Training course on Portability of Social Security Benefits Across Borders

Professional Development Training Course Outline

Category	Social Protection	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Portability of Social Security Benefits Across Borders is a critical and increasingly relevant area in a globalized world characterized by significant international labor migration. As millions of workers cross national borders in search of employment, they often contribute to social security systems in multiple countries, yet face significant challenges in accessing their accumulated entitlements (e.g., pensions, health benefits, unemployment insurance) when they move or return home. Lack of portability can lead to lost contributions, reduced benefits, and heightened vulnerability for migrant workers and their families, undermining the principles of social justice and universal social protection. This specialized field focuses on understanding the legal and administrative mechanisms that enable the transfer and aggregation of social security rights, ensuring that workers are not penalized for their mobility. Training Course on Portability of Social Security Benefits Across Borders is meticulously designed to equip with the advanced theoretical insights and intensive practical tools necessary to excel in Portability of Social Security Benefits Across Borders. We will delve into the foundational concepts of social security portability and international migration law, master the intricacies of designing and implementing bilateral and multilateral social security agreements, and explore cutting-edge approaches to digital solutions, data exchange, and administrative cooperation. A significant focus will be placed on understanding international labor standards, fostering multi-stakeholder dialogue, ensuring non-discrimination, and navigating the practical challenges of extending portability to diverse categories of migrant workers, including those in informal employment. By integrating industry best practices, analyzing real-world complex case studies, and engaging in hands-on legal analysis and policy simulation exercises, attendees will develop the strategic acumen to confidently champion and implement social security portability, fostering unparalleled equity, efficiency, and human rights realization for migrant workers.

Programme Curriculum

Training Course on Portability of Social Security Benefits Across Borders

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Course Objectives

Upon completion of this course, participants will be able to:

1. Analyze the fundamental concepts of **social security portability** and its importance for migrant workers.
2. Comprehend the **challenges and gaps** in social security coverage and access for mobile workers.
3. Master the **key international labor standards and human rights instruments** relevant to portability.
4. Develop expertise in designing and negotiating **bilateral social security agreements**.
5. Formulate strategies for implementing **multilateral and regional social security instruments**.
6. Understand the critical role of **administrative cooperation and data exchange** in portability arrangements.
7. Implement robust approaches to **digital solutions and technology utilization** for seamless portability.
8. Explore key **policy, legal, and institutional frameworks** that enable social security portability.
9. Apply methodologies for ensuring **non-discrimination and equitable treatment** of migrant workers.
10. Develop strategies for fostering **multi-stakeholder dialogue and partnerships** across countries.
11. Analyze the **challenges and opportunities** of extending portability to diverse categories of migrant workers.
12. Draft preliminary **recommendations for a portability agreement** or policy reform.
13. Examine **global best practices and lessons learned** from successful portability initiatives.

Target Audience

This course is essential for professionals working on social security, labor migration, and international relations:

1. **Social Protection Policymakers & Program Managers:** Designing and implementing social security systems.
2. **Labor Migration Specialists:** Focusing on labor mobility and migrant worker rights.
3. **Legal Professionals:** Specializing in international law, social security law, and migration law.
4. **Social Security Administrators:** Managing social security schemes in countries of origin and destination.
5. **Government Officials:** From ministries of labor, social welfare, foreign affairs, and justice.
6. **UN Agency Representatives:** From ILO, IOM, UNHCR, OHCHR.
7. **Civil Society Organizations & Trade Unions:** Advocating for migrant workers' rights.
8. **Researchers & Academics:** Studying international social security and migration.

Course Duration: 5 Days

Course Modules

Module 1: Understanding Social Security Portability and Migrant Workers

- Define social security portability: concepts, types (e.g., totalization, pro-rata benefits, exportability).
- Discuss the importance of portability for migrant workers and their families.
- Analyze the challenges faced by mobile workers: lost contributions, fragmented entitlements, administrative barriers.
- Explore the socio-economic consequences of non-portability for individuals and societies.
- Overview of global trends in international labor migration and social security gaps.

