

Social Protection System and Employment Promotion

Experience of El Salvador

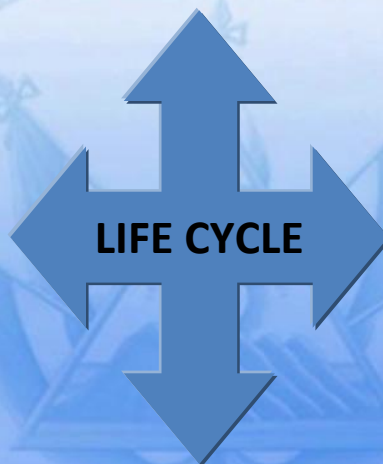
Towards a Universal Social Protection System

- El Salvador has started implementing a Rights-Based Social Protection System (2009)
- It is one of the strategic targets of the government's Five-Year Development Plan
- Institutional Arrangements and Medium and Long Term Targets have been designed

Universal Social Protection System?

RIGHTS-BASED APPROACH

- Universal Coverage
- Equity (in particular between men and women)
- Solidarity
- Territoriality



OBJECTIVES

- Laying the foundations of a universal SOCIAL FLOOR
- Reducing Poverty
- Reducing inequity and exclusion
- Generating confidence in the role of the state

BASIC SOCIAL FLOOR

Population with highest levels of poverty and exclusion: women, children, the elderly

Política Social

Política Económica
y sectoriales

Universal
Actions

Seguridad
Alimentaria

Salud y
Nutrición

Educación

Formación
laboral y
empleo

Asistencia
Social

Desarrollo
Productivo

Vivienda
Social

Infraestructur
a Social
Básica

Seguridad y
Prevención de
la Violencia

Comunidades Solidarias
Rurales

Comunidades Solidarias
Urbanas

Ciudad Mujer

Programa de Atención Integral
de la Persona Adulta Mayor

Programa de Apoyo temporal al
Ingreso

Otras poblaciones en riesgo

Investment in
Human Capital

Investment in
Labor Capital

Investment in
Community
Family Capital

Selected
Actions for
Vulnerable
Groups

Cross-Cutting Themes:

