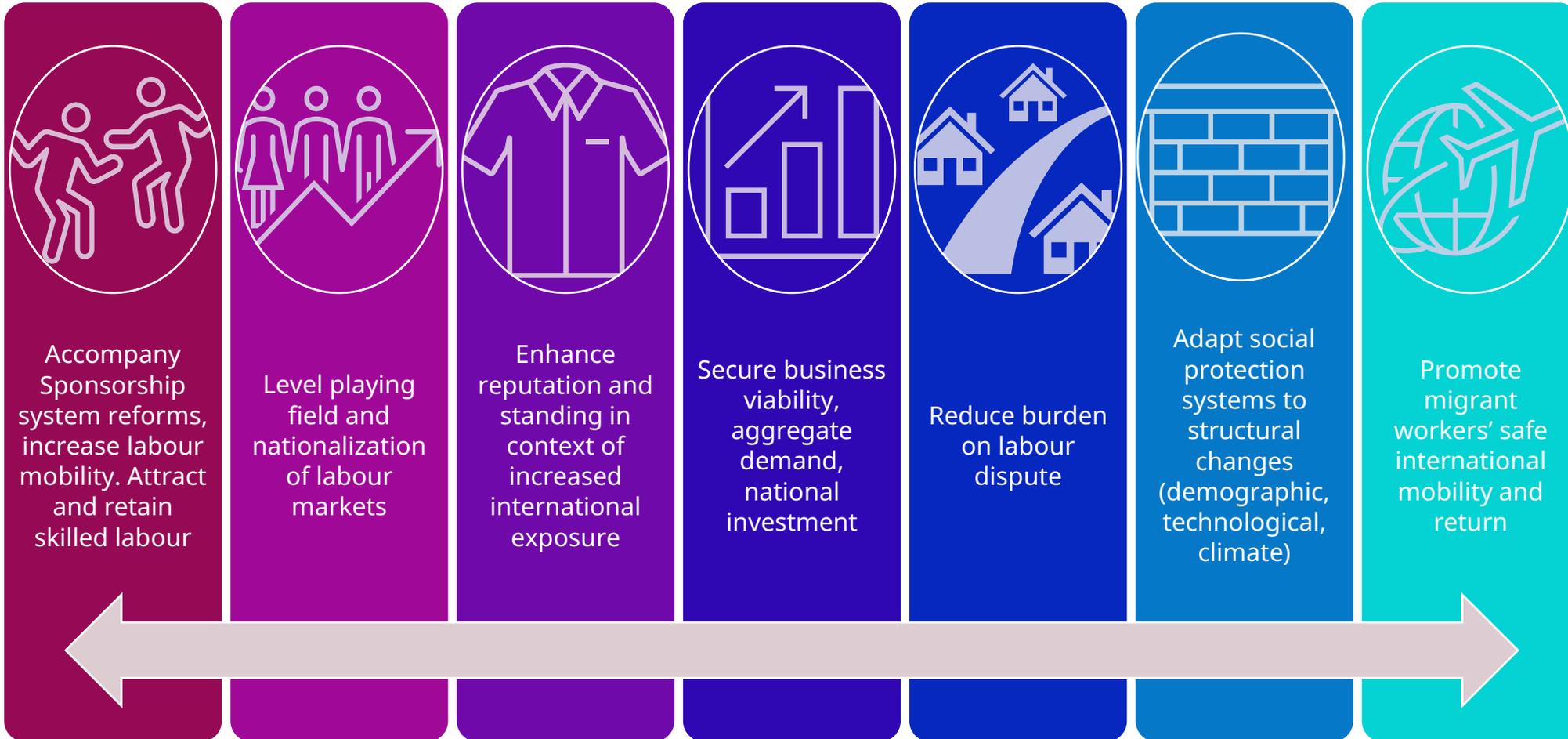
Ambitious reforms in Oman pave way to universal social protection

Newly approved legislation, developed with the support of the ILO, radically reshapes the social protection system in the Sultanate and is set to become a reference for countries in the region.

