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present

## **2013 St. Petersburg G20 Summit Interim Compliance Report**

7 September 2013 to 16 June 2014

Prepared by  
Stacey Bocknek, Vera V. Gavrilova, Krystal Montpetit, Theodora Mladenova, Taylor Grott  
and Antonia Tsapralis  
G20 Research Group, Toronto,  
and  
Andrei Sakharov, Andrey Shelepov and Mark Rakhmangulov  
International Organisations Research Institute, Moscow

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[www.g20.utoronto.ca](http://www.g20.utoronto.ca)  
[g20@utoronto.ca](mailto:g20@utoronto.ca)

## Contents

Preface.....	3
Introduction and Summary.....	5
Table 1: 2013 G20 St. Petersburg Summit Commitments Selected for Compliance Monitoring.....	7
Table 2: 2013 G20 St. Petersburg Interim Compliance Scores.....	9
Table 3: 2013 G20 St. Petersburg Summit Interim Compliance Rank by Country.....	10
Table 4: 2013 G20 St. Petersburg Summit Interim Compliance Rank by Commitment.....	10
Table 5: G20 Compliance by Member, 2008-2013.....	11
Appendix: General Considerations .....	13
1. Macroeconomics: Investment.....	15
2. Macroeconomics: Credit Access.....	40
3. Trade.....	60
4. Financial Regulation: Tax Avoidance .....	76
5. Food and Agriculture: Food Price Volatility and Sustainable Agriculture.....	94
6. Climate Change .....	141
7. Energy: Clean Technology .....	156
8. Labour and Employment: Labour Policies.....	179
9. Labour and Employment: Vocational Training Programs .....	227
10. Crime and Corruption.....	250
11. Development: Tax Administration .....	276
12. Employment: Job Creation .....	301
13. Employment: Education.....	323
14. Macroeconomic Policy: Small and Medium-Sized Enterprises .....	343
15. Development: Green Growth .....	360
16. Development: Remittances .....	378

## 8. Labour and Employment: Labour Policies

“[We commit to ensure] effective labour activation policies are in place to help jobseekers find work and bring under-represented and vulnerable groups into the labour market and reduce informality.”

*G20 St. Petersburg Leaders’ Declaration*

### Assessment

	Lack of Compliance	Partial Compliance	Full Compliance
Argentina			+1
Australia			+1
Brazil			+1
Canada			+1
China	-1		
France			+1
Germany			+1
India		0	
Indonesia		0	
Italy		0	
Japan			+1
Korea			+1
Mexico			+1
Russia			+1
Saudi Arabia			+1
South Africa			+1
Turkey			+1
United Kingdom			+1
United States			+1
European Union			+1
Average		+0.75	

### Background

At the St. Petersburg Summit in 2013 the G20 leaders stated that strengthening growth and creating jobs is a top priority.<sup>801</sup> In the St. Petersburg Action Plan, the leaders added that they “are fully committed to taking decisive actions to return to a job rich, strong, sustainable and balanced growth path.”<sup>802</sup>

On 18-19 July 2013, the G20 Labour and Employment Ministers’ met in Moscow to discuss the global economy and noted that while there have been some improvements since 2012, “the recovery from the crisis still remains.”<sup>803</sup> Indeed, “world economic growth has been too weak to foster adequate job creation and reduce unemployment at a global level.” While there are countries that have begun to

<sup>801</sup> The G20 St. Petersburg Leaders’ Declaration, G20 Information Centre (Toronto) 6 September 2013. Access Date: 26 March 2014. <http://www.g20.utoronto.ca/2013/2013-0906-declaration.html>

<sup>802</sup> St. Petersburg Action Plan, 6 September 2013, G20 Information Centre (Toronto) 6 September 2013. Access Date: 26 March 2014. <http://www.g20.utoronto.ca/2013/2013-0906-plan.html>.

<sup>803</sup> G20 Labour and Employment Ministers’ Declaration, G20 Information Centre (Toronto) 19 July 2013. Access Date: 26 March 2014. <http://www.g20.utoronto.ca/2013/2013-0719-labour-declaration.html>

witness a decline in the unemployment rate, or even better an increase in the employment rate such as in Korea, on a global scale unemployment remains “close [to] its post-crisis peak.”<sup>804</sup>

As of 2012, the International Labour Organization (ILO) has calculated that “almost 200 [million] out of the global working-age population of 5.3 billion are jobless.” Currently, the most vulnerable group targeted by unemployment is the youth which is calculated at 12.6 per cent, “even though 19 [million] youngsters have dropped out of the labour force.” The ILO has predicted that “unemployment during 2014-17 [will] remain at 6 [per cent], and youth unemployment [will] rise to 12.9 [per cent].”<sup>805</sup> These statistics are particularly worrisome as we consider that improving the conditions for youth employment were a top priority at the Cannes Summit in 2011<sup>806</sup> and again at the Los Cabos Summit in 2012.<sup>807</sup>

In a report “prepared by the ILO and the Organisation for Economic Co-operation and Development (OECD) at the request of the G20 Task Force on Employment,” it is highlighted that “the employment and labour market challenges facing the G20 countries run deep [and it is] only through well-informed exchanges on policy-making, addressing prevailing demand and supply constraints, can the G20 countries, collectively overcome them.”<sup>808</sup>

### **Commitment Features**

At a meeting in Moscow on 18-19 July 2013, the G20 Labour and Employment Ministers discussed the global labour market. In a declaration following this discussion several points were mentioned, including several points pertaining to labour activation, equity, and inclusion. The Ministers agreed that “effective, well-targeted, and coordinated active labour market policies should be designed to encourage and assist unemployed and inactive people, to connect or remain connected with the labour market and take advantage of new opportunities, with skills development.”<sup>809</sup>

The meeting culminated in a release of the G20 Labour and Employment Ministers’ Declaration, which set a range of measures that should be considered to enhance labour activation and inclusion.

Build networks to increase the collaboration and communication between private employers, public employers and education institutions. (This includes “secondary and post-secondary schools, the education and school career guidance systems, public and private employment services, vocational training institutions, apprenticeships systems, local authorities, and social partners and businesses to prepare graduates to enter the workforce, to anticipate economic/sectorial changes.”<sup>810</sup>) This commitment is twofold and covers: (a) providing updated labour market information to assist diverse

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<sup>804</sup> G20 Labour and Employment Ministers’ Declaration, G20 Information Centre (Toronto) 19 July 2013. Access Date: 26 March 2014. <http://www.g20.utoronto.ca/2013/2013-0719-labour-declaration.html>

<sup>805</sup> Jobs and the disciplined market, The Economist (London) 18 November 2013. Access Date: 15 February 2014. <http://www.economist.com/news/21589119-well-functioning-market-will-widen-opportunities-young-people-believes-park-geun-hye-president>

<sup>806</sup> Communique: G20 Leaders Summit, G20 Information Centre (Toronto) 4 November 2011. Access Date: 26 March 2014. <http://www.g20.utoronto.ca/2011/2011-cannes-communique-111104-en.html>

<sup>807</sup> Labour and Employment Ministers Conclusions, G20 Information Centre (Toronto) 17-18 May 2012. Access Date: 26 March 2014. <http://www.g20.utoronto.ca/2012/2012-0518-labour.pdf>

<sup>808</sup> G20 Task Force on Employment: Addressing employment, labour market and social protection challenges in G20 countries: Key measure since 2010, International Labour Organization (Geneva) 17 July 2013. Access Date: 26 March 2014. [http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\\_217544.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_217544.pdf)

<sup>809</sup> G20 Labour and Employment Ministers’ Declaration, G20 Information Centre (Toronto) 19 July 2013. Access Date: 4 February 2014. <http://www.g20.utoronto.ca/2013/2013-0719-labour-declaration.html>

<sup>810</sup> G20 Labour and Employment Ministers’ Declaration, G20 Information Centre (Toronto) 19 July 2013. Access Date: 4 February 2014. <http://www.g20.utoronto.ca/2013/2013-0719-labour-declaration.html>

education institutions in an effort to successfully match skills with the qualification of the current and future job necessities; and (b) improving conditions to assist access to quality education.

Develop an information system that will allow the formation of proper education and career decisions that will contribute to the reduction of skill mismatches and shortages.

Create provisions that will assist vulnerable groups' access to second-chance learning prospects, apprenticeships, on the job training programs, lifelong learning, and other learning programs. This will increase their labour market prospects, generate the development of skills and employability.

Take measures to continue the implementation of the G20 Training Strategy<sup>811</sup> while continuing to involve relevant international organizations for support in assisting countries with matching skills to global market demands.

Provide support for public employment programs in an effort to establish targeted social assistance and maintain connections to the labour market. This will include extending conditional cash transfers in order to address structural poverty problems.

Supporting the private sector in the process of job creation by adopting targeted employment policies such as providing employment subsidies, tax credits and other incentives that will particularly help vulnerable groups as they re-enter the labour force.<sup>812</sup>

Taking provisions for switching from the informal to the formal economy through stronger incentives, such as progressive taxation, improved access to social security, etc. This includes financial incentives to hire and train new people (i.e., tax breaks, cash transfers, employment subsidies), particularly in small and medium-sized enterprises.<sup>813</sup>

Implementing policies that will increase the labour force participation and reduce structural unemployment, long-term unemployment, underemployment and job informality.<sup>814</sup>

For the purpose of these reports, consider the following definition “informality” as indicated in the labour and employment commitment of G20 members will include: “(a) the enterprises, in which the jobs are located, are too small and/or not registered, or (b) labour legislation does not specifically cover or is not applied to atypical jobs (such as casual, part-time, temporary or home-based jobs) or to subcontracting arrangements in production chains (such as industrial outwork), so that the jobs (and, therefore, their incumbents) are unprotected by labour legislation.”<sup>815</sup> The definition of “under-represented and vulnerable groups” varies from country to country. Generally “under-represented and vulnerable groups” include young persons, older workers, women, unskilled persons, and persons with

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<sup>811</sup> A Skilled Workforce for Strong, Sustainable and Balanced Growth, A G20 Learning Strategy, International Labour Organization (Geneva) 2011. Access Date: 5 February 2014. [http://www.itcilo.org/en/community/news/g20-training-strategy-en/at\\_download/file](http://www.itcilo.org/en/community/news/g20-training-strategy-en/at_download/file).

<sup>812</sup> G20 Labour and Employment Ministers' Declaration, G20 Information Centre (Toronto) 19 July 2013. Access Date: 4 February 2014. <http://www.g20.utoronto.ca/2013/2013-0719-labour-declaration.html>.

<sup>813</sup> Emerging economies: has growth translated into more and better jobs?, International Labour Organization (Geneva) 21 October 2013. Access Date: 4 February 2014. [http://www.ilo.org/global/about-the-ilo/newsroom/comment-analysis/WCMS\\_224436/lang--en/index.htm](http://www.ilo.org/global/about-the-ilo/newsroom/comment-analysis/WCMS_224436/lang--en/index.htm).

<sup>814</sup> G-20 Labour and Employment and Finance Ministers' Communiqué, Department of Finance Canada (Moscow) July 19 2013. Access Date: 5 February 2013. <http://www.fin.gc.ca/n13/13-097-eng.asp>.

<sup>815</sup> Defining and measuring informal employment, International Labour Organization (Geneva). Access Date: 5 February 2014. <http://www.ilo.org/public/english/bureau/stat/download/papers/meas.pdf>

disabilities.<sup>816</sup> For the purpose of this report this description will be used unless the term is defined otherwise nationally.

**Scoring Guidelines**

-1	Member does not take actions to ensure effective labour activation policies are in place to help jobseekers find work AND does not take actions to bring under-represented and vulnerable groups into the labour market and reduce informality.
0	Member takes actions to ensure effective labour activation policies are in place to help jobseekers find work BUT does not take actions to bring under-represented and vulnerable groups into the labour market and reduce informality.
+1	Member takes actions to ensure effective labour activation policies are in place to help jobseekers find work AND takes actions to bring under-represented and vulnerable groups into the labour market and reduce informality

*Lead Analyst: Atena Sadegh*

**Argentina: +1**

Argentina has fully complied with the commitment on labour and employment.

On 6 September 2013, the Labour Ministry Carlos Tomada signed an agreement with authorities from the Entre Rios province, along with citrus workers representatives. The intention of the agreement was to formalize work in the Entre Rios citrus sector through a Trade Union Co-Responsibility Agreement. The purpose of the agreement is to register rural workers and allow them to access social security, health insurance, retirement and pension benefits, family allowances, occupational risk coverage and unemployment insurance for the workers and their families.<sup>817</sup>

Furthermore, on 6 September 2013, Mr. Tomada signed an agreement, on behalf of the ministry, with the Business General Confederation to provide support to workers participating in the “Youth with More and Better Jobs Programme.” This agreement intends to provide support for unemployed workers involved in the programme through the Promotion and Employment Qualification plan which fosters labour insertion of participants and updating their job skills. Moreover, there is an emphasis on the productivity and competitiveness that comes with the training of workers through technological innovation.<sup>818</sup>

On 19 September 2013, Labour Minister Carlos Tomada awarded certificates to participants of the CGERA (Argentina’s Business General Confederation) training course “Juan Zanella.” This course trains workers, particularly youth workers, in areas such as mechanics, electronics and failure analysis. The minister tied the training of workers to the growth of the country.<sup>819</sup>

On 23 September 2013, Labour Minister Carlos Tomada inaugurated an employment office in the city of Gualeguaychu and also launched the Employment Promotion Programmes in the software and tourism sector alongside the Entre Rios’ Governor Sergio Uribarri. This is in line with the national

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<sup>816</sup> Discussion 1: Participation of vulnerable groups, including women and youth (discussion extended to 12 March), 30 January 2014. Access Date: 12 March 2014. <http://www.worldwewant2015.org/node/421142>.

<sup>817</sup> Agreement to Regularize Concordia Rural Workers, Ministry of Labour (Buenos Aires) 6 September 2013. Access Date: 3 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=790](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=790).

<sup>818</sup> Agreement Signed to Implement Employment Promotion Actions, Ministry of Labour (Buenos Aires) 6 September 2013. Access Date: 3 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=789](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=789)

<sup>819</sup> Tomada: “Training Workers is Key to the Growth of the Country”, Ministry of Labour (Buenos Aires) 19 September 2013. Access Date: 5 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=818](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=818)

governments policy on collaborating with other levels of government to improve access to the business sector for all individuals and to improve the quality of work training.<sup>820</sup>

On 26 September 2013, Labour Minister Carlos Tomada awarded certificates to youth participating in the “Youth for More and Better Work Programme” who developed films as part of the “social media and cultural device” project. The project trained youth in the area of television and radio production.<sup>821</sup>

On 1 October 2013, the Labour Ministry organized the “Second Trade Union Training Series for Young Leaders.” The event was attended by 150 youth members from 58 trade organization and furthers the national policy objective of social inclusion. This is by facilitating dialogue and training for the trade unions and their youth members.<sup>822</sup>

On 2 October 2013, the Labour Minister Carlos Tomada, alongside the Education Minister Alberto Sileoni signed an agreement bringing together the “Youth with More and Better Work Programme” and the national Bicentennial Scholarship Programme. This furthers the dialogue of social inclusion and an emphasis on the liaison between the education and work sectors. The agreement announced that the youth who took part in the “Youth with more and Better Work Programme” will be given priority access to the scholarships. The Bicentennial Scholarship Programme specifically promotes scientific and technical career paths.<sup>823</sup>

On 2 October 2013, Labour Minister Carlos Tomada headed an event alongside the Tierra del Fuego, Chaco, Salta and Rio Negro Provinces to ratify a commitment to fight for gender equality in the workplace. This event and the agreement were made possible through the Federal Network of Commission for Equality. This furthers the dialogue of social inclusion amongst traditionally marginalized groups.<sup>824</sup>

On 11 October 2013, Labour Minister Carlos Tomada signed an agreement with the Argentine Federation of Wood Related Industries to strengthen social security policy for workers in the sector. The purpose of the agreement is to apply the national Trade Union Co-Responsibility Agreements which intend a better quality of life for workers and their families, as well as push to eradicate unregistered work and child labour. As well, the ministry promoted the agreement as a means to increase the value of wood chain products, which in turn, improves the sector’s competitiveness at a national and international level.<sup>825</sup>

Additionally, on 11 October 2013, Mr. Tomada signed an agreement alongside the Argentine Federation of Car Repair Shops and Allied Service, Argentine Automotive Transport Mechanics and Allies Staff Trade Union, the Automobile Club Argentine Service Dealership Chamber, and the Argentine Component Factories Association to improve professional training by adding an additional 20 training

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<sup>820</sup> Tomada and Uribarri Launched Employment Promotion Programmes in Gualeguaychu, Ministry of Labour (Arg Buenos Aires entina) 23 September 2013. Access Date: 5 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=818](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=818)

<sup>821</sup> Tomada Along With Youngsters From The City Trained In The Cinema Industry, Ministry of Labour (Buenos Aires) 26 September 2013. Access Date: 5 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=949](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=949)

<sup>822</sup> Second Trade Union Training Series for Young Leaders at the Labour Ministry, Ministry of Labour (Buenos Aires) 1 October 2013. Access Date: 4 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=961](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=961)

<sup>823</sup> Agreement to Link “Jovenes” Programme to University Scholarships, Ministry of Labour (Buenos Aires) 2 October 2013. Access Date: 4 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=984](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=984)

<sup>824</sup> Tomada: “We know that without equality there is no true freedom”, Ministry of Labour (Buenos Aires) 2 October 2013. Access Date: 4 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=982#engver](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=982#engver)

<sup>825</sup> Cooperation Agreement with FAIMA to Strengthen Social Security Policies, Ministry of Labour (Buenos Aires) 11 October 2013. Access Date: 5 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1064](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1064)

centres in the sector, of which 40 already exist. This is an extension of the national government's intention to improve social conditions through training and education.<sup>826</sup>

On 16 October 2013, the Labour Minister Carlos Tomada awarded certificates to 21 students of the University of Buenos Aires who took a diploma in "Local Development Aimed at Employment Generation" course organized by the labour portfolio. The focus of the degree is to train the students to engage with the conceptual and technical tools involved in managing civil society organizations. Students in the course drafted projects linking participants to social organizations as part of the "Youth with More and Better Work Programme."<sup>827</sup>

On 18 October 2013, Labour Minister Carlos Tomada signed a union training agreement with the Argentine Brick Kiln Worker's Union in Ciudadela. The training intends to educate the unions on organization in the workplace, working conditions, labour health and union action and labour law and collective bargaining. This is in line with the Ministry's policy on engaging trade unions as vital social actors and members of the democracy.<sup>828</sup>

On 22 October 2013, the Labour Minister was present to award labour skills certificates to 1,300 workers in the sanitation and water supply sector alongside an official from the Greater Buenos Aires Water Supply and Sanitation Workers Trade Union. The course of which the certificates were awarded is provided by the Labour Ministry to train workers in the National Sanitation Workers Federation (FeNTOS) to "meet the demands of water and sanitation public utility companies." This course is demonstrative of the Ministry of Labour's objective to connect quality training with an enhanced sector.<sup>829</sup>

On 11 November 2013, Labour Minister Carlos Tomada presided at a meeting alongside the Superintendent of Safety at Work, the Employment Secretary, representatives of the Argentine Federation of Chemical and Petrochemicals Industry and companies in the sector. The purpose of the meeting was to sign an agreement between all attendant parties to implement programs to educate workers in the field of chemical use about the manipulation of chemical substances. This is considered an application of broader social security and protection for workers in the sector who may subsequently develop chemical addictions.<sup>830</sup>

Moreover, on 11 November 2013, the Labour Ministry through its Employment and Labour Training Management Office in Chaco, applied the Telework Follow-up and Promotion Programme in Private Enterprises with the organization CARSE. The Ministry of labour has been engaging with the use of telework as a means for individuals to work from home by using information and communication technology. The objective of this project is to assess the practicality and applicability of telework as a means of inserting workers into the workforce from home, thus improving their employability.<sup>831</sup>

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<sup>826</sup> Agreement with SMATA to Train 15,000 car industry workers in three years, Ministry of Labour (Buenos Aires) 11 October 2013. Access Date: 5 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1063](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1063)

<sup>827</sup> Local Development Diplomas Aimed at Employment Generation Awarded, Ministry of Labour (Buenos Aires) 16 October 2013. Access Date: March 5 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1067](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1067)

<sup>828</sup> Tomada Signed Unions Training Agreement with Brick Kiln Sector, Ministry of Labour (Buenos Aires) 18 October 2013. Access Date: March 5 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1091](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1091)

<sup>829</sup> Certificates awarded to Water Supply and Sanitation Workers, Ministry of Labour (Buenos Aires) 22 October 2013. Access Date: March 6 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1093](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1093)

<sup>830</sup> Addiction Prevention in the Chemical Sector, Ministry of Labour (Buenos Aires) 11 November 2013. Access Date: 6 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1406](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1406)

<sup>831</sup> Chaco: Telework Promotion in Private Enterprises, Ministry of Labour (Buenos Aires) 11 November 2013. Access Date: 6 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1488](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1488)



On 16 November 2013, Labour Minister Carlos Tomada with the President of the Nation's Honourable Chamber of Deputies signed an agreement for the inclusion of disabled individuals in the workforce.<sup>832</sup>

On 20 November 2013, Labour Minister Carlos Tomada attended the launch of the "I Work Programme" which provides job opportunities to individuals over 40 years old supported by the Carrefour supermarket company. This signals an effort on behalf of the Ministry of Labour to connect private actors with unemployed members of the community. The company agreed to contribute to labour reemployment of adults over 40 years old with training and accompaniment. This agreement is within the framework of the "Youth with More and Better Work Programme," which emphasizes social inclusion in the labour sector. The agreement resulted in 31 jobs.<sup>833</sup>

On 27 November 2013, Labour Minister Carlos Tomada and the President of the Maria de los Angeles Foundation signed an agreement on the improvement of social and labour reintegration opportunities for victims or potential victims of human trafficking for sexual exploitation crimes. The agreement is signed within the framework of the "More and Better Work Programme," which is founded on a policy of promoting unemployed workers' labour inclusion in quality jobs. The agreement intends to provide guidance through, amongst other things, training courses, career assessments, compulsory school finishing, professional training, job skills certification, job search and labour reintegration.<sup>834</sup>

On 28 November 2013, Employment Secretary Enrique Deibe presented certificates of effort to the La Matanza Trans Group. These 20 individuals participated in the Occupational Training Course introduced through the "Youth with More and Better Work Programme" and "Training and Employment Insurance Programme." The course included human rights and employment workshops, employment guidance workshops, a professional training course and a business management course. This course exemplifies the Ministry of Labour's dialogue of social inclusion and employability for vulnerable members of society.<sup>835</sup>

On 29 November 2013 Labour Minister Carlos Tomada awarded certificates to 250 telephonic workers associated with the Argentine Federation of Telephone Workers and Employees who complete a training series under the Programme to Support Union Training. At the meeting, a new agreement was signed to create a second union training series, adding an additional 400 participants.

