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Every day, there is more and more information, it is produced all the time and through different media; however, it becomes harder and harder to establish which is important and what for. The curation and presentation of information must change according to the objective and the chosen public. The information that a senior executive requires is not the same and cannot be presented in the same way as that of a field consultant or an intermediate planner. The way the number of indicators, the specificity and the design are presented is fundamental when establishing changes in routines and institutional dynamics. That is perhaps one of the main factors of inequality between institutions and, therefore, one of the largest challenges. Therefore, it is important that what guides the curation of the information is the wellbeing policy, and that this is carried out following previously set objectives.

This is very important: Technological innovation is part of a vocabulary inherited by 20th century capitalism which, when used at its most basic capacity of operation, as in the public organizations, seems to have focused solely on building knowledge in health topics useful only for marketing purposes. Hence, the use of technology until today has been insufficient to face the complex challenges social security requires. When using technology just for the sake of using it, information is sometimes produced without clear objectives or coordination. I do not want to be misunderstood. No one doubts that the inclusion of big data and artificial intelligence can be powerful tools for the design and implementation of health policies, both for preventive programs and for diagnosis, treatments, and rehabilitation. The new technologies also offer a range of possibility to transform the institutional bureaucratization practices by reducing waiting times, offering clinical information, as well as allowing for more proximity and intervention in remote communities or with restricted health access. Yes, if they are subordinated to planning for wellbeing and not when conceiving the citizen as a consumer of a final process, but as center and actor of the public policy.

With clear information, courses of action are designed, they are adjusted and rehearsed. However, the information is useful only if there is constant deliberation to accomplish the tasks with the outside of the organization, together with the actors, institutions, and fundamental citizens involved. At the CISS, we do our part, generating the information with the platform that we have created with the help of the Cepal. It can be consulted at the following link http://plataforma.ciss.net/.

By Gibrán Ramírez Reyes
Secretary General of the CISS
The CISS Develops its Very Own Digital Data Platform in Social Security

The Platform is pioneer in the region and seeks to contribute, with effective data grouped in one-hundred indicators, to the public policy decisions with regards to wellbeing and social security in the continent.

In July, 2019, the High Level Political Forum on Sustainable Development of the UN under the auspices of the Economic and Social Council (ECOSOC) was held. In the forum, which evaluated the scope and the implementation of strategies linked to the 2030 Agenda, an invitation was made to double the efforts and address engrained inequalities and vulnerabilities which so much affect the well-being and quality of life of the people worldwide.

Systematically, in the discussion of the objectives and the presentation of the voluntary national reports, a need became evident: to have organized, rigorous, and useful information systems that would enable the decision-makers elements to evince the success or failure of their actions, programs, and policies. The main idea would consist in the consolidation of integrated information systems, with homologated indicators and data that provide a systematic and intersectional vision of the policies, with focus on its evaluation, design, and, when necessary, reorientation during the implementation phases.

However, to achieve this, there are challenges and gaps that the national governments face consistently and are more or less generalized in the region of Latin America and the Caribbean. For example, the lack of economic resources, of technical capacities and even the availability of technological supplies required in order to attend and assist the population through government social policy means that investing in national statistic systems, the construction of methodologies, and the creation of equipment becomes secondary upon immediate and urgent priorities.

In this context, the international organisms became responsible for providing the technical assistance and accompaniment that dodges the aforementioned obstacles and the CISS is no exception. In January 2019, the Inter-American Conference on Social Security began a process of refunding and reorientation of its objective, guided by a new General Secretariat. Since then, the mandate for everyone working at the institution has been to contribute to the creation of well-being in the countries of America.

Our field of action and expertise necessarily leads us to strengthen the social security systems of the countries that make up our membership. To achieve it, we have focused, among other things, on the construction of research capacities and the development of strategic projects that allow us to deliver the resources, tools, knowledge; and original, useful, and valuable information, that nurture the analysis of the social security systems at a
continental level. It is clear to us that to advance towards well-being, it is necessary to have a major regional comprehension of the situation of our societies, as well as of its evolution in time, as this is the only way that we can improve and make the necessary adjustments in the policy arena.

Therefore, we decided to strongly retake the requirement that the General Assembly, the supreme statutory body of the Conference, established in the CISS’s 75th anniversary: the creation of a platform with an information system integrated under a common conceptual frame on social security, fed with data, documents, and technical evaluations of the institutions and countries.

The process to create a platform with the established characteristics started with the definition of a useful conceptual frame for the purpose of such tool and of the CISS in general. It indicated, “social security is a human right that has as objective to contribute to personal and social well-being. It involves a set of transfers and services of solidarity character that protect individuals and collectives against social risks; that reduce social vulnerability, and promote recovery upon consequences of materialized social risk, honoring in this way the different life stages, and promoting inclusion and the acknowledgement of social diversity” (Sánchez-Belmont, Ramírez and Romero, 2019). Subsequently, in a rigorous fashion, the over one-hundred indicators that integrate it were selected, discussing them not only with experts of the CISS, but also with experts from other institutions that oriented us, for example, the CEPAL. Finally, usability tests were made to guarantee the user’s good experience. Therefore, after an initial period of development, the first phase of our social security platform was presented. It includes demographic, socioeconomic, labor and unpaid work market, social security affiliates, health, and education indicators. While these indicators are at country level, other information is also presented for each institution that makes up our membership, as is the case of the sections about conventions and employee benefits.

In this first phase, the platform concentrates, systemizes, processes, and presents in a simple form that which is relevant to study social security and the well-being that other international organisms report. It therefore is nurtured by the most recognized sources in the field, such as the International Work Organization (ILO), the Inter-American Development Bank (BID), the World Bank (WB), The Economic Commission for Latin America and the Caribbean (CEPAL), The United Nations Educational, Scientific and Cultural Organization (UNESCO), the Pan American Health Organization (OPS), among others. In this sense, the indicator selection was based on a search for information that would allow learning the current status and the challenges to ensure the human right to social security in the Americas.

In terms of accessibility and functionality, the platform enables interaction from any computer with Internet connection, and has 7 interest sections for the user:

1. Start: A brief summary of the platform is presented.

2. Indicators: It is the main section, where the users will be able to find information from the different indicators and visualize it on a map, graphs or tables; as well as apply filters according to their needs. They can also consult the indicator’s data sheet.

3. Correlation: The users will be able to learn whether a relation exists between two variables of interest. This tool is very useful for decision-makers, as they can make an efficient analysis of relevant information, discard or consolidate hypothesis, etc.

4. Database: Users can consult the indicator catalogue from the cartographic platform and the databases, as well as download the data sheets of each indicator.

5. Benefits / Conventions per Country: This section enables seeing, per country, the international conventions in matters of social security that have been ratified as well as the date when this occurred. 9 benefits established in the C102 on social security (1952) are presented, as well as subsequent specific conventions by benefit.

6. Benefits per Institutions: Allows learning, at institutional level, what social security benefits are offered. The list of institutions here shown corresponds to the member institutions of the CISS and it includes objective, mission, and vision of each one of them, as well as the link to more information. With this tool, the member institutions can compare, easily and quickly, the benefits that similar institutions provide in the continent and search alternatives to increase the well-being of their affiliates.

7. Country Profile: A summary sheet per country is presented, which contains the main indicators in the matter, according to availability in the last years.

However, this is only the beginning, as the second phase, which began during the second semester 2019, seeks to gather valuable information of administrative records, with the support of social security institutions that are part of our membership throughout the continent, in order to generate a unique system of the Inter-American Conference on Social Security. This information, which as of today has not been compiled in a systematic manner, will be profiled with ratified standards and comparative capacity between institutions.

Therefore, from the CISS on a daily basis we make an effort to provide the knowledge and innovative tools for decision-making based on evidence. This, however, would not be possible without the active and continuous participation of the members. Therefore, on this occasion, as well as a reflection on the usefulness of the data and introducing the Social Security Platform, we open an invitation to collaborate in the consolidation of the institutional efforts of the organism, which can come to a positive end, hand in hand with the technical teams from each of the members that make the CISS.

Finally, it is important to remember that the data is useful when the institutions and the people who constitute them, contextualize and give them their place in the decision process. Let us focus on this and build together a system and a platform with social utility that contributes to the well-being of the people, and to the effectiveness of the social security systems in our region.
Marcelo Abi-Ramia Caetano, General Secretary of the International Social Security Association (ISSA), spoke about the importance of the databases and information exchange, for the expansion and strengthening of the social security systems.

Which were the main results of the World Social Security Forum held by ISSA?

The WSSF presented a true possibility of making a contact network between our membership and international organizations that are fundamental to us like the CISS, the World Bank (WB), the International Labour Organization (OIT), The Organization for Economic Cooperation and Development (OECD); nearly 400 participants from more than 150 countries from the entire world attended. Apart from the networking, there were important debates to assist citizens better in each area of social security, covering topics such as health, family allowances, employment, aging, and sustainability, among others, together with the importance of the coordination between each area. An aspect to consider was to evince the regional differences.

How do situations like the previously mentioned tax evasion affect the social security systems?

We presented this topic under a new policy direction of error, evasion, and fraud. This is fundamental, not only from the moral point of view, but also from the systems’ sustainability, so that social security receives the adequate income and the people pay the corresponding value.

Another point to take into account, and which we work on as an association, is the efficient use of technology to reduce the errors, evasions, and fraud subtracted from social security.

One of the aspects that called the attention of the CISS team was the insistence in many conversations to advocate for the formalization of work as the ideal way to incorporate social security systems.
security, taking into account persistent phenomena such as labor instability and migration.

There is a guideline to extend the coverage of social security systems, and one of the ways is through formal labor. With regards to other groups such as informal workers or migrants this becomes more difficult. It must be taken into account that the processes vary from country to country, and each of their legislations must be respected to determine specific guidelines for their coverage.

How does ISSA observe the growing phenomenon of migration in Latin American countries with respect to the challenges it brings to social security?

ISSA works with two important ways of guaranteeing social security to the workers: one is to encourage the signing of agreements in this matter, whether it is bilateral or multilateral for the recognition of rights; another is to create data exchange systems and databases, in order to strengthen the provision of services and a more effective coverage.

ISSA has an international treaty database and fosters the signing of new agreements for the protection of rights of these persons.

Recently, there have been various mobilizations in some countries of Latin America and one of the constant claims is the privatization of social security systems. What is the opinion on these claims? What deficiencies does it see in these types of models?