A wind of change for social protection reforms across the GCC

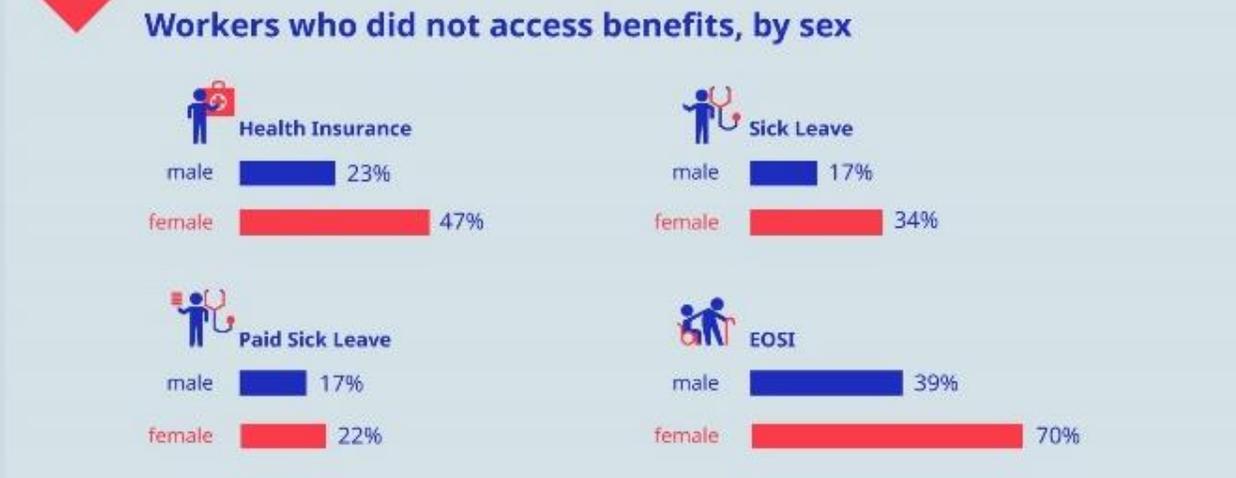
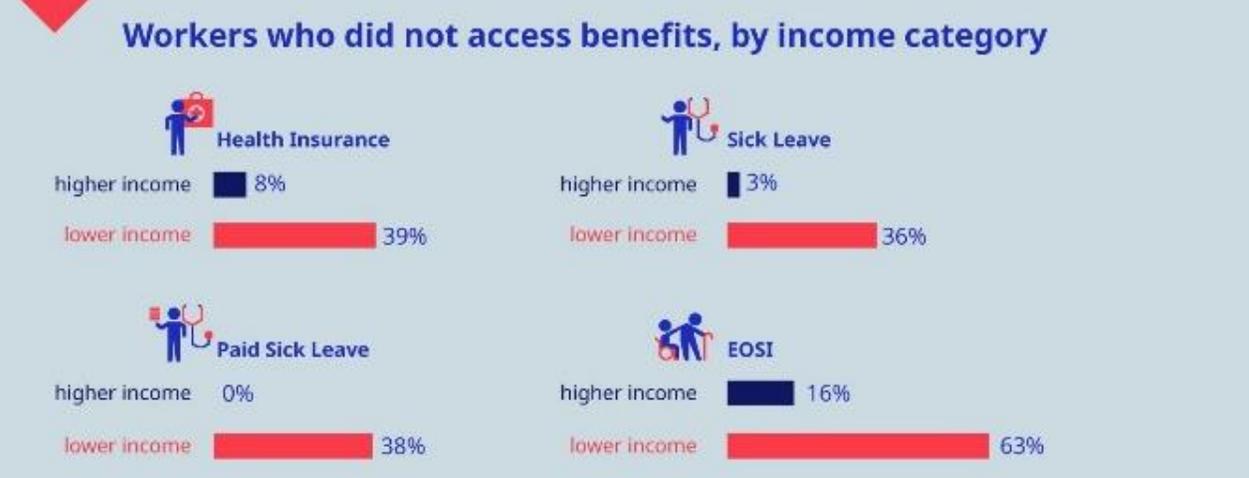
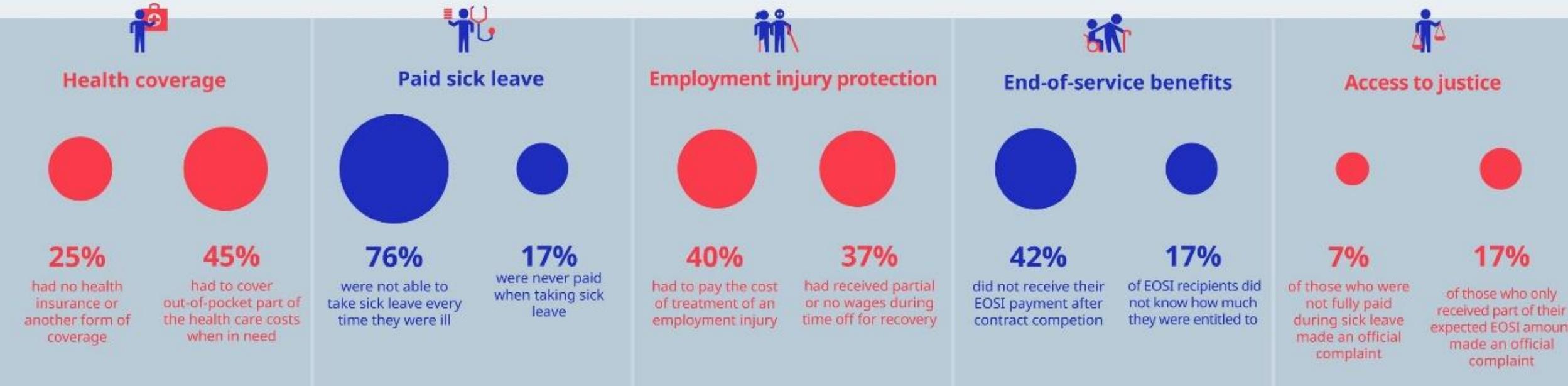