Module 2: International Legal Frameworks for Portability

- Master key international labor standards and human rights instruments relevant to portability:
    - ILO Convention No. 118 on Equality of Treatment (Social Security).
    - ILO Convention No. 157 on Maintenance of Social Security Rights.
    - International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ICRMW).
- Discuss the principles of equality of treatment, aggregation of periods, and exportability of benefits.
- Analyze the legal obligations of states under these instruments.
- Explore the role of the Global Compact for Safe, Orderly and Regular Migration (GCM).

Module 3: Bilateral Social Security Agreements

- Develop expertise in designing and negotiating bilateral social security agreements.
- Discuss the scope of such agreements: covered branches of social security, covered persons.
- Explore key provisions: totalization of periods, pro-rata calculation of benefits, export of benefits.
- Analyzing the process of negotiation, ratification, and implementation of bilateral agreements.
- Case studies of successful bilateral agreements between countries.

Module 4: Multilateral and Regional Social Security Instruments

- Formulate strategies for implementing multilateral and regional social security instruments.
- Discuss examples such as EU regulations on social security coordination, ECOWAS, MERCOSUR.
- Explore the advantages and complexities of multilateral approaches compared to bilateral.
- Analyzing the role of regional economic communities and their efforts to promote portability.
- Case studies of regional portability frameworks.

Module 5: Administrative Cooperation and Data Exchange

- Understand the critical role of administrative cooperation between social security institutions across borders.
- Discuss mechanisms for secure and efficient data exchange (e.g., electronic data interchange).
- Exploring the challenges of data interoperability, privacy, and security in cross-border contexts.
- Strategies for streamlining administrative procedures for claims processing and benefit payment.
- Building trust and capacity among collaborating institutions.

Module 6: Digital Solutions and Technology Utilization

- Implement robust approaches to leveraging digital solutions and technology for seamless portability.
- Discuss the use of digital identity, blockchain for secure records, and mobile applications for claimants.
- Exploring online portals for information, claims submission, and tracking.
- Addressing challenges related to digital literacy, connectivity, and access to technology for migrant workers.
- Case studies of digital innovations supporting portability.

Module 7: Non-Discrimination and Equitable Treatment

- Apply methodologies for ensuring non-discrimination and equitable treatment of migrant workers in social security.
- Discuss legal and policy measures to prevent direct and indirect discrimination.
- Strategies for addressing barriers to access for vulnerable migrant workers (e.g., informal workers, refugees).
- Promoting awareness of rights and access to information for migrant workers.
- Case studies of efforts to enhance equity in social security for migrants.

Module 8: Challenges, Best Practices, and Future Directions

- Analyze common challenges in achieving social security portability (e.g., legal complexities, administrative burden, political will).
- Review global best practices and lessons learned from successful portability initiatives.
- Exploring emerging trends: gig economy, climate-induced migration, universal social protection floors.
- Discussing the long-term vision for comprehensive social security portability for all mobile workers.
- Developing a roadmap for continuous progress in this critical area.

Training Methodology

- **Interactive Workshops:** Facilitated discussions, group exercises, and problem-solving activities.
- **Case Studies:** Real-world examples to illustrate successful community-based surveillance practices.
- **Role-Playing and Simulations:** Practice engaging communities in surveillance activities.
- **Expert Presentations:** Insights from experienced public health professionals and community leaders.
- **Group Projects:** Collaborative development of community surveillance plans.
- **Action Planning:** Development of personalized action plans for implementing community-based surveillance.
- **Digital Tools and Resources:** Utilization of online platforms for collaboration and learning.
- **Peer-to-Peer Learning:** Sharing experiences and insights on community engagement.
- **Post-Training Support:** Access to online forums, mentorship, and continued learning resources.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call +254769199797

Certification

Upon successful completion of this training, participants will be issued with a globally recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

- Participants must be conversant in English.
- Upon completion of training, participants will receive an Authorized Training Certificate.
- The course duration is flexible and can be modified to fit any number of days.
- Course fee includes facilitation, training materials, 2 coffee breaks, buffet lunch, and a Certificate upon successful completion.
- One-year post-training support, consultation, and coaching provided after the course.
- Payment should be made at least a week before the training commencement to Fineskill Training Center account, as indicated in the invoice, to enable better preparation.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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