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

Our Policy vision is to:

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

The purposes of this policy are to:

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

The aim of this Policy is to:

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

The Policy’s main objective is to:

Build an integrated system of social protection in Anguilla.
Specific objectives comprise the following:

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

Through this Policy, the Government of Anguilla commits to:

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

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

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

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

Table of Contents ........................................................................................................................................ iv

1 Introduction ........................................................................................................................................... 1

1.1 Introduction .................................................................................................................................... 1

1.2 Approach ......................................................................................................................................... 1

1.3 Outcomes ....................................................................................................................................... 1

  1.3.1 Outcome 1: Sector Integration .............................................................................................. 1

  1.3.2 Outcome 2: Outreach, Engagement and the Social Protection Floor ................................ 1

  1.3.3 Outcome 3: Strengthening the Evidence Base for Social Protection .............................. 2

1.4 Short-Term Plan of Action ............................................................................................................ 2

1.5 Medium- and Long-Term Plan of Action .................................................................................... 5

2 Reporting ........................................................................................................................................... 7

---

Figure 1: Short-Term Plan of Action

Priorities .................................................................................................................................................. 2
1 Introduction

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

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

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

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

1.3.1 Outcome 1: Sector Integration
Sector integration refers to a range of efforts aimed at improving co-ordination and functioning of the different components of the social protection system. This includes co-ordination across agencies involved in the delivery of non-contributory schemes (including non-state actors), co-ordination between the Department of Social Development and social service agencies and ministries, and co-ordination between the Department of Social Development and those agencies in charge of contributory schemes. The nature and extent of co-ordination will be determined as implementation of the Short-Term Plan of Action proceeds, while priority actions have been identified.

1.3.2 Outcome 2: Outreach, Engagement and the Social Protection Floor
Consultations around the Policy highlighted the importance of non-contributory social protection agencies being more involved in outreach activities aimed to bringing social protection to people, consistent with a human rights-based approach to social protection programming. Working with agencies that already engage in community outreach, and with other agencies involved in non-contributory and contributory social protection programming, the Department of Social Development will begin a process of regular outreach to elaborate services available, responsibilities of members of the public, and the importance of contributing to contributory schemes.
The Department will also lead discussions with interest groups, non-state actors, and agencies that represent groups in society that may be less likely to be reached with services, or less likely to be paying into contributory schemes. Joint planning to engage with the populations that these agencies serve will take place, and the Department will thereafter support outreach, along with others as required (e.g., someone from Social Security).