Multiple Drivers of change in GCC: Where the labour rights agenda meets domestic priorities

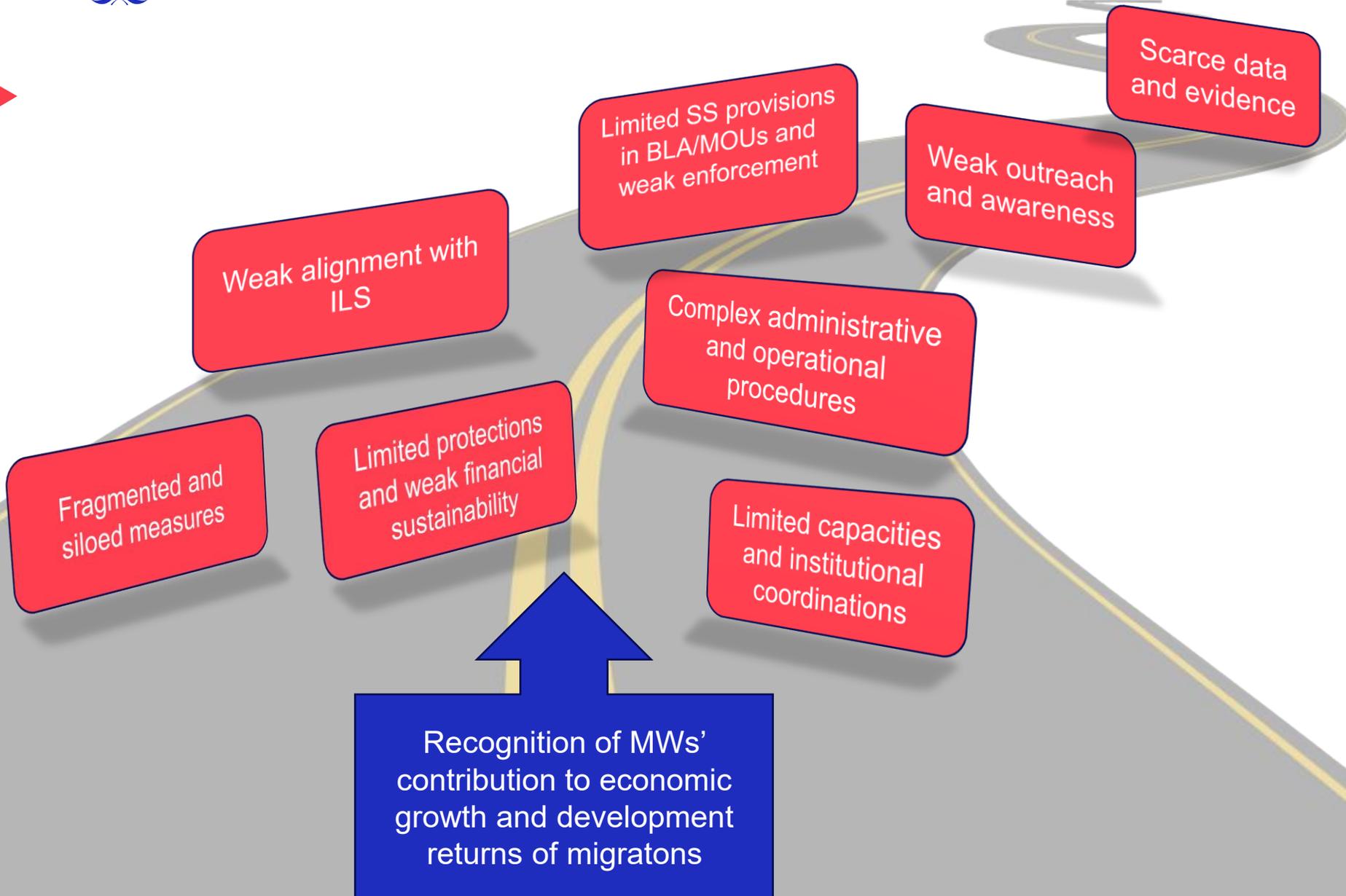


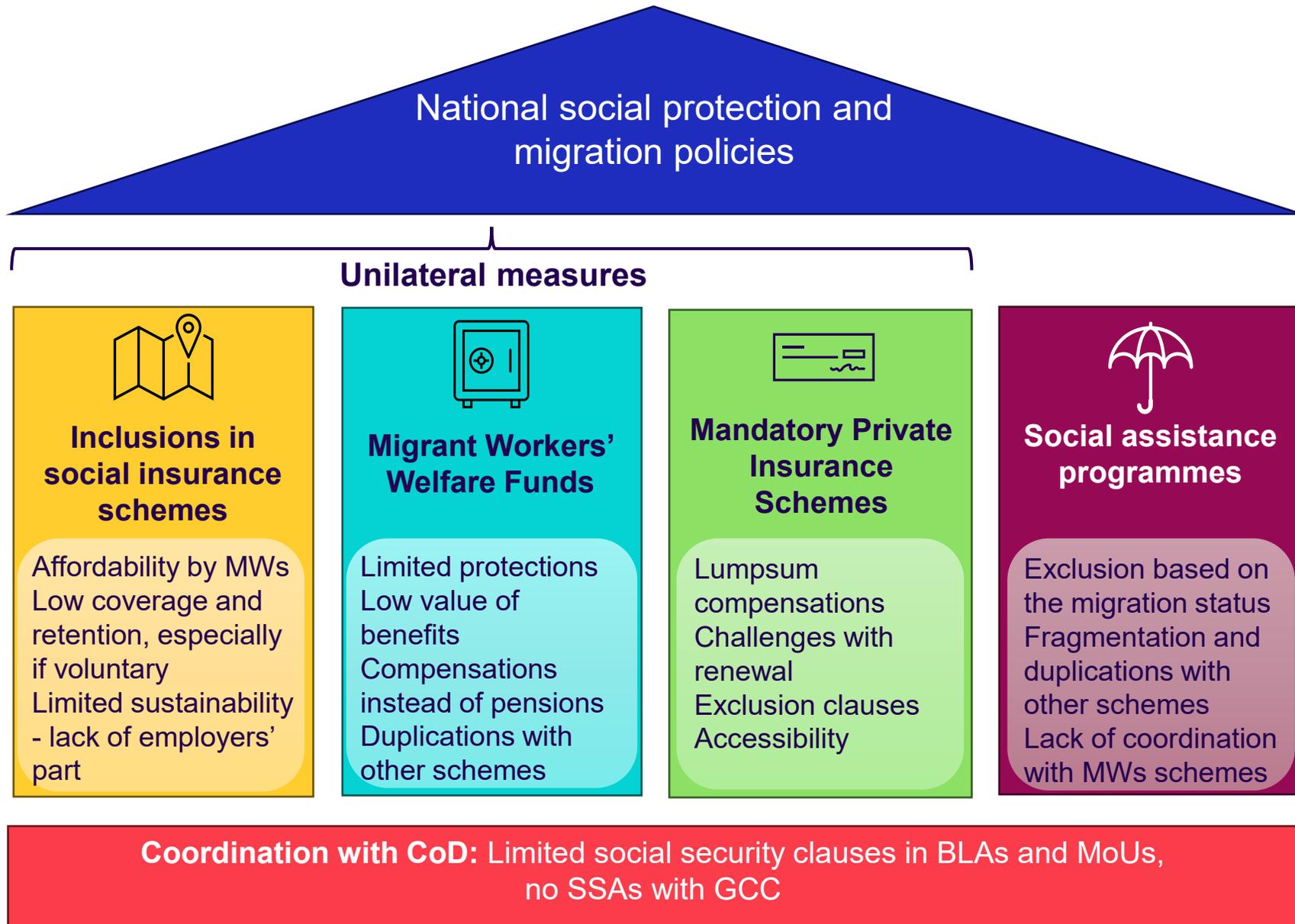
Structural gaps with effective access

Gaps in access to social protection of Nepalese migrant workers in the Gulf countries



On the other side of the corridor (South Asia): Emerging Momentum Meets Persistent Barriers





EXPANSION OF LEGAL COVERAGE

While legal coverage of migrant workers cannot be expanded without political will, several factors appear to be at play in enabling and hindering political attention to the issue in the GCC

Key enablers

- Emerging channels for migrant worker representation and advocacy
- International attention and commitments
- The Covid-19 pandemic

Key barriers

- Design of the migration system
- Limited representation and bargaining power
- Challenging political economy

What has determined social protection for migrant workers in the Gulf?

Restricted rights of workers within the migration system
Migrant workers' dependence on employer under the Kafala system can hinder access to social protection in practice, and ability to make a complaint if access is restricted.

Practical barriers to migrant workers' participation
Migrant workers' access to social protection provisions can be hindered by bureaucratic, geographic, affordability, language and IT/documentation barriers.

EXPANSION OF COVERAGE IN PRACTICE