We must respect the decisions and laws of every country, but in terms of social security: coverage, the sufficiency of the services, and the system’s sustainability must be guaranteed.

When I say coverage, I am referring to the people having access to the benefits; when I say sufficiency, I mean that each person receives a sufficient value, and third, that the system has the conditions to be sustainable. We have to balance the three factors together and make an evaluation.

While the progress in terms of social security coverage in the past years is indisputable, there have been persistent problems for decades such as labor instability. What can organizations, like ISSA or the CISS, do to contribute effectively in these topics?

ISSA has specific products to generate discussion. For example, guidelines on administrative strategies to extend the coverage of social security; thematic committees where our membership discusses the main topics related to social security, and develops research to gather the best experiences and results.

We also have a data bank of good practices, where practices are presented from all latitudes that can be replicated in other countries.

The CISS Participated in the Social Security World Forum, Organized by ISSA

The CISS presented its stance in the panel “Support to Human Capital in the Digital Era”. Gibrán Ramírez Reyes, Secretary General, questioned the relevance of using the concept “human capital” in the social security domain, as it is more related with productivity than with human rights.

Ramírez Reyes emphasized that, with the progress in the digital era, we are experiencing the birth of some labor schemes that exacerbate labor instability, which already existed in many of our countries: lack of access to social security, risk conditions and insecurity at work, individualization, lack of association between workers, and uncertainty in the temporality of employment and incomes.

The CISS also presented the need to understand social security as a shared responsibility. “Just like workers are required to develop skills and knowledge, employers shouldn’t be exempt, and must be encouraged to develop their “ability” to fulfill, above all, their responsibilities with the workers”, added Ramírez.
The CISS Elects its New Authorities for the 2020-2022 Period

In the context of the XIX General Assembly, and according to article 22 of the Statute of the Inter-American Conference on Social Security, the authorities of this international organism were elected for the 2020-2022 period, whose administration began on October 1st, 2019.

Read their profiles here:

**Zoé Alejandro Robledo Aburto**  
President of the Mexican Social Security Institute

He is the current director of the Mexican Social Security Institute (IMSS), institution that holds the presidency of the CISS.

The president of the CISS has a Master’s Degree in Political Sciences from the Instituto Tecnológico Autónomo de México (ITAM). He has complementary studies in Law by the Universidad Complutense of Madrid. He was government advisor in Puebla in 2005 and special government advisor of Hidalgo. In 2008, he worked as advisor of the Permanent Commission of the Senate. Then, he was elected local deputy in the Congress of Chiapas by the district of Motozintla, in 2010. Three years later, he took office as head of the campaign of the candidate to Presidency of the Progressive Movement, Andrés Manuel López Obrador in Chiapas.

In 2018, he was elected senator, position from which he requested license to assume the Sub secretariat of Government, in the same secretariat.

**Gibrán Ramírez Reyes**  
Acting Secretary General of the CISS

Gibrán Ramírez Reyes took office as Acting Secretary General of the CISS, on January 1st 2019. By unanimous vote, the membership decided to ratify him in his position.

Gibrán Ramírez Reyes, born in Mexico City, is Doctor in Political and Social Sciences, with honorable mention by the Universidad Nacional Autónoma de México (UNAM). In addition, he has a Master’s Degree in Political Science from the Colegio de México. He also has a Bachelor’s Degree in Political Science and Public Administration at the UNAM, institution where he was granted the Gabino Barreda Medal in 2012 to the university merit for best achievement. In addition, he has studies in Constitutional Right by the Centro de Estudios Políticos y Constitucionales del gobierno de España.

Gibrán Ramírez Reyes has been Parliamentary Advisor of the Senate of the Mexican Republic and the Constituent Assembly of Mexico City. He is also Advisor of the Parliamentary Faction Coordination and Vice Coordination in the Senate of the Republic of the country.

In addition, he has worked as national and international consultant for different organizations of the civil society and public institutions in topics related to governance, public policies, social inequality and political participation.

Since 2011, he has taught more than 20 courses at undergraduate level related to Methodology of Political Research, Theory of the State, National Security, State and Society in Mexico, Political Science, and Constitutional Right.
Director of the CIESS
Daisy Corrales Díaz
Costa Rican Social Security Fund

Elected as director of the Inter American Center of Studies in Social Security (CIESS).

Dr. Corrales Díaz has had many positions in Costa Rica. She was Health Minister from 2011 to 2014, Director of Development of Health Services of the Costa Rican Social Security Fund (CCSS), and Advisor of Strategic Management of the same institution from 2015 to 2019.

Corrales Díaz, specialist in Social Security and Health Services Administration, has a career of more than 30 years in leadership and management positions in the social security system of Costa Rica, with emphasis in the health services and public health areas.

Vice President
José Bernardo Pineda Jurado
Guatemalan Social Security Institute

José Bernardo Pineda has more than 30 years’ experience in the area of insurance, as executive in insurance companies, intermediary, adjustment advisor, and as reinsurer.

Currently, he is spokesperson of the Guatemalan Social Security Institute (IGSS), named by the patrons.

He assumed the position of Sub manager of the La Ceiba Insurance Company. He was also principle director of the Directive Board of the Technical Institution of Training and Productivity (INTECAP), representing the Guatemalan Insurance Association.

Vice President
Emilio Basavilbaso
National Administrator of Social Security of Argentina

Basavilbaso holds a Bachelor’s degree in Economy and a Master’s degree in Administration from the Universidad Antonio de Nebrija of Madrid. He currently works as Executive Director of the National Social Security Administration (ANSES) of Argentina.

He has been President of the Housing Institute of the City of Buenos Aires since 2011. He previously worked as Sub Secretary of Strategy and Development of Human Resources in the Ministry of Finance of the City and as Sub Secretary of Modernization of the Public Management of the Modernization Ministry of the City. He was in charge of coordinating the social politics team during the presidential campaign of Mauricio Macri.

Leonardo José Rolim Guimarães
Ministry of Economy – Special Secretariat of Previdência e Trabalho – Secretariat of Previdência Brazil

Rolim holds a Master’s Degree in Public Administration by the Universidad of Brasilia. He is currently head of the Secretariat of Prevention of Brazil, a part of the Ministry of Economy.

From 2011 to 2014, he was head of the Social Prevention Policies Secretariat, a part of the Social Prevision Ministry, during the government of Dilma Roussef. In 2003, he was consultant of matters linked to budgets in the Chamber of Deputies. From 1996 to 2003, he served as government management policy specialist in the Planning and Management Ministry.
Eduard Carlos del Villar Liranzo  
Comptroller  
National Council of Social Security  
Dominican Republic

Currently, he is general sub manager of the National Council of Social Security of the Dominican Republic. He has a Master’s Degree in Administration and plan management and pension funds by the Universidad de Alcalá de Henares. In addition, he has a Master’s degree in Business Administration and Organizational Development by the Universidad Autónoma of Santo Domingo.

For more than eight years he served as foreman of the department of Planning and Development of the Directorate of Information and Defense of the Affiliates to Social Security (DIDA). He has been consultant of the Inter-American Development Bank (BID), the Agency of the United States for International Development and the World Bank.

In the case of the American Commissions of Social Security (CASS), below we present the names of the new authorities:

### AMERICAN COMMISSION OF ACTUARIES AND FINANCING (CAAF)

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<th>Position</th>
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<tr>
<td>Presidency</td>
<td>Elsebir Ducreux de Castillero</td>
<td>Panama Social Security Fund</td>
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<td>David Alexander Ruales Mosquera</td>
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<td>Vice-presidency</td>
<td>Ronald Alberto Cartín Carranza</td>
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<td>Vice-presidency</td>
<td>Pilar Rivera Popovic</td>
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<td>Vice-presidency</td>
<td>Alexandre Zioli Fernades</td>
<td>Economy Ministry - Secretaría Especial de Previdência e Trabalho - Secretaría de Previdência</td>
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<td>Technical Secretariat</td>
<td>Sonia Esthella López Luttmann</td>
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### AMERICAN COMMISSION OF THE ELDERLY (CADAM)

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<td>Estela Laura Altalef</td>
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<td>Rogerio Nagamine Costanzi</td>
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<td>Vice-presidency</td>
<td>Patricio Piffano</td>
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<td>Yalile Muñoz Chacón</td>
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<td>Technical Secretariat</td>
<td>Yamira Yusimí Campos Suárez</td>
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### LEGAL SOCIAL AMERICAN COMMISSION (CAJS)

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<td>Francisco Antonio Aristy de Castro</td>
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<td>Technical Secretariat</td>
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### AMERICAN COMMISSION OF ORGANIZATION AND ADMINISTRATIVE SYSTEMS (CAOSA)

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<tr>
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<td>David A. Matthias</td>
<td>Social Security Board de Antigua y Barbuda</td>
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<td>José Ángel Castro Granado</td>
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<td>Jeanette Sclatiffe-Boyines</td>
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<td>Alessandro Roosvelt Silva Riveiro</td>
<td>Finance Ministry - Secretaría Especial de Previdência e Trabalho - Secretaría de Previdência</td>
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<td>Technical Secretariat</td>
<td>Alejandra Fernández Vélez</td>
<td>The Institute for Security and Social Services for State Workers</td>
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Daisy Corrales Begins her Administration as New Director of the CIESS

During the past XXIX General Assembly of the Inter-American Social Security Conference (CISS), Dr. Daisy Corrales Díaz was elected as new director of the Inter-American Center of Social Security Studies (CIESS).

Corrales Díaz will take office as director of the CIESS as of October 1st, with the objective of recovering the spirit of the CIESS of being a rigorous permanent training center for officers, experts, and workers related to social security. Also to retake its research and knowledge production capacity.

Dr. Corrales Díaz has served in many positions in her native Costa Rica, as Health Minister from 2011 to 2014, Director of Health Services Development of the Costa Rican Social Security Fund (CCSS), and as Advisor of Strategic Management of the same institution from 2015 to 2019.

During her administration as Health Minister, she implemented the Digital Single Expedient of Health (Edus), a successful scheme recognized in the entire country, which is a digital repository of data from all the patients, stored and exchanged safely, with access by multiple authorized users. It contains retrospective, concurrent, and prospective information. Its main purpose is to continuously and efficiently support the attention given in health care with quality and integrity.

The Edus simplified and standardized medical attention in Costa Rica. It was an effective solution to gain control over the personnel’s actions and use of inventory, which allowed the attention to the users of health services to be more efficient.