Another agreement was signed for the involvement of the Undersecretary of Technical Programming and Labour Studies, to provide information on the development and coordination of actions linked to statistical studies on labour relations, employment and their links to economic dynamics.<sup>836</sup>

On 4 December 2013, the Labour Minister Carlos Tomada participated in the inauguration of a training centre specializing in motorcycle mechanics. The Ministry credits the training centres with integration of women into the mechanic sector, as well as attracting youth to technical skills trade.<sup>837</sup>

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<sup>832</sup> National Congress: Social and Labour Inclusion for Disabled Workers. Ministry of Labour (Buenos Aires) 16 November 2013. Access Date: 6 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1620](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1620)

<sup>833</sup> Labour Inclusion Programme for a Supermarket Company, Ministry of Labour (Buenos Aires) 10 November 2013. Access Date: 6 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1580](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1580)

<sup>834</sup> Tomada and Trimarco for the Social and Labour Reintegration of Human Trafficking Victims, Ministry of Labour (Buenos Aires) 27 November 2013. Access Date: 6 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1646](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1646)

<sup>835</sup> Training Certificates Awarded to La Matanza Trans Group, Ministry of Labour (Buenos Aires) 28 November 2013. Access Date: 6 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1651](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1651)

<sup>836</sup> Certificates Awarded and New Agreements Signed with FOETRA, Ministry of Labour (Buenos Aires) 29 November 2013. Access Date: 6 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1656](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1656)

On 9 December 2013, Labour Minister Carlos Tomada signed an agreement with the president of the Baltasar Garzon International Foundation (FIBG) to improve the labour reintegration of men and women who are undergoing substance abuse treatments and victims of labour trafficking crimes.<sup>838</sup>

On 11 December 2013, Labour Minister Carlos Tomada was present to award certificates to more than 120 trainees in the SAP management system which is organized under the Continuous Training Programme implemented by the Ministry of Labour. The ministry recognizes the course as a means to improve the employability of the individuals taking the courses, which they say is well received by youth.<sup>839</sup>

On 16 December 2013, Labour Minister Carlos Tomada awarded certificates to participants of a bricklaying program which focuses on reintegrating disabled individuals into the workforce. The training was a joint project between the Ministry of Labour, the Argentine Republic Building Workers' Union (UOCRA) and La Campora organization in Barrio Obrero neighbourhood in Villa Lugano. The project emphasized social inclusion and equal opportunity for all citizens to enter the labour force.<sup>840</sup>

Also on 16 December 2013, Labour Secretary Noemi Rial signed an agreement alongside the Governor of Rio Negro Alberto Weretilneck to foster joint actions to combat unregistered workers within the framework of the National Labour Regularization Plan. Through this agreement each party will join to undertake inspections of the workers' situation, observance of working conditions for safety and hygiene regulations, eradication of child labour and the prevention of human trafficking. For this, a permanent inspection team will be created and trained. This is in line with the policy of the national government to respect fundamental workplace security through ensuring compliance with labour regulations.<sup>841</sup>

On 18 December 2013, Labour Minister Carlos Tomada and the General Secretary of Villa Maria Regional General Labour Confederation (CGT) signed an agreement within the framework of the Programme to Support Union Training. The union training course will be given to 40 trade union delegates who are members of Villa Maria's CGT. The training will focus on, amongst other things, providing the trade unions with the history and evolution of labour law, trade unionism and trade union action, hiring means, collective bargaining, economics, etc.<sup>842</sup>

Furthermore, on 18 December 2013, Tomada and the Executive Director of the Social Security National Administration signed an agreement to train workers within the framework of the PRO.CRE.AR Programme to build quality housing and apply the Conectar Igualdad Programme, thus bringing together policies from the Ministry of Labour and the Ministry of Social Security.<sup>843,844</sup>

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<sup>837</sup> Labour Portfolio, SMATA and CGERA Inaugurated New Professional Training Centre, Ministry of Labour (Buenos Aires) 4 December 2013. Access Date: 6 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1675](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1675)

<sup>838</sup> Reintegration of People Undergoing Treatment for Addiction and Trafficking Victims, Ministry of Labour (Buenos Aires) 9 December 2013. Access Date: 6 March 2013. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1695#engver](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1695#engver)

<sup>839</sup> More workers join the 45,000 already trained in the software industry, Ministry of Labour (Buenos Aires) 11 December 2013. Access Date: March 6 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1707#engver](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1707#engver)

<sup>840</sup> Certificates Awarded to Disabled People Trained in Bricklaying in Villa Lugano, Ministry of Labour (Buenos Aires) 16 December 2013. Access Date: 6 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1710#engver](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1710#engver)

<sup>841</sup> Agreement with Rio Negro against Undeclared Work, Ministry of Labour (Buenos Aires) 16 December 2013. Access Date: 7 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1711#engver](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1711#engver)

<sup>842</sup> Union Training Agreement with Villa Maria's CGT, Ministry of Labour (Buenos Aires) 18 December 2013. Access Date: 6 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1715#engver](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1715#engver)

<sup>843</sup> Acerca de Conectar Igualdad, Ministry of Education (Buenos Aires). Access Date: 7 March 2014. <http://portales.educacion.gov.ar/conectarigualdad/acerca-de/>

On 19 December 2013, Labour Minister Carlos Tomada awarded training certificates to 30 disabled individuals, who participated in the software training program which focuses on inclusion through the use of telework. The training was made possible through the creation of specialized software for individuals with impairments. This training program is harmonious with the Ministry of Labour's policy on social inclusion and training of individuals to be able to access quality employment.<sup>845</sup>

Also on 19 December 2013, the Labour Minister and the Government Administrator of INADI signed an agreement to take further action on the labour inclusion of vulnerable groups. The agreement specifies the promotion of gender equity and sexual diversity when it comes to accessing employment, as well as the promotion of indigenous individuals in the labour force through training.<sup>846</sup>

On 22 January 2014, President Cristina Fernandez de Kirchner announced the implementation of the national PROG.R.ES.AR project to assist unemployed youth.<sup>847</sup> Youth between 18 and 24 years of age who are out of work can start or complete their studies at any educational level. They will be given guidance through workshops and professional training courses in institutions acknowledged by the Ministry of Labour, Employment and Social Security and Education Ministry.<sup>848</sup>

On 18 February 2014 the Argentine Social Security Secretary Ofelia Cedola met with representatives for the olive and wine sector in the La Rioja province to move forward with implementing trade union co-responsibility agreements. The agreement deals with workers' registration and allows workers access to social security. The co-responsibility agreement allows for secure retirement, access to health insurance, unemployment insurance and, overall, works to eradicate unregistered work and child labour.<sup>849</sup>

On 26 February 2014, Labour Minister Carlos Tomada signed an agreement with the General Director of the National Registry of Agricultural Workers and Employers to generate the inclusion of youth from rural area to the PROG.R.ES.AR Programme. Through this program youth will be trained in safety with agrochemicals, tractor drivers, harvesters and the development of basic skills and literacy.<sup>850</sup>

During the compliance period Argentina has taken actions to combat unemployment and foster the creation of decent work and quality jobs, including the actions directly aimed under-represented and vulnerable groups. Thus, it has been awarded a score of +1.

*Analyst: Bianca Salazar*

## **Australia: +1**

Australia has fully complied with the commitment on labour and employment.

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<sup>844</sup> Labour Portfolio and ANSES Foster Workers' Training, Ministry of Labour (Buenos Aires) 18 December 2013. Access Date: 7 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1714#engver](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1714#engver)

<sup>845</sup> Telework for the Integration of Visually Impaired People, Ministry of Labour (Buenos Aires) 19 December 2013. Access Date: 6 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1718#engver](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1718#engver)

<sup>846</sup> Agreement Signed for Inclusion of Vulnerable Groups, Ministry of Labour (Buenos Aires) 19 December 2013. Access Date: 6 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1717#engver](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1717#engver)

<sup>847</sup> The President Launched the PROG.R.ES.AR Programme, Ministry of Labour (Buenos Aires) 22 January 2014. Access Date: March 6 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1744#engver](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1744#engver)

<sup>848</sup> Tomada met Chambers and Trade Unions to Implement PROG.R.ES.AR Programme, Ministry of Labour (Buenos Aires) 12 February 2014. Access Date: [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1743#engver](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1743#engver)

<sup>849</sup> La Rioja: Progress Made in Implementing Trade Union Co-Responsibility Agreement, Ministry of Labour (Buenos Aires) 18 February 2014. Access Date: 7 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1750#engver](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1750#engver)

<sup>850</sup> Labour Ministry and RENATEA Invite Rural Area Youngsters to Join the PROG.R.ES.AR Programme, Ministry of Labour (Buenos Aires) 26 February 2014. Access Date: 7 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1795#engver](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1795#engver)

A main focus of the newly elected coalition government is to aid job seekers find and keep employment. As part of the Mid-Year Economic Fiscal Outlook published in December, AUD393 million has been allocated to new job seeker-support programs.<sup>851</sup>

On 22 January 2014 the Assistant and Federal Minister of Labour and the Auburn Diversity Services discussed and prioritized during a meeting the tailoring of employment services to improve outcomes for immigrants and refugees.<sup>852</sup>

On 24 January 2014 the Federal and Assistant Labour Ministers announced three support programs. First, the Job Commitment Bonus will pay 18-30 year olds an allowance if they can find a job and remain off welfare for a year. That amount increases if they remain employed for two continuous years.<sup>853</sup> Second, Relocation Assistance To Take Up A Job compensates those unemployed who have moved to find employment of up to AUD6,000. Third, the Seniors Employment Incentive Payment rewards businesses that hire someone who is at least 50 years of age, has been unemployed and has been receiving income support for at least six months. Assistant Minister of Labour Luke Hartsuyker stated that the government's goal is to create initiatives that are less "bound in paperwork" and better at "meeting the needs of job seekers and employers" by using local knowledge to increase effectiveness.

On 17 February 2014 the Assistant Minister for Employment reiterated that the government is committed to bolstering the "Work for the Dole" program.<sup>854</sup> This program helps those looking for a job learn new skills to improve their chances of finding a job.<sup>855</sup> By expanding it, the government hopes to increase levels of employment and empowering people to find meaningful work.

On 17 February 2014 "Tasmanian Jobs Programme" was introduced six months early. This program provides a single payment of AUD3.25 thousand dollars to any Tasmanian business that employs job seekers for at least six months. Tasmania currently has the highest unemployment rate and the lowest labour force participation in the country. A main focus of the coalition government is to bring more Tasmanian's into the work force by building a stronger economy and supporting Tasmanian business.<sup>856</sup>

During the compliance period Australia has taken actions to combat unemployment and foster the creation of decent work and quality jobs, including the actions directly aimed under-represented and vulnerable groups. Thus, it has been awarded a score of +1.

*Analyst: Amelia Cook*

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<sup>851</sup> Labor's Appalling Legacy to the Unemployed as Coalition Gets on with the Job of Delivering Election Commitments, Ministers' Media Centre (Sydney) 23 January 2014. Date Accessed: 17 February 2014. <http://ministers.employment.gov.au/hartsuyker/labors-appalling-legacy-unemployed-coalition-gets-job-delivering-election-commitments>

<sup>852</sup> Creating Job Opportunities for New Migrants and Refugees, Minister's Media Centre (Sydney) 22 January 2014. Date Accessed: 20 February 2014. <http://ministers.employment.gov.au/hartsuyker/creating-job-opportunities-new-migrants-and-refugees>

<sup>853</sup> Round Table to Improve Employment Services, Ministers' Media Centre (Sydney) 24 January 2014. Date Accessed: 17 February 2014. <http://ministers.employment.gov.au/hartsuyker/roundtable-improve-delivery-employment-services>

<sup>854</sup> The Future of Work for the Dole Focus on Devonport Discussions (Sydney) 17 February 2014. Date Accessed: 20 February 2014. <http://ministers.employment.gov.au/hartsuyker/future-work-dole-focus-devonport-discussions>

<sup>855</sup> Job Services Australia: Work for the Dole, Australian Government, Department of Employment (Canberra) 2014. Date Accessed: 20 February 2014. <http://employment.gov.au/work-dole>

<sup>856</sup> First Job Seekers Find Work Through Tasmanian Jobs Programme, Ministers' Media Centre (Canberra) 17 February 2014. Date Accessed: 20 February 2014. <http://ministers.employment.gov.au/hartsuyker/first-job-seekers-find-work-through-tasmanian-jobs-programme>

## **Brazil: +1**

Brazil has fully complied with the commitment on labour and employment.

On 27 September 2013, members of the Executive Committee Interministerial of the National Agenda for Decent Work and representatives of Sport and Tourism agreed on the establishment of a Subcommittee on Promoting Decent Work in Major Events. The purpose of the subcommittee is to develop labour policies for employment and social protection in light of major upcoming events such as the 2014 FIFA World Cup and 2016 Olympics. The meeting also touched on Interministerial actions to prevent child labour, sexual exploitation of children and youth, slave labour and human trafficking, the inclusion of persons with disabilities and the promotion of young women and blacks in the labour market.<sup>857</sup>

On 26 September 2013, Labour and Employment Minister Manoel Dias participated in a seminar on Strengthening the Brazilian Industry and Employment organized by the National Confederation of Industry and the General Workers' Central of Brazil. The press release stated that the seminar focused on the promotion of social dialogue, how to stimulate the competitiveness of industry and employment generation.<sup>858</sup>

On 27 September 2013, a meeting was held amongst the Ministry of Labour and the Subcommittee on Decent Work and Youth to further the National Plan for Decent Work for Youth. The focus for this plan is to engage with better education for youth, reconciliation of studies with work and family life and the insertion of youth in the labour sector. The Decent Work plan recognizes the need to overcome poverty and reduce social inequalities, while ensuring democratic governance and sustainable development.<sup>859</sup>

On 7 October 2013, the Minister of Labour and Employment Manoel Dias took part in a meeting regarding the Promotion of National Policy on Employment and Decent work in the Midwest region. During the course of the event the Minister proposed the creation of a Single System of Employment and Decent Work, and announced the national campaign for Decent Work and the World Cup.<sup>860</sup>

On 10 October 2013, the Labour and Employment Minister Manoel Dias ratified the Brasilia Declaration on Child Labour at the Third Conference on Child Labour held in Brasilia.<sup>861</sup> The agreement secures the commitment of 154 governments, including Brazil, to take affirmative action on

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<sup>857</sup> Decent Work will be a Priority in Major Events, Ministry of Labour and Employment (Brasilia) 26 September 2013. Access Date: 8 March 2014.

<http://portal.mte.gov.br/imprensa/trabalho-decente-sera-prioridade-em-grandes-eventos/palavrachave/comissao-executiva-interministerial.htm>

<sup>858</sup> Manoel Dias Attends Seminar in CNI, Ministry of Labour and Employment (Brasilia) 26 September 2013. Access Date: 8 March 2013. <http://portal.mte.gov.br/imprensa/manoel-dias-participa-de-seminario-na-cni.htm>

<sup>859</sup> Subcommittee Discusses Decent Work for Young People, Ministry of Labour and Employment (Brasilia) 27 September 2013. Access Date: 8 March 2014. <http://portal.mte.gov.br/imprensa/subcomite-discute-trabalho-decente-aos-jovens.htm>

<sup>860</sup> Manoel Dias Opens Brasilia Seminar on Decent Work, Ministry of Employment and Labour (Brasilia) 4 October 2013. Access Date: 8 March 2014. <http://portal.mte.gov.br/imprensa/manoel-dias-abre-em-brasilia-seminario-sobre-trabalho-decente/palavrachave/trabalho-decente-seminario-regional.htm>

<sup>861</sup> Brasilia Declaration on Child Labour, Ministry of Labour and Employment (Brasilia) 10 October 2013. Access Date: 8 March 2014. <http://portal.mte.gov.br/imprensa/declaracao-de-brasilia-sobre-trabalho-infantil.htm>

the exploitation of children and youth by the year 2016. This was a multilateral effort, which included the International Labour Organization (ILO) and members of the United Nations.<sup>862</sup>

On 17 October 2013, the Regional Labour and Employment office in Sao Paulo acted in conjunction with the Service Support Brazilian Micro and Small Enterprises, along with the Consulate of Bolivia to empower Bolivian migrant workers to become micro-entrepreneurs in the textile sector. During this program, 70 Bolivian students will partake in workshops focusing on basic entrepreneurship, Brazilian labour legislation and organization of production. This program reflects the objective of the Brazilian government to engage with training programs to improve employability and professional integration of immigrants into the labour force.<sup>863</sup>

On 22 October 2013, the Minister of Labour Manoel Dias participated in the second Brazilian seminar on “Transition from School to Work: Brazilian Experience in Other Emerging OECD Economies.”<sup>864</sup> The policy of the ministry is to promote decent jobs and consider the generation of labour inclusion for youth. In order to further these goals, the Ministry of Labour and Education planned to work with the Ministry of Education to create vacancies in the National Technical Training Program. This program would allow workers to be vocationally qualified, certified, and directed to the specific need in the labour market.<sup>865</sup>

On 1 November 2013, the Ministry of Labour and Education announced a change to the payment of unemployment benefits. According to the ministry, in an effort to combat unemployment insurance fraud and reduce national costs to pay unemployment insurance, it will be required that workers applying for unemployment insurance for the second time in 10 years will be considered a priority candidate in the National Program for Access to Technical Education and Employment (PRONATEC). Thus, the worker is required to maintain enrollment in the vocational course in order to receive the benefit.<sup>866</sup>

On 5 November 2013, the Regional Labour and Employment office in the Amazonas conducted an instructional supervision in accessibility projects to benefit persons with disabilities. The project promotes the construction of accessible work environments in 25 companies. Previously the Ministry has stated that companies which do not comply with the standards of accessibility can be fined under the International Convention on the Rights of Persons with Disabilities.<sup>867</sup>

On 6 November 2013, the Minister of Labour and Unemployment Manoel Dias presided at the opening of the 19<sup>th</sup> National Congress of Young Entrepreneurs. The Minister took this opportunity to promote

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<sup>862</sup> CGTI III: 153 Nations Signed the Brasilia Declaration, Ministry of Labour and Employment (Brasilia) 10 October 2013. Access Date: 8 March 2014. <http://portal.mte.gov.br/imprensa/iii-cgti-153-nacoes-assinam-declaracao-de-brasilia/palavrachave/iii-cgti.htm>

<sup>863</sup> SRTE/SP Enables Bolivians in Entrepreneurship, Ministry of Labour and Employment (Brasilia) 17 October 2013. Access Date: 8 March 2014. <http://portal.mte.gov.br/imprensa/projeto-da-srte-sp-capacitara-imigrantes-bolivianos-em-emprededorismo.htm>

<sup>864</sup> Launch of Investing in Youth: Brazil, Organisation for Economic Co-operation and Development (Paris) 22 October 2013. Access Date: 8 March 2014. <http://www.oecd.org/brazil/launch-investing-in-youth-brazil.htm>

<sup>865</sup> Manoel Dias Emphasizes Policies for Young, Ministry of Labour and Employment (Brasilia) 22 October 2013. Access Date: March 8 2014. <http://portal.mte.gov.br/imprensa/ii-seminario-ocde-manoel-dias-enfatiza-o-papel-das-politicas-para-jovens-e-trabalho-decente/palavrachave/ocde-pronatec-jovens.htm>

