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# 2023 G7 Hiroshima Summit Interim Compliance Report

22 May 2023 to 3 December 2023

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“We have meanwhile set up a process and there are also independent institutions monitoring which objectives of our G7 meetings we actually achieve. When it comes to these goals we have a compliance rate of about 80%, according to the University of Toronto. Germany, with its 87%, comes off pretty well. That means that next year too, under the Japanese G7 presidency, we are going to check where we stand in comparison to what we have discussed with each other now. So a lot of what we have resolved to do here together is something that we are going to have to work very hard at over the next few months. But I think that it has become apparent that we, as the G7, want to assume responsibility far beyond the prosperity in our own countries. That’s why today’s outreach meetings, that is the meetings with our guests, were also of great importance.”

Chancellor Angela Merkel, Schloss Elmau, 8 June 2015

G7 summits are a moment for people to judge whether aspirational intent is met by concrete commitments. The G7 Research Group provides a report card on the implementation of G7 and G20 commitments. It is a good moment for the public to interact with leaders and say, you took a leadership position on these issues — a year later, or three years later, what have you accomplished?

Achim Steiner, Administrator, United Nations Development Programme,  
*in G7 Canada: The 2018 Charlevoix Summit*

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## 15. Labour and Employment: Job Creation

“We also work towards quality job creation.”

*G7 Hiroshima Leaders’ Declaration*

### Assessment

	No Compliance	Partial Compliance	Full Compliance
Canada			+1
France		0	
Germany		0	
Italy		0	
Japan		0	
United Kingdom			+1
United States			+1
European Union			+1
Average	+0.50 (75%)		

### Background

In 2019, at the Labour 7’s (L7) first conference, the engagement group urged G7 governments to commit to action for workers’ rights protection and universal social protection systems against income insecurity, with the support of the International Labour Organization (ILO).<sup>2097</sup> Later, at the 2023 Hiroshima Summit, the L7 and Business 7 (B7) jointly stressed G7 governments’ role in supporting the implementation of social protection floors in low-income countries, based on the ILO Social Protection Floors Recommendation.<sup>2098</sup> Another communiqué by the Civil 7 (C7) in April 2023 promoted the urgency of ending child labour, forced labour, and other forms of exploitation.<sup>2099</sup> The effort of joint calls from L7, B7 and C7 led to reaffirmation from G7 Ministers in engaging in discussions with the United Nations and ILO on a consensus-based legally binding instrument to support labour movement in global supply chains.

Labour is a cross-cutting issue that has been linked with gender, the digital economy and human rights. It has been a long-standing issue on the G7’s agenda. Highlights of some of the G7’s work on labour follows:

At the 1997 Denver Summit, the G7 leaders first discussed job strategy where they reaffirmed the 1994 Organisation for Economic Co-operation (OECD) Job Strategy framework, which emphasized the role of flexible labour and product markets for tackling high and persistent unemployment.<sup>2100</sup>

At the 1999 Cologne Summit, G8 leaders committed to a two-tiered approach towards job creation; first, by promoting meaningful structural reforms to make G8 economies competitive and enable unemployed individuals to return to the workforce; and second, by using macroeconomic policies to promote economic stability and sustainability.<sup>2101</sup> The leaders also endorsed the conclusions of the Labour Ministers’ ministerial meeting to including to make job searching easier through increased labour market information and services, facilitate lifelong learning opportunities and to provide equal access to job opportunities for all workers.

<sup>2097</sup> Labour 7 (L7), G7 France (Biarritz). 1 January 2019. Access Date: 1 October 2023.

<https://www.elysee.fr/en/g7/2019/01/01/labour-7-l7>.

<sup>2098</sup> B7/L7 Joint Statement for G7 Kurashiki Labour and Employment Ministers’ Meeting in Okayama, Japan Business Federation (Okayama). 22 April 2023. Access Date: 1 October 2023. <https://www.keidanren.or.jp/en/policy/2023/029.html>

<sup>2099</sup> Communiqué 2023, Civil 7 (Hiroshima). 12 April 2023. Access Date: 15 January 2024. [https://civil7.org/wp-content/uploads/2023/04/C7\\_communique2023\\_0412.pdf](https://civil7.org/wp-content/uploads/2023/04/C7_communique2023_0412.pdf)

<sup>2100</sup> Objectives by Issues (Evaluation Criteria) for the Denver Summit, G7 Information Centre (Toronto) 20 June 1997. Access Date: 28 November 2023. <http://www.g7.utoronto.ca/evaluations/1997denver/issue/issues.htm>

<sup>2101</sup> G8 Communiqué Köln 1999, G7 Information Centre (Toronto) 20 June 1999. Access Date: 15 January 2024. <http://www.g7.utoronto.ca/summit/1999koln/finalcom.htm>

At the 2009 L'Aquila Summit, G8 leaders committed to promote new job opportunities to reduce unemployment, improve worker skills and match jobs with market needs,<sup>2102</sup> This includes new opportunities in the clean energy sector, which G8 leaders noted as an industry of potential labour growth.

At the 2012 Camp David Summit, G7 leaders committed to promoting growth and increased job creation.<sup>2103</sup>

At the 2013 Lough Erne Summit, G8 leaders emphasized the urgency for specific measures on creating quality jobs, sustainable growth and long-term living standards, and providing well-functioning credit channels for investment including by small and medium sized enterprises (SMEs).<sup>2104</sup>

At the 2014 Brussels Summit, G7 leaders declared that the support of job growth against unemployment is the priority, especially towards groups such as young people and the long-term unemployed. In response to increasing the resilience of the economies, G7 leaders agreed to investment in small and medium enterprises, participation of women, and fiscal strategies flexibly to support economic growth while consider near-term economic conditions.<sup>2105</sup>

At the 2015 Schloss Elmau Summit, G7 leaders acknowledged the support to boost women's entrepreneurship under the monitor of OECD. G7 leaders further highlighted UN Guiding Principles on Business and Human Rights In support of labour human rights and sustainable action plans on environmental protection in global supply chains.<sup>2106</sup>

At the 2016 G7 Ise-Shima Summit, G7 leaders agreed to a structural reform to increase gender diversity and youth in labor market participation and promote competition, entrepreneurship, and innovation by lowering barriers to new business entrants.<sup>2107</sup> President of the Japanese Trade Union Confederation RENGO and G7 labour leaders set up four major trade unions priorities: reducing inequality, creating employment and decent work, achieving gender equality, and achieving environmental sustainability and action on climate.<sup>2108</sup>

At the 2017 Taormina Summit, G7 leaders committed to helping those groups that face barriers in accessing new jobs, as well as to promoting skills for employability through identifying market needs, investing in training and education opportunities and using labour market policies to better and more efficiently integrate job seekers into the workforce.<sup>2109</sup>

At the 2018 Charlevoix Summit, G7 leaders omitted to investing in sustainable resources like infrastructure that will promote further job creation.<sup>2110</sup> That same year, under the Canadian G7 presidency, the Ministers of Employment and Innovation recognized the importance of collaborative conversation among governments, social partners, private sector, and educational institutions on the potential impact of industries, skilled workers,

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<sup>2102</sup> Responsible Leadership for a Sustainable Future, G7 Information Centre (Toronto) 8 July 2009. Access Date: 15 January 2024. <http://www.g7.utoronto.ca/summit/2009laquila/2009-declaration.html>

<sup>2103</sup> Camp David Declaration, G7 Information Centre (Toronto) 9 May 2012. Access Date: 15 January 2024. <http://www.g7.utoronto.ca/summit/2012campdavid/g8-declaration.html>

<sup>2104</sup> G8 Lough Erne Leaders Communiqué, G7 Information Centre (Toronto). 18 June 2013. Access Date: 1 October 2023. <http://www.g7.utoronto.ca/summit/2013lougherne/lough-erne-communique.html>.

<sup>2105</sup> G7 Brussels Summit Declaration, G7 Belgium (Brussels). 5 June 2014. Access Date: 1 October 2023. <http://www.g7.utoronto.ca/summit/2014brussels/declaration.html>.