Dr. Corrales Díaz, specialist in Social Security and Administration of Health Services, has a career of more than 30 years in leadership and management positions in Costa Rica’s social security system, with emphasis in the health service and public health area.

Mexican President Seeks to Increase the Constitutional Pension Range for the Elderly

President Andrés Manuel López Obrador confirmed he will send an initiative to Congress to elevate rights such as the pension for the elderly to constitutional level with which the State of welfare would be established in the Constitution.

The president said the foregoing in his morning conference, where he recalled the meeting he had on Thursday, November 7 with legislators. He pointed out that what has been done until now during his mandate is something exceptional, such as the approval of 25 reforms, that he described as profound. Among them, he mentioned the one that allows the revocation of the mandate and the educational reform.

It is calculated that, in Mexico, only between 20 and 30% of the workers that turn 65 years old can receive pension as of 2021. The previous because they do not meet with the obligatory number of weeks (1,250 weeks) and do not have the sufficient “savings” to buy a pension in the market of annuities, handled by a few insurance companies.
The arguments of the Ministry of Finance and the Coparmex to increase the retirement age do not consider two fundamental points: the rotation of the labor markets and the strict requirements to access a pension.

The foregoing, due to the declarations made in the Fourth National Convention of Afores by Gustavo de Hoyos, president of the Patronal Confederation of the Mexican Republic (Coparmex), the Finance Secretary, Arturo Herrera, and of Bernardo González, president of AMAFORE on increasing the age of retirement and the contributions.

The current rules dictate that without meeting the minimum weeks, there would be a savings come back, as if the person had never qualified for a pension. Let us recall that in the past days, Mexican President, Andrés Manuel López Obrador, ensured that during his mandate the retirement age will not be modified.

Increasing Retirement Age Does Not Guarantee Increase in Qualifying Weeks

The CISS Presents its Stance on Work in the Digital Era at the World Social Security Conference

Within the framework of the Social Security World Forum, organized by the International Social Security Association (AISS) in Belgium, with the Belgian Social Security as host, the CISS presented its stance in the panel “Support to the Human Capital in the Digital Era”. Gibrán Ramírez Reyes, Secretary General, questioned the relevance of using the concept “human capital” in the social security field, as it is more related to productivity than to human rights.

Ramírez Reyes emphasized that, with the progress made in the digital era and automatization, we experience the birth of some labor schemes that exacerbate conditions of labor instability that existed already in many of our countries: lack of access to social security, risk and unsafe conditions in the performance of the work, individualization, lack of association between workers, and uncertainty in the temporality of the employments and incomes.

The CISS also mentioned the need to understand social security as a shared responsibility. “Just like workers are required to develop skills and knowledge, employers shouldn’t be exempt, and must be encouraged to develop their “ability” to fulfill, above all, their responsibilities with the workers”, said Ramírez. He added that it must be the State who guides the policies in labor inclusion, which are, finally, the main social inclusion policies. “The State must develop the mechanisms that allow to recover the rectory and strengthen regulation in labor and social security areas”, said Ramírez.

During the Social Security World Forum, where experts from 130 countries participated, Gibrán Ramírez Reyes also held a meeting with his colleague from ISSA, Marcelo Caetano. They discussed the new Master’s degrees and Diploma courses in different social security fields that the Inter-American Social Security Study Center, CIESS, offer as part of the new work plan of the CISS and its objective to recover the research and educational capacities of the center.

The Social Security World Forum gathers high-level government and international organization representatives to present and discuss strategies to protect the people against the changing risks off the labor world.
**CISS and Expertise France will Work Together for Social Security**

Conan, Deputy Director General, signed.

The Memorandum lies within the SOCIEUX+ framework, an initiative from the European Union for social, work, and employment protection, of which Expertise France is an associate. It also includes the International and Ibero American Foundation for Administration and Public Policies (FIIAPP), the Belgian International Cooperation on Social Protection (BELINCOSOC) and the Belgian Technical Cooperation (Enabel).

It is worth mentioning that Expertise France designs and implements projects to contribute to the balanced development of the member countries, in line with the Sustainable Development Goals (SDGs) of the 2030 Agenda and the priorities of the exterior action of France. Within the activities that the company holds on said document are the following:

a) Technical cooperation promotion
b) Knowledge and administration development
c) Data exchange

**First Virtual Seminary on Risk Management for Everyone**

Within the framework of the International Day for Natural Disaster Reduction, the Inter-American Social Security Conference, through the Inter-American Well-Being Network, held its first webinar with the topic “Disaster Risk Management in Social Security Institutions: the Challenges of Infrastructure and the Resilient Critical Services in the Americas”.

This virtual seminar discussed the way in which the social security systems in the Americas can respond before an emergency and disaster situation. This webinar marked the beginning of a series of efforts to generate a space for discussion and shared experience for the membership.

Dr. Verhónica Zamudio Santos, researcher of the CISS and expert in environment and urban studies, noted that the social security systems provide health services among which hospital infrastructures, medical units, shelters, etc. are found. The continuity of their operation must be guaranteed during an emergency or natural disaster.

Dr. Felipe Cruz Vega, of the Special Health Projects Department of the IMSS; Dr Alex Camacho, of the Pan American Health Organization (OPS), and Engineer Rubén Pérez Oliva, of the Inter-American Association of Sanitary and Environmental Engineering (AIDIS) conducted the presentation of the web seminar.

Among the most frequent questions posed by the participants were the types of infrastructures used to monitor buildings in case of disasters; the possibilities of creating a risk disaster management system in Central America; how to join existing platforms such as the Secure Hospitals of the IMSS in Mexico, among others.

Institutions from throughout the continent participated in the CISS’s new proposal: The Institute for Security and Social Services for State Workers (ISSSTE – Mexico); the Mexican Social Security Institute (IMSS – Mexico); Military Prevention Institute (IPM – Honduras); Pan American Health Organization (OPS) and World Health Organization (WHO); Social Security Fund (CSS – Panama); Superintendence of Health and Labor Risks (SISALRIL – Dominican Republic); the Social Security Institute for the Mexican Armed Forces (ISSFAM – Mexico); Life Insurance Society of the National Magisterium of Costa Rica; Costa Rican Social Security Fund; and the researchers from the Universidad Estatal de Bolívar in Ecuador, and the general public.

This webinar is available for the membership’s review and for the public in general at the following link: [https://register.gotowebinar.com/recording/886271645367013388](https://register.gotowebinar.com/recording/886271645367013388).†
Pension Reform Approved in Brazil

The Brazilian pension system reform was approved at the National Congress (Assembly and Senate) on October 23, and will be enacted until November 19.

The new law establishes a minimum retirement age of 65 years for men and 62 for women, with a qualifying period of at least 20 and 15 years respectively. For public officers, the social security time, whenever the main objective is the people’s well-being, without overlooking the financial sustainability, equality and solidarity.

“There is no single road in our region for the development of social security systems and prescriptions cannot be applied to every situation. On the contrary, each country should design their own formulas to achieve the development and strengthening of their social security systems, in accordance with their history, demographic, economic, and political characteristics”, said the Secretary General of the CISS.

The Conselho Nacional da Previdência Social is composed by Paulo Roberto, qualifying minimum shall be 25 years. The law also establishes other important modifications such as a change in the benefit calculation rules and the widow's pensions.

AMLO Asks Legislators to Examine Pension Reform in Depth

Mexican President Andrés Manuel López Obrador asked the legislators to consider carefully the reforms to the Savings System Policy for Retirement so that “pensioners and workers are not affected”. Since the initiative’s presentation, the CISS evinced that, the way this legislation is conceived, the only benefited will be the Retirement Funds Management (AFORE).

The General Secretariat of the CISS ratified that the pensions are a mechanism to mitigate the social risks derived from the labor activity and old age.

When the population reaches certain years within the labor market, they deserve to retire decently. Only an integral pension system can offer this, managed from the State and not from an investment vision of the private sector that conditions the granting of pensions to a savings amount and qualifying weeks. The individual capitalization model perpetuates the social risks, the uncertainty and the discomfort. In previous days, the Senate of the Republic approved with modifications the minute sent by the Chamber of Deputies in September. Nevertheless, the CISS insists that the conclusion reached by the authors of the reform originates from false premises.

The CISS Participated in the Conselho Nacional da Previdência Forum

Secretary General, Gibrán Ramírez Reyes of the CISS, participated in the Conselho Nacional da Previdência Forum, chaired by Leonardo Rolim, Secretary of Previdência of Brazil, country that recently approved its pension reform. During the meeting, Gibrán Ramírez Reyes presented the international organism’s vision on social security linked to well-being.

Ramírez Reyes defended the autonomy of the countries to design their own social security systems, if and only when the main objective is the people’s well-being, without overlooking financial sustainability, equity, and solidarity.

“There is no single approach in our region for the development of social security systems and prescriptions cannot be applied to every situation. On the contrary, each country should design their own formulas to achieve the development and strengthening of their social security systems, in accordance with their history, demographic, economic, and political characteristics”, said the Secretary General of the CISS.

The Conselho Nacional da Previdência Social is comprised by Paulo Roberto Nunes, Minister of Economy of Brazil; Leonardo Rolim, Secretary of Previdência; Renato Rodrigues, head of the National Institute of Social Security, among others.
Technical note

Mexico: A Proposal for a New Pension System

No.1, 2019
By Jorge Tonatiuh Martínez Aviña
Economic Counselor of the CISS

Summary
The pension system and its costs are one of the main national problems in Mexico. They compromise, ultimately, the financial viability of the State, but they are also a social problem of great load that will manifest itself particularly as of 2022, when the first generation of individual account users retires. It is a fragmented, unequal, exclusive, disorganized, impoverishing and costly system (problems that are further explained in this technical note). If a remedy is not ignited soon, Mexico is bound to be a country of very poor elderly within a few decades. In this first run, the CISS presents the general traces that a deep reform in the matter should have for the consideration of the participants of the public conversation, expecting feedback to improve on each one of the specificities of the problem.

The pension system in Mexico is in crisis due to the individual capitalization model, the elevated fragmentation, and the lack of a clear regulation that regulates all the entities in charge of administrating the pensions.

A mixed model of defined benefit is proposed, which, on the one hand, returns the rectory of the pension system to the State and, on the other, increases them in Mexico.

Labelling and taxation of certain activities with the purpose of strengthening the finances of the State is recommended, elevating consequently the amount of the universal pension.