- * Gender Equity
- * Social Inclusion

*Social Security

* Community Participation

* Local Development

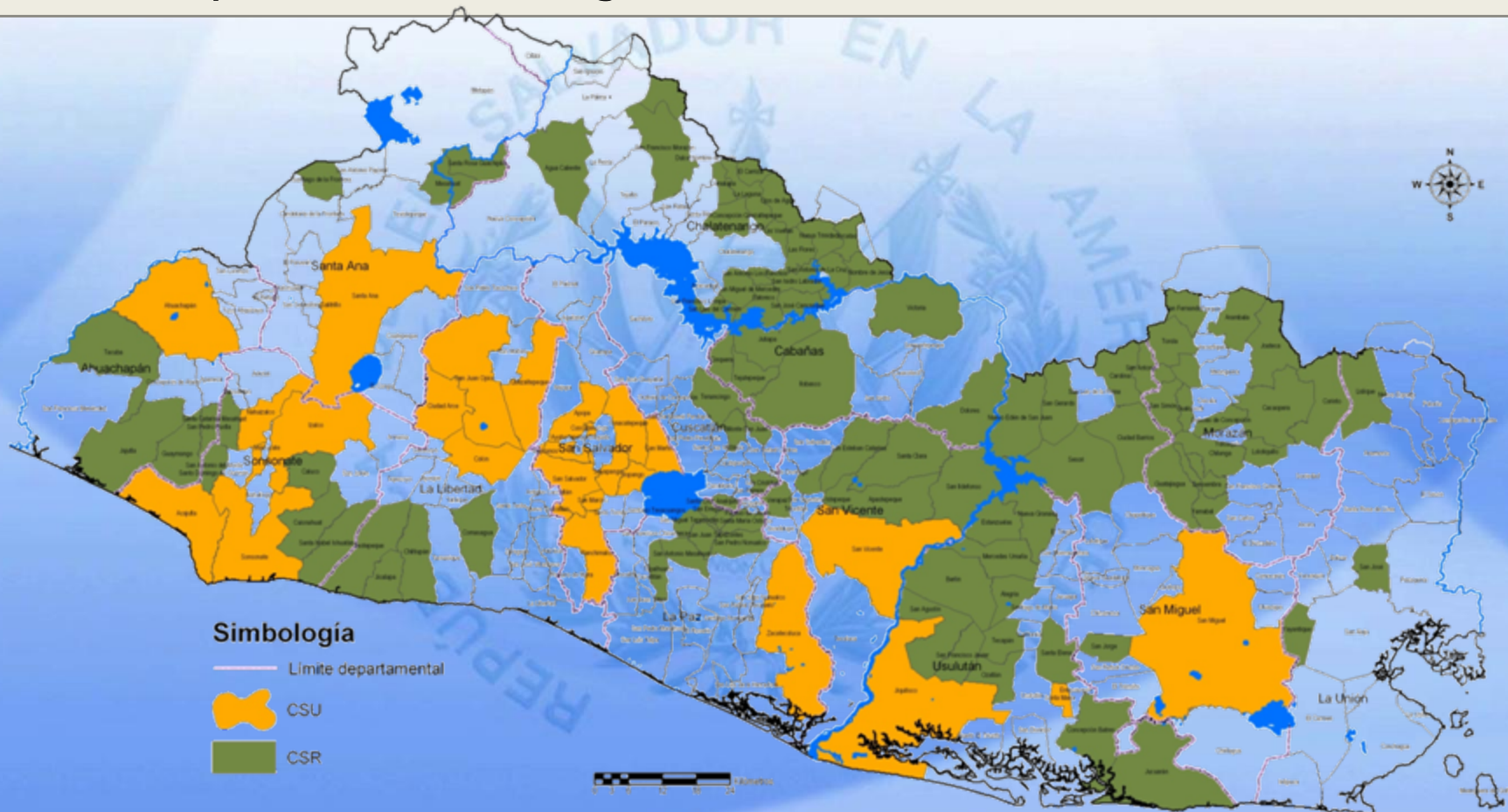
Areas of intervention

Complementary
actions in the pursuit
of comprehensiveness



Territorial Coverage of Solidarity Communities

At the end of the Five-Year Period 125 municipalities were included in the Solidarity Communities Program nation-wide: 100 Rural and 25 Urban



Intervention Pillars

Pillar	Components	Scope	Implementers
1 Human Capital	Education Bonus/Grant	All the AUP	FISDL/MINED
	Old Age Universal Basic Pension and Comprehensive Care	All the AUP and Municipalities on demand	FISDL -SIS
	Nutrition and Health Offering	Municipality	MSPAS
	Education offering (basic initial and secondary)	Municipality	MINED SIS-MINED
	Citizen security- violence prevention	All AUP and Municipal	SAE- MJSP- CNSP
2 Basic Services	Integrated improvement of precarious settlements	Eligible AUP	VMVDU
3 Employment Generation and Productive Development	Pillar 3: Labor market insertion, youth employment, microbusinesses, intensive employment in public works	All AUP	MAG, CONAMYPE and others
	Short term: Temporary income support and employability support	All AUP	FISDL, MTPS, INSAFORP
4 Territorial Management	Social participation Risk Management	Municipal	FISDL, SAE, Municipalities, MARN

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CSU Pillar 3: Income Generation

- 4 components:
 - Job Intermediation: MTPS
 - Social Microventures: CONAMYPE
 - Intensive Employment in Public Works: MOP/CONAMYPE/MTPS
 - Temporary Income Support Program: FISDL/INSAFORP/MTPS

Temporary Income Support Program



Target Population:
Youths aged 16-24,
Female Heads of
Household

Objective: temporary income protection for the most vulnerable urban households, through participation in community and training projects



Groups with less labor market insertion opportunities, greater burden of household responsibilities and more vulnerable to violence and the economic crisis

Social Investment Fund for Local Development- FISDL

Fondo de Inversión Social para el Desarrollo Local (FISDL)