<sup>866</sup> MTE Announces Measures to Pay Unemployment Insurance Benefit, Ministry of Labour and Employment (Brasilia) 1 November 2013. Access Date: 8 March 2014. <http://portal.mte.gov.br/imprensa/mte-anuncia-medidas-no-pagamento-do-beneficio-do-seguro-desemprego.htm>

<sup>867</sup> SRTE/AM Enforces Accessibility in Businesses, Ministry of Labour and Employment (Brasilia) 4 November 2013. Access Date: 9 March 2014. <http://portal.mte.gov.br/imprensa/srte-am-fiscaliza-acessibilidade-nas-empresas.htm>

the engagement of youth in the labour market. He also promoted the National Program of Oriented Productive Microcredit, which is an existing program (pre-2011) which provides low interest loans to young entrepreneurs opening their first business.<sup>868</sup>

On 22 November 2013 the Minister of Labour Manoel Dias, alongside the High Commissioner of the United Nations for Refugees signed an agreement to improve the conditions of employment for refugees in Brazil.<sup>869</sup>

On 28 January 2014, the Regional Labour and Employment office of Sao Paulo held a public hearing in honour of National Day to Combat Forced Labour. The event highlighted discovery of Sao Paulo businesses that have been supplied charcoal through child labour and the work of Task Forces to rescue labourers, both adult and children, in slave conditions.<sup>870</sup>

29 January 2014, the government introduced a learning program based on the Apprenticeship Law which determines a quota for businesses to hire youth between 14 and 24 years old. In order to qualify for this job opportunity, youth must be registered in a course of federally recognized institutions.<sup>871</sup>

On 31 January 2014, the Ministry of Labour and Employment held a workshop promoting Decent Work in the 2014 FIFA World Cup supported by the International Labour Organization and in conjunction with other hospitality actors. The focus of the workshop was the guarantee of worker's rights during the major event and other major events to take place in Brazil. During the event the Commitment for Employment and Decent Work in FIFA World Cup BRAZIL 2014 was signed by the Federal Government, State and Municipal Unions and non-governmental organizations.<sup>872</sup>

On 14 February 2014, the Minister of Labour and Employment Manoel Dias was present to inaugurate a Professional Centre for Persons with Disabilities in Fortaleza. The centre intends to be a touchstone for professional training, intermediation and integration in the labour market for Fortaleza. The Centre has a capacity to serve 1,200 youth and adults in its classrooms and laboratories. Training will be provided in the areas of information technology, telemarketing, hospitality, commercial and administrative service and manufacturing to promote social and labour inclusion of persons with disabilities. Currently, Brazilian law enforces hiring quotas of persons with disabilities to companies with 100+ employees, increasing by the size of the work force.<sup>873</sup>

Also on 14 February 2014, in Fortaleza the Minister of Labour and Employment presided at a ceremony held at the Legislative Assembly of Fortaleza to award certificates to 3,225 young trainees in the Projovem Workers Programme in various labour sectors. The objective of the existing Projovem Programme, offered by the Ministry of Labour and Employment alongside different levels of

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<sup>868</sup> Entrepreneurship is a subject of debate in Goiania, Ministry of Labour and Employment (Brasilia) 7 November 2013. Access Date: 9 March 2014. <http://portal.mte.gov.br/imprensa/empreendedorismo-e-tema-de-debate-em-goiania.htm>

<sup>869</sup> MTE/UN Agreement Promotes Employment for Refugee, Ministry of Labour and Employment (Brasilia) 22 November 2013. Access Date: 8 March 2014. <http://portal.mte.gov.br/imprensa/acordo-mte-onu-para-mais-emprego-a-refugiado/palavrachave/cnig-refugiado-emprego.htm>

<sup>870</sup> SRTE/SP Does Swing Operation "Black Cat", Ministry of Labour and Employment (Brasilia) 28 January 2014. Access Date: 9 March 2014. <http://portal.mte.gov.br/imprensa/srte-sp-faz-balanco-da-operacao-gato-preto.htm>

<sup>871</sup> Learning: SC Joins 16, 254 Young, Ministry of Labour and Employment (Brasilia) 29 January 2014. Access Date: 9 March 2014. <http://portal.mte.gov.br/imprensa/aprendizagem-sc-ingressa-16-254-jovens-em-2013.htm>

<sup>872</sup> Workshop on Decent Work BA Discusses, Ministry of Labour and Employment (Brasilia) 31 January 2014. Access Date: 10 March 2014. <http://portal.mte.gov.br/imprensa/oficina-em-ba-discute-trabalho-decente-na-copa.htm>

<sup>873</sup> Minister Inaugurates Center for Inclusion of People with Disabilities, Ministry of Labour and Employment (Brasilia) 14 February 2014. Access Date: 10 March 2014. <http://portal.mte.gov.br/imprensa/ministro-inaugura-centro-para-inclusao-de-pessoas-com-deficiencia/palavrachave/deficiencia.htm>

government, is to give youth experience in the labour market and alternative occupations. Youth may participate in the program if they are unemployed, between 18 to 29 years and a member of a low-income family. The youth receives a stipend of \$100 in up to six installments upon proof of 75 per cent class attendance. Training includes 350 hours of class, 100 hours of social skills and 250 hours of professional qualification.<sup>874</sup>

On 14 February 2014, in Fortaleza, Manoel Dias promoted the Apprentice School project which offers employment contacts to third-year high school students from 12 local schools. The program emphasizes the interaction between the private and public sector by seeking partnerships with private entities to offer young people their first job vacancies. By law companies are required to comply with a minimum of 5 per cent and maximum of 15 per cent of jobs which require professional training, allowing for the inclusion of youth through state sponsored training programs.<sup>875</sup>

On 17 February 2014 the Regional Labour and Employment office in Sao Paulo met with owners and workers of charcoal kilns in the region of Braganca Paulista in efforts to curb the situation of charcoal workers in the region's municipalities. The meeting stressed the need to register workers and educate workers about their rights and the safety of equipment use given the prominence of slave labour in the charcoal industry.<sup>876</sup>

On 21 February 2014 the Minister of Labour and Employment Manoel Dias was present in Sao Luis to attend the "State Forum for Professional Learning and Youth Inclusion and Teens in Labour Market Maranhao."<sup>877</sup> The forum promotes youth inclusion in the labour market and assists companies in complying with the federal Law of Learning. The Law of Learning is a youth apprenticeship programme whereby youth between 14 and 24 years old receive a formal contract of employment for up to two years with a private company in conjunction with technical and professional training.

On 24 February 2014, the Ministry of Labour and Employment along with the Regional Labour and Employment Office of Sao Paulo, and other government actors at various levels, formalized an agreement to combat slave labour through the "Cooperation Protocol Technique to Combat Forced Labour in the Framework of State of Sao Paulo."<sup>878</sup> The agreement calls for the creation of an interagency committee to propose, plan and monitor actions and implement permanent policies to combat slave labour. Furthermore, the agreement calls on this interagency to promote education and preventative actions on standards of labour and enforce international conventions ratified by Brazil on slave labour.

During the compliance period Brazil has taken actions to combat unemployment and foster the creation of decent work and quality jobs, including actions directly aimed under-represented and vulnerable groups. Thus, it has been awarded a score of +1.

*Analyst: Bianca Salazar*

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<sup>874</sup> Projovem Worker form 3225 in Ceara, Ministry of Labour and Employment (Brasilia) 14 February 2014. Access Date: 10 March 2014. <http://portal.mte.gov.br/imprensa/projovem-trabalhador-forma-3225-no-caera.htm>

<sup>875</sup> Projovem Worker form 3225 in Ceara, Ministry of Labour and Employment (Brasilia) 14 February 2014. Access Date: 10 March 2014. <http://portal.mte.gov.br/imprensa/projovem-trabalhador-forma-3225-no-caera.htm>

<sup>876</sup> MTE Charcoal Production Meets Bela Stone (SP), Ministry of Labour and Employment (Brasilia) 17 February 2014. Access Date: 10 March 2014. <http://portal.mte.gov.br/imprensa/mte-reune-carvoarias-de-pedra-bela-sp.htm>

<sup>877</sup> Minister Installs Learning Forum in Maranhao, Minister of Labour and Employment (Brasilia) 21 February 2014. Access Date: 10 March 2014. <http://portal.mte.gov.br/imprensa/ministro-instala-forum-da-aprendizagem-no-maranhao.htm>

<sup>878</sup> SRTE/SP Firm Pact against Slave Labour, Ministry of Labour and Employment (Brasilia) 24 February 2014. Access Date: 10 March 2014. <http://portal.mte.gov.br/imprensa/srte-sp-firma-pacto-de-cooperacao-tecnica.htm>



## Canada: +1

Canada has fully complied with the commitment on labour and employment.

The government of Canada has recognized the need to better align the skills of Canadians with those demanded by employers and the labour market. A main focus is to increase the number of graduates in science, mathematics and engineering which are areas where Canada lags behind other members of the Organisation for Economic Co-operation and Development.<sup>879</sup> These commitments are outlined in the 2014 Jobs Action Plan.

Canada currently has the lowest overall tax rate on business investment, which shows its commitment to create a conducive economic environment for high employment levels.<sup>880</sup> In addition, the government is working to ensure Canadians are aware of available jobs and have the necessary skills to qualify for employment. In the 2014 budget the government is investing CAD11.8 million over two years to enhance the Job Matching Service.<sup>881</sup>

The 2014 budget has also allocated CAD40 million to the Canada Accelerator and Incubator Program to help entrepreneurs create new jobs and increase the success of their potential business.<sup>882</sup>

The provinces of Canada plan to launch a job grant agreement in principle with Ottawa that targets train unemployed Canadians so they have useful skills and qualify for the job market.<sup>883</sup> The announcement of the launch is expected to be in late February/early March 2014.

In addition to focusing on better matching the supply and demand of labour, the 2014 Economic Action Plan key priorities include putting in place labour market agreements for those with disabilities, reforming first nations K-12 education, targeting initiatives for older workers.<sup>884</sup> This shows the government of Canada is also focused on creating jobs for disadvantaged and underrepresented groups.

The 2014 Economic Action also proposed to renew the “Targeted Initiative for Older Workers” program for a three-year period. Over the three year period the government will invest CAD75 million.<sup>885</sup> So far the program has been an overall success, employing over 32,000 unemployed older workers. Between 2008-09 and 2013-14 the government delivered CAD60 billion in business taxes relief.

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<sup>879</sup> Canadian Government Economic Action Plan, Government of Canada (Ottawa) 2014. Access Date: 10 March 2014. <http://www.actionplan.gc.ca/en/>

<sup>880</sup> Canadian Government Economic Action Plan, Government of Canada (Ottawa) 2014. Access Date: 10 March 2014. <http://www.actionplan.gc.ca/en/>

<sup>881</sup> Chapter 3.1: Connecting Canadians with Available Jobs, Government of Canada (Ottawa) 11 February 2014. Date Accessed: 28 February 2014. <http://www.budget.gc.ca/2014/docs/plan/ch3-1-eng.html>

<sup>882</sup> Chapter 3.1: Connecting Canadians with Available Jobs, Government of Canada (Ottawa) 11 February 2014. Date Accessed: 28 February 2014. <http://www.budget.gc.ca/2014/docs/plan/ch3-1-eng.html>

<sup>883</sup> Provinces Prepare Job Grant Agreement-In-Principle with Ottawa, The Globe and Mail (Ottawa). 27 February 2014. Date Accessed: 28 February 2014. <http://www.theglobeandmail.com/news/politics/premiers-talking-about-job-grant-decision-on-tory-centrepiece-could-be-imminent/article17135919/>

<sup>884</sup> Strengthening Canada’s Labour Market, Canada’s Economic Action Plan (Ottawa) 21 February 2014. Date Accessed: 28 February 2014. <http://actionplan.gc.ca/en/blog/strengthening-canadas-labour-market>

<sup>885</sup> Targeted Initiative for Older Workers, Canada’s Economic Action Plan, Government of Canada (Ottawa) 2014. Date Accessed: 28 February 2014. <http://actionplan.gc.ca/en/initiative/targeted-initiative-older-workers>

In the 2014 budget, the government has committed to provide CAD15 million to the “Reading, Willing and Able” initiative, which connects disabled persons with jobs. CAD11.4 million has been provided to expand the vocational training program for persons with autism spectrum disorder.<sup>886</sup>

Canada has long stood out among G20 members to have been most successful in mitigating the effects of the 2008 global economic crisis however there remain some serious imbalances that need to be addressed. According to the “Jobs Report: The State of the Canadian Labour Market,” “too many Canadians are still out of work or underutilized at a time when skills and labour shortages are re-emerging in certain sectors and regions.”<sup>887</sup> Furthermore, “despite significant labour mobility in Canada, imbalances between unemployment and job vacancies persist in [many] regions and occupation groups and Canadian firms are having more difficulty in hiring than the unemployment situation normally warrant.” As of January 2014, job vacancies are nearly back to pre-recession level however the unemployment rate is at 7 per cent which is 1 per cent higher than pre-recession.

During the compliance period Canada has taken actions to combat unemployment and foster the creation of decent work and quality jobs, including the actions directly aimed under-represented and vulnerable groups. Thus, it has been awarded a score of +1.

*Analyst: Amelia Cook*

### **China: -1**

China has failed to comply with the commitment on labour and employment.

In November 2013, the National People’s Committee pledged to end the re-education-through-labour system. This system was 59 years old and “allowed authorities to sentence people to up to four years of forced labour without trial.”<sup>888</sup>

At the end of 2013, according to the Chinese Ministry of Human Resources and Social Security, “the average monthly income of China’s 269 million rural migrant workers stood at [RMB]2,609 ..., an increase of about 14 percent over the previous year.”<sup>889</sup> Vice Minister of Labour and Social Security Yang Zhiming noted that “most migrant workers [lack] the skills to obtain high-paying jobs.”

China’s central government has been unable to address the rising income disparities within its nation. By the end of 2013, “showed that salaries in the financial sector increased by 10.4 percent in 2013 ... Salaries in high-tech industries increased by 9.9 percent last year, while those in bio-pharmaceuticals went up by 9.2 percent.”<sup>890</sup> In other industries however, such as manufacturing and service industries, wages remain low and, consequently, these industries are losing employees at an increasing rapid rate and “many manufacturers are closing down, merging or relocating.”

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<sup>886</sup> Supporting Jobs and Growth, Government of Canada (Ottawa) 11 February 2014. Access Date: 15 March 2014. <http://actionplan.gc.ca/en/blog/supporting-jobs-and-growth>

<sup>887</sup> Jobs Report: The State of the Canadian Labour Market, Department of Finance Canada (Ottawa) 2014. Access Date: 15 March 2014. <http://www.budget.gc.ca/2014/docs/jobs-emplois/pdf/jobs-emplois-eng.pdf>

<sup>888</sup> China’s labour camp system officially abolished, South China Morning Post (Hong Kong) 28 December 2013. Access Date: 15 March 2014. <http://www.scmp.com/news/china/article/1391659/china-formally-abolishes-re-education-labour-camps-eases-one-child-policy>

<sup>889</sup> Migrant worker wages increased by 14 percent in 2013, China Labour Bulletin (Hong Kong) 21 February 2014. Access Date: 23 March 2014. <http://www.clb.org.hk/en/content/migrant-worker-wages-increased-14-percent-2013>

<sup>890</sup> Income disparity continues to rise in China. China Labour Bulletin (Hong Kong) 27 January 2014. Access Date: 23 March 2014. <http://www.clb.org.hk/en/content/income-disparity-continues-rise-china>

On 14 January 2014, Zhu Xiaomei, “a worker activist at the Hitachi Metals factory in Guangzhou who lobbied for the establishment of a trade union at the enterprise,” had her employment terminated “just a few days after the company started to recruit union members.”<sup>891</sup> At the same time, “other activists are taking action to prevent the factory from setting up a bogus trade union and are mobilising other workers to push the factory to hold a genuine democratic trade union election as soon as possible.”

In March 2014, “several Chinese delegates ... called on the government to do more for the estimated six million workers with pneumoconiosis in China.”<sup>892</sup> While there is a discussion of placing “a national fund for workers with pneumoconiosis (as advocate by China Labour Bulletin) there is little sign so far that the Chinese government is taking steps to actually implement such a scheme.” Currently “migrant workers who were injured at work or who contracted an occupational disease such as pneumoconiosis are only given the minimum subsistence allowance rather than the much higher work-related injury benefits they should be entitled to.”<sup>893</sup>

On 5 March 2014, Chinese “workers at several Pepsi factories across China went on strike ... in a protest against management’s plans for large-scale layoffs, pay cuts, and reduced benefits.”<sup>894</sup> The company trade union supported the strike in many regions.

On March 12 2014, the ten-day strike at the IBM ISTC factory ended.<sup>895</sup> Over 1,000 workers had gone on strike because IBM was sold and they wanted their share of the profit. The strikers were demanding “IBM to pay their average monthly salary during the past 12 month times their number of years of service, times two, plus one month’s salary, as well as extra compensation for pregnant women workers and nursing mothers.”<sup>896</sup> As explained by the China Labour Bulletin, while it is normal in the West for workers to receive “their share of the cake” and “what the workers demand is not guaranteed by law but neither is it prohibited by the law.” Experts notes that “a worsening labor shortage has shifted the balance of power in labor relations, while smartphones and social media have helped workers organize and made them more aware than ever of the changing environment.”<sup>897</sup> Furthermore, it is important to note that “independent unions are banned in China” and “the state-backed All-China Federation of Trade Unions and its affiliates have a reputation for being ineffectual and often siding with management.” Therefore, the results stemming from this strike could potentially instigate major reform in Chinese labour laws.

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<sup>891</sup> Hitachi sacks worker activist who lobbied for trade union. China Labour Bulletin (Hong Kong) 24 January 2014. Access Date: 23 March 2014. <http://www.clb.org.hk/en/content/hitachi-sacks-worker-activist-who-lobbied-trade-union>

<sup>892</sup> More voices join call to set up fund for migrant workers with pneumoconiosis, China Labour Bulletin (Hong Kong) 17 March 2014. Access Date: 20 March 2014. <http://www.clb.org.hk/en/content/more-voices-join-call-set-fund-migrant-workers-pneumoconiosis>

<sup>893</sup> China increases subsistence allowances but rural poor still only get 111 yuan per month, China Labour Bulletin (Hong Kong) 19 February 2014. Access Date: 23 March 2014. <http://www.clb.org.hk/en/content/china-increases-subsistence-allowances-rural-poor-still-only-get-111-yuan-month>

<sup>894</sup> Pepsi workers across China go out on strike with trade union support, China Labour Bulletin (Hong Kong) 7 March 2014. Access Date: 21 March 2014. <http://www.clb.org.hk/en/content/pepsi-workers-across-china-go-out-strike-trade-union-support>

<sup>895</sup> Shenzhen trade union seeks to help striking workers sacked by IBM, Chinese Labour Bulletin (Hong Kong) 13 March 2014. Access Date: 20 March 2014. <http://www.clb.org.hk/en/content/shenzhen-trade-union-seeks-help-striking-workers-sacked-ibm>

<sup>896</sup> Workers stand firm as IBM strike enters ninth day, China Labour Bulletin (Hong Kong) 11 March 2014. Access Date: 20 March 2014. <http://www.clb.org.hk/en/content/workers-stand-firm-ibm-strike-enters-ninth-day>

<sup>897</sup> IBM factory strike shows shifting China labor landscape, Reuters (Shanghai) 9 March 2014. Access Date: 20 March 2014. <http://www.reuters.com/article/2014/03/09/us-china-strikes-idUSBREA2804K20140309>

During the compliance period China has failed to take actions to combat unemployment and foster the creation of decent work and quality jobs. Moreover, evidence indicates that the Chinese government support unethical labour law applications. Thus, it has been awarded a score of -1.

*Analyst: Atena Sadegh*

### **France: +1**

France has fully complied with the commitment on labour and employment..

France expanded existing programs to lower the costs of labour for business and foster professional development. France also created new programs to broaden opportunities for seniors and youth.

On 27 February 2014, France's senate passed new professional development reforms aimed to promote inclusive job growth and help develop and match skills with job opportunities.<sup>898</sup> The reforms improve vocational training through the creation of personal job training accounts that grant each worker access to up to 150 hours of vocational training with the aim of increasing professional qualifications and aid progress towards certification programs.<sup>899</sup> This is the first time such a program will be made available to all French individuals above the legal working age of 16 years, significantly improving coverage.<sup>900</sup>

France has improved accessibility of training for youth by improving apprenticeship quality standards and reviewing management rules and the apprenticeship tax.<sup>901</sup> This policy puts a special emphasis on youth and matching skills to job opportunities.