The creation of a National Pension Commission that regulates and evaluates all the pensionaries schemes is considered necessary, both of the defined benefit as of the individual capitalization, and so with the federal as well as the state and municipal governments.

Pension Models
The models that were used to administer the pensions have transformed over the years. Today, in Latin America there are four great schemes:

1. Defined Benefit Model (BD). It is the original model, The State is who is in charge of administrating the company’s, workers’, and even the government’s contributions, as well as the payment of the pensions. At the end of the work life, the pension amount is granted which considers: I) an average from the salary of certain qualified years, II) the worker’s age, and III) the fundamental characteristic of which a periodic lifelong payment would be susceptible of being transferred to the survivors of the retired once he/she dies. In this model, the active workers will be who finance the pensions of the

2. Defined Contribution Model (CD).
3. Defined Payment Model (DP).
4. Defined Ration Model (DR).

Central Arguments
- The pension system in Mexico is in crisis due to the individual capitalization model, the elevated fragmentation and the lack of a clear regulation to regulate all the entities in charge of administrating the pensions.

- A mixed model of defined benefit is proposed, which, on the one hand, returns the rectory of the pension system to the State, and, on the other, elevates the pensions’ amount in Mexico.

- Labelling and taxation of certain activities is recommended with the purpose of strengthening the finances of the State, elevating consequently the amount of the universal pension.

- The creation of a National Pension Commission that regulates and evaluates all the pensionaries schemes is considered necessary, both of the defined benefit as of the individual capitalization, as well as the federal, the state and municipal governments.

Introduction
The impoverishment during old age is one of many risks in the life of human beings. The moment of retirement can complicate the reality of each person if he/she does not have the economic means to continue with a similar life status than when he/she was an active worker. For this reason, at its origins, social security integrated a mechanism called “pension”, with the purpose to protect workers when they reach certain age. This instrument consisted in handing a periodic amount of money, financed through contributions of the workers.

3 Although pensions were also given for disability and survival.
retired, which is known as intergenerational solidarity, a fundamental piece in the well-being and social security concept.

- Defined Contribution Model (CD) or Individual Capitalization. This scheme eliminates the State’s responsibility of the pensions. The administration and payment of the resources contributed by the workers, and, where applicable, the companies and the government, is handled by the companies linked to the financial sector known as Pension Funds Administrators (AFP). The change consisted in that the resources are individualized in a bank account for each worker during their entire work life, with the purpose that the resources generated with time can finance the acquisition of a pension, eliminating the intergenerational solidarity the BD has. In addition, the qualifying weeks increase, with the particularity that, if the generated savings over the years were insufficient to acquire a pension, the saved resources would simply return, leaving individuals unprotected. In short, it is about the privatization of the worker’s savings, and the word “pension” was eliminated from the social security concept.

- Parallel Model. A system where both the State and the private sector coexist and provide differentiated pension services. That is to say, the state pension scheme continues (defined benefit) but there is also an AFP (individual capitalization) offer, which lets the worker choose between both pension schemes, each with different parameters.

- Mixed Model. A scheme where the defined benefit (BD) mechanism prevails for the population that qualifies in social security. There is rectority of the State in pension matters and it is complemented by voluntary savings mechanisms or obligatory administered by private companies. That is to say, the worker, the companies, and the government, on one hand, contribute to the payment of pensions in a fund, and on the other, direct a percentage to individual capitalization accounts, which can be of public or private administration.

**Brief Analysis of the Pension Systems in Mexico.**

Mexico based its pension scheme on the Defined Benefit for a long time. In 1925, when issuing the Civil and Retirement Pensions Law, “all the persons in charge of the public service that weren’t military, including those of academic character, and whose positions and remunerations were numbered in the organic laws of the respective service or in the Expenditure Budget” were protected. With this law, a pension fund was created. In it, contributions were made by the workers and the State, and it was established that retirement could be for severance in old age, survival and disability. The minimum age to access this benefit was established at 60 years old. The income the retired would receive would be equivalent to a percentage of the average salary they received during the last five years of their work life.

Over the years, more and more formal workers were added to the group of persons with right to social security and pension. Nevertheless, this process was made in a fragmented way. In 1926, the Retirement and Pension Law of the National Military and Armed Forces. In 1942, four years after the Petroleum Expropiation of March 18, 1938, the federal government and the workers signed the first Collective Work Contract with Petróleos Mexicanos (Pemex), where a social security system that included the payment and recognition of pensions to the workers.

With the enactment of the Social Security Law (LSS) in 1943, different insurers were established to which the workers were entitled. This limited the coverage to formal workers of parastatal, private or of social administration companies. Among these insurers there were the work accident and professional sicknesses; non-professional sicknesses and maternity; disability, old age, and death, as well as involuntary severance in old age.

In 1959, the Institute for Security and Social Services for State Workers (ISSSTE) was created, to assist and grant social security to the workers of the State, and it would administer the pensions on its own. In this way, there is proof of how since the beginning of social security and the pensions in Mexico there was an automatization in their administration, as the payment, charging and granting of the services depended on the type of entity in which one worked. Universities, state governments and municipal governments managed independently the regulation to grant pensions, as there was no general regulatory framework that would restrict or define its administration, although always under the defined benefit scheme.

It was in the nineties when a change in the pension model was established in the country. Change that not only occurred in Mexico, but was also a part of a phenomenon that was reproduced in many countries of Latin America, starting by Chile in 1981. The transformation resulted in the arrival of a new economic model: neoliberalism.

On February 10 1992, Carlos Salinas de Gortari sent to the Congress of the Union a series of reforms and additions to the Social Security Law, to the Income Tax Law, and the Infonavit Law. Such changes transferred the recently privatized Banking 2% of the integrated salary of the worker for the retirement fund and the 5% relative to the Infonavit to the Housing Financing Fund. The idea was that the accumulated amount for the retirement fund would be returned to the workers once they exercised their right to retirement. This established the first compulsory mandatory savings mechanism in the country.

After Salinas left the presidency, and with Ernesto Zedillo at the head, the end

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1. By system we understand the set of models, laws, and institutions that intervene in the pension administration in Mexico.
of 1995, the New Social Security Law was published in the Official Journal of the Federation, which would become valid on July 1, 1997. Since then, it would be through an individual capitalization scheme that every new worker could—if their savings were enough—obtain a pension. The Retirement Funds Management (AFORE) would take up management of the saved resources. The same occurred with the State workers after the reform to their system, which became valid in 2007. Entities such as Pemex would make similar changes in 2015. However, the rest of the entities such as states, municipalities, and universities keep defined benefit schemes without a regulation that guides them.

The adoption of a new model separated the workers in two great groups: the ones that were already qualifying, and that at the end of their work life could decide under which law to retire, known as the transition generation; and the rest of the workers, which would enter the new scheme from the beginning, known as the Afore generation.

**Pension System Problems in Mexico**

The situation is not just a simple setback. It has the country on the verge of a social, economic, and finance crisis of the states, municipalities, universities, and even the federal government. Below, six problems derived from the bad management of the pensions in the country and the economic model in Mexico are described.

1. **Fragmentation**

Historic fragmentation of the health services and the administration of the people limits a healthy management of the finances of the entities that manage the pension schemes. The lack of a legislation that serves as a reference framework for the different entities makes the existence of more than 1000 different pension systems possible. The main problem is the lack of parameters. There can be entities whose rules allow retirement at ages as early as 45 years or that grant pensions superior to 100% of the salary that the retiree had as active worker—situation that puts pressure on the finances of each entity, concentrating resources for the payment of pensions in detriment of other uses.

In case these entities declare bankruptcy, it will be the federal government who intervenes, generating an important risk to the public finances. Should this situation not be prevented, it could result in an increase of the public debt. In addition, it is not a problem that can be resolved with a single cash contribution. It really implies a constant output of resources for the payment of pensions.

2. **Inequity**

The second problem is that there is an enormous inequity in the granting of pensions in the transition generation. Those who receive more income for pensions are more subsidized, and those who receive less, are less subsidized. As we mentioned in the beginning, the main variable to obtain the amount the worker will receive is the salary. An analysis from the SHCP indicates that the expense destined to cover the pensionary deficit is superior in the higher income deciles. The estimation is that the last to income deciles of the retirees concentrate 65% of the total pension expense. If we consider half of the higher incomes (from decile V to X), we observe they occupy 90% of the expense destined to the payment of pensions. According to Berenice Ramírez,11 with the incurred resources in 2016 for the payment of pensions by the federal government, a universal pension program with amounts of 6000 monthly pesos for 8.5 million elderlies (the total in the country) could have been financed.

3. **Exclusion**

The third problem is the economic system and it originates in the informality and labor instability that the low social security coverage rates promote. Unfortunately, our country has not yet found effective mechanisms of public policy that incorporate more groups to social security, as it happens in the case of informal or independent workers (as it is known in other latitudes) of some economy sectors. The consequence of this is the serious exclusion that three great groups of the population live: the people dedicated to informal work, the workers that do not reach the minimum necessary weeks to retire, and especially, within both these groups, women.

When the social security systems were created, it was thought that the formal markets would grow at a higher pace than the population growth. For such reason, inasmuch as people would enter the labor market, they would access social security services. However, the reality is that over the years, developing countries cultivated economies with higher levels of informality, decrease in labor rights and lower salaries.

In Mexico, the levels of informality, in 2018, reached 56.6% of the labor activities. Situation that affects women the most. They represent 57.2% of this total, while male population in the informal market is 56.4%. The people who spend their lives in informality will never be able to access a contributive pension (Graph 1).

The dynamic of our economy creates a high rotation of the workers between formal and informal market, pushing down the contribution density.12 With the change in the pension model, the minimum qualifying weeks elevated from 500 (10 years) to 1,250 (25 years). That is to say, the current pension model forces the working people to have a contribution density of 100% to receive pension. In Mexico, the contribution density is 42% average, and the men’s is 8% higher than women’s.13 According to the work document no. 11 of the

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4 Es la razón que se obtiene de dividir los años cotizados sobre los años trabajados.
Consar, 14 78% of the contributing members of the IMSS—who earn between 0 and 3 minimum salaries—have a contribution density lower than 57%, that is, they will not be able to retire with a contributive pension; we are talking of 8 of every 10 formal active workers.

