

Inter-American Conference on Social Security



Inter-American Center for  
Social Security Studies

Administration  
**2014 - 2016**





# Prologue

This work is the final product of a process that the Inter-American Conference in Social Security (CISS) has been conducting for some time now, one that has not been exempt of hardships, but also of consensus, as the natural richness of any democratic organization.

It aims a reporting on the approval of new rulings for the Inter-American Center for Social Security Studies (CIESS) and the General Secretariat of the CISS, as well as, of article 50 of CISS Bylaws, during the IV General Extraordinary Assembly of CISS, conducted in November 6, 2015, in Sao Paulo, Brazil.

In this sense, it begins by presenting a brief description –a serious and objective one– of the events preceding the approval of said instruments, as well as, an analysis of the new rulings and Bylaws; then, it addresses some of the results obtained during the first two years of the current

administration and the work plan for 2016; the projection of the new CIESS and a final message.

The achievement of an autonomous CIESS in administrative, financial, academic management terms in relation to the General Assembly of CISS states the importance and validity of the Center within the international scenario of social security.

Inspired by the meaning of this future vision of CIESS, that represents a true landmark not only in CIESS history but also for social security in the continent, I want to share this information with all social security actors, with those who have preceded me in this position, with institutions in the field, with our teachers and students, as well as, with the very own employees of the Center.

  
**Leonel Antonio Flores Sosa**  
Director





# Administration 2014-2016

I had the honor of being elected Director of CIESS during the XXVII General Assembly of CISS. Since that moment, I committed myself before social security institutions to ensure compliance with the Declaration of El Salvador, approved during the already mentioned Assembly.



In consequence, my administration has focused on two missions: first, to comply with the terms of the Declaration, and second, to ensure that CIESS, as the teaching, training and research body of the Conference actually provides tools for facing new challenges in social security matters.

In order to comply with these objectives, we decided to analyze ongoing programs, to evaluate their continuity and reinforcement, while also establishing others that will complement our goal of consolidating CIESS. Several actions were set for this purpose:



## Administrative guidelines

Based on the current context of social security in Latin America, we have studied strengths so that our work is aimed at promoting adaptations to the existing strategies, or to generate new options to face challenges. The purpose of said efforts has resulted in the projection of CIESS as a reference body in academic and research formation in the main national and international spheres in the field of social security.

### 1. At the internal level

Adaptation of the established guidelines and their operation was proposed, in line with the guidelines of the new administration of CIESS. In this manner, it was possible to launch a strategic transformation process within the organizational structure, so as to secure operational areas according to the skills and responsibilities of each person, tending to promote team work and fostering adequate internal communication.

New offices, functions and programs were created, for instance, a Division of Information Technologies and Educational Resources and a School Registry Area; the communication Area was also reinforced by implementing direct transmission strategies through social networks and by the creation of an electronic Newsletter.

### 2. At the external level

Several action lines and initiatives were designed so as to improve the conduction of its mission and in consequence to be able to provide better quality levels in services provided to institutions, that will serve as an essential axis to favor integral strategic transformation and to contribute to re-dimensioning CIESS. The following actions and initiatives have been defined:

- To establish a valid and diverse academic offer, with a flexible structure, which implies undertaking at-headquarters and at-distance programs based on timely needs assessment and surveys;
- To retake or propose new post-graduate activities along with prestigious universities;
- To provide technical cooperation programs and advisory requested by institutions;
- To foster closer contact with the American Commissions of Social Security (CASS), Sub-regions of CISS, international organizations, teaching centers and other similar institutions;
- To upgrade digital services with the purpose of consolidating projects, such as the Digital Library in Social Security (BIDISS);
- To strengthen and project several programs and initiatives of CIESS, expanding massive training levels through Educational Platforms designed for this purpose;
- To disseminate CIESS activities and advances in social security through an electronic Newsletter (Spanish-English);
- To foster closer contact with the alumni community;
- To promote the affiliation or re-affiliation of institutions within the competence of CIESS.