In 2014, France is also launching the second phase of its Invest for the Future Program, designed to encourage innovation and competitiveness by providing better financing for small to medium sized businesses, as well as funding research, innovation and higher learning.<sup>902</sup> The program's second phase will provide EUR12 billion in financing and credit on top of the EUR35 billion invested during the first phase of the program.<sup>903</sup>

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<sup>898</sup> Loi Relative à la Formation Professionnelle, à l'emploi et à la démocratie sociale: une Adoption Expresse pour des Réformes d'Envergure. Ministère du Travail, de l'Emploi, de la Formation Professionnelle et du Dialogue Social (Paris) 27 February 2014. Access Date: 27 February 2014. <http://travail-emploi.gouv.fr/actualite-presse,42/communiqués,2138/loi-relative-a-la-formation,17563.html>.

<sup>899</sup> Le point sur le Compte personnel de formation. Le Compte Personnel de Formation (Paris) 15 December 2013. Access Date: 27 February 2014. <http://www.le-compte-personnel-formation.com/le-point-sur-le-compte-personnel-de-formation/>.

<sup>900</sup> Formation Pro: L'Accord de Partenaires Sociaux. Le Compte Personnel de Formation (Paris) 15 December 2013. Access Date: 27 February 2014. <http://www.le-compte-personnel-formation.com/formation-pro-laccord-des-partenaires-sociaux/>.

<sup>901</sup> Loi Relative à la Formation Professionnelle, à l'emploi et à la démocratie sociale: une Adoption Expresse pour des Réformes d'Envergure. Ministère du Travail, de l'Emploi, de la Formation Professionnelle et du Dialogue Social (Paris) 27 February 2014. Access Date: 27 February 2014. <http://travail-emploi.gouv.fr/actualite-presse,42/communiqués,2138/loi-relative-a-la-formation,17563.html>.

<sup>902</sup> Ce budget assume une priorité claire : l'emploi et donc la croissance. Portail du Gouvernement. (Paris) September 11 2013. Access Date: 27 February 2014. <http://www.gouvernement.fr/premier-ministre/ce-budget-assume-une-priorite-claire-l-emploi-et-donc-la-croissance>

<sup>903</sup> La Lettre des Investissements d'Avenir N°2. Commissariat Général à l'Investissement (Paris) September 2013. Access Date: 27 February 2014. <http://investissement-avenir.gouvernement.fr/sites/default/files/user/NEWSLETTER-%20PIA%20n2.pdf>.

France's Competitiveness and Employment Tax Credit increased to 6 per cent by January 2014 as promised, reducing labour costs for business.<sup>904</sup>

On 18 December 2013, France enacted pension reforms to increase pension fund revenues by gradually extending the collection period to 43 years by 2035.<sup>905</sup> In the short term, the reforms will increase the collection by 0.3 pension points between 2014 and 2017.<sup>906</sup> This is expected to bring in EUR 4.6 billion by 2020 and 6.4 by 2040. The reforms were unpopular, but complied with the commitment to encourage active participation of older workers in the labour market listed in the G20 Labour and Employment Ministers' Declaration.<sup>907</sup>

During the compliance period, France developed policy to increase employability of workers with an emphasis on programs for youth and seniors.<sup>908</sup>

During the compliance period France has taken actions to combat unemployment and foster the creation of decent work and quality jobs, including the actions directly aimed under-represented and vulnerable groups. Thus, it has been awarded a score of +1.

*Analyst: Aylin Manduric*

### **Germany: +1**

Germany has fully complied with the commitment on labour and employment.

On 1 January 2014, the Federal Government amended the Film Promotion Act "to make access to culture easier for people with disabilities." This amendment entails that "each film being promoted must be produced in at least one final version featuring a German-language audio description for visually-impaired persons and German subtitles for those who are hearing-impaired."<sup>909</sup>

On 8 January 2014, the Federal Labour Minister Andrea Nahles announced that there will be "focus on those unemployed persons who are having particular difficulty finding a job, either due to lack of educational qualifications and training or as a result of having been without work for many years."<sup>910</sup>

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<sup>904</sup> Pour L'Emploi. Portail du Gouvernement (Paris) 2014. Access Date: 27 February 2014.

<http://www.gouvernement.fr/pourlemploi/cice>.

<sup>905</sup> Réforme des Retraites: Tous les Détails de la Rorme adoptee en 2013, JDN (Paris) 18 December 2013. Access Date: 27 February 2014. <http://www.journaldunet.com/management/vie-personnelle/retraites-2013-reforme-des-retraites-les-mesures-devoilees-en-direct-0813.shtml>.

<sup>906</sup> Retraites 2013: Le Project de Loi Présenté par le Gouvernement, Vie Publique (Paris) 20 September 2013. Access Date: 27 February 2014. <http://www.vie-publique.fr/actualite/dossier/retraites-2013-debat/retraites-2013-projet-loi-presente-par-gouvernement.html>.

<sup>907</sup> G20 Labour and Employment Ministers' Declaration, G20 Research Group (Toronto) 19 July 2013. Access Date: 27 February 2014. <http://www.g20.utoronto.ca/2013/2013-0719-labour-declaration.html>.

<sup>908</sup> St. Petersburg Action Plan, G20 Research Group (Toronto) 6 September 2013. Access Date: 27 February 2014. <http://www.g20.utoronto.ca/2013/2013-0906-plan.html>.

<sup>909</sup> Federal Government Report on Participation with Regard to the Circumstances of Persons with Impairments (Berlin) January 2014. Date Accessed: 15 February 2014. [http://www.bmas.de/SharedDocs/Downloads/DE/PDF-Publikationen/a125-13-e-teilhabebericht-2013-englisch.pdf?\\_\\_blob=publicationFile](http://www.bmas.de/SharedDocs/Downloads/DE/PDF-Publikationen/a125-13-e-teilhabebericht-2013-englisch.pdf?__blob=publicationFile)

<sup>910</sup> Address by Federal Labour Minister Andrea Nahles, Federal Ministry of Labour and Social Affairs (Berlin) 8 January 2014. Date Accessed: 15 February 2014. <http://www.bmas.de/EN/Service/Press/press-releases/labour-market-figures-december-2013.html?nn=46168>

The German government has been focusing on increasing programs such as “Make it in Germany” and the opening labour markets for skilled labour from non-EU states.<sup>911</sup>

Germany has also created new programs to target under-represented and vulnerable groups. A focus has been put on language programs to break down language barriers and help immigrants obtain jobs they are qualified for. In addition, a new Inclusion initiative that aids those with impairments and disabilities to have better access to employment has been confirmed.<sup>912</sup> Under this program the Federal Government is working to increase vocational training and inclusive education. EUR130 million are being set aside for those who are severely disabled. Furthermore, the Federal Government is providing an additional EUR100 million “up to 2016 as part of the Inclusion initiative to open up roads into the mainstream labour market, starting with career counselling through in-company training placements right up to additional career opportunities for older employees, as well as skills development with authorities and associations.”<sup>913</sup>

The Federal Government of Germany is implementing the National Action Plan with the following goal: to draw “a realistic picture of people with disabilities that is based on reliable statistics and no longer characterised by pity or deficiencies is key to putting the idea of inclusion into practice.” Accordingly, “the next National Report on Education, due to be published in 2014, will feature a key chapter on the subject of ‘Persons with disabilities’.”<sup>914</sup>

On 16 January 2014, the President of the Federal Office for Migration and Refugees and the director of basic social security at the Federal Employment Service signed an agreement for the two government bodies to work together to encourage and support programs from non-German speakers who have immigrated to learn German.<sup>915</sup> Increasing language skills of immigrants will allow better opportunities for participation in the labour force. With the language barriers broken down, more immigrants will be able to work in the skilled labour areas they are qualified for. This action plan is to continue until 2020.

On 30 January 2014, the Federal Minister of Labour and Social Affairs Andrea Nahles issued a press release commenting on employment statistics in Germany in the month of January 2014. Nahles confirmed Germany reports good labour market employment statistics and the positive results of “giving priority to targeted continuing training.”<sup>916</sup> Nonetheless, Nahles does not disregard that there are still many individuals who reside in Germany that “have not benefitted from the good labour market situation” and that it remains imperative to continue “focusing on getting people out of long-term unemployment by specifically targeting relevant groups.” Finally, Nahles commented that “all the

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<sup>911</sup> Make it in Germany, the Federal Ministry for Economic Affairs and Energy, the Federal Ministry of Labour and Social Affairs and the Federal Employment Agency (Berlin). Access Date: 15 February 2014. <http://www.make-it-in-germany.com/en/>

<sup>912</sup> Federal Government Report on Participation with Regard to the Circumstances of Persons with Impairments (Berlin) January 2014. Date Accessed: 15 February 2014. [http://www.bmas.de/SharedDocs/Downloads/DE/PDF-Publikationen/a125-13-e-teilhabebericht-2013-englisch.pdf?\\_\\_blob=publicationFile](http://www.bmas.de/SharedDocs/Downloads/DE/PDF-Publikationen/a125-13-e-teilhabebericht-2013-englisch.pdf?__blob=publicationFile)

<sup>913</sup> Federal Government Report on Participation with Regard to the Circumstances of Persons with Impairments (Berlin) January 2014. Date Accessed: 15 February 2014. [http://www.bmas.de/SharedDocs/Downloads/DE/PDF-Publikationen/a125-13-e-teilhabebericht-2013-englisch.pdf?\\_\\_blob=publicationFile](http://www.bmas.de/SharedDocs/Downloads/DE/PDF-Publikationen/a125-13-e-teilhabebericht-2013-englisch.pdf?__blob=publicationFile)

<sup>914</sup> Federal Government Report on Participation with Regard to the Circumstances of Persons with Impairments (Berlin) January 2014. Date Accessed: 15 February 2014. [http://www.bmas.de/SharedDocs/Downloads/DE/PDF-Publikationen/a125-13-e-teilhabebericht-2013-englisch.pdf?\\_\\_blob=publicationFile](http://www.bmas.de/SharedDocs/Downloads/DE/PDF-Publikationen/a125-13-e-teilhabebericht-2013-englisch.pdf?__blob=publicationFile)

<sup>915</sup> Support Programme for Learning Germany for Employment Purposes Contributes to Securing Skilled Labour (Berlin) 16 January 2014. Access Date: 15 February 2014. [http://www.arbeitsagentur.de/nn\\_426140/EN/zentraler-Content/Presse/Presse-14-003-EN-833904.html](http://www.arbeitsagentur.de/nn_426140/EN/zentraler-Content/Presse/Presse-14-003-EN-833904.html)

<sup>916</sup> Labour market is in good shape, Federal Ministry of Labour and Social Affairs (Berlin) 1 January 2014. Access Date: 10 March 2014. <http://www.bmas.de/EN/Service/Press/press-releases/labour-market-figures-january-2014.html>

discussions over an imminent flood of early retirees are out of touch with the actual situation in businesses and factories” [and furthermore,] companies that thoughtlessly let their older employees go too early will have enormous difficulties finding enough young skilled workers to replace them.” Through this confirmation, Nahles reminded “companies [that they are] are dependent on the expertise and experience of their older employees.”

Germany has taken actions to combat unemployment and foster the creation of decent work and quality jobs, including the actions directly aimed at under-represented and vulnerable groups. Thus, it has been awarded a score of +1.

*Analyst: Amelia Cook*

## **India: 0**

India has partially complied with the commitment on labour and employment.

On 19 September 2013, India passed the Prohibition of Employment as Manual Scavengers and Their Rehabilitation Bill. The Bill prohibits the employment of “manual scavengers” for the purpose of manually cleaning sewers and septic tanks, without protective equipment, and the construction of insanitary washrooms. The Bill also has provisions for the rehabilitation of “manual scavengers” and their alternative employment. The so-called “manual scavengers” are often amongst the poorest and one of the most vulnerable groups in India’s informal employment market.<sup>917</sup>

Economist Alakh N Shamra, one of the chief authors of the Labour and Employment Report 2014, notes that currently “about 92% of India’s 470 million workers are informal workers.”<sup>918</sup> He explains that “informal employment is insecure, poorly paid and has no social security.” Furthermore, he notes that there is a great “difference between wages of regular workers and informal or contract workers.” In particular, “incidence of poverty is the highest among casual workers.”<sup>919</sup>

On 25 November 2013, the 2013-2014 Results Framework Document, for the Performance Management Division, the Indian Ministry of Labour and Employment, outlined the promotion of skills development, strengthening employment services and enhancing welfare and social security provisions for un-organized sector workers. The Performance Management Division is a division of government that assesses the effectiveness of each department based on goals outlined in the document prepared by the departments.<sup>920</sup>

On 20 February 2014, the Khadi and Village Industries Commission revealed that it had received INR580 million from the central government of India to set up small factories and generate

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<sup>917</sup> The Gazette of India, The Government of India (New Delhi) 18 September 2014. Date Accessed: 7 March 2014. <http://indiacode.nic.in/acts-in-pdf/252013.pdf>

<sup>918</sup> Without jobs, India's demographic dividend will be a disaster: Alakh N Sharma, Times of India (New Delhi) 12 February 2014. Access Date: 15 March 2014. <http://timesofindia.indiatimes.com/home/opinion/interviews/Without-jobs-Indias-demographic-dividend-will-be-a-disaster-Alakh-N-Sharma/articleshow/30233665.cms>

<sup>919</sup> Poverty higher among employed than unemployed: report, The Hindu (New Delhi) 19 December 2014. Access Date: 20 March 2014. <http://www.thehindu.com/todays-paper/tp-national/poverty-higher-among-employed-than-unemployed-report/article5476218.ece>

<sup>920</sup> 2013-2014 RFD for Ministry of Labor and Employment, Performance Management Division (New Delhi) 25 November 2013. Date Accessed: 7 March 2014. <http://labour.nic.in/upload/uploadfiles/files/RFD/530efb2e6bd20Revised%20RFD%202013-14.pdf>

manufacturing jobs as a part of the Prime Minister's Employment Generation Programme.<sup>921</sup> Prime Minister's Employment Generation Programme is an initiative by the Indian government to create 3.5 million employment opportunities by 2017. The Indian government had allocated INR80 billion to this program on 4 September 2013.<sup>922</sup>

Despite recent policy efforts, the Government of India has many critics when it comes to its inefficiency to address labour and employment issues. Economist Meghnad Desai notes that, currently, India's "biggest failure in terms of growth has been its failure in increasing manufacturing growth."<sup>923</sup> He further explains that the Government of India must create more flexible labour laws in a timely manner as "amendments to various laws have been awaiting [for a long time] Parliamentary approval."<sup>924</sup> Furthermore, Desai stressed the need to move at least half of the rural population out of rural areas to increase productivity of labour force, saying "productivity gap between agriculture and services is 1:9."

The India Labour and Employment 2014 Report has sent one clear message: "India needs a responsive, fair, and comprehensive labour and employment policy for sustainable and inclusive development."<sup>925</sup> With a labour force consisting of nearly 460 million Indian citizens, it is important for the Indian government to widen its fragile social protection. Currently 60 per cent of Indian workers are living in poverty "despite having a job ... while in some advanced sectors of the economy, skilled workers have joined the ranks of a booming middle-class and opportunities for regular formal employment ... enjoyed only [by] a minority." According to the Institute for Human Development (IHD), India still battles with "a strong social dimension to employment."<sup>926</sup> The IHD notes the three following divisions: (1) "the Scheduled Castes, the Scheduled Tribes and large sections of Other Backward Classes have lower educational attainments and are concentrated in low productivity sectors; (2) "Muslims are concentrated in low-paying petty self-employment"; (3) "upper caste Hindus, Jains, Sikhs and Christians have a disproportionate share of good job."

Overall, "the education and skill levels of the workforce are extremely low [as] one in three workers is illiterate [and] for women the number is one in two."<sup>927</sup> The main challenge lies in "providing some functional education to the existing workforce, apart from educating and skilling the future workforce."

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<sup>921</sup> TN excels in implementing Prime Minister's Employment Generation Programme, The Hindu (Tiruchi) 20 February 2014. Date Accessed: 9 March 2014. <http://www.thehindu.com/news/cities/Tiruchirappalli/tn-excels-in-implementing-prime-ministers-employment-generation-programme/article5709142.ece>

<sup>922</sup> Govt allocates Rs 8,060 cr to set up 5 lakh projects, Business Standard (New Delhi) 4 September 2013. Date Accessed: 9 March 2014. [http://www.business-standard.com/article/economy-policy/govt-allocates-rs-8-060-cr-to-set-up-5-lakh-projects-113090400778\\_1.html](http://www.business-standard.com/article/economy-policy/govt-allocates-rs-8-060-cr-to-set-up-5-lakh-projects-113090400778_1.html)

<sup>923</sup> Indian manufacturing stagnates due to peculiar labour laws: Meghnad Desai, The Economic Times (New Delhi) 21 March 2014. Access Date: 22 March 2014. [http://articles.economicstimes.indiatimes.com/2014-03-21/news/48438460\\_1\\_manufacturing-sector-manufacturing-growth-labour](http://articles.economicstimes.indiatimes.com/2014-03-21/news/48438460_1_manufacturing-sector-manufacturing-growth-labour)

<sup>924</sup> Indian manufacturing stagnates due to peculiar labour laws: Meghnad Desai, The Economic Times (New Delhi) 21 March 2014. Access Date: 22 March 2014. [http://articles.economicstimes.indiatimes.com/2014-03-21/news/48438460\\_1\\_manufacturing-sector-manufacturing-growth-labour](http://articles.economicstimes.indiatimes.com/2014-03-21/news/48438460_1_manufacturing-sector-manufacturing-growth-labour)

<sup>925</sup> India Labour and Employment Report 2014: Workers in the era of globalization, International Development Research Center (Ottawa) 2014. Access Date: 23 March 2014. <http://www.idrc.ca/EN/Themes/Development/Pages/ResultDetails.aspx?ResultID=195>

<sup>926</sup> Poverty higher among employed than unemployed: report, The Hindu (New Delhi) 19 December 2014. Access Date: 20 March 2014. <http://www.thehindu.com/todays-paper/tp-national/poverty-higher-among-employed-than-unemployed-report/article5476218.ece>

<sup>927</sup> Poverty higher among employed than unemployed: report, The Hindu (New Delhi) 19 December 2014. Access Date: 20 March 2014. <http://www.thehindu.com/todays-paper/tp-national/poverty-higher-among-employed-than-unemployed-report/article5476218.ece>



Economist Alakh Shamra said that “unemployment among the educated is very high” and consists at around 60 per cent among women graduates.<sup>928</sup> India struggles to address youth employment with “unemployment [being] highest in the 15-25 age group.”<sup>929</sup>

India has partially taken actions to combat unemployment and foster the creation of decent work and quality jobs, including the actions directly aimed at under-represented and vulnerable groups. Thus, it has been awarded a score of 0.

*Analysts: Harinya Shanthakumar and Atena Sadegh*

### **Indonesia: 0**

Indonesia has partially complied with the commitment on labour and employment. The Indonesian government has taken notable steps to encourage and assist people to connect with the labour market. Despite its promising rhetoric, Indonesia has yet to implement substantial programs promoting inclusivity and reducing informality.

On 10 October 2013, the Indonesian government expressed a desire to “set a new benchmark for education,” looking to the Finnish system as a model. The Finnish system features a systematic focus on equity, emphasizing support for students who come from disadvantaged backgrounds.<sup>930</sup> This is in line with Indonesia’s commitment to assist vulnerable groups.

On 7 November 2013, Manpower and Transmigration Ministry Spokesman Suhartono said Indonesia’s government was “currently preparing a job creation program” that “would include developing workforce skills through training, helping the workforce set up small and medium enterprises and carrying out an emergency job creation program.”<sup>931</sup> Evidence of an official program is unavailable.

On 13-14 November 2013, the Indonesian Coordinating Ministry for Economic Affairs, the Indonesian Ministry of Manpower and Transmigration, International Labour Organization, The National Development Planning Agency, the Indonesian Economy Council and the Indonesian Employers Association jointly hosted the Indonesia Employment Forum. Stated objectives included facilitating coordination among Indonesian stakeholders on current policy initiatives, formulating strategies for achieving inclusive economic growth, and following up on G20 commitments to promote job creation.<sup>932</sup>

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<sup>928</sup> Without jobs, India's demographic dividend will be a disaster: Alakh N Sharma, Times of India (New Delhi) 12 February 2014. Access Date: 15 March 2014. <http://timesofindia.indiatimes.com/home/opinion/interviews/Without-jobs-Indias-demographic-dividend-will-be-a-disaster-Alakh-N-Sharma/articleshow/30233665.cms>

<sup>929</sup> Poverty higher among employed than unemployed: report, The Hindu (New Delhi) 19 December 2014. Access Date: 20 March 2014. <http://www.thehindu.com/todays-paper/tp-national/poverty-higher-among-employed-than-unemployed-report/article5476218.ece>

<sup>930</sup> RI looks to Finland model to reform education, The Jakarta Post (Jakarta) 10 October 2013. Access Date: 21 February 2014. <http://www.thejakartapost.com/news/2013/10/10/ri-looks-finland-model-reform-education.html>

<sup>931</sup> Economic slowdown drives up unemployment rate, The Jakarta Post (Jakarta) 7 November 2013. Access Date: 21 February 2014. <http://www.thejakartapost.com/news/2013/11/07/economic-slowdown-drives-unemployment-rate.html>

<sup>932</sup> Indonesia Employment Forum, International Labour Organization (Geneva) 13 – 14 November 2013. Access Date: 21 February 2014. [http://www.ilo.org/jakarta/whatwedo/eventsandmeetings/WCMS\\_229967/lang--en/index.htm](http://www.ilo.org/jakarta/whatwedo/eventsandmeetings/WCMS_229967/lang--en/index.htm)

On 18 November 2013, Muhaimin Iskandar, Minister of Manpower and Transmigration, publicly invited foreign companies to invest in Indonesia. He said this foreign investment would help develop Indonesia's real sector and combat unemployment.<sup>933</sup>

On 30 January 2014, Minister of Finance Chatib Basri said the government was preparing an incentive policy for foreign investors by providing tax reliefs close to 0 per cent.<sup>934</sup> Such actions reportedly contribute indirectly to creating economic growth and job opportunities.