Under the current pension system, the gender inequality and its impact in the labor market have disastrous consequences for women. The salary gap condition women’s pension situation since receiving lower salaries than men makes their pension also lower. In Mexico, men receive on average a labor income per worked hour 34.2% higher than women.15 In addition, given the role assignation, many women undertake the care of their sons and daughters, forcing them to exit the labor market, for which reason it is highly unlikely that they reach the number of weeks to access a pension.

To resolve the problems presented here, in different countries a universal pension for the elderly was developed. It is classified as non-contributive. In Mexico, during Vicente Fox’s presidency (2000-2006) a federal non-contributive pension program, destined for people who lived in high-poverty and marginalization was created. Subsequently, the objective population expanded. During Enrique Peña Nieto’s presidency, the first national program called “Pension Program for the Elderly” was established. It was managed by the Social Development Secretariat (Sedesol), where 580 monthly pesos (paid every two months) were granted to the Mexican population of more than 65 years old that did not receive pension.

The government of Andrés Manuel López Obrador transformed the program, doubling the amount and with the aspiration to universality, as it does not discriminate those who already have a contributive pension or a certain socioeconomic level. The incoming administration policy was to elevate to 1.275 pesos (paid every two months) and increasing the age to become beneficiary to 68 years old, although it remained to 65 for Mexicans from indigenous populations. Despite this increase, the level of the pension remains low, given that it is inferior to the food basket16 and does not resolve completely the exclusion of the enlisted groups.

4. Loss of the State’s Rectory
The fourth problem, which we consider one of the most important of the discussion, is the loss of the State’s rectory to grant a decent pension. It is necessary to understand that social security is a human right, and that the pensions are a part of it, as they are part of the mechanism that is granted to prevent the risk of impoverishment in old age. The State is responsible of guaranteeing the human rights of their inhabitants, not only the workers who, in the case of the pensions, reach a minimum number of worked days.

5. Low Replacement Rate
Another problem is that, although in Mexico the first Afore generation has not yet retired, calculations are that on average the workers will receive between 20 and 30%17 of their last salary they had when they were active workers (percentage known as replacement rate).

This reduction between 80 and 70% of the income will directly affect the quality of the people’s lives, above all those that already receive low salaries.

6. Transition Costs
The sixth problem is the cost of the transition generation. With the reforms made, the federal government assumed 100% of the pension’s payments of all the workers that began to qualify before 1997. Because annually new retirees are added to the transition generation, the expense in pensions is increasing. The federal expense in this area as a proportion of the GDP is growing every year—a situation that limits the expense in other areas such as infrastructure, education, health, and a long etcetera. The pensions of the rights-holders of the IMSS in 2017 were of 1.5% of the GDP, and the projection is that they reach 2.25% in 2040.18 Every increase of a percentage unit (considering the GDP of 2018 at current rates) is equivalent to more than two-hundred billion pesos, or twice the current budget of the elderly program.

Proposal of the Inter-American Social Security Conference
The sum of the problems described above forces to move from passivity. The contrary would be, at the least, irresponsible. It is imperative that in Mexico a new pension system is built, which considers the entire population and is not based in formalization. That is, it cannot focus exclusively on workers of private and public companies, but also be directed to those who work in informality or in state and municipal governments, and public universities that are not subject to a general regulation framework.

The new pension system in Mexico must be ordained under solidarity, universality, and equity values. The system must extend to all the people in the country—regardless their work condition—, accept reality and capacities of the Mexican economy, as well as be distributive and progressive.

The heterogeneity of the pensions in Mexico and the lack of rules makes the creation of a general law that describes the structure of the existing schemes indispensable. At the same time, a transition must be made to a mixed pension model, where the State is the rector, and it is seeking to improve the conditions, both for the Afore generation, as for the population that did not manage to retire, be it due to conditions of the new model or for the elevated informality of the country. In addition, the minimum level of non-contributive pension that we currently have must increase. Although the increase in Andres Manuel López Obrador’s government represents a great effort, there is still an important range to complete, as the assigned amount continues to be below the well-being line established.

16 According to the Coneval, by February 2019 the food basket ascended to 1554.12 pesos in urban zones and to 1103.01 pesos in rural.
18 Consar, “El reto de financiar las pensiones de la Generación de Transición”, 2019. Available at: https://www.gob.mx/consar/articulos/el-reto-de-financiar-las-pensiones-de-la-generacion-de-transicion?idiom=es
by the Coneval.

In the same way, the possibility of redistributing the income of the people already retired must be evaluated. It is alarming that 90% of the expense is disbursed in pensions for the deciles of highest incomes. In addition, the parameters of retirement established for the transition generation (Law of 1973 of the IMSS) that has not yet retired must be modified, but when doing so, it will put pressure on the State's finances.

It is necessary to highlight that any solution must contemplate incorporation mechanisms of the excluded sectors to the social security, such as domestic paid workers, day laborers, or forms of the so-called collaborative economy. The incorporation of more sectors to the social security and, therefore, to the new pension model, ensures its financial viability. The proposal presented here seeks to increase the amount of the contributive pension, relieving the finances of the municipal, state, and university finances, as well as the finances of the people who could not access a pension and access the non-contributive benefit.

Unlike other public policy proposals that seek to transform the delicate situation the country faces in matters of pensions, the Inter-American Social Security Conference considers that the State is the only responsible for administrating the pensions to the population, and that the rectory in this matter cannot be delegated. In addition, it fosters the elimination of the individual capitalization regime and its substitution for a mixed model. This document also enlists a series of possible financing sources to increase the payment of the universal pension and proposes the creation of an organism that is vigilant and influences in the correct operation of the pension system in Mexico.

Due to the foregoing, the general characteristics of the considered system are:

A) Defined Benefit Scheme administered by the State for the workers of the private and public sectors.

It is imperative to recognize that the pension is part of the social security, that it is a human right and that the State must guarantee it. In addition, the savings of the Mexicans should be used for the well-being of the country, used as a project detonator in the long-term that fosters the economic growth and the development of the nation. Unlike the previous reforms, the transparency in the use of the resources is a fundamental piece to the support of the population regarding the proposed model, with clear rules that guarantee the public finances for any entity of the country.

B) Universal Pension.

A universal pension that is equal to the amount of the minimum or decent basket determined by the National Minimum Salary Commission (Conasami). If the well-being of the population that could not access a contributive pension is considered and the granting of a decent amount is intended, thinking of an amount that allows the population to access a food basket next to a non-food basket with the minimum standards considered by the Conasami is necessary.

C) Forced Savings administered by the Afore, for the persons who are above certain level of income.

As part of the mixed schemes, there is a savings pillar administered by the Afore. It corresponds to a certain level of savings generated by the population of highest incomes. The idea is that they make the necessary contributions to the common fund and an additional percentage is destined to the private administration.

D) Labelling financing sources for a public policy that ensures a determined amount, with the objective that all Mexicans have a decent life in old age.

A First Proposal Entails the Following Means:

- Special Additional Tax of 2% on the income of the tobacco companies. Phillip Morris is the main producer and marketer of Tobacco products in Mexico. In 2018, it closed net global sales in 29 625 million dollars. Our own analysis estimates that their sales in Mexico increase to nearly 10% of their global income. Under a conservative premise, we assume 7%, nearly 2100 million dollars. A 2% tax would imply a total sum of 746.5 million pesos. Given that this company occupies 68% of the Mexican market, a total of 1100 million pesos could be reached.

- Special Tax on Flavored Drinks. In 2018, approximately 25 000 million pesos were raised on this concept. The tax has been criticized because the resources have not yet been used for programs focused in preventing overweight or diabetes. It is possible that it is considered as another financing source.

- Special Tax on Commercial Banking. This generated incomes in 2018 for nearly 800 000 million pesos. Applying a tax of 2% on their annual incomes could render resources for 16 000 million pesos.

- Capital Tax. According to the CIEP,[20] Mexico raised in 2017 0.3% of the GDP for the following concepts: real estate, wealth, gifts and inheritances. Such percentage equals an amount near 65 691 million pesos. [21] Comparing the percentage of other countries, including Argentina, Chile, Germany, Spain, Norway, and the United States, we can observe that we are the country with the lowest collection as GDP percentage in this area. Part of the proposal is to look for mechanisms that increase this type of collection. For example, reducing the amount to tax inheritances, with the objective of doubling said amount and labelling the resources to the payment of the pensions.

The sum of the amounts previously mentioned would deliver a total of 104 500 million pesos. Adding the current budget of 101 500 million pesos to the elderly pension, a total of 206 000 million would be obtained, the equivalent to 54% the necessary mount to deliver a
universal pension almost six times higher than the current to nine million elders. Labelling these resources for the universal pension would represent a primary important source to finance a universal pension of nearly 3500 monthly pesos, but to guarantee it, thinking of a fiscal reform that labels additional resources and achieving the 100% necessary, that is, 378 000 million pesos is necessary.

Graph 2 shows that upon the growth of the population of more than 65 years old, the need for resources becomes more imperative. Under a conservative analysis, it is considered that by 2030, a budget of 716 000 million pesos will be needed only for the payment of the universal pension.

We consider that the current retirement age of 65 years is a good starting point as the life expectancy in Mexico is of 77 years. Although the gender inequality must be analyzed and, in case it is considered viable, pondered by sex. It is desirable that the work weeks are not the determining factor to access a pension, rather than age. In any case, given that the average contribution density in Mexico is 42% and that of the workers of the IMSS is 57%, a total between 15 and 20 years of qualifying weeks to access a contributive pension could be established.

b)Quotas and Progressive Contributions According to Salary.
To be able to generate a redistributive system, segmenting the contribution salary of the entire work life of the worker as regulator salary is proposed.

d)Band or Limit Range.
Currently, the average replacement rate of the population is between 20 and 30%. This system suggests fixing a minimum of 40% with a ceiling of 80%, without exceeding the 10 UMA [Unit of Measurement and Actualization],

The persons that qualify between 10 and 15 years should be subsidized by the State with a pension of 39% of their regulator salary. Such amount will be compensated by a universal pension.