## Brief recount of years: 2014 – 2015

### Academic Program

The academic program is a cornerstone, and along with research, the principal mandate resulting from the will of the Conference members that fought to create the Center. Work conducted has allowed structuring programs in line with institutional needs. The new program structure was created as a result of the application of a Digital Survey, where institutions specified their priority issues. Specific requests have been met in terms of conducting activities at the headquarters of requesting countries. In this sense, it is possible to state that

training provided by CIESS has adapted to priority needs in each sub-region or country. The several teaching modalities include semi in-presence diploma courses, courses, course-workshops, seminars and events, with the participation of international organizations, teaching centers, public and private institutions, as well as, CIESS. Several activities specifically designed for the English-speaking Caribbean institutions, have been conducted in recent years at CIESS headquarters.

Between 2014 and 2015, 27 activities have been held through the at-headquarters Academic program, with the participation of 516 professionals from 22 countries.

Additional activities requested by other institutions have been also been conducted:

- An International Seminar on challenges in Social Security, with the participation of 30 Colombian students, from Santo Tomas University;
- An International Module on health systems in Mexico, requested by ISALUD University of Argentina.

- A course in Quality of care for the Institute for Social Security and Service for State Workers (ISSSTE) of Mexico.

The following at-distance activities have also taken place:

- One in Ecuador, with an average participation of 130 professionals from the Social Security Institute of the Armed Forces in Ecuador (ISSFA).
- Three in Costa Rica, training over 100 professionals.





## Research and post-graduate studies

CIESS is aware of constant structural, financial, legal and other changes taking place at social security institutions, and of the fact that said issues need to be considered when establishing research lines to adapt post-graduate activities, so that they may support the professionalization of social security employees. Therefore, a strategy has been proposed to cooperate with educational and social security institutions, along with international organizations, in order to expand the collaboration

network at the continental level and others, aiming at addressing social security in an interdisciplinary manner, thus strengthening its field of study and spaces for its analysis.

It has been possible to continue with the post-graduate activities previously mentioned, and to develop an innovative proposal in this field through the research programs:

- Master's course in Social Security Administration, conducted in coordination with the National Autonomous University of Mexico (UNAM) since 2008, with the participation of professionals from Han Argentina, Aruba, Brazil, Chile, Colombia, Costa Rica, Ecuador, Honduras, Mexico, Panama, Peru and the Dominican Republic. The sixth generation of this course is expected to begin studies in April, 2016.
- Master's Course in Actuarial Management of Social Security, that includes three editions, structured in collaboration with the University of Buenos Aires (UBA); students from Argentina, Aruba, Colombia,

Costa Rica, El Salvador, Honduras and Peru participated in this course.

- Master's Course in Advanced Studies in Social Security. This activity began in January 2015, in coordination with the Pablo de Olavide University (UPO) from Seville, Spain, with the participation of professionals from Chile, Colombia, Ecuador, El Salvador, Mexico and Peru. During meetings held with the Rector of UPO, it was agreed to expand actions between the Center and said University, including a second edition of the Course for August 2016, as well as, research work, work stays and publications.

Results obtained by the post-graduate courses of CIESS, allow thinking of a PhD course in Social Security and Policies for Well-being, a project aimed at elevating the study of social security to a higher level of specialization. In this sense, the corresponding procedures will take place in collaboration with several universities interested in joining the Center in this endeavor, expected to begin in 2017.

On the other hand, and, as a result of the agreement signed in 2014 it was possible to edit a book in Mutuality: a path towards integrated social security, in collaboration with the Organization of Mutual Entities of the Americas (ODEMA) of Argentina; the creation of Social Security Indicators, launching an academic magazine and the development of specific seminars that contemplate research stages are also foreseen.





“**CIESS** has been present in several events related to **social security** matters”



### Participation in events

CIESS has been present in several events related to social security matters, attending over 30 events between conferences and meetings.

It is important to mention training activities organized by the International Social Security Association (ISSA), as its Centre for Excellency in Social Security Administration invited the Center as a Training Partner for the Americas; the presence of CIESS at work meetings held in France, where several social institutions expressed their adhesion to the Center's programs; in Spain, where it was possible to ratify the agreement with the Pablo de Olavide University of Seville, and the teaching cooperation mechanisms with the Iberic American Organization of Social Security (OISS), in Madrid. In the same manner, it is important to note CIESS participation during the XXVI Meeting of Heads of Social Security

of the Caribbean Community (CARICOM), held in the British Virgin Islands, as part of actions aiming at strengthening ties with institutions of said region.

