

Social Protection Policy Plan of Action for 2019-2021



National Social Protection Policy Plan of Action for 2019-2021 (Final Version)

Our Policy **vision** is to:

Support progress towards the Sustainable Development Goals (SDGs) 2030, with social protection playing a particular role in SDGs focused on strengthened livelihoods, poverty alleviation, food security, healthy lives and well-being, education and lifelong learning, gender equality, and decent work within the context of the sustainable management of resources.

The **purposes** of this policy are to:

1. Strengthen integration across contributory and non-contributory social service delivery.
2. Enhance social protection mainstreaming in social services and economic planning, including labour marketing planning and policymaking.
3. Improve service delivery and reach.

The **aim** of this Policy is to:

Deliver social protection services in a fair and just manner while giving voice to rights-holders.

The Policy's **main objective** is to:

Build an integrated system of social protection in Anguilla.



Specific objectives comprise the following:

- Enable the 2015 National Social Protection Act.
- Expand and strengthen contributory social protection schemes, including mechanisms of cross-subsidy that enable the expansion of services to all, regardless of contributions, as the system grows over time.
- Making the non-contributory social protection system as responsive as possible to those in need, ensuring that no vulnerable persons and households are left behind within a system with sound targeted and effective coverage.
- To the extent that households need cash transfers through non-contributory social protection services, expand the scope of programming to include those just above the poverty line and vulnerable to falling into poverty, and continue transfers until households are less vulnerable to falling into poverty.
- Strengthen the mainstreaming of social protection in social services, climate change adaptation and economic policymaking and planning that play a critical role in building Anguillian society. Over time, this will reduce the demand for non-contributory social protection services.
- Devote considered attention to gender equality and social inclusion in social protection programming.
- Improve social protection disaster relief planning and response.

Through this Policy, the Government of Anguilla commits to:

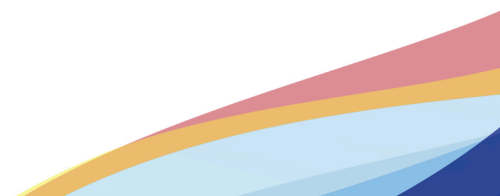
- strengthening the integration of contributory, non-contributory and social services within a social protection framework;
- providing adequate finance to social protection in a fiscally responsible manner;
- ensuring that the legal and regulatory framework enables this Policy;
- employing a human rights-based approach to social protection; and
- striving to meet our obligations under international conventions.

In implementing this Policy, Government further commits to the following:

- As part of a human rights-based approach to social protection, engaging with the public as rights holders, deserving respect, empathy, kindness and acceptance and strengthening the social contract between government and citizens. This means employees duly paying into social security and other contributory mechanisms, it means employers ensuring that payments are duly made for these schemes, it means following the rules, it means speaking out. And it means exercising rights as a citizen or resident to support fairness and equity in social protection reach.
- The establishment and enabling of a Social Protection Floor focused on minimum income and livelihood security for all, support for basic services, and the expansion of contributory services. It means committing to meeting its obligations under international conventions. And it means committing to achievement of the Sustainable Development Goals.
- Implementing a ‘do no harm’ approach that does not damage what already works, that does not undermine effective social norms, that builds social capital, and that enables other policies.
- Implementing a gender-responsive life-cycle approach to social protection programming. The needs and rights of infants vary from those of adolescents, young adults, working age populations, and the elderly. It varies across

- girls and boys, women and men, single and married, large households and small. Cross-sectoral programming that recognises these varied needs is the most effective way of proceeding on social protection programming.

We hereby commit to making progress on activities indicated in each short-term Plan of Action (each covering three years for successive periods), learning from reviews and evaluations as implementation proceeds, and taking actions accordingly.





