

**G20 EMPLOYMENT WORKING GROUP**

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**TERMS OF REFERENCE**

## Background

In 2011, G20 Leaders expressed their belief that “employment must be at the heart of the actions and policies to restore growth and confidence that we [they] undertake under the framework for strong, sustainable and balanced growth” and their commitment “to renew our [their] efforts to combat unemployment and promote decent jobs, especially for youth and others who have been most affected by the economic crisis”, resulting in establishing on an ad-hoc basis for one year, a Task Force on Employment (TFE)<sup>1</sup>. The mandate of the TFE was extended during subsequent G20 Presidencies.

The TFE was composed of representatives and experts from G20 member and guest countries and worked in close collaboration with social partners and relevant international organizations. It was chaired by a shared presidency including the previous, incumbent and the following year’s G20 presidencies.

The TFE’s work has included sharing best practices, developing policy principles and collective commitments and establishing a database of labour market policy approaches. Country-specific Employment Plans were prepared by each member of the G20 and guest countries, in tandem with contributions to the Growth Strategies being coordinated by the G20 Framework Working Group (FWG).

In 2014, taking into consideration the impact of TFE’s role on growth, labour, employment and social challenges, G20 Leaders agreed<sup>2</sup> to the transformation of the TFE to an Employment Working Group (EWG) as an ongoing function at the recommendation of G20 Labour and Employment Ministers<sup>3</sup>.

This document outlines the mandate and functioning of the EWG for the G20 employment agenda through the future presidencies in line with previous assignments, tasks given by Leaders, Labour and Employment Ministers and G20 Sherpas and the priorities of the incumbent presidency.

## Mandate

The EWG’s mandate is to address priority labour, employment and social issues to further develop strong, sustainable, balanced, inclusive and job-rich growth. The EWG’s work will be guided in particular by the set of broad objectives stated below and directions from the Leaders, Labour and Employment Ministers and G20 Sherpas.

### *Broad objectives*

Elaborate policy principles with a view to:

- Boosting labour demand – Promoting the creation of more and better quality jobs and addressing unemployment, in particular amongst young people and long-term unemployed.

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<sup>1</sup> G20 Cannes Summit Final Declaration (Cannes, 4 November 2011 – paragraph 3).

<sup>2</sup> G20 Leaders’ Communiqué (Brisbane, 15-16 November 2014 – paragraph 10).

<sup>3</sup> G20 Labour and Employment Ministerial Declaration (Melbourne, 10-11 September 2014 – paragraph 24).

- Boosting labour supply – Improving the skill level of workers through education, VET and quality apprenticeship and raising workforce participation in particular for women.
- Improving the functioning of the labour market.
- Promoting inclusive labour markets, through enhancing social protection, equity and cohesion, including addressing labour market disadvantages for groups with particular needs.
- Improving the measures related to labour mobility, skills portability, demographic and other related challenges.
- Achieving healthier and safer workplaces through enforcement of regulations, implementation and investments.
- Addressing inequality and promoting sustainable growth.

Promote integrated policies and effective coordination by:

- Advancing the dialogue on major domestic and international policy themes in particular youth, women and long-term unemployed, and addressing cross-cutting issues impacting the labour market and employment.
- Cooperating closely with related G20 fora to strengthen the integration and coordination of policies on labour, employment and social issues with other policy areas including development, financial and macroeconomic policies.
- Ensuring coherence of implementation of National Employment Plans with other G20 documents, in particular the Growth Strategies coordinated by the FWG.
- Consulting and involving social partners, in particular Business 20 (B20) and Labour 20 (L20).
- Working with international organisations, in particular the International Labour Organization (ILO), Organization for Economic Cooperation and Development (OECD), World Bank Group (WBG) and the International Monetary Fund (IMF) to supply analytical and technical support as requested by the EWG and/or its chair.

Contribute to greater accountability, effective policy and programme implementation through:

- Providing reports including recommendations to G20 Labour and Employment Ministers and G20 Sherpas upon their tasking.
- Following up implementation and where necessary further developing the G20 Employment Plans, including related aspects of the Growth Strategies.
- Tracking progress -in quantitative and qualitative terms- on labour market development with a special focus on collective commitments, especially those concerning youth and female participation.
- Sharing best practices and exchanging of information in addressing labour market challenges.
- Providing sustainability for a G20 Employment web page to save and establish G20's track record that was developed by the work undertaken by previous presidencies.

### Functioning of the EWG

The EWG is chaired on a 'troika' presidency basis led by the incumbent, supported by the previous and the following year's G20 presidencies.

The secretariat support for the EWG is provided by the incumbent G20 presidency. In the decisions of the EWG, consensus based approach shall be applied.

In the areas of joint interest, the EWG may work with other working groups and seek collaboration on those issues.

In case specific expertise is required in the implementation of EWG's tasks, time-limited and voluntary-based technical sub-groups may be established. The mandate, work plan, composition and co-facilitators of those sub-groups are decided by the member countries.

### **Annual and Multi-Year Agenda of the EWG**

The annual agenda of the EWG will be developed by the incumbent G20 presidency in accordance with the mandate of the EWG, the Leaders' Communiqué and the Labour and Employment Ministers' Declaration in collaboration with G20 member countries and in consultation with international organizations and social partners. The G20 presidency may focus on other additional issues that are of specific importance.

Given the importance of continuity regarding the work carried out under consecutive G20 presidencies, the EWG will work under a multi-year agenda that is guided by its mandate. The multi-year agenda will be developed by the EWG members, reviewed annually and renewed when deemed necessary.

The priorities and planned outcomes of the G20 presidencies in employment stream and dates, venues, deliverables and work themes of planned EWG activities are discussed with other members at the beginning of each presidency term in accordance with the form provided in the Annex.

### **Membership**

Participation in the EWG is open to representatives and experts from G20 member and guest countries.

### **Collaboration with Social Partners and International Organisations**

The EWG will work in cooperation with the official B20 and L20 groups and other social engagement groups as appropriate and according to the arrangements to be decided by the EWG. The EWG will encourage the B20 and L20 to engage in social dialogue on issues of common interest.

The EWG may invite representatives of relevant international organisations, in particular the ILO, the OECD, the World Bank Group and the IMF to participate in EWG meetings and ask them to provide technical analysis on issues identified in its agenda.

### **Amendments**

These Terms of Reference are reviewed at the request of the EWG members on an annual basis. Should any amendments deemed necessary, these are duly incorporated to this document with the consensus of the EWG members.

**ANNEX**

**Form to be used by G20 Employment Working Group Chair for Identifying the Annual Agenda**

**1. Planned outcomes in 20... under the presidency of ... in the Employment Working Group**

*A summary of the planned outcomes will be provided in this section in broad terms (e.g. the main themes and priorities of the presidency, sub-headings of the issues).*

**2. Schedule of meetings and work program in ....**

<b>Activity</b>	<b>Dates and Location</b>	<b>Working Themes</b>
<i>1<sup>st</sup> EWG Meeting</i>		
...		
...		
<i>G20 Labour and Employment Ministerial Meeting</i>		

**3. Side events and contributions by social partners and international organisations to G20 Employment Working Group**

<b>Activity</b>	<b>Timeline</b>	<b>Contributors</b>
		<i>ILO</i>
		<i>OECD</i>
		<i>WBG</i>
		<i>IMF</i>