Eligibility Criteria

- Residence in the municipality with the program's intervention.
- Above age 16
- Unemployed
- Not studying or receiving professional training during the hours of community activities

Prioritization Criteria

- Age
- Head of Household
- Precariousness Index
- Housing Characteristics
- Unemployed member of the household

Field verification:

- Prioritization criteria are verified by the community leaders and the municipal PATI commission

Fondo de Inversión Social Para el Desarrollo Local – FISDL

Social Protection and Employment Programs

- Program to Supply School Uniforms and Inputs
 - Generation of local employment with micro and small business approach
- Youth Employment Program (being designed)
 - Pilots to be implemented in Precarious Urban Settlements
- *Ciudad Mujer* (Urban Women) Program
 - Integration of a series of women support and coordination services in various fields: training, labor intermediation, microbusinesses.

Challenges

- Institutionalize the coordination: clarify roles, levels of participation
- Consolidate the vision or the focus of rights in the public sector and the citizenship
- Advance in the process of decentralization of the system and the programs

- The Ministry of Labor and Social Welfare of El Salvador is the institution responsible for the public administration on labor and social welfare, mainly in charge of fostering labor relations based on the dialogue, social agreement and tripartite participation.

WHAT IS *RENACEMPLEO*

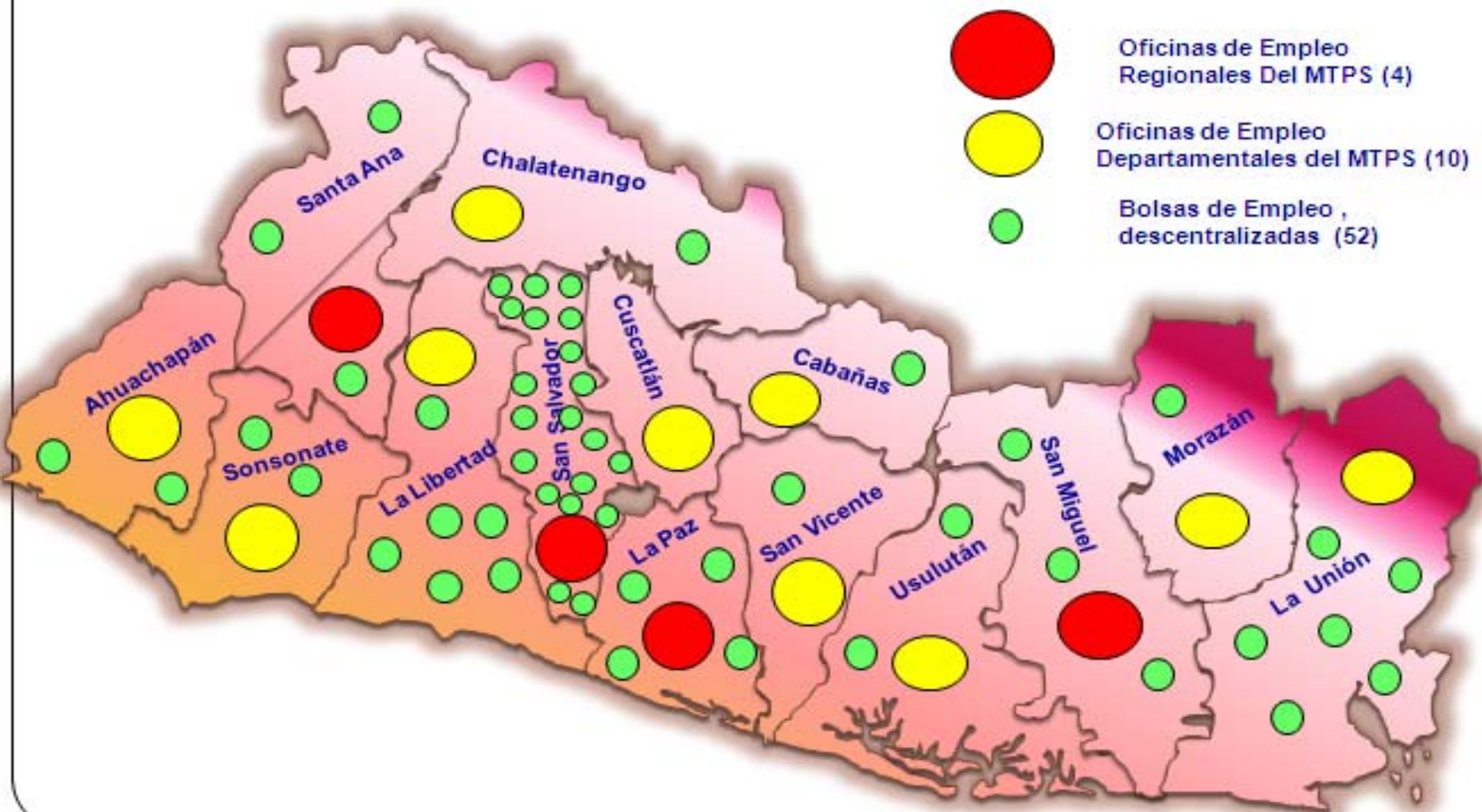
- A Modernization and Articulation Strategy of Inter-institutional Efforts with local and national stakeholders,
- Aimed at strengthening the Public Employment Service and adapting it to the new challenges of expanding the National Employment Network
- In the short term, this strategy requires the systematization and refinement of the labor market intermediation process and the articulation with other related processes and actions