Even when migrant workers have legal rights to social protection, their access in practice may be enabled or hindered by a number of factors.

- Low awareness**
Many migrant workers do not fully understand when, how, and which social protection provisions to access.
- Awareness-raising initiatives**
Law and worker leaders and advocates campaigns can help facilitate migrants' access to social protection.
- Lack of monitoring**
There are frequent gaps in governmental oversight of national legislation and of employers' adherence to international labour and social protection standards.
- Improved monitoring**
There are some positive signs of increased monitoring of employer compliance by governments, and other organisations.
- Weak enforcement**
Inadequate weak enforcement of legislation has enabled employers not to fully comply with social protection policies.
- Improved enforcement**
Efforts have also begun to be strengthened in some countries through new state mechanisms, alongside new state services efforts by CSOs and diplomatic missions.

IDI Think Change International Labour Organization

International Labour Organization

Social protection for migrant workers in countries of the Cooperation Council for the Arab States of the Gulf (GCC)

A regional mapping of provisions on paper and in practice

International Labour Organization

Review of National Social Protection Legislation and Legal Frameworks for Migrant Workers in the Gulf Countries

International Labour Organization

Extending social protection to migrant workers in the Arab region

An analysis of existing barriers and good practices in light of international social security standards.

International Labour Organization

Access to social protection for Nepalese migrant workers in countries of the Cooperation Council for the Arab States of the Gulf (GCC)

International Labour Organization

Reforming end-of-service indemnity for migrant workers in Member States of the Cooperation Council for the Arab States of the Gulf (GCC)

Policy options for the progressive realization of international social security standards

A new space for open and constructive dialogue in the ADD corridor



A new space for open and constructive dialogue in the ADD corridor

“**Social protection for migrant workers requires sustained collaboration between governments, employers, and workers’ organizations across migration corridors.**”

Khalil Buhazaa
Director of Labour and Social Development, Executive Bureau of the GCC Council of Ministers of Labour and Social Affairs



FROM ORIGIN TO DESTINATION
ADVANCING SOCIAL PROTECTION FOR WORKERS ACROSS THE GCC, SOUTH ASIA AND AFRICA LABOUR MIGRATION CORRIDORS



We should move from a collection of national reforms to an integrated regional framework by identifying a minimum set of common GCC social protection standards. Developing a unified mechanism for engagement with countries of origin is highly feasible and increasingly necessary.