<sup>2106</sup> Leaders' Declaration: G7 Summit, G7 Information Centre (Toronto). 8 June 2015. Access Date: 1 October 2023. <http://www.g7.utoronto.ca/summit/2015elmau/2015-G7-declaration-en.html>

<sup>2107</sup> G7 Ise-Shima Leaders' Declaration, G7 Information Centre (Toronto). 27 May 2016. Access Date: 8 October 2023. <http://www.g7.utoronto.ca/summit/2016shima/ise-shima-declaration-en.html>.

<sup>2108</sup> Japan: G7 Labour Leaders Meeting with Prime Minister Abe, International Trade Union Confederation (Japan). 4 August 2016. Access Date: 8 October 2023. <https://www.ituc-csi.org/japan-g7-labour-leaders-meeting?lang=en>.

<sup>2109</sup> For a Better Future of Work: Pathways for Action, G7 Information Centre (Toronto) 30 September 2017. Access Date: 15 January 2024. <http://www.g7.utoronto.ca/employment/2017-labour-declaration.html>

<sup>2110</sup> The Charlevoix G7 Summit Communiqué, G7 Information Centre (Toronto) 9 June 2018. Access Date: 15 January 2024. <http://www.g7.utoronto.ca/summit/2018charlevoix/communique.html>

and governmental support in adaption to the growing economy.<sup>2111</sup> Employment Ministers reached consensus on the establishment of tools of anti-violence and anti-harassment to improve gender equality and pay equity in line with the UN 2030 Agenda for Sustainable Development. Innovation Ministers reaffirmed support for investments in research and development, science and technology, vision in cyber-resiliency and human-centric artificial intelligence, and collaborative innovation ecosystems.

At the 2022 Elmau Summit, G7 leaders committed to accelerating progress on social protection for all as part of the Global Accelerator on Jobs and Social Protection for a Just Transition, which has the aim of creating 400 million jobs and improving social protection.<sup>2112</sup>

In 2023, under Japan's G7 presidency, G7 Ministers of Labour and Employment released Investing in Human Capital: Kurashiki Ministerial Declaration in recognition of structural changes in the labour market and human capital in post-Covid-19 pandemic era and resulting from the war in Ukraine, climate change, inflation. G7 governments reaffirmed the creation of an inclusive labour market environment and digital, green transformation-based investment in human capital.<sup>2113</sup>

### **Commitment Features**

At the 2023 Hiroshima Summit, G7 leaders committed to “work towards quality job creation.”<sup>2114</sup> This refers to domestic and international action that will enhance human capital, work engagement, and real wage growth globally.

### **Definitions and Concepts**

“Work towards” indicates that countries need to demonstrate effort to act upon the objectives of this commitment but are not bound by a specific, measured goal.<sup>2115</sup>

“Quality” in this context refers to an employment standard that is in line with the United Nation’s Sustainable Development Goal 8 in which “decent work” is understood to be employment that is productive and delivers a fair income.<sup>2116</sup> This includes safe working conditions, compensation that is in line with a living wage value, and freedom from discrimination.

“Job creation” is understood to mean the creation of new, paid employment opportunities.<sup>2117</sup>

### **General Interpretive Guidelines**

Full compliance, or a score of +1, will be given to G7 members that take strong action within the compliance period to create quality jobs. Areas for members to take action include implementing fair labour practices in line with the UN definition of quality work; investing in skills training and education; supporting micro-, small-, and medium-sized enterprises (MSMEs); promoting relevant financial services and instruments. G7 members must take several strong actions for a +1. “Several” is understood as at least three strong actions.

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<sup>2111</sup> Chair's Summary: G7 Ministerial Meeting on Preparing for Jobs of the Future, G7 Information Centre (Toronto), 28 March 2018. <http://www.g7.utoronto.ca/employment/2018-labour-summary-en.html>

<sup>2112</sup> G7 Leaders' Communiqué, G7 Information Centre (Toronto) 28 June 2022. Access Date: 15 January 2024. <http://www.g7.utoronto.ca/summit/2022elmau/220628-communication.html>

<sup>2113</sup> Investing in Human Capital: Kurashiki Ministerial Declaration, G7 Information Centre (Toronto). 23 April 2023. Access Date: 1 October 2023. <http://www.g7.utoronto.ca/employment/2023-declaration.html>

<sup>2114</sup> G7 Leaders' Communiqué, G7 Information Centre (Toronto) 20 May 2023. Access Date: 28 September 2023. <https://www.g7.utoronto.ca/summit/2023hiroshima/G7+Hiroshima+Leaders+Communique.pdf>

<sup>2115</sup> Work towards, Oxford Languages (Oxfordshire) n.d. Access Date: 28 November 2023. <https://www.oxfordlearnersdictionaries.com/definition/english/work-towards>

<sup>2116</sup> Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all, United Nations (Geneva) n.d. Access Date: 29 September 2023. <https://sdgs.un.org/goals/goal8>

<sup>2117</sup> Job Creation, Oxford Languages (Oxfordshire) n.d. Access Date: 9 October 2023. [https://www.oxfordlearnersdictionaries.com/definition/english/jobcreation\\_1](https://www.oxfordlearnersdictionaries.com/definition/english/jobcreation_1)

Partial compliance, or a score of 0, will be assigned to G7 members that take only weak action in more than one area within the compliance period to create quality jobs or it took strong action in two or fewer areas and weak action in others. Examples of weak actions include verbal affirmations and public awareness campaigns.

Non-compliance, or a score of -1, will be assigned if the G7 members do not take sufficient action within the compliance period to create quality jobs by taking only weak action in one or no areas, or by taking action that is directly antithetical to the commitment.

### Scoring Guidelines

-1	The G7 member has not taken sufficient action to create quality jobs or has taken action that is antithetical to the commitment.
0	The G7 member has taken weak action towards quality job creation in two or more areas or has taken strong action in one area.
+1	The G7 member has taken strong action towards quality job creation by taking strong action in at three or more areas.

*Compliance Director: Chiara Barsanti  
Lead Analyst: Wei-Tung Ling*

### Canada: +1

Canada has fully complied with its commitment to work toward quality job creation.

On 29 May 2023, Minister of Innovation, Science and Industry François-Philippe Champagne, along with Premier of Quebec’s François Legault and Quebec’s Minister of Economy, Innovation and Energy Pierre Fitzgibbon announced support for the latest cathode active materials (CAM) facility to be operational in Canada which will create around 200 jobs.<sup>2118</sup>

On 5 June 2023, Parliamentary Secretary to the Minister of Natural Resources and the Minister of Environment and Climate Change Julie Dabrusin announced over CAD30 million for job creation and training opportunities over the next two years for youth in STEM.<sup>2119</sup> 960 green jobs and training opportunities related to the fields of energy, forestry, mining, earth sciences and clean technology will be created.

On 15 June 2023, Minister of Natural Resources Jonathan Wilkinson released details regarding the Canadian Sustainable Jobs Act as part of one of ten action areas of the Interim Sustainable Jobs Plan.<sup>2120</sup> Proposed measures in this Act include the incorporation of a Sustainable Jobs Partnership Council whose primary responsibility would be to provide the government with guidance on creating sustainable jobs and worker support.

On 9 July 2023, Canada Labour Standards Regulations and the Administrative Monetary Penalties Regulations focused on implementing fair labour policies.<sup>2121</sup> One of the amendments focused on reimbursements for work related expenses unless it is explicitly stated under the regulatory standards which is a written agreement.

<sup>2118</sup> Government of Canada invests in GM-POSCO to strengthen Canada’s EV battery supply chain, Innovation, Science and Economic Development Canada (Béancour) 29 May 2023. Access Date: 31 October 2023.