**Prepared by the Department of
Social Development, Ministry of
Health and Social Development**

**On behalf of the Government of Anguilla
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Table of Contents

Table of Contents	iv
1 Introduction	1
1.1 Introduction.....	1
1.2 Approach	1
1.3 Outcomes	1
1.3.1 <i>Outcome 1: Sector Integration</i>	1
1.3.2 <i>Outcome 2: Outreach, Engagement and the Social Protection Floor</i>	1
1.3.3 <i>Outcome 3: Strengthening the Evidence Base for Social Protection</i>	2
1.4 Short-Term Plan of Action	2
1.5 Medium- and Long-Term Plan of Action.....	5
2 Reporting	7

Figure 1: Short-Term Plan of Action

Priorities	2
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1 Introduction

1.1 Introduction

This Plan of Action is intended to operationalize actions aimed at implementing the Anguilla National Social Protection Policy, adopted by the Executive Council in 2018. Preparation has been led by the Department of Social Development and the Ministry of Health and Social Development, with financial and technical support from UNICEF/Eastern Caribbean Area. It is enabled by a Monitoring and Evaluation Framework which explains the approach to monitoring and evaluation.

1.2 Approach

This Plan of Action largely covers a three year planning cycle identifying short-term planning priorities, but also contains medium-term (4-7 years) and long-term (8+ years) priorities. It is a 'rolling' document, updated annually, in response to developments over that timeframe.

1.3 Outcomes

For the 2019-2021 Plan of Action, three implementation arenas have been identified, organised around three outcomes:

- Outcome 1: Sector integration
- Outcome 2: Outreach, engagement and the social protection floor
- Outcome 3: Strengthening the evidence base for social protection

1.3.1 Outcome 1: Sector Integration

Sector integration refers to a range of efforts aimed at improving co-ordination and functioning of the different components of the social protection system. This includes co-ordination across agencies involved in the delivery of non-contributory schemes (including non-state actors), co-ordination between the Department of Social Development and social service agencies and ministries, and co-ordination between the Department of Social Development and those agencies in charge of contributory schemes. The nature and extent of co-ordination will be determined as implementation of the Short-Term Plan of Action proceeds, while priority actions have been identified.

1.3.2 Outcome 2: Outreach, Engagement and the Social Protection Floor

Consultations around the Policy highlighted the importance of non-contributory social protection agencies being more involved in outreach activities aimed to bringing social protection to people, consistent with a human rights-based approach to social protection programming. Working with agencies that already engage in community outreach, and with other agencies involved in non-contributory and contributory social protection programming, the Department of Social Development will begin a process of regular outreach to elaborate services available, responsibilities of members of the public, and the importance of contributing to contributory schemes.

The Department will also lead discussions with interest groups, non-state actors, and agencies that represent groups in society that may be less likely to be reached with services, or less likely to be paying into contributory schemes. Joint planning to engage with the populations that these agencies serve will take place, and the Department will thereafter support outreach, along with others as required (e.g., someone from Social Security).

To make progress against the social protections floor, the Department will also review services offered against Floor minimum targets.

1.3.3 Outcome 3: Strengthening the Evidence Base for Social Protection

There are core data gaps in terms of who is in need of social protection, who is and who is not paying into contributory schemes, and who is not being reached by core social services but who should be receiving these services (e.g., health care). There are also critical data gaps around prevalence of social problems, including gender-based violence, violence against children, poverty and vulnerability. And there are specific gaps in terms of knowing the level of need in terms of physical disability that can interfere with gainful employment and similar.

1.4 Short-Term Plan of Action

The Short-Term Plan of Action is summarised in a single table with the following content, organised by each of the three outcome areas for the short-term:

Figure 2: Short-Term Plan of Action Priorities

Activities and Sub-Activities	Lead Officer, Lead Agency and Support Agencies	Indicators	Targets by end 2021 (Outputs)
Outcome 1: Social Protection Sector Integration			
Multi-disciplinary team in place and functioning	MSD/RAPF/AG Chambers/ HAA	Minutes of the meetings	Collaborative approach to social protection, including child protection
Develop legislation and regulations governing senior citizen homes	MSD/DSD/AG Chambers	Legislation enacted supported by regulations by 2020	All senior citizens homes operating in accordance with the legislation
Develop MoU between the funeral homes and the DSD	MSD/DSD/Funeral Homes	MoU signed and approved by EXCO	MoU implemented Easier monitoring of use of homes by clients
Provision of necessary support to disadvantaged/vulnerable persons for academic improvement and skills acquisition	DSD/Comprehensive Learning Centre, Private Tutors, Community College, University of the West Indies Open Campus in Anguilla	# of students enrolled in the Educational Assistance Programme At least ten persons under age 18 participate in skill acquisition programmes	Students complete the Programme