HOW RENACEMPLEO OPERATES

- It operates through a series of offices which function as Local Employment Offices (*Bolsas de Empleos Locales*, “BEL’S”)
- They consist in public and private institutions (e.g. Municipalities, NGOs, private companies)

- ***RENACEMPLEO*** currently includes 53 Employment Offices throughout the country: 14 MTPS Departmental Employment Offices and 39 Territorial Employment Offices
- They all use the MTPS labor intermediation software and are connected to a network
- Recently, RENACEMPLEO, the national employment network, developed plans to establish a total of 75 Employment Offices distributed throughout the national territory

MAPA DE BOLSAS DE EMPLEO PROYECTADO A NIVEL NACIONAL



Regulatory Principles

- It is a public service, free of charge
- It is a service with a Gender Equity perspective
- It is a service geared to the participation of all social stakeholders, public and private.
- It is a service with a decentralized and deconcentrated operation
- It is a service which fosters local or territorial integration and coordination.

Services

➤ Employment Management

Labor Intermediation

Labor Information and
Orientation

➤ Employment Promotion

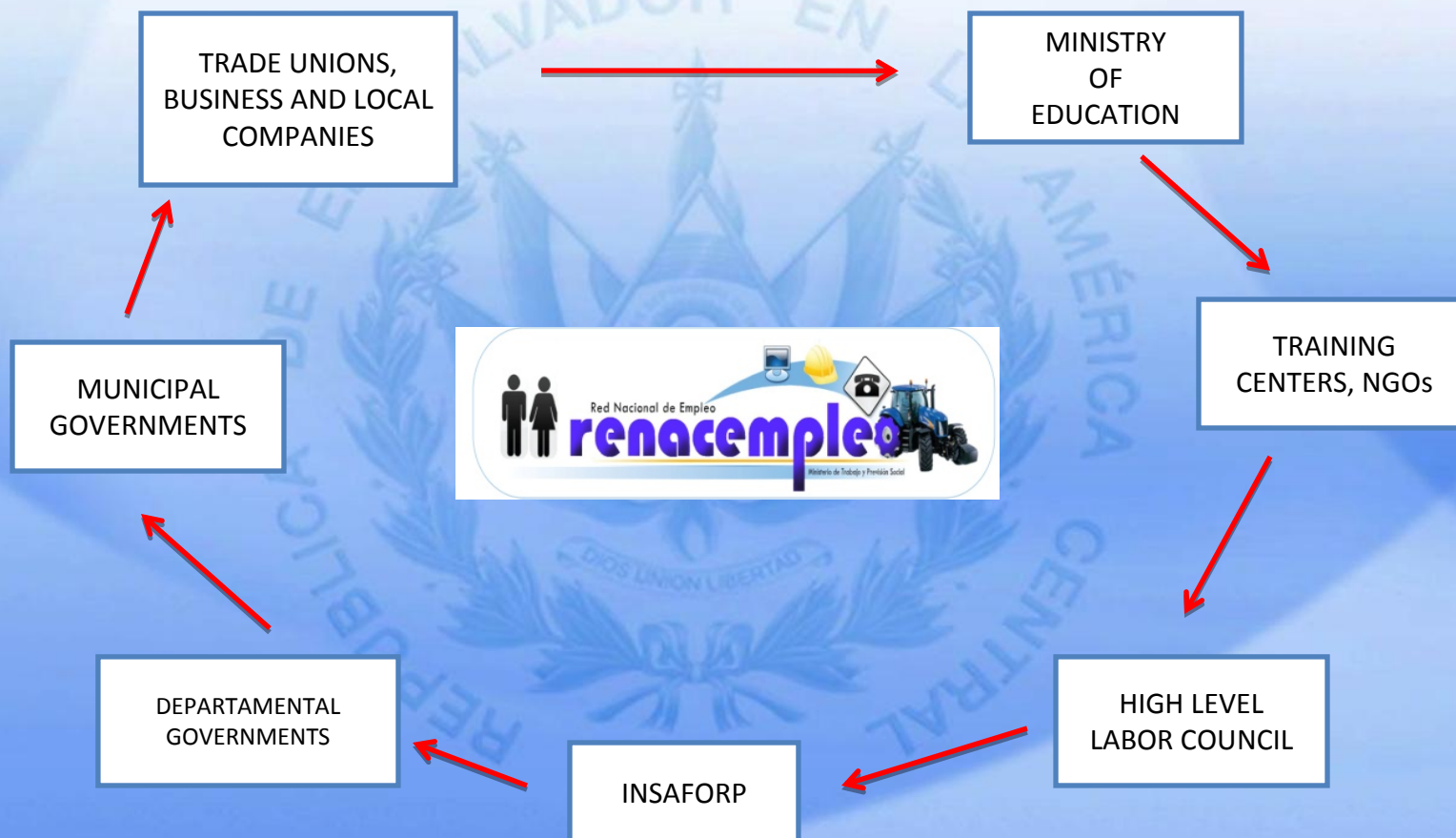
Employment Promotion

Advice for Self-Employment
and Orientation for creating
microbusinesses

➤ Labor Investigation

Labor market data collection,
analysis and dissemination and
territorial and sectoral studies.

Articulation of Efforts



WHAT IS AN EMPLOYMENT OFFICE?

