



## **Annex 2**

### **G20 Policy Principles to ensure access to adequate social protection for all in a changing world of work**

Facing unprecedented challenges, G20 countries have introduced extraordinary measures in 2020 and 2021 to mitigate the health, economic and social impacts of the COVID-19 crisis, especially on the most vulnerable groups including women and youth. The crisis has reminded us of the crucial role of social protection for all, including floors, and highlighted that some groups of workers such as temporary, part-time, self-employed, migrants and informal economy workers still have limited, if any, access to adequate social protection. In addition, in the absence of adequate social protection floors, many people struggle to achieve higher living standards.

We are, therefore, aware that further efforts, in every country, are needed to strengthen national social protection systems towards the goal of making them accessible to all. This is particularly relevant in light of transformations in the world of work and society and given the unprecedented impact of the COVID-19 pandemic: support measures need to be sustained, and social protection systems, including floors, must be strengthened.

The digital transformation and the green transition, along with other social and economic changes, are creating new forms of work, changing job requirements and skill demand, and challenging traditional employment relationships and classifications. Moreover, many job positions may disappear entirely, and we can expect to experience significant reallocation of jobs within and among sectors. We will strive to make these transformations fair and inclusive, so as not to leave anyone behind.

Comprehensive, adequate and effective social protection for all is a main pillar for inclusive growth and can contribute to ensuring sustainable, fair and inclusive labour market transitions, greater resilience of our economies and social cohesion. Minimum income support and other social assistance schemes can considerably help provide all people with decent standards of living and strengthen social cohesion.

At the same time, where applicable, expanding access to contributory schemes, while considering other non-contributory forms of financing, is key to providing adequate social protection as well as ensuring a balanced and sustainable financing mix of social security systems, especially in those countries where the domestic fiscal space may be limited or where working age population is rapidly shrinking. At the national level, coordinating social assistance with insurance-based schemes is also essential to achieving policy coherence



and to ensuring that the benefits provided by types of support and the different measures complement each other.

Achieving sustainable and inclusive growth, while fully leveraging the opportunities of the green and digital transitions, requires a broad understanding of the importance of social protection. Ensuring social protection for all in a changing world of work as part of promoting decent work also means protecting workers' rights, supporting active employment policies including lifelong training, and improving safety and health at work.

Building on previous LEM declarations, and in particular on the Policy Recommendations for Promoting More Equitable and Sustainable Social Protection Systems (China, 2016), G20 Priorities on the Future of Work (Germany, 2017), the Guidelines and Principles for developing comprehensive social protection strategies (Argentina, 2018), and the Policy Options for Adapting Social Protection to Reflect the Changing Patterns of Work (Kingdom of Saudi Arabia, 2020), as well as on relevant international labour standards such as ILO Recommendation 202 (2012) on Social Protection Floors, we agree on the following set of policy principles, subject to national circumstances, in order to provide access to adequate social protection, strengthen our social protection systems and make them more sustainable, adaptive, resilient, inclusive and responsive to a changing world of work.

If applicable and in cooperation with the Social Partners, we will make efforts to introduce new measures or adapt existing ones to ensure that contributory systems are more accessible and have adequate coverage, strengthen social protection floors, and make social protection systems inclusive, adequate, accessible and effective for all.

In doing so, we will continue to pay particular attention to all vulnerable groups who have been affected by the crisis, including as a result of age, gender, or disability, and to those who are less protected in the labour market, with a special attention on informal workers.

### **Making contributory systems more accessible**

- Foster the preservation and creation of decent work opportunities and promote transitions from the informal to formal economy, especially for migrants, young people and women, through developing labour market and employment policies;
- Tackle the avoidance of social contributions and undeclared work, including by strengthening preventive approaches based on clear communication and, where appropriate, behavioural insights, and through incentives and inspections for formalization and enforcement of compliance with laws;



- Support the efforts of underemployed people, especially of women, seeking to increase their amount of paid working hours and to access quality employment in general, including through efforts to promote a more balanced distribution of unpaid care and household work , which has increased as a result of the pandemic, and extend access to quality care services;
- According to national circumstances, continue our efforts to address existing gaps in labour and social security legislation to include all employees and the self-employed in formal social security and social insurance schemes and to prevent the misclassification of workers' employment status;
- Consider revising eligibility conditions and thresholds when they constitute an unduly high obstacle for some groups of non-standard workers and for the self-employed in access to adequate social protection, for instance in case of sickness, unemployment or occupational accidents and diseases;
- Consider extending contributory schemes to those self-employed whose activity is organised and/or coordinated by an employer or by a digital platform as well as to other self-employed;
- Promote administrative arrangements and benefits that increasingly meet the needs of different types of workers, and facilitate effective access to adequate social protection for all through, for example, recognising healthy, family-friendly and flexible work patterns and reducing minimum working hour requirements, always bearing in mind a reasonable balance between contributions for sufficient financial means on the one hand and social benefits on the other.

**Strengthening social protection floors and making social protection adequate, inclusive, sustainable, effective, and accessible to all**

- Ensure that social protection policies are well coordinated with employment policies, including minimum wage policies; social protection systems, and in particular social protection floors, should promote an adequate living income and access to health, education, training, food and housing;
- Ensure that social protection schemes are flexible enough to allow for expansion or adaptation to cover the evolving needs of people and households, in particular vulnerable groups;
- In adapting social protection systems, foster preparedness to future shocks, promote a preventive and rehabilitative approach that provides timely and targeted support for people at risk of poverty, social and labour market exclusion, and provides adequate support during lifecycle risks and events, including childhood, pregnancy and parenthood and old age;



- Enhance the quality, adequacy and scope of enabling social and employment services and make them more responsive to changing individual and labour market needs, including through stronger collaboration with training institutions, housing and health services, and social partners;
- Where appropriate, combine employment services with non-contributory and income support programs to facilitate the inclusion of vulnerable groups in the labour market while avoiding disincentives to formal work;
- Strengthen institutional capacities to deliver timely and effective benefits and services to eligible people, also by investing in inclusive digital technologies, staffing, staff skills development and enhanced inter-institutional cooperation;
- As appropriate, strengthen measures to build up social security entitlements and enhance their portability across different employment statuses, sectors and countries, with a particular attention to migrant workers, platform workers, the self-employed and workers with multiple employers; ensure that adequate, sustainable and nationally appropriate social protection systems are in place that protect people regardless of their employment status and work arrangements;
- Facilitate access, build public trust and simplify administrative procedures, including by harnessing the potential of digital technology, raising awareness on social protection schemes and ensuring access to information about individual rights and entitlements;
- Improve outreach to the most vulnerable groups in the society, including by involving Social Partners, NGOs and civil society organisations;
- Promote multidimensional and tailored measures that address the vulnerabilities of actual and potential recipients of income support measures and social assistance beneficiaries and their families in terms of basic needs, social inclusion, education, training and labour market integration, and access to services, such as health and child and long-term care services;
- Coordinate approaches among social protection, active labour market policies and job creation programmes to enable sustainable and inclusive recovery;
- Adopt an enabling approach in the coordination of social protection measures with employment policies that incentivise the uptake of quality jobs, support labour market transitions, and facilitate labour market participation, including by fostering skills development for the digital and green transformations through lifelong education and training;



- Strengthen social dialogue and the participation of key stakeholders, including NGOs and civil society representatives, as well as vulnerable groups, women and youth, in consultations related to the formulation, design, implementation and monitoring of social protection policies;
- Enhance international cooperation, as well as the mobilization of international organizations and institutions, to provide adequate social protection to all workers, including those in global supply chains, and their families, which have been especially affected by the pandemic.