Advocacy for increase in attachment of earnings for person in full time employment paying child maintenance	DSD/RAPF/Magistrate Court	The number of persons paying child maintenance through attachment of earnings	More reliable flow of financial assistance for children leading to less dependence on government assistance
Expansion of water assistance programme	DSD/EXCO/Water Cooperation	Number of persons on government assisted water supply	A doubling of the number of persons on government assisted water programme
Outcome 2: Outreach, Engagement and the Social Protection Floor			
Implementing comprehensive systems by relevant standards, legislation and other resources	DSD	Cadre of foster carers trained and adequately compensated Proportion of children reunited with families or adopted	100% of carers trained 50% reunited or adopted
Development of a parenting programme	Education, DSD, Probation	Programme established, tested and finalised for implementation	Programme established
Capacity building for day-care providers	MSD/DSD	# of day care providers trained to agreed standards	Percentage of day care providers trained to agreed standards
Promote social protection programmes	DSD/MSD/HAA/Youth and Culture	Quarterly press releases highlighting social protection programmes, social media campaign and community desk meetings	All persons who can benefit are accessing the programmes
Provide support to strengthen the persons with disabilities association	DSD	Association is registered Agreed annual programme Minutes of meetings	Fully functioning association
Complete review of the Child Justice Bill and produce drafting instructions for the Attorney General's Office	Family Law Reform Committee lead, working with probation, DSD, police, justice	Committee issues drafting instructions for the AG's attention House of Assembly approves the bill	Instructions drafted, finalised by AG, sent to House of Assembly Legislation enacted
Assess the effectiveness of the Care of Home-Bound Elderly	DSD, Health Authority	Assessment report issued	Decision on improved reach to home-bound elderly
Further develop programmes of children in conflict with the law,	HNP, Probation and Police	At least three new programmes developed and	Decrease recidivism

focusing on their reintegration into society		implemented over the course of the plan	
Further develop programmes for offenders, focusing on their reintegration into society	NHP, Probation and Police	At least two three programmes developed and implemented over the course of the plan	Decrease recidivism
<i>Outcome 3: Strengthening the Evidence Base for Social Protection</i>			
Establishment of an MOU between the DSD and Anguilla Social Security Board	DSD/Board	MoU developed and signed	Expenditure tracking Disaggregated data on recipients available Information sharing between the two agencies Agreed way forward on employer and employee compliance with the SSA
Registration drive to capture persons with disabilities	DSD/MSD/Health Authority of Anguilla/Social Security	Registration drive implemented and documented in the annual reporting system	Update the database of persons with disabilities Disaggregated data to persons with disabilities Database supports effective programme design Data available for decision making and programme design
Commission a Fiscal Space Analysis against the Social Protection Policy and Act	MSD with development partner, DSD, Ministry of Finance	Fiscal Space Analysis completed	Fiscal space identified to enable social protection policy and act implementation
Cost student insurance coverage programme for families unable to pay as a non-contributory social protection service	MSD, DSD, Ministry of Education	Executive Council memo	Cost estimate for 3 year rolling plan Seek Executive Council approval
Establish and maintain a Social Protection Registry as required by the legislation	DSD, Social Protection Board	Registry established and maintained	Vulnerable persons are easily identified in cases of emergenc Duplicatin of services is reduced Those who are most vulnerable are reached

In addition to activities around these three outcomes, there are also associated activities that fall outside of these outcomes, but that are critical for consideration with the first annual review to be conducted at the end of 2019. These include:

- Institutional audit of the fit-for-purpose of the Department of Social Development with the Social Protection Policy and Plan of Action.
- Meet with Education to discuss implementation of the Education Act vis-à-vis social protection measures in the Act and their implementation, including the issues of student access to health care services and costs thereto, and time off for parents to attend school meetings.
- Commissioning a consultancy on the integration of databases covering all non-contributory social protection schemes, and the development of the Management Information System Manual to elaborate. This includes mechanisms to ensure confidentiality. Training personnel in system use.
- Commission a check by the Social Security Board to establish the proportion of all formal sector employees who are not covered by social security (sample survey of institutions in select sectors).
- Along with this assessment, commission a rapid survey on awareness in the informal sector of social security.
- Support the conduct of an updated assessment of the viability of a health insurance scheme.
- Review of disaster risk planning from the point of view of social protection.

