

**ADB SOCIAL PROTECTION STRATEGY ACTION PLAN**  
(as per 5 July W-paper Review of the Organization of the ADB)

Issue	Proposed Action:	Timing	Responsible ADB Division	Strategic partners
<b>Determination of Social Protection Country Priorities</b>				
ADB to selectively develop social protection interventions in DMCs. Priorities determined by <ul style="list-style-type: none"> <li>▪ country needs,</li> <li>▪ available resources,</li> <li>▪ feasible institutional arrangements, and</li> <li>▪ ensuring success by taking into account the political economy of reform.</li> </ul>	Country poverty analysis will determine if social protection intervention are necessary/adequate in a DMC, and if so, prioritize needs through a vulnerability profile, a summary labor market analysis, a social expenditure review (part of the governance assessment), and evaluation of institutional and political capacity for reforms. The selected interventions and their justification will be reflected in the country strategy and program (CSP)	Starting 2002	<ul style="list-style-type: none"> <li>▪ Country division unit</li> <li>▪ Resident missions</li> <li>▪ Social sector divisions</li> </ul>	DMC, Governments, WB, ILO, UN
<b>Lending and Nonlending Project Activities</b>				
Selected ADB interventions in social protection (either in labor markets, social insurance, social assistance, micro and area-based schemes or child protection) to ensure that vulnerable populations, particularly the poor, effectively reduce their exposure to risks and improve their prospects for human capital development.	Selected social protection interventions (loans/TAs) to address the following priorities: <ul style="list-style-type: none"> <li>▪ Adequate coverage,</li> <li>▪ Targeting vulnerable population groups and gender issues,</li> <li>▪ Sustainability and good governance, and</li> <li>▪ Integrated approach to social protection.</li> </ul>	Starting 2002	<ul style="list-style-type: none"> <li>▪ Social sector divisions</li> <li>▪ Other sector divisions</li> </ul>	DMC, Governments, WB, ILO, UN, private sector, NGOs
<b>Collateral Issues and Safeguards</b>				
Ensure that vulnerable groups are not negatively affected as a result of an ADB intervention.  ADB to promote good social protection practices.	<ul style="list-style-type: none"> <li>▪ Vulnerability and labor issues identified in the projects' social impact assessments (OM 47)</li> <li>▪ If needed, and as mandated by OM 47, mitigation plans developed to compensate affected populations and avoid creating poverty, such as               <ul style="list-style-type: none"> <li>▪ Labor retrenchments</li> <li>▪ Temporary safety nets for adversely affected vulnerable populations (e.g., tiered pricing of utilities, exemption from user charges, allowances)</li> </ul> </li> <li>▪ ADB to design and formulate interventions ensuring they comply with the international Core Labor Standards.</li> <li>▪ ADB to take all necessary and appropriate steps to ensure and monitor that ADB-financed procurement of goods and services, contractors, subcontractors, and consultants will comply with the country's labor legislation (e.g., minimum wages, safe working conditions, and social security contributions, etc.) as well as with the Core Labor Standards.</li> </ul>	Starting 2002	<ul style="list-style-type: none"> <li>▪ Sector divisions</li> <li>▪ Office of the general counsel</li> <li>▪ Resident missions</li> <li>▪ Social dev't division (RSD)</li> <li>▪ Operation services office</li> </ul>	DMC, Governments, private Sector NGOs, ILO
<b>Institutional Issues</b>				
Social protection demands new skills and staff.	<ul style="list-style-type: none"> <li>▪ At least one new staff as social protection specialist in each subregional social sector division, including the Office of Pacific Operations (OPO);</li> <li>▪ One staff person in the Social Development Division (RSD)</li> <li>▪ Staff to be (i) recruited, and (ii) retrained.</li> </ul>	Starting 2002	<ul style="list-style-type: none"> <li>▪ BPMS</li> </ul>	Possibility of staff exchanges WB, ILO and ADB
Training.	<ul style="list-style-type: none"> <li>▪ External training.</li> <li>▪ Internal training.</li> </ul>	Starting 2002	<ul style="list-style-type: none"> <li>▪ BPMS</li> <li>▪ ADBI</li> <li>▪ Social dev't division (RSD)</li> </ul>	WB, ILO, other aid agencies
Formalizing ADB strategic partnerships.	<ul style="list-style-type: none"> <li>▪ MOUs with ILO, WB, UN.</li> </ul>	2001-02	<ul style="list-style-type: none"> <li>▪ SPD</li> </ul>	ILO, WB, UN
Trade unions to have an official interlocutor at ADB.	<ul style="list-style-type: none"> <li>▪ NGO center attending to trade unions.</li> </ul>	2001	<ul style="list-style-type: none"> <li>▪ NGO center</li> </ul>	-
Coordination implementation social protection strategy.	<ul style="list-style-type: none"> <li>▪ Issuing manuals and guidelines.</li> <li>▪ Monitoring implementation of SPS.</li> </ul>	Starting 2002	<ul style="list-style-type: none"> <li>▪ Soc dev't division (RSD)</li> </ul>	DMC Governments