<https://www.canada.ca/en/innovation-science-economic-development/news/2023/05/government-of-canada-invests-in-gm-posco-to-strengthen-canadas-ev-battery-supply-chain.html>

<sup>2119</sup> New Youth Jobs-Training Across Clean Technology and Sustainable Resource Sectors, Natural Resources Canada (Ottawa) 5 June 2023. Access Date: 30 October 2023. <https://www.canada.ca/en/natural-resources-canada/news/2023/06/new-youth-jobs-training-across-clean-technology-and-sustainable-resource-sectors.html>

<sup>2120</sup> Government of Canada Tables the Canadian Sustainable Jobs Act to Enable the Creation of Good, Middle Class Jobs Across Canada, Government of Canada (Ottawa) 16 June 2023. Access Date: 7 November 2023.

<https://www.canada.ca/en/natural-resources-canada/news/2023/06/government-of-canada-tables-the-canadian-sustainable-jobs-act-to-enable-the-creation-of-good-middle-class-jobs-across-canada.html>

<sup>2121</sup> Government of Canada Reimbursement for Work Related Expenses, 14 August 2023. Access Date: 8 November 2023.

<https://www.canada.ca/en/employment-social-development/programs/laws-regulations/labour/interpretations-policies/reimburse-work-expenses.html>

Furthermore, the amendments focused on making employee rights and employer rights more accessible by publishing the designated rights in accessible locations. To enforce these changes, there are several penalties and fines if companies and employers do not adhere to the guidelines.

On 12 October 2023, Minister for Women and Gender Equality Marci Ien launched a call for proposals under the Canadian Service Corps to promote service opportunities for individuals. This initiative will provide organizations with funding to facilitate the creation of service opportunities for youth, aiming to provide up to CAD5 million a year to create opportunities for up to 20,000 youth.<sup>2122</sup>

On 9 November 2023, Minister of Diversity, Inclusion and Persons with Disabilities Kamal Khera announced CAD6.8 million will be allocated to funding organizations that help address persisting barriers to accessibility and inclusion for individuals with disabilities, which includes skill and job training initiatives.<sup>2123</sup>

On 20 November 2023, Minister of Employment, Workforce Development and Official Languages Randy Boissonnault announced that an additional CAD72.9 million will be put towards offering new training and career development opportunities for Albertans.<sup>2124</sup> The addition is part of a wider, long-term project which saw over 100,000 Albertans receive job training in the 2021-2022 period.

On 28 November 2023, the Deputy Prime Minister and Minister of Finance Chrystia Freeland introduced the Fall Economic Implementation Act for 2023.<sup>2125</sup> There were measures taken to stabilize prices, make cost of living more affordable and build a more sustainable economy. The amendment to the Competition Act and the Competition Tribunal Act aims to modernize competition in Canada which would improve protections for consumers and workers. It will allow paid leave for workers who are in federally regulated positions in order to support families who have been affected by pregnancy loss.

Canada has fully complied with its commitment to work toward quality job creation. Canada has undertaken several measures aimed at accessibility, equal opportunities for women and youth, and creating more fair labour laws in the country.

Thus, Canada receives a score of +1.

*Analyst: Shreya Ravi Shankar*

## **France: 0**

France has partially complied with its commitment to work toward quality job creation.

On 3 June 2023, the Ministry of Labour, Full Employment and Integration announced a 2023-2025 multi-year plan for the labour inspectorate around its goal of protecting the fundamental rights of workers, notably the

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<sup>2122</sup> Government of Canada Invites Organizations to Apply for Funding to Help Empower Youth in Canada Through Volunteer Opportunities, Government of Canada (Ottawa) 12 October 2023, Access Date: 9 November 2023. <https://www.canada.ca/en/employment-social-development/news/2023/10/government-of-canada-invites-organizations-to-apply-for-funding-to-help-empower-youth-in-canada-through-volunteer-opportunities1.html>

<sup>2123</sup> New funding opportunities available to help boost the social inclusion of persons with disabilities, Government of Canada (Ottawa) 9 November 2023. Access Date: 11 December 2023. <https://www.canada.ca/en/employment-social-development/news/2023/11/new-funding-opportunities-available-to-help-boost-the-social-inclusion-of-persons-with-disabilities.html>

<sup>2124</sup> Government of Canada invests to help Albertans improve their skills and find jobs in today's labour market, Government of Canada (Ottawa) 20 November 2023. Access Date: 11 December 2023. <https://www.canada.ca/en/employment-social-development/news/2023/11/government-of-canada-invests-to-help-albertans-improve-their-skills-and-find-jobs-in-today-labour-market.html>

<sup>2125</sup> Government of Canada Announces Legislation to Make Life More Affordable, Build More Homes, and Create Good Jobs for Canadians, 28 November 2023, Access Date: 2 December 2023. <https://www.canada.ca/en/department-finance/news/2023/11/government-of-canada-announces-legislation-to-make-life-more-affordable-build-more-homes-and-create-good-jobs-for-canadians.html>

most vulnerable.<sup>2126</sup> For the second half of 2023, the Ministry launched an information, awareness, and control campaign intended to prevent risks regarding the use of mobile work equipment and lifting, particularly compliance with obligations that make it possible to avoid collisions between equipment and pedestrians.<sup>2127</sup> Labour inspectors will carry out controls between November 2023 and January 2024 to ensure compliance.

On 25 July 2023, Minister Delegate Carole Grandjean launched the first version of the platform of Validation of Acquired Experience (France VAE) as a reform to the pre-existing VAE program, which allows workers to be certified through experience without requiring additional schooling.<sup>2128</sup> The new system will bring together more than 50 institutional players and 200 certifications, and is estimated to benefit 100,000 people each year.

On 19 September 2023, Minister of Labour, Full Employment, and Integration Olivier Dussopt, President of the Education, Orientation, Training and Employment Commission of the Regions of France François Bonneau and Deputy President of the Commission David Margueritte announced additional state funding to train people seeking jobs.<sup>2129</sup> EUR3.9 billion will be provided over the next four years to the Regions of France. This funding aims to respond to the needs of vulnerable groups, including unemployed individuals who need additional training for their desired job, those whose professions are in short supply, and young people who have not obtained the bac+2 level.

On 25 September 2023, the Ministry of Labour, Full Employment, and Integration launched a national communications campaign to raise awareness among business, employees and the general public about the risks of accidents at work.<sup>2130</sup> In order to continue its commitment to fight against workplace accidents, the Ministry of Labour, Full Employment and Integration released a 30-second advertisement and promoted vigilance through the radio, radio column, fliers, posters, and social networks.<sup>2131</sup> On 14 November 2023, the Ministry of Labor, Full Employment, and Integration and the Foundation Action Against Exclusion signed a partnership agreement that promotes the integration or retention of vulnerable groups in employment.<sup>2132</sup> The agreement targets people in a situation of illiteracy, seniors benefitting from obligation of employment of disabled workers, people placed under the control of the justice system and those navigating the paths of integration through economic activity.

On 14 November 2023, the Ministry of Labour, Employment and Economic Inclusion signed a partnership agreement with the Act Against Exclusion Foundation (FACE) to work together with FACE clubs, companies and employees to promote more new employment opportunities for and better retention of vulnerable

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<sup>2126</sup> Les campagnes de l'Inspection du travail, Ministère du Travail, du Plein emploi et de l'Insertion (Paris) 6 March 2023.