If these qualifying years are not reached, a universal pension will be granted (minimum guaranteed pension) and the qualified amount during their work life, integrating to the pension fund.

e)Obligatory Contribution of the Patron Destined to the Pillar of Defined Benefit.
Increasing or seeking for redistribution mechanisms of the established quota for the savings of the workers.

f)Obligatory or Voluntary Contribution to the Afore.
Depending on a certain level of income, choosing that the resources are contributed voluntarily or obligatorily can be done.

g)Maximum Commission Limit for the Afore.
Setting a ceiling to the commissions charged by the private companies is necessary. At international level, an average of half of a percentage point.

h)Complementary Support Mechanisms So that Women Can Access a Decent Pension.
As mentioned above, the individual capitalization model lacks of income redistribution mechanisms. Because the female population is the most affected by this situation, it is relevant to establish compensatory retirement mechanisms. For example, adding virtually to the qualifying years a determined number of years for every living descendant that finishes basic education and having a differentiated retirement age.

j)Creation of the National Pension Commission (Conape).
Currently, the Consar is in charge of regulating all the defined contribution systems. The proposal is to transform the Conar to have it regulate and supervise all the systems under the new law. In this way, the Conar would substitute the Consar with a range of supervision and regulation in the entire country, and not only constrained to one sector.

This organism would be composed by a Government Board headed by the Finance Ministry, with the participation of the Well-Being Secretariat, the Labor Secretariat and worker representatives, the patrons, and the retirees.

j)Partial Retirement.
The transition from active worker to retiree is sometimes a complicated process to assimilate, not only in financial terms, but also emotionally. Therefore, regulating a slow transition mechanism can benefit the workers. The partial retirement consists in the workers to begin a softer process, decreasing the worked
hours and receiving the proportional payment of their pension. The permanence as active worker should be evaluated by a physician who thoroughly certifies that the person can continue to perform their work.

For example, in Uruguay, the retirees can reject at 50% of the monthly payment of their pension in exchange of working half-time. In addition, it is allowed that the retirees choose to go back to be active workers without rejecting their pension completely. Spain and Norway have the same type of mechanisms, always in the interest of the well-being of their population.

The problem with the Aforo. In the process of the State rectory’s recovery, gradually reducing the participation of the Aforo is necessary because currently they hold a savings of around 15% of the GDP. One way of doing it is by separating the Aforo generation in two large groups: from 18 to 50 years old, and from 40 and older. The first group represents approximately 41% of the total amount administered by the Aforo, while the second group represents 59. Therefore, the State would have 6.15% of GDP in savings for retirement and the Aforo would keep 8.85%.

The accumulated savings of the first group would pass to the hands of the State and the rest would be kept in the Aforo. In addition, the latter will administer a proportion of the worker’s savings from 18 to 40 years old, of the highest incomes. In this way, not all the resources would be transferred to the State. A certain participation of the Aforo would continue, but a transition period would begin, given that the State would be administering the resources of all the new employees.

The previous means the transit towards a mixed system, where the granting of a universal and decent pension for all is considered. Those who receive a pension would get a periodic payment based on the defined benefit scheme. In addition, an additional amount administered by the Aforo will also be given, which will be a complement to the people who have higher incomes.

Who would benefit from these changes?

1. The people who qualify in the formal economy sector, are at retirement age and meet the requirements. They will receive a pension under the defined benefit model, complemented by a pension administered by the Aforo.

2. The people who qualify in the formal economy sector, but do not meet the requirements to receive pension. They will receive a minimum guaranteed pension.

3. The people who do not qualify in the formal economy sector. They will receive a minimum pension equivalent to the decent basket.

4. The people who work in states, municipalities, and universities that will access the retired population.

Conclusions

The materialization of the pension problem in Mexico will begin in three years. By 2022, 90,000 persons will be able to demand their right to retirement: the first Aforo generation. However, the majority will be denied, as they will not meet the qualifying time required and, therefore, will lose their right to pension. These Mexicans will receive the accumulated savings in their accounts for retirement and will only have the possibility of having a non-contributive pension.

We have a fragmented system, without regulation, lacking in redistribution mechanisms and without solid financing sources, which is becoming a financial load for the states, municipalities, universities, and federal government. Progress was achieved by increasing the pension of the elderly; however, the amount continues to be below the desired. In addition, there is an inoperative State that lacks rectory in pension matters and voluntarily omits guaranteeing the human right to a decent life in old age for the population.

For these reasons, the Inter-American Social Security Conference puts forward the creation of a mixed pension model that has a universal pension as base, which represents a sufficient amount to live decently, and that allows the State to recover rectory. The new model shall be based on defined benefit with established financing sources to avoid any affectation to the finances and the possibility that the Aforo participate administering the resources of the workers with highest incomes. The Conference also suggests the creation of an organism (CONAPE) that is vigilant of the new general law of the pension systems in Mexico and that procures the healthy management of the pensions in the country.
References

Information about Pensions Will Be Available in Edus

**Costa Rica**

**Costa Rican Social Security Fund**

As of November, the Costa Rican Social Security Fund (CCSS) will open a new technological option through the application of the Digital Single Expedient of Health (Edus) so that the affiliates and pension holders of the Disability, Old Age, and Death (IVM) regime can get information the 365 days in the year, and 24 hours a day.

According to Román Macaya Hayes, executive president of the CCSS, this tool will provide this regime’s contributors contributive pensions and will let pensioners quickly learn valuable information without having to go to any of the offices of the CCSS.

BPS Grants Economic Support to More than One Thousand Institutions with Social Purposes

**Uruguay**

**Social Prevention Bank**

The Social Prevention Bank has given to almost one thousand institutions in all the country financial support that contributes to the project implementation of social interest, which are presented by organizations that care for older people and people with disabilities, who are in the National Institutions Register (RNI).

During 2019, more than 30 were able to achieve their projects of acquiring real estate, construction sites (expansion, repair, and building maintenance) and equipment purchase.

The Atlantida Retirees and Pensioners Association, for example, received a contribution for the purchase and setting of openings of a stairway and an electric installation for their premises. This association constitutes a cultural and recreational space of integration and relevance, where courses and workshops are given, and outings are held to different places in the country.

The Hope Center and the Young Help to the Disabled Center (CADY) also presented a project in the BPS and they were able to implement through the Financial Support for institutions program. These centers of the Young City in Río Negro work jointly with the objective to care for children and the elderly with disability for their insertion and social integration, through training and rehabilitation. They offer a variety of workshops in confectionery, gardening, nursery, smithy, and carpentry; recreational workshops, where sports, art, dance, and yoga activities are held; and rehabilitation and life-improvement workshops, such as Equine therapy, physiotherapy, phono audiology, psychomotricity, and pedagogical and IT support.

**Argentina**

**Social Services for Retirees and Pensioners National Institute**

The Social Services for Retirees and Pensioners National Institute announced the possibility of receiving prescriptions by family doctors, which can be sent via email or free SMS.

Among the benefits this implementation represents are that patients do not have to return to the doctor’s office to get a new one, can make prescriptions faster and easier, and save paper.

This tool is part of the “Mi PAMI” platform, which allows affiliates to make procedures and consult personal information in a more simple and faster way: from a computer or cell phone with internet, without having to go to an Agency.

PAMI Implements Prescription Electronically

Among the services, the following are found: Printing a provisory credential, consulting their medical chart, and consulting their PAMI information.
Uruguay Labor and Social Security Ministry

During the XXV Congress of the National Retiree and Pensioners Associations of Uruguay (ONAJPU), the Labor and Social Security Ministry,headed by Ernesto Murro, declared that during the past 15 years the retirements and pensions have improved “like never before, 15 consecutive years.”

He explained that in the past 15 years the passivity improved significantly, which allowed the purchase capacity to be 55% higher than 2005. “Every day there are fewer people who get paid the lowest retirements and more people who receive better incomes”, he said.

He added that the ONAJPU is an organization that originated in 1991, which today brings together more than 150 retiree and pensioner associations in the entire country.

Canada Names the First Federal Pay Equity Commissioner

With the purpose that the Canadian can count with an equal pay per work of equal value, the Government of Canada introduced and approved a proactive law on salary equity for the federal jurisdiction. Patty Hajdu, Employment Minister, Labor and Work Force Development, appointed Karen Jensen as the first federal pay equity commissioner of Canada, who will be in charge of education and application of the new law.

The Law on pay equity creates a proactive regime of pay equity that will guarantee women and men that work in federal regulated places of the public and private sectors equal pay per work of equal value.

Argentina and Uruguay Exchange Experiences in Social Security Systems

Argentina National Social Security Administration (ANSES)

ANSES and the Argentinian Social Security Secretariat and the Social Prevention Bank (BPS) of Uruguay exchanged perceptions about the benefits each country grants, as well as the requirements that every entity requests to access them.

Members of the Social Security Secretariat explained the characteristics of the regimes that currently exist in the country, and the general as well as the provincial, municipal, professional, differential, and special regimes were discussed.

ANSES focused on the Argentinian Pension Integrated System (SIPA) and, especially, on the Universal Pension for the Elderly (PUAM). It also outlined how the interaction of the organism is carried with the provincial, municipal and professional funds in procedures framed within the current international agreements.

In the videoconference, on behalf of ANSES, the Coordinator of International Affairs, Hernán Bernasconi, and the Supervisor of that sector Marcos Mollar participated; as well as Vanina Sá, from the International Agreements Unit, and Pablo Temer, Benefit Management Coordinator of the same area, and on behalf of the Social Security Secretariat, Florencia Tonelli, among other officers.

Meanwhile, in Uruguay, from the BPS, the Economic Benefit Provision Manager, María Victoria Quintans, the Manager of the Economic Benefit Management Area, Mabel de León, the Manager of the International Agreements and Affairs Sector, Arturo Vidal, the Chief of the Reform and Special Regimes Operational Unit, Matías García, and the Chief of the International Agreements Operational Unit, Rodrigo Fernández participated.

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The National Survey of Workers on Conditions of Employment, Labor, Health and Safety (ECETSS) 2018 included not only workers covered by the system of occupational hazards, but also those working in the informal sector.

This was achieved because the field work was not carried out in the labor establishments, but in the workers’ homes, which facilitated having these new variables, which will allow for “traceability” for the next few years with respect to what is happening with the workers in terms of coverage, accident and judicial matters, among other factors.

The Survey is the result of a joint work of the Ministry of Production and Labor of the Nation, the Ibero-American Social Security Organization (OISS) and the Occupational Health and Safety Observatory of the Superintendence of Labor Risks (SRT).

In addition, some administrative numbers from September of this year of the Pension Superintendence, in the past 12 months the SME created more than 86,922 formal average employments, that is, half of the work sources the country has created.

“This news and recognition is a great motivation to continue with more strength providing social welfare in different areas to millions of people”, said the general manager of the Superintendence of Labor Risks (SRT), Hernán Díaz Vera, highlighting the importance of the work done as a result of a joint effort between agencies. “Whenever we talk about public policies, teamwork is one of the most important conditions that have to be present to get results,” said the official.