On 20 November 2013, the Republic of Indonesia secured a USD400 billion development policy loan from the World Bank.<sup>935</sup> The main objective was to "enhance Indonesia's capacity and institutions for reducing poverty and boosting shared prosperity." The government of Indonesia will use a portion of this fund to implement a new national social security system (Sistem Jaminan Sosial Nasional).<sup>936</sup>

On 26 November 2013, the Jakarta administration reformed recruiting processes for principals, basing selections on merit rather than nominations. Jakarta Education Agency head Taufik Yudi said the new open-call recruitment process "would uphold strict requirements for eligibility as required in the ministerial regulation" but ensured selections will be free from "no religious or racial discrimination in this recruitment because it is purely based on the competence of the candidates."<sup>937</sup>

On 11 December 2013, Education and Culture Ministry director of early childhood education development (PAUD) Erman Samsudin, announced that the government has set aside approximately USD50.03 million in order to establish early childhood education programs in every village in Indonesia. His office would provide incentives to teachers as well as education operational assistance to each PAUD institution, in efforts to reach this target. Responding to this announcement, West Java Governor Ahmad Heryawan formally announced the 2013 West Java PAUD Highlight Program. Heryawan says the West Java provincial administration would assist in the implementation of the education program by providing training to teachers.<sup>938</sup>

On 16 December 2013, Indonesia's Minister of Finance, M. Chatib Basri stated the government is using a financial inclusion program to improve human resources' capacity and eliminate all forms of barriers for public access to financial services.<sup>939</sup>

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<sup>933</sup> Investors Invited to Reduce Unemployment Rate, Hukumonline (Jakarta) 19 November 2013. Access Date: 21 February 2014. <http://en.hukumonline.com/pages/lt528b1131874b4/investors-invited-to-reduce-unemployment-rate>

<sup>934</sup> Encouraging Reinvestment, Government Prepares Incentive for Investors, Ministry of Finance (Jakarta) 30 January 2014. Access Date: 21 February 2013. <http://www.kemenkeu.go.id/en/Berita/encouraging-reinvestment-government-prepares-incentive-investors>

<sup>935</sup> Official Documents- Loan Agreement, L8304-ID (Closing Package), World Bank (Washington, DC) 20 November 2013. Access Date: 21 February 2014. <http://documents.worldbank.org/curated/en/2013/11/18674831/official-documents--loan-agreement-l8304-id-closing-package>

<sup>936</sup> Second Institutional Strengthening for Social Inclusion (Second Institutional, Tax Administration, Social and Investment) Development Policy Loan Project, World Bank (Washington, DC) 21 October 2013. Access Date: 21 February 2014. <http://documents.worldbank.org/curated/en/2013/10/18459911/indonesia-second-institutional-strengthening-social-inclusion-second-institutional-tax-administration-social-investment-development-policy-loan-project>

<sup>937</sup> New principal recruitment process to start, The Jakarta Post (Jakarta) 25 November 2013. Access Date: 21 February 2014. <http://www.thejakartapost.com/news/2013/11/25/new-principal-recruitment-process-start.html>

<sup>938</sup> Early years education for all in 2014, The Jakarta Post (Jakarta) 12 December 2013. Access Date: 21 February 2014. <http://www.thejakartapost.com/news/2013/12/12/early-years-education-all-2014.html>

<sup>939</sup> Reducing Poverty and Boosting Growth with Financial Inclusion Program, Ministry of Finance (Jakarta) 16 December 2013. Access Date: 21 February 2013. <http://www.kemenkeu.go.id/en/Berita/reducing-poverty-and-boosting-growth-financial-inclusion-program>

On 17 December 2013, the International Labour Organization, in a report, pointed out “limited linkages and synergies between various AMLPs [active labour market policies and programmes],” while also noting limited connections between ALMP programs and the needs or demands of the labour market. They cite that ALMPs rarely identify youth as a beneficiary of such program. Additionally, the ALMPs are short term and do not link beneficiaries to job search facilities or other post-training support options. The lack of synergy limits the overall effectiveness of ALMP interventions.<sup>940</sup>

On 19 December 2013, the Indonesian parliament enacted the Village Draft Law. This statute allows direct allocation of funds from state budget to finance village empowerment.<sup>941</sup> Village chiefs have never received state funds before, as the central government has never recognized them as civil servants or representatives of political parties.<sup>942</sup>

On 17 January 2014, senior economists from the World Bank criticized the Indonesia government’s lack of attention to the informal sector. They cited current laws are hindering access to private credit or bank loans, thus making it difficult for the private sector to boost productivity.<sup>943</sup>

On 4 February 2014, the Financial Services Authority in cooperation with International Finance Corporation launched the Good Corporate Governance roadmap and manual. State objectives include: providing long-term incentives for employees in the form of employee stock ownership programs, requiring appointed corporate secretaries to attend basic training, and supplying orientation programs for new boards’ members.<sup>944</sup>

During the compliance period Indonesia has partially taken actions to combat unemployment and foster the creation of decent work and quality jobs, including the actions directly aimed under-represented and vulnerable groups. While the Indonesian government has taken general steps to promote economic growth and create more job opportunities, it has done little to specifically address its commitments regarding assistance of disadvantaged groups, as well as reducing informality. Thus, it has been awarded a score of 0.

*Analyst: Victoria Wicks*

## **Italy: 0**

Italy has partially complied with the commitment on labour and employment, due to its recent political instability. It remains to be seen what labour and employment policies the government of Matteo Renzi will introduce, since its installation on 22 February 2014.<sup>945</sup>

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<sup>940</sup> Labour and social trends in Indonesia in 2013: Reinforcing the role of decent work in equitable growth, World Bank (Washington DC) 17 December 2013. Access Date: 21 February 2014.

[http://www.ilo.org/jakarta/whatwedo/publications/WCMS\\_233249/lang--en/index.htm](http://www.ilo.org/jakarta/whatwedo/publications/WCMS_233249/lang--en/index.htm)

<sup>941</sup> The Government Agreed on Village Draft Law, Ministry of Finance (Jakarta) 18 December 2013. Access Date: 21 February 2014. <http://www.kemenkeu.go.id/en/Berita/government-agreed-village-draft-law>

<sup>942</sup> Indonesian parliament enacts law on villages, Xinhua New Agency (Jakarta) 19 December 2013. Access Date: 21 February 2014. [http://news.xinhuanet.com/english/world/2013-12/19/c\\_132981816.htm](http://news.xinhuanet.com/english/world/2013-12/19/c_132981816.htm)

<sup>943</sup> Govt needs to pay more attention to informal sector, The Jakarta Post (Jakarta) 17 January 2014. Access Date: 21 February 2014. <http://www.thejakartapost.com/news/2014/01/17/govt-needs-pay-more-attention-informal-sector.html>

<sup>944</sup> OJK launches roadmap for good corporate practice, The Jakarta Post (Jakarta) 5 February 2014. Access Date: 21 February 2014. <http://www.thejakartapost.com/news/2014/02/05/ojk-launches-roadmap-good-corporate-practice.html>

<sup>945</sup> Matteo Renzi sworn in as Italy's new PM in Rome ceremony, BBC News (London) 22 February 2014. Access Date: 28 February 2014. <http://www.bbc.com/news/world-europe-26301943>

On 18 September 2013, the Ministry of Labour and Social Policy announced 794 million to be allocated to measures to increase youth employment, as part of the implementation of Decree Law no. 76 of 28 June 2013, converted into Law 99 of 9 August 2013.<sup>946</sup>

On 30 September 2013, to promote gender equality the Minister of Labour and Social Policy, Enrico Giovannini presented an institutional campaign to support small businesses and enterprises for women, through microcredit financing options.<sup>947</sup>

On 31 October 2013 the Ministry of Labour and Social Policy announced the approval of the principles and criteria to implement the “Youth Guarantee” (Garanzia Giovani) plan, an EU-wide youth promotion policy endorsed by the European Commission in spring 2013. The plan called for EU members to implement reforms and infrastructure to address the high levels of youth unemployment and to ensure young people have access to a job, an apprenticeship or a spot in a higher education institution within 4 months of becoming unemployed or finishing school.<sup>948</sup> The policies, scheduled to be rolled out in January 2014, would ensure that youth receive appropriate guidance in schools, training and apprenticeships initiatives and create a system of integrated labour market information databases to inform their decisions.<sup>949</sup>

On 20 February 2014, the Regions and the Italian state approved the guidelines for the implementation of the Youth Guarantee program, as well as the creation of a unified online platform, connecting regional employment databases to facilitate job search and job matching.<sup>950</sup> This was an effort to create a more “homogenous labour market” across the country.

On 3 December 2013 a memorandum was signed between Labour and Social Policy Minister Giovannini and the southern provinces of Sicilia, Calabria, Puglia and Campania to cooperate in the area of youth employment promotion by tackling skills mismatch issues, “NEETs” (youth that are not in Education, Employment or Training), by promoting internships and improving the quality of vocational training in higher education institutions as well as encouraging entrepreneurship initiatives.<sup>951</sup>

On 18 December 2013, Labour Minister Giovannini and his vice minister Maria Cecilia Guerra announced plans to create an expert commission for “reconciling work and family life balance” made

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<sup>946</sup> Con la Circolare applicativa dell'INPS partono gli incentivi per le nuove assunzioni di giovani lavoratori. Press release: Ministry of Labour and Social Policy (Rome) 18 September 2014. Access Date: 28 February 2014.

[http://www.lavoro.gov.it/Notizie/Pages/20130918\\_Incentivi-assunzioni-giovani.aspx](http://www.lavoro.gov.it/Notizie/Pages/20130918_Incentivi-assunzioni-giovani.aspx)

<sup>947</sup> Microcredito per l'impresa al femminile. Press release, Ministry of Labor and Social Policy (Rome) 30 September 2013. Access Date: 28 February 2014. [http://www.lavoro.gov.it/Notizie/Pages/20130930\\_conferenza-stampa\\_microcredito-donna.aspx](http://www.lavoro.gov.it/Notizie/Pages/20130930_conferenza-stampa_microcredito-donna.aspx)

<sup>948</sup> Employment: Commission urges Member States to urgently implement Youth Guarantee to help young jobless European Commission - MEMO/13/984 (Brussels) 12 November 2013. Access Date: 28 February 2014. [http://europa.eu/rapid/press-release\\_MEMO-13-984\\_en.htm](http://europa.eu/rapid/press-release_MEMO-13-984_en.htm)

<sup>949</sup> Garanzia Giovani: Approvato il Piano che definisce i principi e i criteri che regoleranno l'attuazione del programma. Press release: Ministry of Labour and Social Policy (Rome) 31 October, 2013. Access Date: 28 February 2014. [http://www.lavoro.gov.it/Notizie/Pages/20131031\\_Garanzia\\_Giovani.aspx](http://www.lavoro.gov.it/Notizie/Pages/20131031_Garanzia_Giovani.aspx)

<sup>950</sup> Garanzia Giovani. La Conferenza Stato-Regioni approva la piattaforma informatica unitaria Press release: Ministry of Labour and Social Policy (Rome) 20 February 2014. Access Date: 28 February 2014. [http://www.lavoro.gov.it/Notizie/Pages/20140220\\_Conf\\_Stato\\_Regioni.aspx](http://www.lavoro.gov.it/Notizie/Pages/20140220_Conf_Stato_Regioni.aspx)

<sup>951</sup> Rilancio dell'Occupazione al Sud. Firmato il protocollo tra Ministero e Regioni del meridione . Press release: Ministry of Labour and Social Policy (Rome) 3 December, 2013. Access Date: 28 February 2014. [http://www.lavoro.gov.it/Notizie/Pages/20131203\\_Protocollo-occupazione.aspx](http://www.lavoro.gov.it/Notizie/Pages/20131203_Protocollo-occupazione.aspx)

up of the Labour Ministry, the Equal Opportunity Department, the Department for Families and the Network of Equality Advisors.<sup>952</sup> The commission was formally created on 24 January 2014.<sup>953</sup>

Employment statistics compiled by the national statistics institute, Istat, indicated the highest overall unemployment rate in 37 years at 12.9 per cent in January 2014, with youth unemployment standing at 42.4 per cent for 15-24 year olds.<sup>954</sup> A January draft of Renzi's labour-market reform proposal, dubbed the "Jobs Act," proposed the introduction of universal unemployment benefits program for anyone who loses their job, on the condition they are actively searching for work or are in training. An additional proposed measure would be the creation of a single federal agency for job-search, training and welfare payout services.<sup>955</sup> In his first speech to Parliament, Renzi outlined his administration's broad priorities that would include increasing welfare payments for the unemployed.<sup>956</sup> Renzi's labour market policies will have to be evaluated at a later date, when more definitive details become available.

Italy has partially taken actions to combat unemployment and foster the creation of decent work and quality jobs, including the actions directly aimed at under-represented and vulnerable groups. Prime Minister Renzi has promised to reform the employment law.<sup>957</sup> In the absence of concrete policies, however, it is too early to evaluate how they would affect the Italian labour market. The prior government of Enrico Letta had taken steps to promote youth employment and increase the participation of women into the workforce. Therefore Italy has received a score of 0.

*Analyst: Sabina Mibaescu*

#### **Japan: +1**

Japan has fully complied with the commitment on labour and employment.

On 5 December 2013, the Government of Japan announced JPY300 billion in funding to support job creation for young people and women, as part of a JPY5.5 trillion stimulus package to offset the sales tax increase planned for April 2014. The stimulus package also includes JPY600 billion for subsidies to low-wage earners. In addition, the government has asked large companies to increase salaries following the tax increase in exchange for a decrease in the corporate tax rate from 38.01 per cent to 35.64 per cent.<sup>958</sup>

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<sup>952</sup> Donne e lavoro: le misure a favore dell'occupazione femminile. Press release, Ministry of Labour and Social Policy (Rome) 18 December 2013. Access Date: 28 February 2014. [http://www.lavoro.gov.it/Notizie/Pages/20131218\\_donne-e-lavoro.aspx](http://www.lavoro.gov.it/Notizie/Pages/20131218_donne-e-lavoro.aspx)

<sup>953</sup> Conciliazione tempi di vita e di lavoro: Giovannini istituisce una commissione di esperti per elaborare gli interventi necessari. Press release, Ministry of Labour and Social Policy (Rome) 24 January 2014. Access Date: 28 February 2014. [http://www.lavoro.gov.it/Notizie/Pages/20140124\\_conciliazione.aspx](http://www.lavoro.gov.it/Notizie/Pages/20140124_conciliazione.aspx)

<sup>954</sup> Disoccupazione "allucinante", dice Renzi. Poletti: far partire il Jobs act. Il Velino (Rome) 28 February 2014. Access Date: 28 February 2014. <http://www.ilvelino.it/it/article/2014/02/28/disoccupazione-allucinante-dice-renzi-poletti-far-partire-il-jobs-act/53505a5d-929b-4d1e-94c5-c4e0d1ea77d1/>

<sup>955</sup> Italy's Jobs Act Targets Senior Civil Servants, Broader Welfare. The Wall Street Journal (Europe) 9 January 2014. Access Date: 28 February 2014. <http://online.wsj.com/article/DN-CO-20140109-007983.html>

<sup>956</sup> Italy's Youngest Ever Prime Minister Vows 'Radical Change' In Impassioned Speech. Agence France Presse, 25 February 2014. Access Date: 28 February 2014. <http://www.businessinsider.com/italys-youngest-ever-prime-minister-vows-radical-change-in-impassioned-speech-2014-2>

<sup>957</sup> Italian politics: Renzi's rosy start. The Economist (London) 27 February 2014. Access Date: 28 February 2014. <http://www.economist.com/news/europe/21597956-italys-new-prime-minister-long-promises-short-detail-renzis-rosy-start>

<sup>958</sup> Japan Lays Out ¥5.5 Trillion Stimulus Package, Wall Street Journal (New York) 5 December 2013. Access Date: 25 February 2014. <http://online.wsj.com/news/articles/SB10001424052702303997604579239740505369468>

On January 2014, Prime Minister Shinzo Abe delivered a policy speech to the 186th Session of the Diet that outlined a number of measures related to labour and employment. These measure include: the expansion of subsidies for career development and advancement of non-permanent employees to permanent positions; the development of a customized support system, including vocational training, for people with disabilities; improved childcare availability and promotion of men's participation in childcare in order to encourage labour force participation by women with children; career development and training opportunities during parental leave; and support for internships and entrepreneurship.<sup>959</sup> Prime Minister Abe also referenced a number of education initiatives to enhance skills, innovation and competitiveness, including the introduction of English education in junior high schools on a trial basis as of 2014.

Prime Minister Abe has articulated that increasing women's labour force participation rates is a priority in several prominent speeches, including his address to the United Nations General Assembly on 26 September 2013 and at the World Economic Forum in Davos on 22 January 2014.<sup>960</sup> His Davos speech specified a goal that women will hold at least 30 per cent of leadership positions by 2020 across a variety of fields.<sup>961</sup> In addition, the prime minister announced his intention to reform labour markets, including by re-directing subsidies to enable workers to move from old industries to new industries that require quality human resources.<sup>962</sup>

The Ministry of Health, Labour and Welfare (MHLW) has continued programs to promote human resources development and employment services, including those targeted at youth, the elderly, and people with disabilities. During human resources development month in November 2013, Shigeki Sato, MHLW vice minister, and Shuichi Takatori, parliamentary secretary, has made requests to major business organizations such as the Japan Economic Federation (Keidanren) to distribute literature on human resources development measures by the MHLW, which was also made available through Prefectural Labour Bureau and Hello Work employment centres.<sup>963</sup> At the regional level, the MHLW coordinated human resource development training courses under the Association of Southeast Asian Nations (ASEAN) and Asia-Pacific Economic Cooperation (APEC). The collaboration training course of the ASEAN, entitled "Management of Vocational Training Institutions for Realizing Decent Work," took place in October 2013 and focused on career guidance and training support service, including human resources development administration, career advice, career consulting and employment support for youth.<sup>964</sup> The APEC forum on Human Resource Development took place in November 2013 in

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<sup>959</sup> Policy Speech by Prime Minister Shinzo Abe to the 186th Session of the Diet, Prime Minister of Japan and His Cabinet (Tokyo) 24 January 2014. Access Date: 9 February 2014.

[http://www.kantei.go.jp/foreign/96\\_abe/statement/201401/24siseihousin\\_e.html](http://www.kantei.go.jp/foreign/96_abe/statement/201401/24siseihousin_e.html)

<sup>960</sup> Address by Prime Minister Shinzo Abe, at The Sixty-Eighth Session of The General Assembly of The United Nations, Ministry of Foreign Affairs (Tokyo) 26 September 2014. Access Date: 9 February 2014.

[http://www.mofa.go.jp/policy/page3e\\_000083.html](http://www.mofa.go.jp/policy/page3e_000083.html)

<sup>961</sup> A New Vision from a New Japan, World Economic Forum 2014 Annual Meeting, Speech by Prime Minister Abe, Prime Minister of Japan and His Cabinet (Tokyo) 22 January 2014. Access Date: 9 February 2014.

[http://www.kantei.go.jp/foreign/96\\_abe/statement/201401/22speech\\_e.html](http://www.kantei.go.jp/foreign/96_abe/statement/201401/22speech_e.html)

<sup>962</sup> A New Vision from a New Japan, World Economic Forum 2014 Annual Meeting, Speech by Prime Minister Abe, Prime Minister of Japan and His Cabinet (Tokyo) 22 January 2014. Access Date: 9 February 2014.

[http://www.kantei.go.jp/foreign/96\\_abe/statement/201401/22speech\\_e.html](http://www.kantei.go.jp/foreign/96_abe/statement/201401/22speech_e.html)

<sup>963</sup> Japanese Government Programs in the HRD Promotion Month, Ministry of Health, Labour, and Welfare (Tokyo) November 2013. Access Date: 20 February 2014. [http://www.mhlw.go.jp/english/policy/employ-labour/human-resources/dl/news\\_letter\\_2013\\_11.pdf](http://www.mhlw.go.jp/english/policy/employ-labour/human-resources/dl/news_letter_2013_11.pdf)

<sup>964</sup> 24th MHLW HRD Information, Ministry of Health, Labour, and Welfare (Tokyo) October 2013. Access Date: 20 February 2014. [http://www.mhlw.go.jp/english/policy/employ-labour/human-resources/dl/news\\_letter\\_2013\\_09.pdf](http://www.mhlw.go.jp/english/policy/employ-labour/human-resources/dl/news_letter_2013_09.pdf)

collaboration with JAVADA (Japan Vocational Ability Development Association) in Nara city, and focused on improving employability for people with disabilities.