Translation provided by Analyst. Access Date: 20 October 2023. <https://travail-emploi.gouv.fr/droit-du-travail/inspection-du-travail/article/les-campagnes-de-l-inspection-du-travail>

<sup>2127</sup> Campagne 2023 de l'inspection du travail : L'utilisation des équipements de travail mobiles et de levage, Ministère du Travail, du Plein emploi et de l'Insertion (Paris) 18 October 2023. Translation provided by Analyst. Access Date: 20 October 2023. <https://travail-emploi.gouv.fr/actualites/presse/communiques-de-presse/article/campagne-2023-de-l-inspection-du-travail-l-utilisation-des-equipements-de>

<sup>2128</sup> Reconversions et évolutions professionnelles : lancement de la version Beta de « France VAE », Ministère du Travail, du Plein emploi et de l'Insertion (Paris) 26 July 2023. Translation provided by Analyst. Access Date: 20 October 2023. <https://www.education.gouv.fr/reconversions-et-evolutions-professionnelles-lancement-de-la-version-beta-de-france-vae-378871>

<sup>2129</sup> Lancement du nouveau cycle d'investissement dans la formation des demandeurs d'emploi 2024-2027, Ministère du Travail, du Plein emploi et de l'Insertion (Paris) 22 September 2023. Translation provided by Analyst. Access Date: 20 October 2023. <https://travail-emploi.gouv.fr/actualites/presse/communiques-de-presse/article/lancement-du-nouveau-cycle-d-investissement-dans-la-formation-des-demandeurs-d>

<sup>2130</sup> Une campagne pour la sécurité au travail, Site officiel du Gouvernement (Paris) 27 September 2023. Translation provided by Analyst. Access Date: 20 October 2023. <https://www.gouvernement.fr/actualite/une-campagne-pour-la-securite-au-travail>

<sup>2131</sup> Stop aux accidents du travail graves et mortels : une campagne pour la sécurité au travail, Ministère du Travail, du Plein emploi et de l'Insertion (Paris) 25 September 2023. Translation provided by Analyst. Access Date: 20 October 2023. <https://travail-emploi.gouv.fr/sante-au-travail/stop-aux-accidents-du-travail-graves-et-mortels/>

<sup>2132</sup> Signature d'un partenariat entre le ministère du Travail, du Plein emploi et de l'Insertion et la Fondation agir contre l'exclusion, Ministère du Travail, du Plein emploi et de l'Insertion (Paris) 14 November 2023. Translation provided by Analyst. Access Date: 2 December 2023. <https://travail-emploi.gouv.fr/actualites/presse/communiques-de-presse/article/signature-d-un-partenariat-entre-le-ministere-du-travail-du-plein-emploi-et-de>

populations, especially seniors, persons with disabilities, those who are illiterate and persons under state supervision.<sup>2133</sup>

On 23 November 2023, the Ministry of Labour, Employment and Economic Inclusion announced that in the last school year, vocational high schools had undergone reforms to ensure better training, resources and opportunities for students in order to better prepare them for the job market.<sup>2134</sup>

France has partially complied with its commitment to work toward quality job creation. France has taken strong action to invest in skills training and improve working conditions, but has only taken some actions towards creating new employment opportunities.

Thus, France receives a score of 0.

*Analyst: Alisha Aslam*

### **Germany: 0**

Germany has partially complied with its commitment to work toward quality job creation.

On 12 June 2023, Coordinator for Maritime Economy and Tourism Dieter Janecek announced additional maritime research funding programs which will promote the protection of the climate, develop maritime security technologies, and create new skilled jobs in Germany.<sup>2135</sup>

On 23 June 2023, the Parliament of the Federal Republic of Germany passed a new article on attracting skilled labour workers.<sup>2136</sup> Due to a significant labour shortage, the Parliament of the Federal Republic of Germany to partially utilize a similar system to that of Canada: a points system to consider professional experience, especially for individuals in the field of information technology during the immigration process for job seekers, thereby creating more jobs in the economy. An influx of skilled labour is intended to create more entrepreneurship and jobs across sectors.

On 13 September 2023, the Federal Cabinet adopted the National Strategy for Social Innovations and Social Enterprises with the objective of improving small- and medium-enterprises access to financial support and eliminating financial and legal challenges that impair entrepreneurship.<sup>2137</sup>

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<sup>2133</sup> Signature d'un partenariat entre le ministère du Travail, du Plein emploi et de l'Insertion et la Fondation agir contre l'exclusion, Ministère du Travail, de l'Emploi et de l'Insertion (Paris) 14 November 2023. Translation provided by Google Translate. Access Date: 20 December 2023.

<sup>2134</sup> Réforme des lycées professionnels - Rentrée 2024 : Un parcours de terminale adapté au projet des élèves, Ministère du Travail, de l'Emploi et de l'Insertion (Paris) 23 November 2023. Translation provided by Google Translate. Access Date: 20 December 2023. <https://travail-emploi.gouv.fr/actualites/presse/communiqués-de-presse/article/reforme-des-lycees-professionnels-rentree-2024-un-parcours-de-terminale-adapte>

<sup>2135</sup> Maritime Statustagung: Mit voller Kraft in die Zukunft, Federal Ministry for Economic Affairs and Climate Action of Germany (Berlin) 12 June 2023. Translation provided by Google Translate. Access Date: 10 December 2023. <https://www.bmwk.de/Redaktion/DE/Pressemitteilungen/2023/12/20231206-maritime-statustagung.html>

<sup>2136</sup> German Lawmakers Approve a Plan to Attract Skilled Workers to Plug the Country's Labour Gap, 23 June 2023. Access Date: 7 November 2023. <https://www.euronews.com/2023/06/23/german-lawmakers-approve-a-plan-to-attract-skilled-workers-to-plug-the-countrys-labor-gap>

<sup>2137</sup> Federal cabinet adopts National Strategy for Social Innovations and Social Enterprises, Federal Ministry for Economic Affairs and Climate Action of Germany (Berlin) 13 September 2023. Translation provided by Google Translate. Access Date: 10 December 2023. <https://www.bmwk.de/Redaktion/EN/Pressemitteilungen/2023/09/20230913-federal-cabinet-adopts-national-strategy-for-social-innovations-and-social-enterprises.html>

On 1 November 2023, the Parliament of the Federal Republic of Germany allowed individuals to collect their receipts and pin letters for online identity cards digitally to make it easier for governments and companies to verify individuals.<sup>2138</sup> This will reduce the wait-time for job seekers and increase employment.

Germany has partially complied with its commitment to work toward quality job creation. Germany had made some efforts to create new jobs, encourage entrepreneurship and small- and medium-enterprises, and improve working conditions.

Thus, Germany receives a score of 0.

*Analyst: Shreya Ravi Shankar*

### **Italy: 0**

Italy has partially complied with its commitment to work toward quality job creation.

On 31 May 2023, the Ministry of Enterprises and Made in Italy allocated over EUR1.1 billion for financing the Development Contracts as per the 2023 Budget Law.<sup>2139</sup> This significant financial commitment is aimed at supporting large-scale productive, strategic, and innovative investment programs which is expected to drive job growth in these high-value sectors.

On 2 August 2023, the Ministry of Infrastructure and Transport and the Ministry of Education and Merit (entered a Memorandum of Understanding with the Ferrovie dello Stato Italiane Group.<sup>2140</sup> This agreement is designed to enhance collaboration between educational institutions and the business sector to address the skills mismatch in the workforce.

On 12 September 2023, the Senate approved a motion on safety in the workplace.<sup>2141</sup> The goal of the legislation is to improve working conditions by raising the safety standards that companies ought to oblige.

On 13 October 2023, Prime Minister Giorgia Meloni released a press statement with President of the Republic of the Congo in which they reaffirmed their commitment to improve development of rural towns in the Congo with a particular focus on education and skills training.<sup>2142</sup>

Italy has partially complied with its commitment to work toward quality job creation. Italy has also sought to improve education and skills training; however, it has not made strong action towards job creation in new sectors or strengthening small- and medium-enterprises.

Thus, Italy receives a score of 0.

*Analyst: Ng Arian Man Lok*

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<sup>2138</sup>German Lawmakers Approve a Plan to Attract Skilled Workers to Plug the Country's Labour Gap, 23 June 2023. Access Date: 7 November 2023. <https://www.euronews.com/2023/06/23/german-lawmakers-approve-a-plan-to-attract-skilled-workers-to-plug-the-countrys-labor-gap>

<sup>2139</sup>Stanzianti oltre 1,1 miliardi per finanziare I contratti di sviluppo, Ministry of Enterprises and Made in Italy (Rome) [Date not provided]. Access Date: 9 November 2023. [www.mimit.gov.it/en/media-tools/news/over-1-1-billion-allocated-for-financing-development-contracts](http://www.mimit.gov.it/en/media-tools/news/over-1-1-billion-allocated-for-financing-development-contracts)

<sup>2140</sup>Lavoro e nuove competenze: MIT, MIM e FS italiane firmano Protocollo d'intesa per promuovere collaborazione tra scuola e imprese, Ferrovie Dello Stato Italiano (Rome) 2 August 2023. Translation provided by Google Translate. Access Date: 9 November 2023. <https://www.fsitaliane.it/content/fsitaliane/it/media/comunicati-stampa/2023/8/2/mit-mim-fs-italiane-firmano-protocollo-d-intesa.html>

<sup>2141</sup>Legislatura 19<sup>a</sup> - Atto di Sindacato Ispettivo n. 1-00071, Senato (Rome) 12 September 2023. Translation provided by Google Translate. Access Date: 9 November 2023. <https://www.senato.it/japp/bgt/showdoc/showText?tipodoc=Sindisp&leg=14&id=27209>

<sup>2142</sup>Dichiarazioni con il Presidente della Repubblica del Congo, L'intervento del Presidente Meloni, Government of Italy (Rome) 13 October 2023. Translation provided by Analyst. Access Date: 11 December 2023.