2018 Employment and Labor Survey reveals information on independent work and domestic service

MTyPS Qualifies SME’s in Digital Administration and of Operations

Chile
Work and Social Prevention Ministry

The small and medium enterprises are the main employment generators in the country, therefore, the Work and Social Prevention minister, Nicolás Monckeberg, made a calling to apply to the over 15 thousand free training spots that are still available at the Training and Employment Service (Sence) for this sector in the entire country, after participating in the Digitaliza tu Pyme fair in the Survey 2018.

LOS ANDES

Los Andes Compensation Fund

The care model implemented in 2018 by Los Andes Fund earned the best service design award, in the Professional category, of the Service Design Awards 2019, in Toronto, Canada.

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This program was a part of #DespegaMipe, which aims to cover the areas of highest employability of the future, the jobs that are generating with the digitalization progress such as: Social Network Management, Administrative Logistics, Digital marketing Management, Electronic Commerce and Digital marketing, Operation Management in Warehouses of materials and consumables, and Recycling based on inorganic non-hazardous wastes.

Currently, the SME’s reach one million and represent two of every three jobs, that is, more than 5.3 million people are working in this sector.

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The medical license system is in crisis and it is urgent to find a solution: Ciedess a Licencia Médica is a social security benefit that entails health, work, and pension aspects. Currently, such benefit has associated problems to the waiting times in the payment of medical licenses—a situation that affects thousands of workers.

"It is a sensitive topic, as the implementation of structural solutions requires the political and technical sufficiency conviction. Each change requires an execution time, which oftentimes surpasses the time periods of the government. What we have observed until now in this matter is that the different governments have preferred to implement incremental improvements, which avoids facing the root of the problem", said Rodrigo Gutiérrez, General Manager of the CIEDESS.

He also explained that all these circumstances demonstrate the need to introduce changes, form a public policy perspective with a systematic vision.

Between the advantages of telework are the decrease in the commuting times to work; it eliminates absences and tardiness; there is an increase in productivity because the work schedule is adjusted, and the entity’s reduction in expenses.

Feitó Cabrera said that having legal backup makes additional authorizations unnecessary; it is a faculty of the administrations in the labor entities.

The financial strength of the Biess has been ratified by the risk evaluation AAA-granted by the Class International Rating made based on the financial statements of 2019-second trimester.

Its credit management sums more than 26 billion granted dollars, in 16 million credit operations destined to mortgage loans, unsecured and collateral credits, that fulfill with the affiliates, retirees, and their families.

The Medical License System Is in Crisis and A Solution is Imperative: Ciedess

Telework: An Option Facing Energetic Contingency

Despite telework and home-based work are forms of institutionalized labor execution that have gained force these days due to the energetic contingency, according to Marta Elena Feitó Cabrera, first vice minister of the Work and Social Security Ministry, this employment modality must last.

She emphasized that this option has legal backup in Law No. 116/2013, Work Code, that became valid on June 2014.

Biess Celebrates 9 Years of Service

The Ecuadorian Social Security Institute Bank (Biess) celebrates its ninth anniversary with an investment portfolio that exceeds 19 billion dollars, which is equivalent, approximately, to 20% of the national Gross Domestic Product (GDP).
ISSFA Trains Personnel upon its Armed Forces Call Off

With the support of the General Rumiñahui Bank, the Social Security of the Armed Forces Institute (ISSFA) channels trainings for the military of the Armed Forces that will soon undertake the withdrawal of the institution, as a technical guide for the adaptation of the new stage of the retirement of the affiliates.

The past month of June the training for the Terrestrial Force personnel was developed, and on August in a second phase, the "Personal and Economic Development" course for the Naval and Aerial Force personnel was carried, both official like crew and aero technicians.

Heads of ISSS Participate in Superior Work Council Session

The general ISSS director, Herbert Rivera Alemán; and Delmy de Zacarías, general subdirector, participated in the second session of the Superior Work Council, with the tripartite participation of workers, employers, and government.

In the meeting, several topics were discussed that enrich the National Employment Policy, according to agreement 122 of the International Work Organization (OIT).

During the session, a space for each sector opened to agree on work commissions that will allow progress in the analysis and consultations of the topics of discussion.

Mexican President’s Strategy is to Shakeup the Health Sector: ISSSTE

Mexican President, Andrés Manuel López Obrador, is interested in "shaking-up the Health Sector of the country" for the well-being of the population, for which reason, the Institute for Security and Social Services for State Workers (ISSSTE) has the instruction of financially organizing, improving attention, and having a preventive daily model, said the General Director of the organism, Luis Antonio Ramírez Pineda.

During the inauguration of the XX Nursing Conference "Making the Difference in the Life of the Practice, Research, and Leadership", the Regional Hospital "1o de Octubre" the head of the ISSSTE highlighted that currently the procedures of attention to the rights-holders are being reviewed in the medical units so that they become faster and more efficient.

Currently, the ISSSTE is going through a training and improvement phase of the communication channels of the entire personnel both medical and administrative, to provide better care and respond to the demands of the entire population.

Ramírez Pineda expressed that the current situation of the Institute, has an "origin that has us pinned to not be able to attend rapidly as one would like the needs that we face every day in a hospital, in a doctor’s office, in the direct care of a patient."
Superintendence Closes Financial Education Program 2019

The Financial Education Program developed in the classrooms of 17 educational centers of the country as a complement to the academic formation the young people received during the year, with topics like savings, budget creation, the use of credit and credit cards; the operation of insurance and types of insurances, pensions, and operation of the stock exchange and commodity exchange; electronic money and revenues, among others, the Superintendence closed the courses of Financial Education for nearly 200 young people.

Infonavit and ABM Sign Agreement to Improve Property Loan Conditions

The general director of the National Housing Fund for the Workers Institute, Carlos Martínez Velázquez, and the president of the Mexican Bank Association (ABM), Luis Niño de Rivera, signed a collaboration agreement to foster new co-financing and co-participation schemes. The purpose is that the Infonavit and the main banking institutions of the country assist a higher number of right-holders, covering the different housing needs, be it of acquisition, improvement, expansion, auto-construction or substitution.

In the presence of the Chief of the Office of the President, Alfonso Romo Garza, the general director of the Infonavit, explained that another objective of this Agreement is to analyze and make programs, policies, plans, mechanisms, and actions, within the scope of their competencies, which result convenient to strengthen the solution of several housing needs through flexible financing schemes. An additional benefit, he mentioned, was the banking of millions of workers that have savings in the Infonavit to exercise their right to housing.

The purpose, he added, is to work together to implement a simpler process that allows the people who have an Infonavit Support credit or a co-financed one with the bank, to transfer it to another institution, without harming the financing conditions. This is, “to achieve an operational improvement that allows the portability of the Institute’s benefits, when the borrower optimizes his/her mortgage.”

EsSalud Creates Leader Women Brigade that Will Ensure Improvements in Attention to the Insured

The Health Social Security (EsSalud) constituted the first women leaders’ brigade, composed by collaborators of that institute who work in different regions of the country. The brigade will have the mission to promote strategies and techniques that contribute to the improvement of care systems to the over eleven million insured.

The group is made up of twenty collaborators, including doctors, nurses, lawyers, technologists, pharmacists, graduates and other professions, who have stood out for their work, leadership, and positive attitude in the administrative and assistance areas where they work.

The workers are found in the benefit and assistance networks of Lima, Ica, Cajamarca, Junín Taapaya, La Libertad, Moquegua, Cusco, Piura, Ácash, Ayacucho, Ucayali, Tumbes, Moyobamba, and Arequipa, where they have achieved positive changes in the care for the insured.

The women leaders’ brigade will develop a worktable to evaluate, every trimester, the institute’s situation and propose projects and actions that strengthen the care services to the insured.
MEMBER ACTIVITIES

28November 11, 2019

This law, enacted by the Executive Power, dissolves the Dominican Social Security Institute (IDSS) and turns the Labor Risk Administrator (ARL) into the institute.

The institution will have a Directive Council lead by the Labor Minister and constituted by the employer and labor sectors, and the executive office of the IDOPPRIL.

The 397-19 Law will have the purpose of administering and paying the benefits of the Labor Risk Insurance of the SDSS, the hiring of the health services for the care of affiliates for sicknesses that are an outcome of work and labor accidents, the promotion on prevention and control of the labor risks and the study, promotion, knowledge and integral care of the workers’ health.

In October 2018, the Derrama Magisterial also received a recognition by the National Industry Society for having obtained the recertification in the ISO 9001:2015.

In the framework of the 29 Week of Quality 2019, the Derrama Magisterial was acknowledged with Honorable Mention by the Quality Management Committee of the National Industry Society (SNI), after implementing the Management Excellency Model.

“This award from the Quality National Prize 2019 is the result of the efforts made by the entire collaborating team of the Derrama Magisterial. It also ratifies the effort made by the organization to implement a management model that operates under seven criteria: leadership, strategy, clients, measurement, personal, operations, and results” said Walter Quirroz Ybañez, President of the Derrama Magisterial’s Directory.

The enactment the Institute creates represents a change in the organization and operation of labor risks, by extending the coverage, including funeral expenses for the affiliates to the Dominican Social Security System of Labor Risks Insurance (SDSS); increasing to 100% of the qualifying salary in the past two years, the pensions to survivors; modifying the minimum ceiling of the disability degree for purposes of receiving compensation of the Labor Risk Insurance from 15% to 5%”, explained the general manager of the National Social Security Council (CNSS), Rafael Pérez Modesto.

The expansion of the Health Service Providers (PSS) network, the adequacy of the technological platform, with the integration of the Consult your Case, Client and Self-management of the Prevention modules, the activation of the Quality Management System (SGC) and the creation of the innovative authorization and research center (call center) are part of the work to be done.

The new institute is responsible of administering the Labor Risk Insurance of the Dominican Social Security System (SDSS), managing the payment of benefits, both economic as in kind, hiring the health services for the care of the affiliates for sicknesses that are a result of work and labor accidents and promote the prevention and control of the labor risks.

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Adimars Warns “Over-Invoicing” to the ARS

Dominican Association of Medical Retainers and Health Risk Administrators

One of the problems the Health Risk Administrators have is the ‘over-invoicing’ that some health service providers try to do, warned Alba Joselin Holguín, executive director of the Dominican Association of Medical Retainers and Health Risk Administrators (Adimars). According to Holguín, the lack of a provider’s diagnosis when it requests an authorization to assist a patient is another one of the difficulties it faces.