During the compliance period Japan has taken actions to combat unemployment and foster the creation of decent work and quality jobs, including the actions directly aimed under-represented and vulnerable groups. Thus, it has been awarded a score of +1.

*Analyst: Melissa Rogers*

### **Korea: +1**

Korea has fully complied with the commitment on labour and employment.

On 6 September 2013, as part of ongoing labour policies to reduce informality initiated in 2011, the Korean Ministry of Employment and Labor (MOEL) announced that it will convert over 65,000 non-regular public servants, engaged in work of a permanent nature, into regular status (open-ended contract) contracts. The conversions will take place over the next two years as a way for the public service to “lead the way” in improving work conditions.<sup>965</sup>

A survey conducted by the MODEL on the ratio of employed men to women found that many fell below the 60 per cent average employment rate for the industry. As a result MOEL announced in October 2013 that companies with a record of taking affirmative action will be rewarded with incentives (such as extra points when bidding for government contracts or priority for loans) while those with consistently low female employment rates will be publicly named.<sup>966</sup>

On 18 November 2013, the Korean government signed a memorandum of understanding with the province of Gyeonggi to promote the creation of decent part-time jobs that “guarantee basic working conditions, and in which workers are not discriminated against compared to full-time workers.” The goal is to create appealing work opportunities for women balancing child rearing responsibilities, young workers that are simultaneously in school, and older workers gradually transitioning into retirement.<sup>967</sup>

The Global Gender Gap Report 2013, which evaluates gender-based gaps in access to resources and opportunities, published by the World Economic Forum, ranked Korea 111th in gender equality, down three spots from 2012 and down from 92nd spot in 2006.<sup>968</sup>

As of January 2014, Korea has the lowest overall unemployment rate of the G20 members, at 3.5 per cent.<sup>969</sup> President Park Geun-hye has declared that her government will “raise the employment rate from 64% to 70% in the next five years under the Creative Economy strategy.” The strategy is threefold:

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<sup>965</sup> 65,000 public-sector non-regular workers to be converted to regular status (open-ended contract) by 2015, Ministry of Employment and Labor (Sejong-si) 6 September 2013. Access Date: 27 February 2014. [http://www.moel.go.kr/english/poli/poliNewsnews\\_view.jsp?idx=1019](http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1019)

<sup>966</sup> Affirmative action program in 2013, Ministry of Employment and Labor (Sejong-si) 22 October 2013. Access Date: 27 February 2014. [http://www.moel.go.kr/english/poli/poliNewsnews\\_view.jsp?idx=1022](http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1022)

<sup>967</sup> MOEL and Gyeonggi provincial government sign MOU to create part-time jobs, Ministry of Employment and Labor (Sejong-si) 18 November 2013. Access Date: 27 February 2014. [http://www.moel.go.kr/english/poli/poliNewsnews\\_view.jsp?idx=1033](http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1033)

<sup>968</sup> The Global Gender Gap Report 2013, World Economic Forum (Geneva) 25 October 2013. Access Date: 27 February 2014. <http://www.weforum.org/reports/global-gender-gap-report-2013>

<sup>969</sup> Economically Active Population Survey in January 2014, Statistics Korea (Seoul) 12 February 2014 Access Date: 27 February 2014. <http://kostat.go.kr/portal/english/news/1/1/index.board?bmode=read&aSeq=311685>

(1) strengthen the employability of youth; (2) provide “technical and financial support for start-up businesses”; (3) strengthen “the social safety net.”<sup>970</sup>

Cho Yoon Sun, minister for gender equality, affirmed that the “biggest priority is to help [women] not to quit their jobs while raising kids.”<sup>971</sup> In Korea, childrearing responsibilities account for the high number of women dropping out of the workforce in their early 30s. For highly educated women with better paid jobs the employment rates do not recover after childbirth when they try to re-enter the labor market.<sup>972</sup> Park indicated plans to raise spending by 68 per cent in 2014 on efforts to tackle gender inequality.<sup>973</sup> Measures announced in February 2014 included building more childcare facilities at workplaces and encouraging men to take more paternity leaves by increasing the amount of leave-pay.<sup>974</sup>

On 20 February 2014, Minister of Employment and Labor Phang Ha-Nam announced a series of policy initiatives to increase the employment rate of the population to 70 per cent<sup>975</sup> (from the current level of 58.5 per cent)<sup>976</sup> by creating more job opportunities for youth, helping women fully exert their abilities, and expanding welfare for low-income people to ensure future prosperity. The measures would include changes to unemployment benefit rules to include more professions, changes to childcare leave to improve life-work balance of employees, and the opening of employment-welfare centers.

Employment data published in January 2014 indicated a spike in the youth unemployment rate for people aged 15-29 to 8.7 per cent from a 7.5 per cent in November 2013.<sup>977</sup> Korea, at 71 per cent, has one of the highest rates of high school graduates continuing on to university and colleges.<sup>978</sup> This has created a shortage of blue-collar workers and a high degree of structural unemployment due to skills mismatch, as most college graduates avoid low-paying and physically demanding work.<sup>979</sup> The MODEL consequently declared the expansion of job opportunities as a top priority for 2014 along with a plan to facilitate the entry of youth workers into the labour force. Part of the plan would include the creation of a dual vocational education system for high school and college students, similar to those in Switzerland

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<sup>970</sup> Jobs and the disciplined market, *The Economist* (London) 18 November 2013. Access Date: 15 February 2014. <http://www.economist.com/news/21589119-well-functioning-market-will-widen-opportunities-young-people-believes-park-geun-hye-president>

<sup>971</sup> South Korea Shuns Moms at Peril as Workforce Shrinks, *Bloomberg* (New York) 23 January 2014. Access Date: 27 February 2014. <http://www.bloomberg.com/news/2014-01-23/south-korea-shuns-moms-at-peril-as-workforce-shrinks.html>

<sup>972</sup> South Korea Shuns Moms at Peril as Workforce Shrinks, *Bloomberg* (New York) 23 January 2014. Access Date: 27 February 2014. <http://www.bloomberg.com/news/2014-01-23/south-korea-shuns-moms-at-peril-as-workforce-shrinks.html>

<sup>973</sup> Japan and Korea slide down gender-index ranking, *The Japan Times* (Tokyo) 2 November 2013. Access Date: 27 February 2014. <http://www.japantimes.co.jp/opinion/2013/11/02/commentary/japan-and-korea-slide-down-gender-index-ranking/#.UxChrflDvR0>

<sup>974</sup> S. Korea assigns 4.65 tln won to support women. *The Korea Herald* (Seoul) 4 February 2014. Access Date: 27 February 2014. <http://www.koreaherald.com/view.php?ud=20140204000554>

<sup>975</sup> MOEL pledges to implement 4 policy goals and 11 strategies in 2014 to achieve 70% employment rate, Ministry of Employment and Labor (Sejong-si) 20 February 2014. Access Date: 27 February 2014. [http://www.moel.go.kr/english/poli/poliNewsnews\\_view.jsp?idx=1041](http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1041)

<sup>976</sup> Economically Active Population Survey in January 2014, Press Release, Statistics Korea (Seoul) 12 February 2014. Access Date: 27 February 2014. <http://kostat.go.kr/portal/english/news/1/1/index.board?bmode=read&bSeq=&aSeq=311685&pageNo=1&rowNum=10&navCount=10&currPg=&sTarget=title&sTxt=>

<sup>977</sup> [Editorial] Strong jobs data. Efforts required to tackle youth unemployment, *The Korea Herald* (Seoul) 14 February 2014. Access Date: 27 February 2014. <http://www.koreaherald.com/view.php?ud=20140214000600>

<sup>978</sup> [Editorial] College restructuring. Reform should be wise, decisive, *The Korea Herald* (Seoul) 26 January 2014. Access Date: 27 February 2014. <http://www.koreaherald.com/view.php?ud=20140126000069>

<sup>979</sup> S. Korea's youth unemployment rate rises, *China Daily USA* (New York) 19 December 2013. Access Date: 27 February 2014. [http://usa.chinadaily.com.cn/world/2013-12/19/content\\_17184451.htm](http://usa.chinadaily.com.cn/world/2013-12/19/content_17184451.htm)



and Germany, which would help high school graduates get employment experience before going to college and allow employers to hire young workers that have already received on-the-job training.<sup>980</sup> The plan is yet to be designed in collaboration with other ministries.

Korea has taken actions to combat unemployment and foster the creation of decent work and quality jobs, including the actions directly aimed at under-represented and vulnerable groups. Thus, it has been awarded a score of +1.

*Analyst: Sabina Mihaescu*

### **Mexico: +1**

Mexico has fully complied with the commitment on labour and employment.

On 11 September 2013, Ministry of Labour and Social Welfare signed an agreement with the National Institute for Women (Inmujeres) and the National Commission for the Development of Indigenous Peoples to implement a co-operative project titled “Training of Community Managers Human, Labour Rights and Land from a Gender Perspective. The project is promoted from a social security and productivity standpoint, whereby the certification of skills for farm workers can in turn contribute to economic growth and thus, improve welfare levels for more than 500,000 in Mexico provinces.<sup>981</sup>

On 13 September 2013, in Singapore, Mexico’s Minister of Labour and Social Welfare Alfonso Navarrete Prida made an agreement with the host country to co-sponsor, within the Asia-Pacific Economic Cooperation (APEC) framework, three projects for the workplace. The first focuses on reducing regional barriers to the flow of education services in the region through building a portal for Career Technical Education. A second project intends to create a network of leaders in the employment of individuals with disabilities, and lastly support development of action plans for the use of this vulnerable sector of the population.<sup>982</sup> The meeting between the two countries was to exchange labour reform practices and inclusion of vulnerable members of society in the labour force.

On 19 September 2013, Minister of Labour and Social Welfare Alfonso Navarrete Prida attended Job Day 2013 in the Michoacán region. During this event the federal government granted MXN8 million to Michoacán to support women and youth job losses attributed to natural disaster. The minister was also present at this time to witness an agreement between the Government of Michoacán and the Institute of National Fund for Workers Consumption (INFONACOT). This agreement promotes lending credit to the workers of Michoacán. The minister also emphasized that by law all employers must formally register their workers to INFONACOT, thus seeking formalized employment measures. Furthermore, the Minister concluded the events in Michoacán by awarding a Certificate of Mexican Standard for

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<sup>980</sup> [Editorial] Strong jobs data. Efforts required to tackle youth unemployment, The Korea Herald (Seoul) 14 February 2014. Access Date: 27 February 2014. <http://www.koreaherald.com/view.php?ud=20140214000600>

<sup>981</sup> The secretary of Labour and Inclusion Signed the Cooperation Agreement for the Project “Training of Community Managers Human, Labour Rights and Land from Gender Perspective” Ministry of Labour and Social Welfare (Mexico City) 11 September 2013. Access Date: 10 March 2014. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2013/septiembre/bol\\_con\\_inmujeres.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2013/septiembre/bol_con_inmujeres.html)

<sup>982</sup> The Secretary of Labour and Social Welfare of Mexico Met with the Minister of Labour Force in Singapore, Tan Chuan-Jin, Ministry of Labour and Welfare (Mexico City) 13 September 2013. Access Date: March 10 2014. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2013/septiembre/bol\\_107.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2013/septiembre/bol_107.html)

Equality between Men and Women workers to the movie chain Cinopolis, accordingly recognizing the inclusion of vulnerable groups in the labour force.<sup>983</sup>

On 20 September 2013, at the Annual Meeting of Industrial Countries Labour Minister Alfonso Navarrete Prida presented the “Challenge of the National Labour Policy 2013 — 2018” and focused his discussion on the Programme for Employment Formalization 2013. The Programme will be disseminated through coordination between the Mexican Social Security Institute and the Ministry of Labour and Social Welfare. In order to promote the formalization of labour, the Programme will offer social insurance and access credit for registered workers.<sup>984</sup>

On 23 September 2013, the Minister of Labour and Social Welfare Alfonso Navarrete Prida granted the National Employment Service 10 million pesos to support workers in Veracruz who were affected by natural disaster. Also at this time, the Minister of Labour and Social Welfare inaugurated the installation of the Productivity Commission and the Committee of Planning, Evaluation and Monitoring the Prevention and Eradication of Child Labour for the Agribusiness sector in Veracruz.<sup>985</sup>

On 4 October 2013, the Minister of Labour and Employment Alfonso Navarrete Prida attended the installation of the State Productivity Commission and the Commission for the Eradication of Child Labour and Protection of Young Workers Age in the state of Sonora. During the event the Ministry officials emphasized the promotion of quality jobs, decent work and productivity as a result.<sup>986</sup>

From 8 to 10 October 2013, the Mexican government was present at the Third Global Conference on Child Labour hosted by Brazil. At this time, President Enrique Peña Nieto promoted his reform article 123 of the Constitution to raise the minimum age for employment from 14 to 15 years in an effort to eradicate child labour. In order to implement this policy, the federal government will employ the Interministerial Commission for the Prevention and Eradication of Child Labour and Protection of Young Workers in Age Allowed in Mexico. This multidimensional effort will act in conjunction with representatives of companies and trade unions, as well as civil society and international organizations.<sup>987</sup>

On 8 October 2013, the Ministry of Labour announced the creation of a portal of employment and careers for persons with disabilities and seniors at the First Job Fair for People with Disabilities and Older Adults in the municipality of Ecatepec. This is in promotion of a national objective to provide

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<sup>983</sup> The Climatic Event Will Not Stop Our Development: Alfonso Navarrete Prida, Ministry of Labour and Social Welfare (Mexico City) 19 September 2013. Access Date: 10 March 2014.

[http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2013/septiembre/bol\\_110.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2013/septiembre/bol_110.html)

<sup>984</sup> Priority for Government and Business Grow the Use of Agile and Held in Mexico: Alfonso Navarrete Prida, Ministry of Labour and Social Welfare (Mexico City) 20 September 2013. Access Date: 10 March 2014.

[http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2013/septiembre/bol\\_111.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2013/septiembre/bol_111.html)

<sup>985</sup> Workers Ministry of Labour and Social Welfare of Consistently to Give a Strong Boost Productivity in the Country: Alfonso Navarrete Prida, Ministry of Labour and Social Welfare (Mexico City) 23 September 2013. Access Date: 10 March 2014. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2013/septiembre/bol\\_112.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2013/septiembre/bol_112.html)

<sup>986</sup> With the Sum of Efforts are Guaranteed Best Conditions for Use at Home: Patricia Martínez Cranss, Ministry of Labour and Social Welfare (Mexico City) 4 October 2013. Access Date: 10 March 2014.

[http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2013/octubre/bol\\_119.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2013/octubre/bol_119.html)

<sup>987</sup> The Federal Government is Implementing Actions to Eradicate Child Labour: Alfonso Navarrete Prida, Ministry of Labour and Social Welfare (Mexico City) 9 October 2013. Access Date: 10 March 2014.

[http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2013/octubre/bol\\_122.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2013/octubre/bol_122.html)

inclusivity in the labour sector. At this time, the ministry also spoke of tax incentives for companies who hire persons with disabilities or seniors.<sup>988</sup>

On 25 October 2013, the Minister of Labour and Social Welfare Alfonso Navarrete Prida announced the grant of 15.5 million pesos from the framework of the Emerging Supporting Jobs Programme to assist with the effects of a natural disaster in the region and facilitate training of unemployed individuals.<sup>989</sup>

On 26 October 2013, the Minister of Labour and Social Welfare Alfonso Navarrete Prida announced the grant of MXN5.7 million to the Yucatan region under the framework of the Emerging Employment Support Programme.<sup>990</sup>

On 29 October 2013, the Minister of Labour and Social Welfare Alfonso Navarrete Prida attended a meeting in Oaxaca to announce a grant of 4 million pesos to the region under the framework of the Emerging Employment Support Programme. In addition, the minister announced a separate MXN4 million to contribute towards individuals who wish to be retrained or to undertake self employment. The Minister also announced that Oaxaca will receive MXN60 million of federal funding towards employment, scholarships and training support for the unemployed and underemployed in the region.<sup>991</sup>

On 3 December 2013, Assistance Secretary of Labour Inclusion Ruby Salazar was present in Nuevo Leon region to inaugurate the installation of the State Commission for the Prevention and Eradication of Child Labour and Protection of Young Workers in Age Permitted. During this time, the Secretary also signed agreements with the cooperation of the local university Autonoma de Nuevo Leon (UANL) and Technology Santa Catarina (UTSC) on the topic of labour inclusion. In the case of UANL, the agreement promoted further collaboration between the federal government and the university to provide a fair and inclusive society, strengthen the link between work and education, and promote dignified work and job training. With UTSC, the agreement focused on market inclusion for individuals with disabilities through inclusive business, and the creation of a Higher Education Programme and Jobs at Home for Housewives and Persons with Disabilities.<sup>992</sup>

On 4 December 2013, the Minister of Labour and Social Welfare Alfonso Navarrete Prida awarded the financial institution Scotiabank with a certificate for meeting the Mexican Standard for Equal Work for Women and Men. This recognition intends to “strengthen equality as a legal principle and as a condition

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<sup>988</sup> Started in November the Portal of Employment and Job, to a Person with Disabilities and Seniors, Ministry of Labour and Social Welfare, Ministry of Labour and Social Welfare (Mexico City) 8 October 2013. Access Date: 10 March 2014. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2013/octubre/bol\\_121.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2013/octubre/bol_121.html)

<sup>989</sup> Delivery the Secretary of Labour and Social Welfare, Alfonso Prida Navarrete, 15.5 Million Pesos a Warrior Program to Support Emerging Job, Ministry of Labour and Social Welfare (Mexico City) 25 October 2013. Access Date: 10 March 2014. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2013/octubre/bol\\_132.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2013/octubre/bol_132.html)

<sup>990</sup> Mexico Facing the Challenge of Foster Family Welfare, Poverty Reduction and Contribute to Improving the Harmonic and Peaceful Living your Entire Population: Alfonso Navarrete Prida, Ministry of Labour and Social Welfare (Mexico City). Access Date: 10 March 2014. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2013/octubre/bol\\_133.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2013/octubre/bol_133.html)

<sup>991</sup> Mexico Priority Can Not Have That Growth and Jobs: Alfonso Navarrete Prida, Ministry of Labour and Social Welfare (Mexico City) 29 October 2013. Access Date: 10 March 2014. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2013/octubre/bol\\_135.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2013/octubre/bol_135.html)

<sup>992</sup> Attest the Ministry of Labour and Social Welfare Facility State Commission for the Prevention and Elimination of Child Labour, Ministry of Labour and Employment (Mexico City) 3 December 2013. Access Date: 10 March 2014. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2013/diciembre/bol\\_152.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2013/diciembre/bol_152.html)

of life, recognizing the internal dynamics of public and private organizations.”<sup>993</sup> The national government’s policy on gender equality promotes the same opportunities and rights for men and women and equal treatment in the workplace regardless of gender. This certificate is in line with a policy seeking social inclusion for marginalized groups of society in the framework of decent employment.