## Japan: 0

Japan has partially complied with its commitment to work toward quality job creation.

On 27 May 2023, Japan, along with the rest of the Indo-Pacific Economic Framework for Prosperity (IPEF), announced the IPEF Supply Chain Agreement that aims to increase the “resilience, efficiency, productivity, sustainability, transparency, diversification, security, fairness, and inclusivity” of international supply chains.<sup>2143</sup> Under this agreement, an IPEF Labor Rights Advisory Board would be established in order to promote labor rights in supply chains and investment in businesses that specifically respect labor rights.

On 9 June 2023, Prime Minister Fumio Kishida announced an expansion of Japan’s policies toward Specified Skilled Workers at the 16th meeting of the Ministerial Council on Acceptance and Inclusion of Foreign Human Resources.<sup>2144</sup> Prime Minister Kishida relayed that the council had decided to expand the scope of fields for the Specified Skilled Workers Program to address worsening domestic labor shortages and to develop the current Technical Intern Training Program in order to promote more welcoming environments for foreign nationals to work in Japan.

On 22 October 2023, Japan and the World Bank, along with Italy, the Republic of Korea, Canada, and the United Kingdom, launched the Resilient and Inclusive Supply-chain Enhancement (RISE) initiative that aims to create quality local jobs and economic growth in emerging markets and developing countries.<sup>2145</sup> The RISE initiative will specifically target support for manufacturing of clean-energy products and participation in the minerals industry.

On 28 October 2023, the Ministry of Land, Infrastructure, Transport and Tourism released a joint media statement of discussions between the Association of Southeast Asian Nations -Japan Tourism Ministers.<sup>2146</sup> Talks between the ministers reaffirmed their commitment to promoting sustainable tourism, which involves implementing initiatives that increase tourism-related job opportunities and fostering socioeconomic inclusion.

On 13 November 2023, the Ministry of Foreign Affairs revealed its commitment to the IPEF for Prosperity Agreement Relating to Supply Chain Resilience in order to better support international supply chain development.<sup>2147</sup> The agreement identifies supply chain development as a source for quality job creation and establishes an IPEF Supply Chain Council composed of one official from the relevant level of government of each IPEF party part of the agreement.

On 13 November 2023, Japan, as part of the Asia-Pacific Economic Cooperation (APEC), released a joint statement following an annual meeting among the APEC Finance Ministers that summarized discussions on strengthening global growth, sustainable finance, among other relevant commitments.<sup>2148</sup> In the statement, the members of APEC affirmed their intention to support macroeconomic policies that address labor supply and inter-member collaboration that stimulates job creation.

Japan has partially complied with its commitment to work toward quality job creation. Japan has taken clear, tangible steps toward supporting both domestic and international job creation through means beyond just

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<sup>2143</sup> Press Statement on the Substantial Conclusion of IPEF Supply Chain Agreement Negotiations, Ministry of Foreign Affairs (Tokyo) 27 May 2023. Access Date: 3 November 2023. <https://www.mofa.go.jp/files/100510680.pdf>

<sup>2144</sup> Ministerial Council on Acceptance and Inclusion of Foreign Human Resources, Prime Minister’s Office of Japan (Tokyo) 9 June 2023. Access Date: 5 November 2023. [https://japan.kantei.go.jp/101\\_kishida/actions/202306/09gaikoku.html](https://japan.kantei.go.jp/101_kishida/actions/202306/09gaikoku.html)

<sup>2145</sup> World Bank and Japan to Boost Mineral Investments and Jobs in Clean Energy, Ministry of Finance (Tokyo) 22 October 2023. Access Date: 5 November 2023. [https://www.mof.go.jp/english/policy/international\\_policy/mdbs/wb/20231011.pdf](https://www.mof.go.jp/english/policy/international_policy/mdbs/wb/20231011.pdf)

<sup>2146</sup> Joint Media Statement of the ASEAN-Japan Tourism Ministers’ Special Dialogue, Ministry of Land, Infrastructure, Transport and Tourism (Tokyo) 28 October 2023. <https://www.mlit.go.jp/kankochu/content/001706972.pdf>

<sup>2147</sup> Indo-Pacific Economic Framework for Prosperity Agreement Relating to Supply Chain Resilience, Ministry of Foreign Affairs (Tokyo) 13 November 2023. Access Date: 2 December 2023. <https://www.mofa.go.jp/files/100581548.pdf>

<sup>2148</sup> Joint Statement on the 2023 APEC Finance Ministers’ Meeting San Francisco, California, November 13, 2023, Ministry of Finance (Tokyo) 13 November 2023. Access Date: 2 December 2023. [https://www.mof.go.jp/english/policy/international\\_policy/convention/apec/20231113\\_1.pdf](https://www.mof.go.jp/english/policy/international_policy/convention/apec/20231113_1.pdf)

verbal agreements, most prominently through international agreements and initiatives. However, it has not taken sufficient actions in any other areas of the commitment.

Thus, Japan receives a score of 0.

*Analyst: Mia Xie*

### **United Kingdom: +1**

The United Kingdom has fully complied with its commitment to work toward quality job creation.

On 25 May 2023, Minister for Enterprise, Markets and Small Business Kevin Hollinrake announced a boost in protection in workers' rights for parents and unpaid carers.<sup>2149</sup> Parents and caregivers will benefit from up to 12 weeks of paid neonatal care leave for employed parents whose children are admitted to neonatal care; redundancy protection for pregnant women and new parents with the extension of existing it to cover pregnancy and a period of time after parents return to work; and a new entitlement for unpaid carers to a week of flexible unpaid leave a year for those who are caring for a dependant with a long-term care need.

On 30 June 2023, Prime Minister Rishi Sunak announced government support of the National Health Service Long-Term Workforce Plan.<sup>2150</sup> This 15-year plan funded by the government aims to expand the number of trained doctors and nurses by investing over GBP2.4 billion in expansion of education and training for the first five years in full. The plan projects medical training places to double in number by 2031 and train over 24,000 more nurses and midwives a year. In addition, the plan will increase the number of General Practice training places by 50 per cent.<sup>2151</sup> Additionally, to ensure job creation persists upon the introduction of virtual wards, the plan includes an expansion of nurse associate and physician associate roles.

On 11 July 2023, Minister for Disability, Health and Labour Tom Pursglove announced New Adjustments Passports, a support scheme intended for hundreds of sick and disabled Armed Forces leavers' to start and stay in work.<sup>2152</sup> The passport provides a transferable record of any workplace adjustments the service leaver may need. Notably, all of this will be assured without the need for reassessment. This delivers on a priority articulated by the Government to remove barriers to transitioning into work and moving between jobs.

