1. Social security	1
The historical problem	1
	2
Alternative remedies	
Social security: A definition	2
Social insurance	3
Social assistance	4
Benefits financed by general revenue	5
Family benefits	•5
Provident funds	6
Provision made by employers	6
Social services	7
International labour Conventions	8
Relevant Conventions and Recommendations	8
The spread of social security	9
2. The persons protected	1
	1
	2
	12
Identification	12
	13
- ·	14
	14
Occupational pension plans	14
	l 5
	15
3. Some broader aspects of benefit	19
	9
-	21
	ш



Preface .

Social insurance and social assistance	21
Qualifying conditions	22
The level of benefits	23
Maintenance of the value of benefits	26
Maintenance of the value of bollonis	
4. Medical care	27
Medical care benefit	27
	28
Medical care systems	
Qualifying conditions and duration of benefit	29
Hospitalisation	30
Cost sharing	30
The situation in developing countries	31
The role of social security	32
Primary health care	33
The role of social security	34
The rising cost of medical care under social security	34
The fishing cost of intedical care under social security	J -1
5. Sickness and maternity benefit. Funeral benefit	37
Short-term benefits	37
	38
Sickness benefit	
Maternity benefit	41
Funeral benefit	42
	42
6. Employment injury benefit	43
The problem and the principle	43
Employers' liability; workmen's compensation	44
Full coverage of employers and workers	45
Employment injury insurance contingencies and benefits	46
The industrial accident	46
Occupational diseases	47
	• •
Medical care	48
Interruption of earnings	49
Residual loss of faculty	49
Survivors' benefit	50
Rehabilitation of disabled persons	51
Rehabilitation and benefit — a dilemma	52
	52
Prevention of employment injury	32
7. Old-age benefit	55
A variety of provisions	55
Development of benefit schemes	56
Contingencies and pensionable age	56
Retirement	57
Normal pensionable age	58
Health and employability	
	59
I anoth of corrido	59 60
Length of service	59 60 60

Deferred retirement	00
Progressive retirement	61
Qualifying periods	62
Benefit	63
Maintenance of the value of the pension	64
Some demographic considerations	65
8. Survivors' benefit	67
Dependency and the family	67
	68
Qualifying periods	68
The widow beneficiary	
The child beneficiary	70
The rates of benefit	71
Other beneficiaries	71
9. Invalidity benefit	73
Affinity between sickness, invalidity and old age	73
Definition of invalidity	74
Assessment of invalidity	76
Qualifying periods	77 7 0
Benefits	78
Rehabilitation	80
10. Unemployment benefit	83
The contingency	83
Forerunners	83
Variety of national approaches	85
	86
Who is protected?	
Conditions for payment of benefit	87
Qualifying period	87
"Leaving voluntarily"	88
Misconduct	88
Industrial action	88
"Capable, available and willing"	89
Suitability of job	90
Benefit rates and duration	91
Functions of an employment exchange service	92
Recent trends and problems	92
Developing countries	94
• •	
11. Family benefit	95
Wages and families	95
The ILO and family benefit	96
Employment-related family allowances	97
Public service family allowances	97
Composition of the family	98
Children	98

Adults								99
Income tax								99
Other family benefits								100
Benefits in kind								102
Rate of allowances: Some comparisons								102
12. Financing of social security schemes								105
Ends and means								105
Factors affecting the cost and its trend								106
Short-term benefits								106
Long-term benefits								108
Normal pensionable age								109
Methodical raising of resources								110
Annual assessment system								110
Assessment of constituent capitals system								112
Systems of capital accumulation								112
General average premium			Ċ					113
Scaled premium system		·	i					114
Distribution among population sectors								115
Tripartite financing								115
Financing by the State and by employers								117
Statistical comparison								118
Methods of fixing contributions								118
Investment of reserve funds								120
A stranged reductions	•	•	•	•	•	•	•	120
Actuarial valuations	٠	٠	٠	•	•	٠	•	121
13. Social security and the national economy								123
A personal service and its repercussions								123
Social security and economic development								123
Social security and social development								126
Social security and income redistribution								127
The effect of social security contributions								129
Effect on consumption								129
Effect on production, wages and employment								130
Social security, savings and investment								131
Social security in times of economic pressure								134
•								151
14. Administration of social security								137
Administrative structures								137
Collection and recording of contributions								138
Administering social security – the view from the top								139
Policy formation								139
Top direction								140
Headquarters organisation								142
Administering social security at the local level								143
The local office								143
Medical benefits								145

Compliance	145
Unemployment benefit	146
Co-ordination and communication within a unified administration	146
Staff aspects	147
Management aspects	147
Contributions aspects	147
Benefit aspects	148
Assistance schemes, public service or universal schemes	148
Appeals; automation	149
15. Special arrangements for migrant workers	151
Across the frontiers	151
Basic principles of social security for migrant workers	152
Equality of treatment	153
Determination of the applicable legislation	154
Maintenance of acquired rights	155
Maintenance of rights in course of acquisition	156
Payment of benefits abroad	158
Extension of scope	159
International and multilateral co-ordination of social security	160
international and indicateral co-ordination of social security	100
16. The role of the ILO in social security	163
The ILO and social security	163
The setting of standards	164
Studies and research	165
Policy and standards	166
Specific subjects	166
Training-oriented publications	167
Dissemination of information	168
Workers' education	168
Technical co-operation	168
	169
United Nations Development Programme	169
Regular programme	
Multi-bilateral and trust funds	170
Operating technical assistance	170
Expert advice	170
Fellowships	171
Seminars and training courses	172
The scope of technical assistance	172
Co-operation with the International Social Security Association	173
Co-operation with the Inter-American Committee on Social Security.	174
Social security organisation in Africa	174
Annualis 1 The Social Security (Minimum Standards) Convention 1952	
Appendix 1. The Social Security (Minimum Standards) Convention, 1952 (No. 102), of the ILO	177
General	177
Minimum standards for coverage of protected persons	178
minimum standards for coverage of protected persons	1/0

Minimum standards for determining rates of benefit	179
Minimum standards for medical care	179
Qualifying periods	180
Duration of benefit	180
Miscellaneous matters	181
Appendix 2. Suggestions for further reading	182
Publications of the International Labour Office	182
Publications of the International Social Security Association	182
Other publications	183