CIESS has also participated in other activities held in Argentina, Bolivia, Canada, Costa Rica, the United States, Mexico and Turks & Caicos.

### Signature of agreements

Nine agreements have been signed between April, 2014 and November 2015; three of which, with institutions from Argentina, one with Costa Rica, another one with Spain, three with Mexico and an additional one with El Salvador. The objectives of said agreements are mainly: technical cooperation and exchange of teachers; research in issues such as mutualism, ageing, human resources and management of health institutions; academic activities and publications.





### Social Security for All Program

The specific objective of this program is to establish mechanisms to foster the development of a citizen's culture linked to social security, through the dissemination of its principles and values. Among the activities implemented by CIESS to implement the Program, are:

- The development of teaching materials and educational platforms;
- The implementation of pilot tests in Colombia, Guatemala and Haiti;
- The conduction of academic activities and events, such as the Second Latin American Forum on the Education of Values in Social Security;
- The celebration of the Social Security Week, as a result of this Program. Events have been held in Bolivia, Colombia, Costa Rica, Ecuador, El Salvador, Mexico, Paraguay, the Dominican Republic and Uruguay. It is important to note that nine countries in the continent have issued laws establishing this official celebration.



### Healthy Schools Program

This program responds to a request made by the Ministry of Labor in Colombia. In this sense, CIESS has built a partnership with the Corporation for the Development of Social Security (CODESS) of Colombia. Contents are based on the approach and methodologies of the Ministry of Education of said country, incorporating self-care habits into primary and secondary schools, along with collaboration in face of real and potential risks that may exist in the school sphere, the streets and at home, as part of the main axes of the National Occupational Health Plan and the General System of Professional Risks of Colombia. Formation takes place through teaching resources included in an on-line educational platform, specifically designed by CIESS for the purpose. A total of 51,000 Colombian students have participated this Program in less than three years. In 2015, the Ministry of Labor requested the conduction of a third stage, expected to take place in 2016.





“The effective application of technological resources in education implies their use as part of an academic and teaching strategy”



**Community of Students and Alumni.** This program was created with the purpose of detecting and propitiating permanent communication with students that have participated in the Center's activities, so that they may share their knowledge and experiences with the rest of the community. Alumni count with a space exclusively designed for said purpose, that has conducted data collection campaigns, as well as, dissemination activities of this initiative. The current data base includes over 200 registries.



**Digital Library in Social Security (BIDISS).** Said initiative intends to provide access to the most important archives in Social Security Matters existing in Latin America. Nowadays, it is possible to consult 900 full-text documents and around 27,000 registries. Its services include viewing the library catalogue, an information locator and a social security monitor.

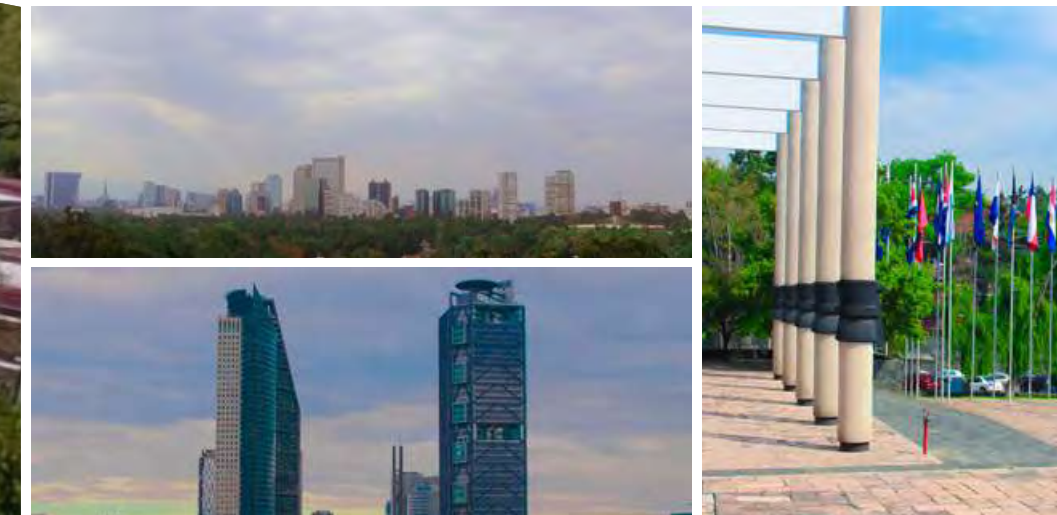
**Digital Services.** The effective application of technological resources in education implies using them as part of an academic and teaching strategy. Therefore, CIESS is committed to defining, promoting, evaluating and enabling the use and development of this type of technologies. In this manner, as a result of the coordination work between several areas of the Center, it has been possible to edit the Electronic Newsletter, the data base of the Alumni Community, the Digital Survey, conducting the pilot stage of BIDISS, and updating the Web page, among other actions. Five Educational Platforms enable these services: CIESS Campus, Social Security for All; Healthy Schools; Master's course in Advanced Studies in Social Security and the Diploma Courses Program in collaboration with ISSA.