On 13 July 2023, Prime Minister Sunak, Education Secretary Gillian Keegan and the General Secretaries of the four education unions released a joint statement on Teachers' pay.<sup>2153</sup> The Government accepted a 6.5 per cent increase for teacher and school leader salaries proposed by the School Teachers' Review Body.<sup>2154</sup> This measure was followed by Prime Minister Sunak's statement on public sector review, in which he expressed comments on this final negotiation as a result of the previous ongoing teaching union strikes.<sup>2155</sup> The raise will reward

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<sup>2149</sup> Workers' rights wins for parents and carers, Department for Business and Trade (London) 25 May 2023. Access Date: 3 December 2023. <https://www.gov.uk/government/news/workers-rights-wins-for-parents-and-carers>

<sup>2150</sup> PM speech launching the NHS Long Term Workforce Plan: 30 June 2023, Prime Minister's Office, 10 Downing Street (London) 30 June 2023. Access Date: 31 October 2023. <https://www.gov.uk/government/speeches/pm-speech-launching-the-nhs-long-term-workforce-plan-30-june-2023>

<sup>2151</sup> What the NHS Long Term Workforce Plan means for you, National Health Service (London) 30 June 2023. Access Date: 31 October 2023. <https://www.gov.uk/government/speeches/what-the-nhs-long-term-workforce-plan-means-for-you>

<sup>2152</sup> New jobs "passport" for injured or disabled veterans, Department for Work and Trade (London) 11 July 2023. Access Date: 2 December 2023. <https://www.gov.uk/government/news/new-jobs-passport-for-injured-or-disabled-veterans>

<sup>2153</sup> Joint Statement on Teachers' Pay: 13 July 2023, Prime Minister's Office, 10 Downing Street (London) 13 July 2023. Access Date: 31 October 2023. <https://www.gov.uk/government/news/joint-statement-on-teachers-pay-13-july-2023>

<sup>2154</sup> Teacher strikes: Everything you need to know about the 2023/24 teacher pay award, Department for Education (London) 13 July 2023. Access Date: 31 October 2023. <https://educationhub.blog.gov.uk/2023/07/13/teacher-strikes-everything-you-need-to-know-about-the-2023-24-teacher-pay-award/>

<sup>2155</sup> PM statement on public sector pay review: 13 July 2023, Prime Minister's Office, 10 Downing Street (London) 13 July 2023. Access Date: 31 October 2023. <https://www.gov.uk/government/speeches/pm-statement-on-public-sector-pay-review-13-july-2023>

most teachers who have been in the profession for 30 years and will boost starting salaries for new teachers to at least GBP 30,000.<sup>2156</sup>

On 20 July 2023, Minister for Enterprise, Markets and Small Business Hollinrake announced the achievement of Royal Assent of the Employment Relations (Flexible Working) Bill.<sup>2157</sup> Once the Bill is in effect, it will enforce new requirements for employers to consult with the employee before rejecting their flexible working request. For employees, it will permit them to make two statutory requests in any 12-month period and reduce waiting times for these decisions to be made from three months to two months. In addition, millions of workers will be given the right to request flexible working from day one of a new job. These regulations will create 2.2 million more employment opportunities under the scope of the entitlement.

On 25 September 2023, Minister for Social Mobility, Youth and Progression Mims Davies announced the expansion of the Youth Offer for economically inactive young people.<sup>2158</sup> This expansion will give over 30,000 16–24-year-olds access to a Work Coach, Youth Hubs and Youth Employability Coaches. This is intended to improve youth access to employment opportunities and increase skills training.

On 4 October 2023, Prime Minister Sunak announced the new Advanced British Standard, a new qualification for individuals aged 16–19 that puts technical and academic education on equal footing.<sup>2159</sup> Every student will be expected to study maths and English up to the age of 18. With an initial funding boost of GBP600 million, schools and colleges will be able to support teacher recruitment and retention as well as enable more students pass the maths and English GCSE, setting them up for future educational and employment opportunities.

On 4 October 2023, Prime Minister Sunak stated his plan to launch Network North, a GBP36 billion commitment to creating a new transport connectivity.<sup>2160</sup> This investment is composed of multiple projects in towns, cities and rural areas across the country that improve efficiency in roads, rail and buses. Hence, this creates more opportunities for jobs in the transport sector. Further funding will be made available to ease connectivity between towns and cities across Scotland and Wales, allowing for quick access to jobs and services those residents need.

On 26 October 2023, Prime Minister Sunak announced the creation of the world's first ever Global Artificial Intelligence (AI). Summit as part of a two-fold plan to address the risks surrounding AI globally.<sup>2161</sup> This entailed his subsequent announcement of the creation of the world's first ever AI Safety Institute. The Prime Minister stated by investing in safe AI and growing the UK's role to lead this change globally, the country will attract new jobs and investment from this new wave of technology.

On 30 October 2023, Prime Minister Sunak and Education Secretary Keegan announced a GBP2 million investment in Oak National Academy to support teachers with high-quality curriculum resources online and

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<sup>2156</sup> Teacher strikes: Everything you need to know about the 2023/24 teacher pay award, Department for Education (London) 13 July 2023. Access Date: 31 October 2023. <https://educationhub.blog.gov.uk/2023/07/13/teacher-strikes-everything-you-need-to-know-about-the-2023-24-teacher-pay-award/>

<sup>2157</sup> Millions to benefit from new flexible working measures, Department for Business and Trade (London) 20 July 2023. Access Date: 2 December 2023. <https://www.gov.uk/government/news/millions-to-benefit-from-new-flexible-working-measures>

<sup>2158</sup> Government announced employment support boost for over 30,000 economically inactive young people, Department for Work and Pensions (London) 25 September 2023. Access Date: 2 December 2023. <https://www.gov.uk/government/news/government-announces-employment-support-boost-for-over-30-000-economically-inactive-young-people>

<sup>2159</sup> New qualifications to deliver world class education for all, Prime Minister's Office, 10 Downing Street (London) 4 October 2023. Access Date: 31 October 2023. <https://www.gov.uk/government/news/new-qualifications-to-deliver-world-class-education-for-all>

<sup>2160</sup> What the plan to launch Network North means for you, Prime Minister's Office, 10 Downing Street (London) 4 October 2023. Access Date: 31 October 2023. <https://www.gov.uk/government/speeches/what-the-plan-to-launch-network-north-means-for-you>

<sup>2161</sup> Prime Minister's speech on AI: 26 October 2023, Prime Minister's Office, 10 Downing Street (London) 26 October 2023. Access Date: 31 October 2023. <https://www.gov.uk/government/speeches/prime-ministers-speech-on-ai-26-october-2023>

create new teaching tools using Artificial Intelligence (AI).<sup>2162</sup> This investment is intended to support Oak National Academy with the development of these tools, then make them available to teachers across England for free. This will provide to teachers a personalized AI lesson-planning assistant, which will support the ambition of the Government, teachers, and experts on the Workload Taskforce to reduce working hours for teachers by five hours per week.

On 31 October 2023, Prime Minister Sunak, the Department for Work and Pensions and the Department for Transport announced significant cost of living support ahead of winter, which includes GBP3.5 billion worth of measures to break down the barriers to work for those experiencing poverty.<sup>2163</sup> This largely consists of the Universal Support scheme that is expected to provide jobs for thousands more people with the aid of a personal advisor for up to a year.

On 5 November 2023, Prime Minister Sunak announced further steps to support the UK's transition to net zero.<sup>2164</sup> In confirming licensing opportunities that bolster energy security, these steps will invest in securing 200,000 jobs in the energy industry.

On 15 November 2023, Minister Pursglove announced a new Government planner to aid hundreds of thousands of students with disabilities who are currently attending university and higher education with their transition into work.<sup>2165</sup> The planner will negate the need for repeated assessments for health support adjustment by collating the relevant needs of students which can simply be passed on to employers. It will also provide advice to employers on the types of funding and government support that is available for these disabled employees.

On 16 November 2023, Chancellor Jeremy Hunt and the Secretary of State for Work and Pensions Mel Stride unveiled their Back to Work Plan as part of the Autumn Statement.<sup>2166</sup> Over the next five years, the Plan aims to benefit 1.1 million people with mental or physical health conditions in maintaining or finding employment. The Plan also includes exploring reforms of the fit note system to make it more efficient for people to get specialised work and health support. It will also expand the availability of treatment and employment support.