- It is an office in charge of providing, on a FREE basis, services of labor market information, professional orientation, labor mediation and of identifying the training needs in a territorial level. This office is located in an specific territory of the country.



MAIN OBJECTIVES OF THE IMPLEMENTATION OF THE EMPLOYMENT OFFICES

- To bring closer labor intermediation and other public employment services with the sectors of greatest social vulnerability inside our country.
- To make known the geographic projection of deconcentration and decentralization of the public employment services in the municipalities and departments that have been identified for the installation of employment offices in a territorial level; this, bearing in mind social-economic, demographic and political indicators.

A SECTION DEDICATED TO VULNERABLE GROUPS

- The National Employment Department, as part of RENACEMPLEO includes a Specific Unit responsible for targeting the most vulnerable sectors in society
- They receive preferential treatment and concrete actions are implemented to promote their employability; based on the country's socio-economic conditions, four vulnerable sectors have been identified:
 1. Youths at risk
 2. Female heads of household
 3. Elderly adults
 4. People with physical disabilities

Challenges

- Consolidate the inter-institutional articulation in order to assure efficacy in addressing beneficiary needs.
- Study mechanisms to obtain funding for programs such as RENACEMPLEO at the short term, guaranteeing its existence and continuous evolution.
- Increase efforts to strengthen the role as the responsible authority on labor and administration issues of the Ministry of Labor and Social Welfare.