H.E. Mohammed bin Hassan Al-Obaidly
Director General, Executive Bureau of the GCC Council of Ministers of Labour and Social Affairs



FROM ORIGIN TO DESTINATION
ADVANCING SOCIAL PROTECTION FOR WORKERS ACROSS THE GCC, SOUTH ASIA AND AFRICA LABOUR MIGRATION CORRIDORS



Bangladesh is working closely with destination countries to make social protection benefits portable and gender-responsive. Looking ahead, we propose that social protection be included as a regular agenda item within the Abu Dhabi Dialogue.

Ahmadul Haque
Additional Secretary, Ministry of Expatriates’ Welfare and Overseas Employment of Bangladesh



FROM ORIGIN TO DESTINATION
ADVANCING SOCIAL PROTECTION FOR WORKERS ACROSS THE GCC, SOUTH ASIA AND AFRICA LABOUR MIGRATION CORRIDORS





Implemented in partnership and with financial support from:

New opportunity for collaboration on social protection in the GCC-South Asia corridor



Policy and Regulatory Reforms

- ▶ Support adoption of gender-sensitive and inclusive social protection policies aligned with international labour standards in countries of destination.
- ▶ Initiate support for the reform and adjustment of unilateral and complementary social protection measures taken by countries of origin.



Enhanced Access to Benefits

- ▶ Set forth awareness campaigns about access to social protection schemes.
- ▶ Develop simplified administrative systems to facilitate registration and claims processes.
- ▶ Support network systems for case management and referral of social protection issues.
- ▶ Improve the engagement and compliance of businesses and employers through innovative and cross-border solutions.



Strengthened Dialogue

- ▶ Foster collaboration between governments, employers, and workers' organizations across the South Asia-Gulf corridor.
- ▶ Establish dialogue platforms to reflect on barriers and create sustainable solutions.
- ▶ Promote portability and exportability of benefits across the migration corridor.