On 16 November 2023, the Government formally launched the WorkWell service to help people start, stay and succeed in work.<sup>2167</sup> Announced at the past Spring Budget, the service will support 60,000 people with long-term sickness or disability in 15 areas across England. In the coming weeks, the prospectus that will be launched will provide information for all Integrated Care Systems across England to develop their localised work and health strategy.

On 22 November 2023, the Department for Work and Pensions announced a Chance to Work Guarantee, a measure providing claimants with long-term sickness or disabilities claimants to work without fear of

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<sup>2162</sup> New support for teachers powered by Artificial Intelligence, Prime Minister's Office, 10 Downing Street (London) 30 October 2023. Access Date: 3 December 2023. <https://www.gov.uk/government/news/new-support-for-teachers-powered-by-artificial-intelligence>

<sup>2163</sup> PM continues to support families with cost of living ahead of winter, Prime Minister's Office, 10 Downing Street (London) 31 October 2023. Access Date: 31 October 2023. <https://www.gov.uk/government/news/pm-continues-to-support-families-with-cost-of-living-ahead-of-winter>

<sup>2164</sup> New opportunities for North Sea oil and gas, Prime Minister's Office, 10 Downing Street (London) 5 November 2023. Access Date: 31 October 2023. <https://www.gov.uk/government/news/new-opportunities-for-north-sea-oil-and-gas>

<sup>2165</sup> New Government Planner to help thousands of disabled university students into work, Department of Work and Pensions (London) 15 November 2023. Access Date: 2 December 2023. <https://www.gov.uk/government/news/new-government-planner-to-help-thousands-of-disabled-university-students-into-work>

<sup>2166</sup> Employment support launched for over a million people, Department of Work and Pensions (London) 16 November 2023. Access Date: 2 December 2023. <https://www.gov.uk/government/news/employment-support-launched-for-over-a-million-people>

<sup>2167</sup> Employment support launched for over a million people, Department of Work and Pensions (London) 16 November 2023. Access Date: 2 December 2023. <https://www.gov.uk/government/news/employment-support-launched-for-over-a-million-people>

reassessment or losing health benefit top-ups.<sup>2168</sup> With the Chance to Work Guarantee, claimants will benefit from boosted Work Allowances; claimants with long-term sickness or disabilities will be able to keep GBP404 of earnings every month without this affecting their welfare payments.

The United Kingdom has fully complied with its commitment to work toward quality job creation. The United Kingdom has made significant advancements in expanding domestic growth and creating new, quality jobs in these areas. Significantly, many of its efforts are directed towards supporting those who currently face hardship in employment and providing them the financial and emotional guidance they need to succeed. The United Kingdom has also taken significant actions towards improving labour laws and providing skills trainings to help employees retain meaningful employment.

Thus, the United Kingdom receives a score of +1.

*Analyst: Alisha Aslam*

### **United States: +1**

The United States has fully complied with its commitment to work toward quality job creation.

On 27 July 2023, the Department of Education and Labour announced that it will expand Registered Apprenticeships for educators and contribute further investment into teacher preparation programs.<sup>2169</sup> These initiatives aim to address the educator shortage by improving the qualifications and training of educators in the US.

On 28 July 2023, President Joseph Biden released an executive order on federal research and development (R&D) to support domestic manufacturing jobs in the US.<sup>2170</sup> It calls for greater investment by the federal government in R&D, education, and infrastructure pertaining to manufacturing. This demonstrates a strong effort to strengthen domestic manufacturing and create more jobs in the sector.

On 30 August 2023, the Occupational Safety and Health Administration (OSHA) published a Notice of Proposed Rulemaking titled “Worker Walkaround Representative Designation Process” which seeks to clarify the relevant knowledge, skills, and experience with hazardous conditions that is required of workplace inspectors.<sup>2171</sup> The revision allows employees to have greater representation during OSHA inspections which will enhance overall safety and health in the workplace.

On 6 October 2023, the US Department of Labor announced that additional funding for 12 new projects under the Mega Construction Project Program, an initiative developed in March 2023 with the objective of removing barriers to opportunity for underrepresented individuals in the construction trades and expand job growth in the sector.<sup>2172</sup>

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<sup>2168</sup> New ‘Chance to Work Guarantee’ will remove barriers to work for millions, Department for Work and Pensions (London) 22 November 2023. Access date: 2 December 2023. <https://www.gov.uk/government/news/new-chance-to-work-guarantee-will-remove-barriers-to-work-for-millions>

<sup>2169</sup> Education, Labor Departments Announce New Efforts to Advance Teacher Preparation Programs and Expand Registered Apprenticeships for Educators, US Department of Education (Washington D.C) 27 July 2023. Access Date: 8 November 2023. <https://www.ed.gov/news/press-releases/education-labor-departments-announce-new-efforts-to-advance-teacher-preparation-programs-and-expand-registered-apprenticeships-educators>

<sup>2170</sup> Executive Order on Federal Research and Development in Support of Domestic Manufacturing and United States Jobs, The White House (Washington D.C) 28 July 2023. Access Date: 8 November 2023. <https://www.whitehouse.gov/briefing-room/presidential-actions/2023/07/28/executive-order-on-federal-research-and-development-in-support-of-domestic-manufacturing-and-united-states-jobs/>

<sup>2171</sup> Worker Walkaround Representative Designation Process, The Federal Register (Washington D.C) 30 August 2023. Access Date: 8 December 2023. <https://www.federalregister.gov/documents/2023/08/30/2023-18695/worker-walkaround-representative-designation-process>

<sup>2172</sup> Biden-Harris Administration Scales Program to Expand Equal Opportunity, Diversity in Construction Trades for Jobs on Large Infrastructure Projects, U.S Department of Labor (Washington) 6 October 2023. Access Date: 12 December 2023. <https://www.dol.gov/newsroom/releases/osec/osec20231006-0>

On 1 November 2023, Head of the US Small Business Administration Isabel Guzman announced that three new Small Business Lending Company licenses have been granted.<sup>2173</sup> These licenses to lenders will focus on historically underserved markets and minority-owned enterprises. This will help remove longstanding barriers to capital for entrepreneurs and will create more jobs in these previously under-utilized sectors.

On 9 November 2023, the US Department of Labor updated its Transition Assistance Program for veteran and military spouse jobseekers.<sup>2174</sup> It will provide personalized employment assistance and offer digital matching of skills and experiences with employment networking and training services.

On 15 November 2023, the US Department of Labor announced that USD98 million in funding will be available to support pre-apprenticeships in high-demand industries, educational guidance, and employment services to disadvantaged youth.<sup>2175</sup>

On 16 November 2023, Acting Secretary of Labor Julie Su, Secretary of State Anthony Blinken, and US Trade Representative Katherine Tai launched the Presidential Memorandum on Advancing Worker Empowerment, Rights, and High Labor Standards Globally.<sup>2176</sup> Acting Secretary Su noted that the US Department of Labor is committed to combatting forced labor and improve transparency and accountability of global corporations and supply chains. She also stated that the US has developed a Multilateral Partnership for Organizing, Worker Empowerment, and Rights with the aim of strengthening independent unions and the freedom of association worldwide.

On 28 November 2023, Acting Secretary Su convened a “New Frontiers for Empowering Workers and Businesses” conference in Washington with business leaders, investors, and workers.<sup>2177</sup> The meeting focused on developing strategies to ensure business leaders and investors strengthen workers’ voices as a means to create more resilient and competitive industries across the US.

On 5 December 2023, the Biden-Harris Administration announced a significant investment in the education sector, allocating USD277 million towards Education Innovation and Research Grants.<sup>2178</sup> This fund is aimed at aiding academic recovery efforts, demonstrating the administration’s commitment to enhancing and revitalizing education in the country.

The United States has fully complied with its commitment to work toward quality job creation. It has taken strong action to encourage job growth in a variety of industries through its investment in R&D, education and skills training, and more inclusive lending options. It has also taken steps to ensure a safe and health workplace which will ensure a higher level of quality for newly created jobs.

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<sup>2173</sup> Biden-Harris Administration Take Steps in Expanding Access to Capital and Filling Lending Gaps in Underserved Communities, US Small Business Administration (Washington D.C) 1 November 2023. Access Date: 8 November 2023.