On 17 December 2013, Assistant Secretary of Labour Inclusion Ruby Salazar was in Tabasco to install the State Commission for the Prevention and Eradication of Child Labour and Protection of Young Workers in Age Allowed. The same day the Assistant Secretary signed with the University of Olmeca a Collaboration Agreement on Labour Inclusion.<sup>994</sup>

On 21 January 2014, the Minister of Labour and Social Welfare Alfonso Navarrete Prida presented 76 companies from 16 states with awards for their engagement as a Distinctive Agricultural Company Free from Child Labour. These awards signify the priority of the Mexican government to protect the human rights of the vulnerable sectors of the community, in particular children. Along with Act 123 which intends to increase the working age from 14 to 15 years, the President Enrique Peña Nieto noted the initiative to ratify Convention No. 138 of the International Labour Organization regarding Minimum Age for Admission to Employment to eradicate the worst forms of child labour by 2016 and eliminate all forms of child labour by 2020.<sup>995</sup>

On 28 January 2014, the Minister of Labour and Social Welfare presided at the installation of the Productivity Commissions of Prevention and Eradication of Child Labour in Guerrero.<sup>996</sup>

On 12 February 2014, the Minister of Labour and Social Welfare Alfonso Navarrete Prida presided at the installation of the State Committee on Productivity in Baja California. The committee intends to promote dialogue, cooperation and collaboration and trust between all three levels of government, employers, workers, education systems and society in general. At this time the minister took the opportunity to mention that the Institute of the National Fund for Workers Consumption intends to lend more than a billion pesos in loans and cash with low interest rates to increase purchasing power for families and support wage increase.<sup>997</sup>

On 20 February 2014, the Ministry of Labour and Social Welfare and the Ministry of Labour and Social Security formally launched the web portal “Making Room” which connects persons with disabilities and older adults to employment opportunities. This channel furthers the Ministry’s dialogue of social

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<sup>993</sup> The Mexican Government Confirms its Firm Commitment to the Promotion and Respect for Gender Equity: Alfonso Navarrete Prida, Ministry of Labour and Social Welfare (Mexico City) 4 December 2013. Access Date: 10 March 2014. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2013/diciembre/bol\\_153.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2013/diciembre/bol_153.html)

<sup>994</sup> Be the Elimination of Child Labour One of the Major Challenges of Mexico: Ignacio Ruby Salazar, Ministry of Labour and Social Welfare (Mexico) 17 December 2013. Access Date: 10 March 2014. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2013/diciembre/bol\\_155.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2013/diciembre/bol_155.html)

<sup>995</sup> Only from Educated Children and Youth is Guaranteed a More Productive and More Competitive Mexico: Alfonso Navarrete Prida, Ministry of Labour and Social Welfare (Mexico) 21 January 2014. Access Date: 10 March 2014. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2014/enero/bol\\_164.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/enero/bol_164.html)

<sup>996</sup> Alfonso Navarrete Prida Adding a Huge Effort to Close the Gaps of Inequality, Ministry of Labour and Social Welfare (Mexico) 28 January 2014. Access Date: 10 March 2014. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2014/enero/bol\\_166.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/enero/bol_166.html)

<sup>997</sup> Employment Generation Sources, Lever to Promote Home Equity Cash and Fighting Poverty: Alfonso Navarrete Prida, Ministry of Labour and Social Welfare (Mexico City) 12 February 2014. Access Date: 10 March 2014. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2014/febrero/bol\\_172.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/febrero/bol_172.html)

inclusion and commitment to assisting individuals who have historically been left out of the labour sector, persons with disabilities and seniors.<sup>998</sup>

On 21 February 2014, the National Conference of Secretaries of Labour concluded its annual meeting. Apart from discussing successes of government programs in the area of social inclusion and productivity, six working groups were created to give continuity to agreements between the federal and provincial governments. These groups will work to promote various regional themes such as the implementation of “labour reform, the transition from informal to formal employment, the promotion of employment, the coordination of Conciliation and Arbitration and the procurators of the Defense office and, lastly, work ethics and justice.”<sup>999</sup>

On 25 February 2013, the Assistant Secretary of Employment and Labour Productivity Patricia Martinez Cranss inaugurated the Second National Job Fair for technicians and professionals in Chihuahua. A total of 78 events in 31 states partook in the fair, generating 60,000 vacancies by more than 3,000 engaged companies. According to the Assistant Secretary, 13 per cent of the vacancies will demand a school graduate and other technical level, 34 per cent of job applicants have a bachelor’s degree, 24 per cent with a secondary education, 22 per cent with a high school or vocational education and 6 per cent with a technical course education.<sup>1000</sup>

Mexico has taken actions to combat unemployment and foster the creation of decent work and quality jobs, including the actions directly aimed at under-represented and vulnerable groups. Thus, it has been awarded a score of +1.

*Analyst: Bianca Salazar*

#### **Russia: +1**

Russia has fully complied with the commitment on labour activation policies to bring vulnerable groups into the labour market.

On 13 November 2013, the Russian government adopted an action plan to increase the number of high-skilled workers by 2020. It provides for the measures to assist students and workers achieve skills that ensure a high professional level and will modernize education programs to ensure flexibility and individual approaches using modern technologies. By 2018, 250 multifunctional centres of applied qualifications and a basic centre of professional training will be created.<sup>1001</sup>

On 20 December 2013, the Russian government adopted rules to subsidize regional authorities creating additional jobs for people with disabilities. The government plans to help employ 14,200 disabled people annually in 2014 and 2015, stimulate companies to employ them, and help to exercise the right of disabled persons for vocational rehabilitation and integrate them into society. An average subsidy for employers per workplace created and equipped for people with disabilities will increase from

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<sup>998</sup> Presenting Job Portal STPS Oriented People with Disabilities and Seniors, Ministry of Labour and Social Welfare (Mexico City) 20 February 2014. Access Date: 10 March 2014.

[http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2014/febrero/bol\\_180.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/febrero/bol_180.html)

<sup>999</sup> Meeting Concludes the National Conference of Secretaries of Work, Ministry of Labour and Social Welfare (Mexico City) 21 February 2014. Access Date: 10 March 2014.

[http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2014/febrero/bol\\_184.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/febrero/bol_184.html)

<sup>1000</sup> Opens Second National Job Fair in Chihuahua, Ministry of Labour and Social Welfare (Mexico City) 25 February 2014. Access Date: 10 March 2014. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2014/febrero/bol\\_188.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/febrero/bol_188.html)

<sup>1001</sup> On the adoption of the Action Plan to increase the number of high-skilled workers by 2020, Russian Government 16 November 2013. <http://government.ru/docs/8204>.

RUB66,200 in 2013 to RUB69,300 in 2014 and RUB72,700 in 2015. The budget provides RUB918.7 million and RUB963.7 million to conduct these additional activities in 2014 and 2015 respectively.<sup>1002</sup>

On 26 December 2013, the Russian government held a meeting on employing people with disabilities.<sup>1003</sup> The government decided to monitor the implementation of measures to increase employment for people with disabilities, develop methodological recommendations to assess the effectiveness of those measures and increase the employment of people with disabilities at government organizations and state-owned enterprises.<sup>1004</sup>

On 15 April 2014, the Russian government adopted the revised State Program on the Promotion of Employment, which includes the Proactive Labour Policy and Social Support of the Unemployed is to improve legislation on employment, enhance the effectiveness of employment promoting policies and improve social support to unemployed. RUB350 billion will be allocated from 2013 to 2020.<sup>1005</sup>

Russia has taken measures to conduct effective labour activation policies and actions to bring under-represented and vulnerable groups into the labour market. Thus, it has been awarded a score of +1.

*Analyst: Mark Rakhmangulov*

### **Saudi Arabia: +1**

Saudi Arabia has fully complied with the commitment on labour and employment.

On 9 September 2013, Mufta.org published a study outlining the trouble private companies experience at the hand of the Saudi government imposing restrictions that “ultimately result ... in a stagnant private sector that lacks innovation and sense of entrepreneurship [and] this is a big obstacle to the development of a more diversified economy that would increase the number of suitable, high-paying jobs available to the Saudi youth [in particular].”<sup>1006</sup> The private sector is less appealing to Saudis due to lower salaries, less benefits, and more demanding hours of work. Businesses also find it cheaper to hire foreigners.<sup>1007</sup>

In October 2013, the Saudi government took proactive steps towards safeguarding immigrant workers. For example, employers are unable to impose work unless previously agreed upon, or they are restricted from “imposing any dangerous work that threatens [the immigrants’] health, safety and human dignity,”<sup>1008</sup> yet many immigrants are unaware of their rights and enforcement mechanisms are weak.

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<sup>1002</sup> On the rules of subsidizing additional actions in the sphere of employment, Russian Government 16 November 2013. <http://government.ru/docs/9322>.

<sup>1003</sup> Government meeting, Russian Government 26 December 2013. <http://government.ru/en/news/9331>.

<sup>1004</sup> Decisions taken at the Government meeting on 26 December 2013, Russian Government 26 December 2013.

<http://government.ru/news/9401>.

<sup>1005</sup> Government Resolution No. 298 of 15 April 2014, Russian Ministry of Labour and Social Protection 29 April 2014.

<http://www.rosmintrud.ru/docs/government/134>.

<sup>1006</sup> Unemployment in Saudi Arabia: a Ticking Time Bomb?, Muftah (Riyadh) 9 September 2013. Access Date: 15 March 2014. <http://muftah.org/unemployment-in-saudi-arabia-a-ticking-time-bomb/>

<sup>1007</sup> Unemployment in Saudi Arabia: a Ticking Time Bomb?, Muftah (Riyadh) 9 September 2013. Access Date: 15 March 2014. <http://muftah.org/unemployment-in-saudi-arabia-a-ticking-time-bomb/>

<sup>1008</sup> New Saudi rules ensure rights, safety of foreign household workers, GMA News (Riyadh) 31 October 2013. Access Date: 15 March 2014. <http://www.gmanetwork.com/news/story/333439/pinoyabroad/news/new-saudi-rules-ensure-rights-safety-of-foreign-household-workers>

Saudi Arabia also works on a kafala system, whereby employers have control and power over things such as when a migrant can change employers or leave the country.<sup>1009</sup>

In November 2013, there was a crack-down on undocumented migrant workers and many were deported. Although in theory, the crackdown would provide more job opportunities for Saudi citizens, “few Saudis seem likely to seek [these kinds of jobs], least of all those of the menial kind, which the kingdom’s 19m citizens tend to shun.”<sup>1010</sup> Traditionally, Saudis have relied on accessible, stable and well-paying government jobs. The IMF says almost two-thirds of employed Saudis nationals work for the government, but that “there is a need to improve education to boost the skills and productivity of workers.”<sup>1011</sup> Nonetheless, “some economists expect longer-term benefits, as an overall rise in labour costs makes Saudis more attracted to lower-prestige and starting-level jobs, where wages have long been kept down by the abundance of foreign labour.”<sup>1012</sup>

On 2 January 2014 India and Saudi Arabia signed an agreement which will provide “reasonable work conditions and eliminating middlemen from the recruitment process.”<sup>1013</sup>

On 6 January 2014 the government of Saudi Arabia announced new welfare programs including an unemployment insurance scheme in order to encourage Saudi citizens to work in the private sector which typically pays less and has fewer benefits than public sector jobs.<sup>1014</sup> The unemployment insurance scheme will be mandatory for all citizens with jobs.<sup>1015</sup> It is notable that due to the average minimum salary increases in 2013 from SAR3,500 and SAR4,500, less Saudis have quit their jobs.<sup>1016</sup>

As of 6 January 2014, those with disabilities will see more inclusive employment services from an agreement between the Rehab Group and the Saudi Arabia Human Resources Development Fund “to support HRDF in the development of its inclusive employment and pre-employment programmes for people with disabilities in the Kingdom of Saudi Arabia.”<sup>1017</sup> It will train and place individuals with disabilities into jobs in Ireland and the United Kingdom.<sup>1018</sup>

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<sup>1009</sup> Dispatches: New Protection for Saudi Arabia’s Domestic Workers, Human Rights Watch (New York) 19 February 2014. Access Date: 15 March 2014. <http://www.hrw.org/news/2014/02/19/dispatches-new-protection-saudi-arabia-s-domestic-workers>

<sup>1010</sup> Saudi Arabia and its labourers: Go home, but who will replace you?, The Economist (London) 16 November 2013. Access Date: 15 March 2014. <http://www.economist.com/news/middle-east-and-africa/21589871-saudi-edict-limit-reliance-foreign-workers-fraught>

<sup>1011</sup> Unemployment haunts citizens in Saudi Arabia, gulfnews.com (Riyadh) 4 December 2013. Access Date: 15 March 2014. <http://gulfnews.com/news/gulf/saudi-arabia/unemployment-haunts-citizens-in-saudi-arabia-1.1263174>

<sup>1012</sup> Saudi Arabia and its labourers: Go home, but who will replace you?, The Economist (London) 16 November 2013. Access Date: 15 March 2014. <http://www.economist.com/news/middle-east-and-africa/21589871-saudi-edict-limit-reliance-foreign-workers-fraught>

<sup>1013</sup> India signs labour pact with Saudi Arabia, The Hindu (New Dheli) 3 January 2014. Access Date: 15 March 2014. <http://www.thehindu.com/news/national/india-signs-labour-pact-with-saudi-arabia/article5530528.ece>

<sup>1014</sup> Job security for 1.5 million Saudis, Arab News (Riyadh) 7 January 2014. Access Date: 15 March 2014. <http://www.arabnews.com/news/505026>

<sup>1015</sup> Saudi Arabia introduces unemployment insurance, Reuters (Riyadh) 6 January 2014. Access Date: 15 March 2014. <http://www.reuters.com/article/2014/01/06/saudi-unemployment-idUSL6N0KG1VX20140106>

<sup>1016</sup> As salaries improve, Saudis stay on jobs, Arab News (Riyadh) 21 February 2014. Access Date: 15 March 2014. <http://www.arabnews.com/news/528926>

<sup>1017</sup> Rehab Group Signs Contract In Kingdom Of Saudi Arabia With Human Resources Development Fund, Rehab (Riyadh) 6 January 2014. Access Date: 15 March 2014. <http://www.rehab.ie/press/article.aspx?id=879>

<sup>1018</sup> New Partnership to Develop Education and Training Programs for People with Disabilities, Global Accessibility News (Riyadh) 7 January 2014. Access Date: 15 March 2014. <http://globalaccessibilitynews.com/2014/01/07/new-partnership-to-develop-education-and-training-programs-for-people-with-disabilities>

On 26 January 2014, the Saudi government launched Jadara 3, a new online employment program where citizens looking for government jobs can register online versus having to register in person. Furthermore, “Jadara 3 is among several proper programs authorized by the ministry to improve using it within the recruitment process [and it] meets the interest in more recent methods to manage qualified staff and make a database that may become an essential reference in studying labor market needs.”<sup>1019</sup>

On 25 February 2014, a new recruitment platform called Glowork was introduced and is Saudi Arabia’s first female recruiting platform to empower women and benefit the labour market. As of 6 March 2014, “the organization has built a database of 1.2 million unemployed women and created over 6,000 vacancies through private and public sector partnerships.”<sup>1020</sup>

On 2 March 2014, “[a] letter of intent has been signed between [Jaguar] and the National Industrial Clusters Development Programme to determine the commercial viability of setting up a financially sustainable automotive facility” which could create between 4,000 and 5,000 new jobs.”<sup>1021</sup> Qutoof Al-Riadah Company, which was established with the support of the Ministry of Labor, is looking to create 30,000 new jobs by helping start-ups to expand. They have a program called “Flat6Labs” which is “the Kingdom’s first leadership program backed by the private sector that aims to promote and develop the skills of Saudi entrepreneurs.”<sup>1022</sup>

On 4 March 2014, the Oil Minister said that in order to diversify the economy, Saudi Arabia is looking at developing the petrochemical sector. To this end, “Saudi Arabia plans to build a plant able to turn crude directly into chemicals, without first having to refine the oil.”<sup>1023</sup> This diversification can provide jobs for youth.

Between 4-6 March 2014, the Ministry of Labour and Yanbu Chamber of Commerce will hold the Saudi Forum for Rehabilitation and Employment and will target job employment for Saudi Youth.<sup>1024</sup> In addition, according to the Riyadh Chamber of Commerce and Industry there are reportedly 683 jobs available in 19 different private sector companies for youth.<sup>1025</sup>

On 8 March 2014, the Kingdom of Saudi Arabia announced that it “is developing an industrial city which would employ women” with the aim to diversify the labour force through an all-female factory producing a variety of goods.<sup>1026</sup> There will be 50 Saudi women employed, however should the model work, it will likely be expanded.

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<sup>1019</sup> Ministry to Produce Online Jobs Application Program in Saudi Arabia, MySaudiJobs (Riyadh) 23 January 2014. Access Date: 15 March 2014. <http://mysaudijobs.com/blog/2014/01/23/ministry-produce-online-jobs-application-program-saudi-arabia/#.Ux0PJf3r594>

<sup>1020</sup> On International Women’s Day, Let’s Hear It For The Men, Forbes (New York) 6 March 2014. Access Date: 15 March 2014. <http://www.forbes.com/sites/ashoka/2014/03/06/on-international-womens-day-lets-hear-it-for-the-men/>

<sup>1021</sup> Jaguar Land Rover looking into feasibility of Saudi Arabian plant, Liverpool Echo (London) 2 March 2014. Access Date: 15 March 2014. <http://www.liverpoolecho.co.uk/news/business/jaguar-land-rover-looks-feasibility-6762405>

<sup>1022</sup> 30,000 new leadership jobs planned for Saudis, Arab News (Riyadh) 14 February 2014. Access Date: 15 March 2014. <http://www.arabnews.com/news/525631>

<sup>1023</sup> Saudi Arabia plans to build oil-to-chemicals plant, Reuters (New York) 4 March 2014. Access Date: 15 March 2014. <http://www.arabianbusiness.com/saudi-arabia-plans-build-oil-to-chemicals-plant-541381.html>

<sup>1024</sup> Yanbu to host forum on youth employment, Arab News (Riyadh ) 23 February 2014. Access Date: 15 March 2014. <http://www.arabnews.com/news/529906>

<sup>1025</sup> Saudi Arabian companies open employment doors focusing national youth, The News Tribe (Riyadh) 7 March 2014. Access Date: 15 March 2014. <http://www.thenewstribes.com/2014/03/07/saudi-arabian-companies-open-employment-doors-focusing-national-youth/>

<sup>1026</sup> Saudi Arabia to found women-only town, Times of Israel (Riyadh) 8 March 2014. Access Date: 15 March 2014. <http://www.timesofisrael.com/saudi-arabia-to-found-women-only-town>



On 9 March 2014, it was reported that General Electric is offering training initiatives and knowledge sharing sessions to enhance youths' skills, local initiatives, and human capital development. With support from the Saudi Ministry of Education and the Ministry of Labor, they provided twelve workshops titled "My Way to the Job Market," to reach over 11,400 high school students, provide them with business and workplace skills, and a certificate to highlight career preparedness.<sup>1027</sup>

The Saudi Commission for Tourism and Antiquities (SCTA) is working on "local initiatives that contribute to the development of the Saudi national tourism sector, including the recently launched SCTA programme for skills development to deal with tourists."<sup>1028</sup>

The Executive Director of Saudi Petroleum Services Polytechnic is collaborating with industry organizations to ensure that students have the skills that employers desire and value. The President and CEO of Saudi Aramco said, "[h]ere is an industry that is growing, that is very profitable ... and more often than not, companies in our industry are constrained by growth because of a lack of skilled human resources, while they are living or working in countries where there is high unemployment [... and that] this issue of a mismatch is real."<sup>1029</sup>

From 9-11 March 2014 the Middle East and North African ASTD MENA 2014 Training and Development Forum will be held for the second time this year and gives priority to developing human capital and increasing employment opportunities, particularly for youth.<sup>1030</sup>

The company Zain KSA has collaborated with universities and has several internships and training programs for university students which it continues to offer to men and women. These internships and training programs "are part of its belief in social responsibility and the importance of supporting Saudi youth with diverse working experiences through specialized human development programs."<sup>1031</sup>

On 18-20 March 2014, this year's Jeddah Economic Forum will look at sustainable job creation for youth. The Chairman of the Board of Directors stated that "[d]ue to the rising number of unemployed young people in the Kingdom, [they] believe it is [their] duty to discuss this important issue and to find the right solution."<sup>1032</sup> To this end, they are "inviting this year about 30 Ministers, experts and specialists who have been contributing and striving hard to tackle to youth unemployment." The aim is to create 15 million jobs by 2015 and 80 million by 2030 to meet the needs of Saudi youth.

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<sup>1027</sup> GE Volunteers in Riyadh partner with Injaz Saudi to extend technical training for over 11,400 school students, Zawya (Riyadh) 9 March 2014. Access Date: 15 March 2014. [https://www.zawya.com/story/GE\\_Volunteers\\_in\\_Riyadh\\_partner\\_with\\_Injaz\\_Saudi\\_to\\_extend\\_technical\\_training\\_for\\_over\\_11400\\_school\\_students-ZAWYA20140309082827/](https://www.zawya.com/story/GE_Volunteers_in_Riyadh_partner_with_Injaz_Saudi_to_extend_technical_training_for_over_11400_school_students-ZAWYA20140309082827/)

<sup>1028</sup> Middle East: STTIM to focus on skill development, International Meetings Review (Riyadh) 5 March 2014. Access Date: 15 March 2014. <http://www.internationalmeetingsreview.com/middle-east-and-north-africa/middle-east-sttim-focus-skill-development-98320>

<sup>1029</sup> Polytechnic to build skills for petroleum services industry, Arab News (Riyadh ) 28 February 2014. Access Date: 15 March 2014. <http://www.arabnews.com/news/532351>

<sup>1030</sup> Training of human resources key to national development, Arab News (Riyadh) 10 March 2014. Access Date: 15 March 2014. <http://www.arabnews.com/news/537626>

<sup>1031</sup> Zain KSA extends internship program, Arab News (Riyadh) 6 March 2014. Access Date: 15 March 2014. <http://www.arabnews.com/news/535416>

<sup>1032</sup> JEF 2014 tackles sustainable job creation for young people, Saudi Gazette (Riyadh) 6 March 2014. Access Date: 15 March 2014. <http://www.saudigazette.com.sa/index.cfm?method=home.regcon&contentid=20140306197758>

In addition, in March 2014, “the Riyadh Chamber of Commerce and Industry announced 683 job openings in 19 private sector companies for Saudi youth,” although most will be allocated to men.<sup>1033</sup>

During the compliance period Saudi Arabia has taken actions to combat unemployment and foster the creation of decent work and quality jobs, including the actions directly aimed under-represented and vulnerable groups. Thus, it has been awarded a score of +1.

*Analyst: Tatiana Rother*

### **South Africa: +1**

South Africa has fully complied with the commitment on labour and employment.