**Communication Means.** These have mainly focused in strengthening dissemination mechanisms and processes with CISS institutions and similar organizations. Therefore, a work plan was presented in order to disseminate the CIESS programs and activities among the community, through direct communications, social networks, brief notes uploaded into the web page, electronic newsletters and finally, public relations and protocol actions.





# Perspectives for 2016



Guidelines established at the beginning of this administration will be maintained during this period; the at-headquarters Academic Program, post-graduate courses and several specialized programs will continue, such as, the Social Security for All and Healthy Schools Programs; the BIDISS and Community of Students and Alumni projects will be consolidated. In research matters, the modernization process of educational platforms will continue along with the technological upgrading of the different areas.





In line with the international context and its articulation with the national reality of each country, CIESS will implement strategies to, first, support the specific requirements of institutions so that decision-makers and programs designed may count with updated tools for the conduction of their work.

On the other hand, knowledge in this matter will be promoted given the lack of information regarding social security in university programs, as well as, amongst the young population, as the population of the future.

The following actions will take place in order to conduct this work:

#### At the institutional level:

- To provide advise and technical assistance in specific projects.
- To improve existing ties with international organizations, among others, with the International Labour Organization (ILO), the Organization of American States (OAS), the Pan-American Health Organization/World Health Organization (PAHO/WHO), the Iberic-American Social Security Organization (OISS), and the International Social Security Association (ISSA).
- To involve the American Commissions of Social Security (CASS), and the Sub-Regional Coordination bodies of CISS into the Center's programs, so as to enrich them with the experiences and action fields of these organs.
- To identify social, political, economic, epidemiological transformations, among others, that are currently influencing social security, by addressing issues such as employment, ageing, informality, pensions, health, etc., in order to adapt academic programs that may respond to emerging challenges.
- To learn about training and research priorities through consultations and/or surveys applied to institutions.
- To collaborate with regional governments for the creation of social security indicators.
- To develop research programs and protocols of a bilateral or regional nature; to create research networks as the driving force behind editorial production reinforcing the dissemination of advances and studies that address sensitive issues and other that may have an impact.
- To promote the incorporation of new institutions to the Conference in order to comply with the mandate of promoting the development and strengthening of social security in the continent.

#### In terms of society, and in order to create awareness in future generations:

- To promote teaching of social security amongst universities and research centers in order to consolidate partnerships with these.
- To implement International Modules specifically designed for graduate and post-graduate level professionals.
- To disseminate, among young people, programs aimed at the prevention in health and healthy lifestyles, as well as, benefits provided by social security.





# Conclusions

Since 2013, there has been debate surrounding the adaptation of rulings and bylaws so as to reinforce the work of CIESS, adapting its ruling schemes, organizational and human resources structure, as well as, its specific mission to develop social security in the continent. The set of this initiatives was approved during the IV General Extraordinary Assembly of CISS, held in Sao Paulo, Brazil, in 2015.

CIESS acknowledges the interest and vast participation of institutions during this process, along with the directive bodies of the Conference, characterized by respectful and proactive dialogue that will result in strengthening the most important teaching, training and research body in social security matters in the Americas.

In consequence, CIESS will incorporate into its role, aspects that mark the most adequate patterns, considering requirements and demands placed by institutions, so as to face new social realities.

A new era has begun since the IV General Extraordinary Assembly of CISS, allowing this Studies Center to reorder and project its labor, transforming itself into a vigorous training and research platform, maintaining its cooperation principles, providing support and orientation for governments to improve their structuring of practices and programs related to social protection.



# CIESS



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