<https://www.sba.gov/article/2023/11/01/biden-harris-administration-takes-historic-step-expanding-access-capital-filling-lending-gaps>

<sup>2174</sup> US Department of Labor Announces Updates to Transition Assistance Programs for Job-Seeking Service Members, Veterans, Military Spouses, U.S Department of Labor (Washington) 9 November 2023. Access Date: 12 December 2023.

<https://www.dol.gov/newsroom/releases/vets/vets20231109>

<sup>2175</sup> US Department of Labor Announces \$98M in Available Funding to Support Delivery of Academic, Skills Training, Employment Services for Young People, U.S Department of Labor (Washington) 15 November 2023. Access Date: 12 December 2023.

<https://www.dol.gov/newsroom/releases/eta/eta20231115>

<sup>2176</sup> Readout: Acting Secretary Su Delivers Remarks at Launch of Presidential Memorandum on Global Labor Rights, U.S Department of Labor (Washington) 16 November 2023. Access Date: 12 December 2023.

<https://www.dol.gov/newsroom/releases/osec/osec20231116>

<sup>2177</sup> Readout: Acting Secretary Su Convened Business Leaders, Investors, Workers for “New Frontiers for Empowering Workers and Business,” U.S Department of Labor (Washington) 30 November 2023. Access Date: 12 December 2023.

<https://www.dol.gov/newsroom/releases/osec/osec20231130>

<sup>2178</sup> Biden-Harris Administration Announces \$277 Million In Education Innovation and Research Grants to Help Address Academic Recovery, US Department of Education (Washington D.C) 5 December 2023. Access Date: 6 December 2023.

<https://www.ed.gov/news/press-releases/biden-harris-administration-announces-277-million-education-innovation-and-research-grants-help-address-academic-recovery>

Thus, the United States receives a score of +1.

*Analyst: Ng Arian Man Lok*

### **European Union: +1**

The European Union has fully complied with its commitment to work toward quality job creation.

On 17 July 2023, the Committee on Employment and Social Affairs (EMPL) held a hearing on “Future-proof jobs and skills training for the digital and green transitions” to discuss reskilling and upskilling workers in order to best support green and digital transitions.<sup>2179</sup>

On 18 July 2023, the European Investment Bank (EIB) announced that it would be lending over EUR600 million in loans and leases to small and medium-sized enterprises in the Netherlands, Belgium, and Luxembourg.<sup>2180</sup> This agreement with the ING aims to accelerate environmental and financial sustainability.

On 12 September 2023, the EIB revealed a proposal to provide approximately EUR50 million toward financing small and mid-caps companies primarily located in the region of Castilla y León of Spain.<sup>2181</sup> The funds would mainly go towards projects focusing on supporting job creation, human capital retention and promoting regional policies on circular economy.

On 15 September 2023, the EIB revealed it had signed a EUR65 million agreement with the Atlantic Business International to support the small and medium sized enterprise market in Côte d’Ivoire, Burkina Faso and Senegal.<sup>2182</sup> The funds will focus on going towards projects promoting job creation in the African region.

On 9-10 October 2023, the EU and the Ministers of Foreign Affairs of the Gulf Cooperation Council (GCC) met in Oman to discuss cooperation between the two organizations on global security, climate policies, and economic relationships.<sup>2183</sup> The Joint Council emphasized scientific research and innovation as well as climate investments as contributions toward creating new jobs.

On 25 October 2023, the EIB signed an investment grant of EUR40 million dedicated to funding the “MEDUSA” Submarine Cable Project that will bolster high-speed digital connectivity between North Africa and the EU.<sup>2184</sup> By establishing high quality connectivity to universities and education and research centres in North Africa Countries, the project is expected to encourage scientific knowledge exchange which will yield innovation, research and job creation in the region.

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<sup>2179</sup> Hearing on Future-proof jobs and skills training for the digital and green transition, European Parliament (Strasbourg) 17 July 2023. Access Date: 4 November 2023. <https://www.europarl.europa.eu/committees/en/hearing-on-future-proof-jobs-and-skills-product-details/20230419CHE11602>

<sup>2180</sup> ING and EIB provide €600 million in new loans to small and medium-sized enterprises in the Netherlands, Belgium and Luxembourg to boost sustainability, European Investment Bank (Luxembourg) 18 July 2023. Access Date: 5 November 2023. <https://www.eib.org/en/press/all/2023-283-ing-and-eib-provide-eur600m-in-new-loans-to-small-and-medium-sized-enterprises-in-the-netherlands-belgium-and-luxembourg-to-boost-sustainability>

<sup>2181</sup> ICE FOCUSED SUPPORT FOR SMES AND MIDCAPS II, European Investment Bank (Luxembourg) 12 September 2023. Access Date: 5 November 2023. <https://www.eib.org/en/projects/pipelines/all/20230117>

<sup>2182</sup> Supporting the private sector: Atlantic Business International and the EIB sign €65 million agreement to support companies in sub-Saharan Africa through the Banque Atlantique network, European Investment Bank (Luxembourg) 15 September 2023. Access Date: 5 November 2023. <https://www.eib.org/en/press/all/2023-332-soutien-au-secteur-prive-atlantic-business-international-et-la-bei-concluent-un-accord-de-65-millions-d-euros-pour-soutenir-les-entreprises-en-afrique-subsaharienne-via-le-reseau-banque-atlantique>

<sup>2183</sup> Co-Chairs’ Statement of the 27th GCC-EU Joint Council and Ministerial Meeting, European Council & Council of the European Union (Brussels) 10 October 2023. Access Date: 5 November 2023. <https://www.consilium.europa.eu/en/press/press-releases/2023/10/10/co-chairs-statement-of-the-27th-gcc-eu-joint-council-and-ministerial-meeting/>

<sup>2184</sup> EU and EIB’s support help accelerate the MEDUSA high-speed digital connection under the Mediterranean Sea, European Investment Bank (Luxembourg) 25 October 2023. Access Date: 3 December 2023. <https://www.eib.org/en/press/all/2023-393-eu-eib-support-helps-accelerate-medusa-high-speed-digital-connection-under-mediterranean-sea>

On 2 December 2023, the EIB signed the Blue Mediterranean Partnership cooperation agreement at COP28 that aims to mobilize EUR1 billion toward financing blue economy projects promoting sustainability in the Mediterranean and Red Sea regions.<sup>2185</sup> At the conference, Swedish International Development Cooperation (SIDA) Agency Director-General Jakob Granit attributed the partnership as a much-needed one that “protects marine resources and creates much-needed jobs.”

On 2 December 2023, the EIB announced at COB28 that it would enter into a partnership with Mission Innovation in order to accelerate the development of clean energy technologies.<sup>2186</sup> EIB Vice-President Ambroise Fayolle expressed the significance of the partnership for contributing toward a net-zero future from advancing technologies, commenting that “Financing the technologies of tomorrow is key to reaching global climate goals, supporting economies’ competitiveness and creating new jobs.”

The European Union has fully complied with its commitment to work toward quality job creation. Not only has the European Union been vocal in its support for job creation, specifically as a motivator for increased sustainability, but the EU has also showcased its commitment toward job creation through its investment projects particularly funded through the European Investment Bank. The EU has acted to provide skills training and help small- and medium-sized enterprises in order to bring about greater employment opportunities.

Thus, the European Union receives a score of +1.

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<sup>2185</sup> Blue Mediterranean Partnership steps up support for sustainable blue economy, European Investment Bank (Luxembourg) 2 December 2023. Access Date: 3 December 2023. <https://www.eib.org/en/press/all/2023-489-blue-mediterranean-partnership-steps-up-support-for-sustainable-blue-economy>

<sup>2186</sup> EIB Group and Mission Innovation team up to accelerate clean energy innovation, European Investment Bank (Luxembourg) 2 December 2023. Access Date: 3 December 2023. <https://www.eib.org/en/press/all/2023-486-eib-group-and-mission-innovation-team-up-to-accelerate-clean-energy-innovation>