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

1.3.3 **Outcome 3: Strengthening the Evidence Base for Social Protection**

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

1.4 **Short-Term Plan of Action**

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

**Figure 2: Short-Term Plan of Action Priorities**

<table>
<thead>
<tr>
<th>Activities and Sub-Activities</th>
<th>Lead Officer, Lead Agency and Support Agencies</th>
<th>Indicators</th>
<th>Targets by end 2021 (Outputs)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Outcome 1: Social Protection Sector Integration</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Multi-disciplinary team in place and functioning</td>
<td>MSD/RAPF/AG Chambers/ HAA</td>
<td>Minutes of the meetings</td>
<td>Collaborative approach to social protection, including child protection</td>
</tr>
<tr>
<td>Develop legislation and regulations governing senior citizen homes</td>
<td>MSD/DSD/AG Chambers</td>
<td>Legislation enacted supported by regulations by 2020</td>
<td>All senior citizens homes operating in accordance with the legislation</td>
</tr>
<tr>
<td>Develop MoU between the funeral homes and the DSD</td>
<td>MSD/DSD/Funeral Homes</td>
<td>MoU signed and approved by EXCO</td>
<td>MoU implemented Easier monitoring of use of homes by clients</td>
</tr>
<tr>
<td>Provision of necessary support to disadvantaged/vulnerable persons for academic improvement and skills acquisition</td>
<td>DSD/Comprehensive Learning Centre, Private Tutors, Community College, University of the West Indies Open Campus in Anguilla</td>
<td># of students enrolled in the Educational Assistance Programme</td>
<td>Students complete the Programme</td>
</tr>
<tr>
<td><strong>Advocacy for increase in attachment of earnings for person in full time employment paying child maintenance</strong></td>
<td>DSD/RAPF/Magistrate Court</td>
<td>The number of persons paying child maintenance through attachment of earnings</td>
<td>More reliable flow of financial assistance for children leading to less dependence on government assistance</td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td><strong>Expansion of water assistance programme</strong></td>
<td>DSD/EXCO/Water Cooperation</td>
<td>Number of persons on government assisted water supply</td>
<td>A doubling of the number of persons on government assisted water programme</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th><strong>Implementing comprehensive systems by relevant standards, legislation and other resources</strong></th>
<th>DSD</th>
<th>Cadre of foster carers trained and adequately compensated</th>
<th>100% of carers trained</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Development of a parenting programme</strong></td>
<td>Education, DSD, Probation</td>
<td>Programme established, tested and finalised for implementation</td>
<td>Programme established</td>
</tr>
<tr>
<td><strong>Capacity building for day-care providers</strong></td>
<td>MSD/DSD</td>
<td># of day care providers trained to agreed standards</td>
<td>Percentage of day care providers trained to agreed standards</td>
</tr>
<tr>
<td><strong>Promote social protection programmes</strong></td>
<td>DSD/MSD/HAA/Youth and Culture</td>
<td>Quarterly press releases highlighting social protection programmes, social media campaign and community desk meetings</td>
<td>All persons who can benefit are accessing the programmes</td>
</tr>
<tr>
<td><strong>Provide support to strengthen the persons with disabilities association</strong></td>
<td>DSD</td>
<td>Association is registered Agreed annual programme Minutes of meetings</td>
<td>Fully functioning association</td>
</tr>
<tr>
<td><strong>Complete review of the Child Justice Bill and produce drafting instructions for the Attorney General’s Office</strong></td>
<td>Family Law Reform Committee lead, working with probation, DSD, police, justice</td>
<td>Committee issues drafting instructions for the AG’s attention House of Assembly approves the bill</td>
<td>Instructions drafted, finalised by AG, sent to House of Assembly Legislation enacted</td>
</tr>
<tr>
<td><strong>Assess the effectiveness of the Care of Home-Bound Elderly</strong></td>
<td>DSD, Health Authority</td>
<td>Assessment report issued</td>
<td>Decision on improved reach to home-bound elderly</td>
</tr>
<tr>
<td><strong>Further develop programmes of children in conflict with the law,</strong></td>
<td>HNP, Probation and Police</td>
<td>At least three new programmes developed and</td>
<td>Decrease recidivism</td>
</tr>
<tr>
<td><strong>focusing on their reintegration into society</strong></td>
<td>implemented over the course of the plan</td>
<td></td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Further develop programmes for offenders, focusing on their reintegration into society</strong></td>
<td>NHP, Probation and Police</td>
<td>At least two three programmes developed and implemented over the course of the plan</td>
<td>Decrease recidivism</td>
</tr>
</tbody>
</table>

**Outcome 3: Strengthening the Evidence Base for Social Protection**

| Establishment of an MOU between the DSD and Anguilla Social Security Board | DSD/Board | MoU developed and signed | Expenditure tracking  
Disaggregated data on recipients available  
Information sharing between the two agencies  
Agreed way forward on employer and employee compliance with the SSA |
| --- | --- | --- | --- |
| Registration drive to capture persons with disabilities | DSD/MSD/Health Authority of Anguilla/Social Security | Registration drive implemented and documented in the annual reporting system | Update the database of persons with disabilities  
Disaggregated data to persons with disabilities  
Database supports effective programme design  
Data available for decision making and programme design |
| Commission a Fiscal Space Analysis against the Social Protection Policy and Act | MSD with development partner, DSD, Ministry of Finance | Fiscal Space Analysis completed | Fiscal space identified to enable social protection policy and act implementation |
| Cost student insurance coverage programme for families unable to pay as a non-contributory social protection service | MSD, DSD, Ministry of Education | Executive Council memo | Cost estimate for 3 year rolling plan  
Seek Executive Council approval |
| Establish and maintain a Social Protection Registry as required by the legislation | DSD, Social Protection Board | Registry established and maintained | Vulnerable persons are easily identified in cases of emergenc  
Duplicatin of services is reduced  
Those who are most vulnerable are reached |
In addition to activities around these three outcomes, there are also associated activities that fall outside of these outcomes, but that are critical for consideration with the first annual review to be conducted at the end of 2019. These include:

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

1.5 Medium- and Long-Term Plan of Action

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

Medium-term Plan items for consideration comprise:

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

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

*Long-term Plan items for consideration comprise:*

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

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

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


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