She added that the users also commit fraud, when they lend their card to a family member or a friend who is not affiliated, so that they receive care through their ARS. She added that many do it unknowingly, and although in other countries there are sanctions against this practice, this does not occur in the Dominican Republic.

As she explained, in social security everyone is responsible: the provider must educate the patient so that he/she cares for his/her health, does not abuse it or the system, and the ARS must ensure the medical relevance, that the patient has quality services and convenient indications.

DIDA Will Have Representation in the CISS

Information Office and Defense of the Affiliates to Social Security

The Information Office and Defense of the Affiliates to Social Security (DIDA) congratulates the Inter-American Social Security Conference (CISS) for their celebration of their XXIX edition of the General Assembly, celebrated this past September 18 in Mexico City.

The defending body of the Dominant Republic, the Sub Manager of the National Social Security Council, Eduard del Villar, who was reelected comptroller; Frank Aristy, Leticia Martínez, and Graciela Gil Montalvo of the Health and Labor Risk Superintendence (SISALRIL) were selected.

Social Security Board Introduces Electronic Services for the Social Security Program (SIAS)

As part of the initiatives of the Strategic Transformation Plan of the Social Security Board for the triennial 2019-2021, an electronic service software platform for the administration of their Social Security Program was introduced.

The new software platform will present several safe on line services for the clients and government associates, and will allow the Board to meet their vision of providing a transforming Social Security through a system that focuses in the client base on technology.

The installation and configuration of the first version consists in the administration of accounts and the functionality of the individual and non-individual affiliates.

The Government Opens Public Consultations about NR, Programs and Work Regulations

Brazil Ministério da Fazenda

To stimulate the labor market and generate more employment, the Special Social Security and Work Secretariat of the Economy Ministry opened two public consulting processes to update, simplify, and adapt 87 normative acts in matters of security and health and labor legislation.

Regarding security and health, the discussion includes topics such as approval certificates for equipment of personal protection, toxicological tests and security and comfort conditions in the resting places for professional drivers of public transport and by highway.

In labor legislation, the consultation seeks contributions to 50 regulations related to topics such as the Work Card and Social Security (CTPS), the contract, and the working day, the systems and registers, and the professional register.

The texts of the proposals are available in the Work Secretariat space in the Participa.br platform, which guarantees full access of the workers and employers to express their opinion on the need to update, simplify, and adjust the regulations.
CONEVAL Acknowledges Good Practices of the IMSS BIENESTAR

Platforms and Information Systems that Enable the Monitoring of the Interventions in Social Development”; such distinction, promotes and recognizes the use of the results of the evaluations and monitoring actions in the Federal Public Administration’s activity.

The work shows the process of IMSS-BIENESTAR for the updating of the registration of beneficiaries, which entails the participation of the personnel of central level, operative personnel of the medical units, and the supervision and direction teams, as well as the creation and development of a regulatory procedure for its operation, the strengthening of the online platform (Updating System of the Beneficiaries’ Registration, SAPB), and the development of an executive dashboard called Cubos de Información that enables the consultation and evaluation of the granted services in all the operation levels.

The CONEVAL recognized the effort in the continuous improvement in the strengthening of the information systems that enable the monitoring of interventions, with the purpose to improve the services granted to the population who live in rural and marginal areas.

IMSS-BIENESTAR Program Offers Health Services to Migrants

Between June and October 2019, the IMSS-BIENESTAR program has provided 32,267 consults to migrant population, mostly from Central America, in care centers located in Baja California, Chiapas, and Chihuahua.

Since November 2018, the shelter “El Barretal” (Tijuana, Baja California) was created as care center. In it, apart from granting medical and nursing services, psychological care and community action care were included, with the purpose of educational and information tasks on health risks as result of the transfers the migrant population make, and the existing for extended stays in shelters. 4,438 consults were provided.

The strategy designed according to international policies and agreements in the matter, provides the migrants health, preventive and assistance medical attention, as well as psychological services and community action activities.

The results of the community action demonstrate the distribution of 15,650 educational material, the participation of 175 volunteers, 5,294 talks to individuals; 2,676 group talks; as well as 95 workshops with 998 participants, and the development of 161 hours of megaphoning.

This scheme has allowed the expansion of the health coverage in population cores without contributive capacity, regardless of conditions like nationality or labor situation.

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IMSS Presented First Edition of the #IMSSVESTIGACIÓN Week

The Mexican Social Security Institute (IMSS) carried for the first time the #IMSSVESTIGACIÓN Week, where the Drafting of Scientific Articles Workshop (TRAC) was carried as well as the Clinical Investigation Forum for residents of this institute, apart from activities like symposiums, workshops, and conferences.

The TRAC is a joint effort of the Education and Health Research Organizations, to foster research publication that medical residents from the IMSS write. 528 residents from all the country attended the Forum and learned the benefits of being researchers of the IMSS.

Stage that Will Allow Every Mexican Health Access Launched: Zoé Robledo

After concluding the tours around 80 hospitals of IMSS-BIENESTAR, the head of the Mexican Social Security Institute, Zoé Robledo, ensured that with the Fourth Transformation a new stage that will allow access to healthcare to every Mexican has been launched.

During the Dialogue with the Community of the Rural Tlaxiaco Hospital, Medical Attention and Free Medicine, that the President of Mexico, Andrés Manuel López Obrador headed, he ensured that “we have what it takes to do it because Mexico is too great a country to be defeated and we are not going to fail”.

“Today we have a suitcase full of certainties, of having the cure against the sanitary Neoliberalism; the cure is in the Community Action worker that prevents; it is in the health volunteers that exercise citizenship that does not even exist in the great cities, helping the institutions with a selfless character”, he emphasized.

Guatemala, Reelection in the Pro Tempore Presidency of CISSCAD

The Central America and Dominican Republic Social Security Institutions (CISSCAD) reelected Carlos Francisco Contreras, President of the Directive Board of the Guatemalan Social Security Institute (IGSS) as Pro Tempore President for two more years, during the Virtual Extraordinary Assembly on October 23.

From the administration, which ends these days, the head of the IGSS has worked in consolidation and integration schemes, and on model proposals of medicine acquisitions, such as the ones done through the Central American Health Ministries Council (COMISCA) following the steps of Costa Rica, Honduras, El Salvador, and now Guatemala, that sought to reduce costs and increase quality for the well-being of the affiliates and beneficiaries.

The CISSCAD representatives highlighted the work, dedication, and effort Guatemala has made with this organization, which motivated them to foster the reelection for the 2020-2022 period.

He anticipated that for the new period, work is being done in the Integrity Pact that can guide them to a process of higher consolidation in the purchase of medicine, whose proposal will be presented during the General Assembly on March 2020.
More than 70 Thousand Users Use CSS App to Make Appointments

70,343 users have chosen to make medical appointments through the new CSS Móvil cellphone app that the Social Security Fund has enabled.

Through this tool, the beneficiaries can make a medical appointment and consult benefits and general information.

Likewise, this digital application offers validation to right to care, medical appointments and beneficiaries, financial benefits, digital factsheets, tax clearance certificates, notices, projects, and facilities.

According to the report from the National Executive Office of Innovation and Transformation (DENIT), the health facilities of the CSS with highest acceptance and high appointment demand are: Policlínica Don Joaquín José Vallarino in Juan Díaz, Policlínica Don Alejandro de la Guardia

The IPS Will Automate Management of the Grant by Rest Procedure

With the automation of the subsidy for resting, nearly 81 thousand cases have already been processed by the automatic system, which helps optimize material resources of the pension market, and to decompress the care centers given the procedure is done in 15 minutes.

Since last April 24, this new procedure was implemented. It basically consists in that when rest has been issued within the sanitary network of the IPS, it is automatically processed by a doctor through the computer system.

The steps for follow-up are done remotely through text messages, in the web portal of the IPS. With it, the insured only has to go to the bank to make the corresponding payment.

Regarding the Central Hospital, at national level, approximately 30,000 rests have been processed automatically.

The IMSS Will Create 10,794 New Job Positions

In 2020, the Mexican Social Security Institute (IMSS) will increase the number of job positions to hire medical staff, as part of the effort that allows saving the public health system and reappraise the work of doctors as change and transformation agents of the Nation.

The general director of the IMSS, Zoé Robledo, said that from the 19,763 considered job positions in the federal government budget, 10,794 will be new recruitments in the Social Service. He elaborated that 5,196 job positions will be assigned to meet the demand of the new doctors’ program in the Full Time Hospitals and for Emergency services.

He informed that there will be one thousand new medical specialists, 1,546 residents and the 3,052 remaining positions will be for cleaning and hygiene activities and projects.

In the near future, a call for the contest for these positions will be published.

The general director of the IMSS said that there will be a salary compensation for the medical staff according to the conditions in which they perform: areas with difficult coverage, of high insecurity risk, and of difficult access. An important investment to reduce the medical equipment lag is also programmed, according to the current needs.

In addition, as of 2020, doctors and nurses with a distinguished trajectory in the Institute will be the heads of the state delegations, which are representation offices today, based on their experience, merit, and trajectory and in a parity manner: half men and half women.
XIXX CISS
General Assembly

The three days of the assembly proceeded as follows

Inaugural Session of the XXIX General Assembly

Migration Panel and Social Security with members of ACNUR, Women UN, CEPAL, and CISS

Eduard del Villar, comptroller of the CISS

Vernel Powell, Social Security Board of St Kitts and Nevis

Macro Earthquake Drill of September 18 organized by the authorities of Mexico City

CISS General Assembly Votes
Vilma Morales, member of the Honduran Social Security Institute

Gustavo Pedro Weare and Leonardo Di Domenico, Retirement and Banking Pensions Fund of Uruguay

Roberto Castillo, Chief of Projects of the CISS

Gibrán Ramírez, Secretary General, and Zoé Robledo, President of the CISS

CISS Team

Antonio Pérez Fonticoba, Legal Director IMSS

Member representatives of Canada, Chile, and Panama

New CISS committee
Gibrán Ramírez, Secretary General and Daisy Corrales, Director of the CISS

Representatives of Ecuador

Terese E. Maitland, National Health Insurance Board of Turcos y Caicos

Members of the CISS share a closing dinner

Mexico and Argentina, united

Signing of Agreements CISS – IESS

CISS Team