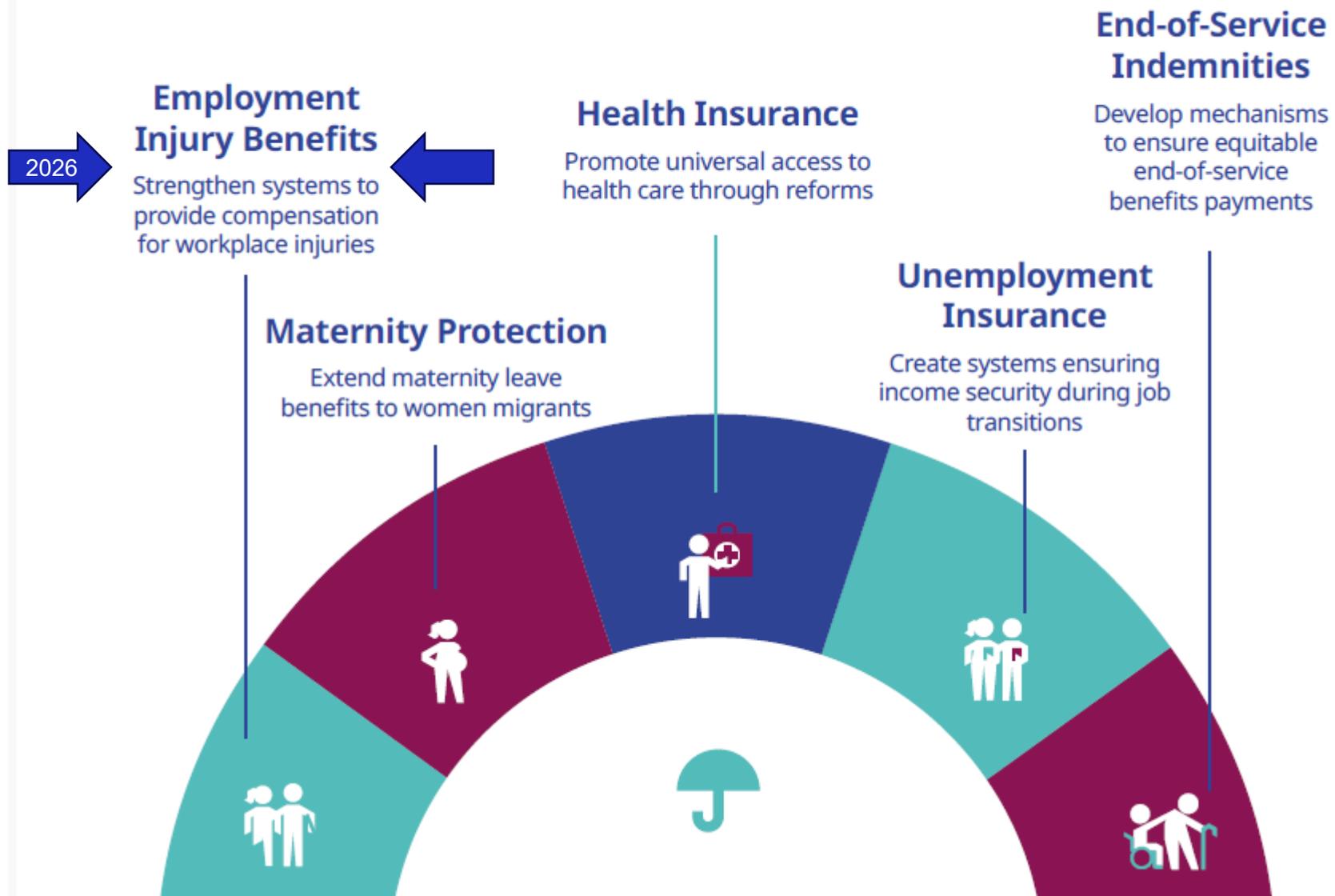


Evidence-Based Advocacy

- ▶ Conduct gender-sensitive research to identify gaps and opportunities.
- ▶ Enhance public and private support through data-driven initiatives.

Thematic Focus Areas

Thematic
priorities



Forward looking agenda on social protection and labour migration for ADD countries

Advance policy and regulatory reforms

Sustain momentum for migrant-inclusive SP in GCC

Streamline unilateral measures by origin countries and **align with rights** at destination

Review and support **progressive alignment** of SP schemes **with ILS** on both ends of the corridor

Facilitate **cross-regional dialogue and peer-learning** on emerging issues and challenges

Enhance access to benefits

Raise awareness on SP rights and procedures at destination and origin

Simplify **administrative procedures** at destination and origin

Improve **compliance, including in connection with wage** protection

Strengthen **case management, complaints handling and legal support** across borders

Strengthen dialogue and coordination across the corridor

Seek open dialogue on joint **responsibilities of countries of origin and destination** in relation to social protection matters, especially for long-term risks

Sharpen **social protection content in BLMAs and MOUs**, starting with admin coordination and data sharing

Explore innovative solutions for **exportability and portability**, through regional approaches, and test social security agreements in specific corridors

Track progress and generate evidence

Support systemic **data collection, consolidation and monitoring** at destination and origin

Research and evidence generation on emerging needs and gaps across the corridor

Pursuing **gender transformative approach to social protection** across the corridor

Ongoing activities that can inform discussion in upcoming ADD meetings

- ▶ Regional review of Employment Injury compensation systems and schemes in GCC countries
- ▶ Benchmarking of unilateral social protection measures by countries in South Asia against ILO standards
- ▶ Development of guidance note to strengthen social protection provisions in BLAs and MOUs
- ▶ Preparation of background papers on key emerging issues in the South Asia–GCC Corridor
 - ▶ Social protection, climate change and heat stress
 - ▶ Addressing social protection gaps for workers in irregular status
 - ▶ Domestic work, the care economy and social protection
 - ▶ Social protection and migration in the platform economy
 - ▶ Old-age security in the South Asia-Gulf migration corridor: policy challenges and opportunities
- ▶ Scoping and design of a Social Protection Observatory for the South Asia–GCC Corridor
- ▶ Feasibility study for the establishment of an inter-regional framework for social protection portability
- ▶ SA-GCC cross-regional capacity building track and policy dialogue
- ▶ Development of country specific regulatory factsheets and Q&A booklets on social protection entitlements

Questions for discussions

- ▶ What is the relevance of social protection for the labour mobility agenda in ADD countries?
- ▶ What thematic and structural issues related to social protection are of greatest importance for ADD countries?
- ▶ What support and technical assistance is necessary to facilitate further engagement on social protection issues across ADD migration corridor(s)?
- ▶ What are the most appropriate modalities to further engage on this topic, within and outside the framework of the ADD?