1.5 Medium- and Long-Term Plan of Action

Medium-term (4-7 years) and long-term (8+ years) plan of action items are not elaborated herein, but are rather noted and considered as the Short-Term Plan of Action is implemented. Specifically, when the annual review takes place for the Short-Term Plan of Action, these medium- and long-term items will be considered and, if appropriate, advanced for inclusion in the revised Short-Term Plan of Action.

Medium-term Plan items for consideration comprise:

- Commissioning a survey on gender-based violence, school-related violence, and male gender identity and violence.
- Consider how to expand non-contributory social protection reach to also reach those living at 125% of the 2019 poverty datum line.
- Investigation of options to support improved integration of immigrants.
- Develop an integrated Management Information System that links non-contributory social protection system data and contributory social protection system data.
- Expand foster parent training programming to the original parents/caregivers of the fostered children.
- Expand financial management training opportunities offered by the Department of Social Development, including helping manage funds for retirement.
- Training of a social protection officer in multi-sectoral mainstreaming of social protection.
- Training of a social protection officer in physical planning to support mainstreaming of social protection.
- Transitioning to a powerful human rights approach to social protection is not just a matter of technical skills; it is about how social protection needs are identified and

how social protection services are delivered. The Ministry commits to planning for skills development and hiring that will enable a stronger human rights-based approach to social protection.

- Government recognises the importance of meaningful engagement of all members of the public in policy-making, programming, evaluation and review. Government also recognises that not all voices are heard in consultative processes. Government therefore commits to strengthening avenues for engagement in social protection.

Long-term Plan items for consideration comprise:

- Training of social protection officers in labour market and economic planning mainstreaming of social protection.
- Mainstreaming climate change programming in social protection.
- Provision of a social protection officer to planning authorities to input into national economic and fiscal plans and strategies.
- Assigning a social protection officer as a Chief Liaison Officer to the Ministry of Education and to the Health Authority to focus on social protection mainstreaming in these two sectors.
- Strengthen reporting systems that link these MIS data and reporting with reporting on the mainstreaming of social protection and the integration of social protection into economic planning and labour market programming.
- Work with economic and labour market planners to consider how to increase access to employment for young people, including practical work experience for students aged 15 and older, paid and unpaid internships, support for training programmes, and similar.
- Implement options to support improved integration of immigrants.
- Assess the viability of an affordable housing scheme, including costs associated with rent support, mortgage assistance, loan underwriting, and similar. Review the legal environment governing housing and make recommendations on legal changes required to effect housing programming.
- Establish a halfway house to provide services for the mentally ill, including those with substance abuse problems or those who have reintegration difficulties do to how their mental illness manifests.

2 Reporting

This Plan of Action is monitored and reported on against progress, on a twice-annual basis, by the Department of Social Development. On an annual basis, a report will be issued to the Working Group for Social Protection and thereafter tabled for discussion. The Chair of this Working Group will thereafter present key status findings to the Executive Council.

In mid-2021, the Department will lead a review of progress against the Short-Term Plan of Action known as a *Process Evaluation* covering Inputs, Activities, Outputs and Use of Outputs (see the M&E Framework). The Department will also commission an *Formative Evaluation* of Outcomes and Impacts that will also consider the results of the process evaluation aimed at recommending a way forward for the 2022-2024 Short-Term Plan of Action, and make recommendations for changes to the Policy and the M&E Framework.

Both the Process Evaluation Report and the Formative Evaluation Report will be presented to the Working Group for Social Protection prior to the development of the 2022-2024 Short-Term Plan of Action.

Finally, specialist reports will be issued, as required, against specific Plan items (e.g., rapid survey on gender-based violence).