The current ANC government is focused on passing into law before the end of 2014 several employment related bills, some tabled as far back as 2012. South African Labour Minister Mildred Oliphant has identified as top policy priorities for 2014 the conclusion of amendments to labour legislation and to expand protection for vulnerable workers; as well as ensure faster change in employment equity in workplaces.<sup>1034</sup>

Addressing the country’s staggering 24.1 per cent unemployment rate the Employment Equity Amendment Bill, the Employment Services Bill, and the Labour Relations Amendment Bill are currently making their way through the legislative process.<sup>1035</sup>

On 2 November 2013, the Labour Minister, addressing domestic workers, announced proposed amendments to unemployment insurance to include vulnerable workers, “employees on learnership, workers who work less than 24 hours a month for an employer and public servants.”<sup>1036</sup>

On 12 November 2013, the Employment Services Bill was approved by the National Assembly and has been referred to the National Council of Provinces (NCOP) for concurrence.<sup>1037</sup> The bill provides for public employment services, facilitates the exchange of information among employers, workers and private employment agencies, and “other specialised services to assist the youth, new entrants into the labour market, and vulnerable work seekers (e.g., persons with disabilities) to find work.”<sup>1038</sup> The Opposition criticized the bill claiming that the regulation of employment agencies would not address the issue of abuse of workers’ rights.<sup>1039</sup>

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<sup>1033</sup> Companies offer 683 jobs to Saudis, Arab News (Riyadh) 7 March 2014. Access Date: 15 March 2014. <http://www.arabnews.com/news/536166>

<sup>1034</sup> Labour Minister Oliphant commits to completion of amendments to labour laws and transformation of workplaces, Department of Labour (Pretoria) 21 January 2014. Access Date: 19 February 2014. <http://www.labour.gov.za/DOL/media-desk/media-statements/2014/labour-minister-oliphant-commits-to-completion-of-amendments-to-labour-laws-and-transformation-of-workpalces>

<sup>1035</sup> Unemployment rate drops as government hires workers, Mail & Guardian (Cape Town) 11 February 2014. Access Date: 19 February 2014. <http://mg.co.za/article/2014-02-11-unemployment-rate-drops-as-government-hires-workers>

<sup>1036</sup> UIF benefits to improve. South African Government News Agency (Pretoria) 3 November 2013. Access Date: 20 February 2014. <http://www.sanews.gov.za/south-africa/uif-benefits-improve>

<sup>1037</sup> National Assembly passes Employment Services Bill bringing to four bills passed this year alone, Department of Labour (Pretoria) 12 November 2013. Access Date: 19 February 2014. <http://www.labour.gov.za/DOL/media-desk/media-statements/2013/national-assembly-passes-employment-services-bill-bringing-to-four-bills-passed-this-year-alone-1>

<sup>1038</sup> What you need to know about the Employment Services Bill, HR Pulse (Pretoria) 2014. Access Date: 19 February 2014. <http://www.hrpulse.co.za/legal/employment-services-bill/229053-what-you-need-to-know-about-the-employment-services-bill>

<sup>1039</sup> Employment Services Bill on labour brokers gets go-ahead, Mail & Guardian (Cape Town) 12 November 2013. Access Date: 19 February 2014. <http://mg.co.za/article/2013-11-12-employment-services-bill-on-labour-brokers-gets-go-ahead>

On 21 November 2013, the Employment Equity Amendment Bill, which regulates demographic representativeness in the workplace, has passed the National Council of Provinces (and at the time of this writing was still awaiting presidential assent to become law). The bill's amendments ensure equal pay for work of equal value in order to strengthen compliance and enforcement mechanisms and increases non-compliance fines.<sup>1040</sup>

On 3 December 2013, the Department of Labour announced a ZAR300 million program to address skills shortages in both urban and rural areas by boosting training and skills development. The programme seeks to empower up to 8,000 youth and unemployed and train them in areas such as: aviation related skills, mechanical skills, plumbing and renewable energy skills, construction skills and skills in information and communication technologies; thus reducing their dependency on social grants and unemployment insurance payments.<sup>1041</sup>

On 19 December 2013, the Employment Tax Incentive Bill (better known as the youth wage subsidy Bill) was signed into law, offering tax-based incentives for up to two years to employers hiring youth workers. The measures came into effect in January 2014.<sup>1042</sup>

On 16 January 2014, the Minister of Higher Education and Training Blade Nzimande launched The White Paper for Post-School Education and Training, a strategy to pull some of the over 3 million "neets" (15- to 24-year olds who are neither in employment nor in education or training) out of "poverty and misery."<sup>1043</sup> The White Paper envisages expanding post-school provision to improve access to education and training opportunities, emphasizes the crucial role of technical and vocational education, and contains plans for universities to target skills shortages.<sup>1044</sup>

During the compliance period South Africa has taken actions to combat unemployment and foster the creation of decent work and quality jobs, including the actions directly aimed under-represented and vulnerable groups. Thus, it has been awarded a score of +1.

*Analyst: Sabina Mihaescu*

## **Turkey: +1**

Turkey has fully complied with the commitment on labour and employment.

As of October 2013, Turkey's unemployment rate was at 9.7 per cent.<sup>1045</sup> The International Labour Organization predicts it to rise to 10 per cent in 2014, and then fell again to 9.7 per cent in 2015.<sup>1046</sup> 48

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<sup>1040</sup> Employment Equity Bill passed despite DA objections, Mail & Guardian (Cape Town) 21 November 2013. Access Date: 20 February 2014. <http://mg.co.za/article/2013-11-21-employment-equity-bill-passed-despite-da-objections>

<sup>1041</sup> Department of Labour's UIF to fund a R300-million training programme with Seta's to empower youth and unemployed, Department of Labour (Pretoria) 3 December 2013. Access Date: 19 February 2014. <http://www.labour.gov.za/DOL/media-desk/media-statements/2013/departement-of-labour2013s-uif-to-fund-a-r300-million-training-programme-with-seta2013s-to-empower-youth-and-unemployed>

<sup>1042</sup> Zuma signs youth wage subsidy Bill into law, Mail & Guardian (Cape Town) 19 December 2013. Access Date: 20 February 2014. <http://mg.co.za/article/2013-12-19-zuma-signs-youth-wage-subsidy-into-law>

<sup>1043</sup> Blade launches white paper to meet needs of 'neets', Mail & Guardian (Cape Town) 16 January 2014. Access Date: 19 February 2014. <http://mg.co.za/article/2014-01-16-blade-launches-dhets-white-paper-to-meet-needs-of-the-neets>

<sup>1044</sup> White Paper to expand post schooling, training. South African Government News Agency (Pretoria) 16 January 2014. Access Date: 19 February 2014. <http://www.sanews.gov.za/south-africa/white-paper-expand-post-schooling-training>

<sup>1045</sup> Turkey's unemployment rates below European average, Anadolu Agency (Anaraka) 16 January 2014. Access Date: 16 March 2014. <https://www.aa.com.tr/en/turkey/275362--turkeys-unemployment-rates-below-european-average>

<sup>1046</sup> Global Employment Trends, International Labour Organization (Geneva) 21 January 2014. Access Date: 16 March 2014. [http://www.ilo.org/global/research/global-reports/global-employment-trends/2014/WCMS\\_233936/lang--en/index.htm](http://www.ilo.org/global/research/global-reports/global-employment-trends/2014/WCMS_233936/lang--en/index.htm)

per cent of people aged 15 to 64 in Turkey have paid employment (69 per cent of men and 28 per cent of women respectively).<sup>1047</sup> Youth unemployment was 17.90 per cent in October 2013.<sup>1048</sup> Observers of the labour market have noted that “the high youth unemployment figures threaten a stable recovery in employment in the long term.”<sup>1049</sup> The labour force participation rate is currently at 50.5 per cent.<sup>1050</sup>

Turkey has also received over half a million Syrian refugees of which the financial cost is over USD2 billion. This is detrimental as Turkey “already has employment problems [and] will [now have] a new set of complications with half a million people willing to work for low wages coming from Syria.”<sup>1051</sup> The Syrian refugee crisis is reportedly “worsening the employment situation [in some regions] as well as bringing down wages.” Moreover, the refugees often face discrimination and exploitation by employers who know they are desperate for work.<sup>1052</sup> Women in particular are often taken advantage of.

In November 2013, a report written by the World Bank stated that “the rapid growth of GDP [gross domestic product] and employment in the post-crisis period, coupled with upskilling and formalization of employment in the labor market and the increased employment elasticity of growth, present a very favorable picture of the employment situation in Turkey.”<sup>1053</sup> Cevdet Yılmaz, the Turkish development minister “noted the Fifth 10-year Development Plan [which is discussed in the report] aims to solve the structural problems of Turkey’s job market.” The World Bank report stated that “in order to ensure the effectiveness of the government’s efforts ... the fundamentals of the country’s economy need to be strengthened to enable higher growth and employment.”

On 25 February 2014, the Turkish energy minister announced that 100 nuclear engineering students will go to Russia for training “as part of the country’s bid to diversify its energy sources.”<sup>1054</sup> Turkey has plans to build two more nuclear plants.

On 28 February 2014, Turkey signed an agreement with UN Women to create an office in Istanbul. This effort is to send “a positive signal to the region by working to strengthen gender equality” which traditionally has been weak due to societal hierarchy, patriarchies, and other societal factors.<sup>1055</sup> The designated representative of UN Women to Turkey stated that “raising women’s labor-force participation increases economic growth in general, which benefits men and women alike.” This agreement follows through with a statement made by the Turkish Development Minister, on 23 January

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<sup>1047</sup> Turkey, Organisation for Economic Co-operation and Development (Paris) 2014. Access Date: 16 March 2014. <http://www.oecdbetterlifeindex.org/countries/turkey/>

<sup>1048</sup> Turkey Youth Unemployment Rate, Trading Economics (Ankara) 2013. Access Date: 16 March 2014. <http://www.tradingeconomics.com/turkey/youth-unemployment-rate>

<sup>1049</sup> November sees 154K new unemployed, surge in youth jobless rate, Cihan (Ankara) 17 February 2014. Access Date: 16 March 2014. [http://en.cihan.com.tr/news/November-sees-154K-new-unemployed-surge-in-youth-jobless-rate\\_2780-CHMTM2Mjc4MC8z](http://en.cihan.com.tr/news/November-sees-154K-new-unemployed-surge-in-youth-jobless-rate_2780-CHMTM2Mjc4MC8z)

<sup>1050</sup> Turkey’s employment increases by 23 pct since 2008, World Bulletin (Ankara) 3 March 2014. Access Date: 16 March 2014. <http://www.worldbulletin.net/news/130096/turkeys-employment-increases-by-23-pct-since-2008>

<sup>1051</sup> Risks, Opportunities for Syrian Refugees in Turkey, Al-Monitor (Ankara) 1 October 2013. Access Date: 16 March 2014. <http://www.al-monitor.com/pulse/security/2013/09/syria-refugees-turkey-opportunities-risks.html#ixzz2wAcDvfDq>

<sup>1052</sup> Syrian women refugees humiliated, exploited in Turkey, Al Monitor (Ankara) 12 March 2014. Access Date: 16 March 2014. <http://www.al-monitor.com/pulse/originals/2014/03/syria-refugees-women-exploitation-harassment.html>

<sup>1053</sup> World Bank hails Turkish government for employment policies, Turkish Weekly (Ankara) 24 January 2014. Access Date: 16 March 2014. <http://www.turkishweekly.net/news/162002/world-bank-hails-turkish-government-for-employment-policies.html>

<sup>1054</sup> Turkey to send 100 students to Russia for nuclear education, Trend 26 (Ankara) February 2014. Access Date: 16 March 2014. <http://en.trend.az/regions/met/turkey/2246470.html>

<sup>1055</sup> UN Women: Turkey can be regional model for women’s rights, Today’s Zaman (Istanbul) 9 March 2014. <http://www.todayszaman.com/news-341519-un-women-turkey-can-be-regional-model-for-womens-rights.html>

2014, that “the government would pursue “positive discrimination” policies to increase the number of women in the workforce.”<sup>1056</sup>

On 8 March 2014, the Women Industrialists Platform was created as part of International Women’s Day. It is made up of 18 women who are members of the Istanbul Industry Chamber’s assembly and professional committees.<sup>1057</sup>

On 11 March 2014 the Ministry of Labour and Social Security held a conference on Social Inclusion and Employment in Turkey. The goal of the conference was “to create a discussion platform on the concept of social inclusion, to discuss problems and solution suggestions on the employment of disadvantaged groups, to share success stories, and to provide information about the opportunities that will be presented in the near future.”<sup>1058</sup>

In December 2013, the International Monetary Fund noted that “high regulatory labor costs create disincentives for formal employment and may account for the existence of Turkey’s large informal sector. Informal firms’ circumvention of labor regulations gives them a cost advantage which infringes on the profit of formal-sector firms in the same sector. At the margin, this discourages business formalization which hurt firms’ prospects for export over the medium term. Finally, workers in the informal sector earn less and thus invest less in their human capital which feeds back to lower overall labor productivity.”<sup>1059</sup>

Turkey, the European Union, and the European Bank for Reconstruction and Development will create a Women in Business Programme which will be launched in the next few months. The Programme will be “a comprehensive package of financial and technical support for entrepreneurship among women across Turkey.”<sup>1060</sup> Kamran Kuru, Head of EU Coordination Department for the Republic of Turkey Ministry of Labour and Social Security said that “supporting the women entrepreneurship will help to increase the level of welfare of Turkey through encouraging the women in the social and economic life.”<sup>1061</sup>

During the compliance period Turkey has taken actions to combat unemployment and foster the creation of decent work and quality jobs, including the actions directly aimed under-represented and vulnerable groups. Thus, it has been awarded a score of +1.

*Analyst: Tatiana Rother*

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<sup>1056</sup> World Bank hails Turkish government for employment policies, Turkish Weekly (Ankara) 24 January 2014. Access Date: 16 March 2014.

<http://www.turkishweekly.net/news/162002/world-bank-hails-turkish-government-for-employment-policies.html>

<sup>1057</sup> Istanbul’s female industrialists establish first-ever platform, Al Monitor (Ankara) 10 March 2014. Access Date: 16

March 2014. <http://www.al-monitor.com/pulse/culture/2014/03/turkey-women-day-industry-equality-manifesto.html>

<sup>1058</sup> Social Inclusion and Employment in Turkey Conference, WYG Türkiye (Ankara) 10 March 2014. Access Date: 16 March 2014. <http://www.wyg.com.tr/News/TabId/81/ArtMID/678/ArticleID/44/Social-Inclusion-and-Employment-in-Turkey-Conference.aspx>

<sup>1059</sup> Turkey: Selected Issues Paper, International Monetary Fund (Washington DC) December 2013. Access Date: 16 March 2014. <http://www.imf.org/external/pubs/ft/scr/2013/cr13364.pdf>

<sup>1060</sup> EBRD, EU and the Republic of Turkey Announce New Programme to Boost Entrepreneurship Among Women, European Bank for Reconstruction and Development (Brussels) 7 March 2014. Access Date: 16 March 2014. <http://www.ebrd.com/pages/news/press/2014/140307b.shtml>

<sup>1061</sup> EBRD, EU and the Republic of Turkey Announce New Programme to Boost Entrepreneurship Among Women, European Bank for Reconstruction and Development (Brussels) 7 March 2014. Access Date: 16 March 2014. <http://www.ebrd.com/pages/news/press/2014/140307b.shtml>

## United Kingdom: +1

The United Kingdom has fully complied with the commitment on labour and employment.

On 9 September 2013, the government of the United Kingdom afforded GBP238 million in funding to companies who wish to design and provide vocational training courses that will meet the need of their work force. Companies must place bids, the most successful of whom will be able to train unskilled individuals to become highly qualified in the successful company's trade. The goal of the government is to improve the overall skill base of the nation. Skills Minister Matthew Hancock stated that "this project is helping to strengthen industries that know the skills of their workforce are a driver of growth and have the capacity to place the country ahead in the global race."<sup>1062</sup>

On 4 November 2013, the government of the United Kingdom announced plans to launch numerous pilot schemes to incentivize people on sickness benefits to meet with healthcare providers regularly in order to overcome their barriers to work. Those failing to regularly meet with their healthcare providers will cease to receive their benefits.<sup>1063</sup>

On 9 December 2013, the government of the United Kingdom announced that it has set aside GBP2 million to provide financial aid to people with disability, to offset any extra cost they may have incurred in order to "take up a job placement."<sup>1064</sup>

On 17 December 2013 the UK government, published a strategy which proposes several initiatives to "to help more disabled people and those with health conditions get into and stay in work."<sup>1065</sup>

On 24 January 2014, the Department of UK Trade and Investment and the Manufacturing Advisory Service agency launched Reshore UK. The program will encourage British companies and foreign companies to move their manufacturing operations back to the United Kingdom.<sup>1066</sup>

On 3 March 2014, the government of the United Kingdom launched a "Job Fit," pilot program in a London neighbourhood that targets ethnic minorities who experience larger rates of un-employment than rest of the country.<sup>1067</sup>

On 5 March 2014, Skills and Enterprise Minister Matthew Hancock announced the United Kingdom's government's plans to cut-off funding for 5,000 "under-used and low value" adult vocational training

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<sup>1062</sup> Millions in government funding made available to target industrial strategy skills training, Department of Business, Innovation and Skills (London) 9 September 2013. Date Accessed: 9 March 2014. <https://www.gov.uk/government/news/millions-in-government-funding-made-available-to-target-industrial-strategy-skills-training>

<sup>1063</sup> See A Doctor Or Lose Your Benefits, DWP Orders Britain's Sick, Welfare News Service (London) 4 November 2013. Access Date: 9 March 2014. <http://welfarenewsservice.com/see-doctor-lose-benefits-dwp-orders-britains-sick/>

<sup>1064</sup> Access to Work extended to help more disabled people into work, Department of Work and Pensions & The Department of Business and Innovations (London) 9 December 2013. Date Accessed: 9 March 2014. <https://www.gov.uk/government/news/work-programme-competitive-market-delivering-constant-improvement>

<sup>1065</sup> Disability and health employment strategy launched, Department for Work and Pensions (London) 17 December 2013. Access Date: 9 March 2014. <https://www.gov.uk/government/news/disability-and-health-employment-strategy-launched>

<sup>1066</sup> New government support to encourage manufacturing production back to the UK, UK Trade and Investment & the Prime minister's Office (London) 24 January 2014. Access Date: 10 March 2014. <https://www.gov.uk/government/news/new-government-support-to-encourage-manufacturing-production-back-to-the-uk>

<sup>1067</sup> New jobs pilots to tackle black and minority ethnic employment gap, Department for Work and Pensions (London) 3 March 2014. Access Date: 9 March 2014. <https://www.gov.uk/government/news/new-jobs-pilots-to-tackle-black-and-minority-ethnic-employment-gap>

courses, such as courses that teach balloon artistry.<sup>1068</sup> Accordingly, GBP200 million in funding will be diverted to courses which offer the “the highest quality and most relevant qualifications.”

On 6 March 2014, the government of the United Kingdom urged the bottom 25 per cent of the contracts in their work Program to submit ideas on how to improve their performance. The Work Programme, through contract, provides funding to local organisations in return for providing employment services to the long-term unemployed in their area. The government reviews each organisations performance. This new initiative provides incentive for the organisations with the poorest performance, to find more work for more long-term unemployed or have their contracts terminated.<sup>1069</sup>

On 11 March 2014, Science Minister David Willetts announced GBP300 million in funding to scientific research in new technologies as part of the governments long term economic plan. Once completed, the projects which received the funding are expected to “help grow new industries and create new jobs.”<sup>1070</sup>

The UK has taken actions to combat unemployment and foster the creation of decent work and quality jobs, including the actions directly aimed at under-represented and vulnerable groups. Thus, it has been awarded a score of +1.

*Analyst: Harinya Shanthakumar*

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

The United States fully complied with the commitment on labour and employment.

The employment rate in the United States has “plunged from 73% of the population in late 2007 to below 59% in 2009” and it has remained stuck ever since.<sup>1071</sup> The unemployment rate has been declining, however it is often contributed “to a drop in the share of working-age Americans counted as in the labour force” (i.e., actively looking for a job). In the United States, the “participation rates have declined sharply for “prime-age” men and women between 25 and 54, and risen slightly for those aged 55 and over.”<sup>1072</sup> The percentage of Americans who are “working-age adults on [disability insurance] has risen from 1.3 per cent in 1970 to 4. per cent% in 2013.”

On 17 September 2014, the Department of Labour announced that a final ruling that will extend “the Fair Labor Standards Act’s minimum wage and overtime protection to most of the nation’s workers who provide essential home care assistance to elderly people and people with illnesses, injuries or

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<sup>1068</sup> Government axe falls on 5,000 low value adult vocational qualifications, Department of Business, Innovation, and Skills (London) 5 March 2014. Date Accessed : 9 March 2014. <https://www.gov.uk/government/news/government-axe-falls-on-5000-low-value-adult-vocational-qualifications>

<sup>1069</sup> Work Programme – competitive market delivering constant improvement, Department of Work and Pension (London) 6 March 2014. Date Accessed : 9 March 2014. <https://www.gov.uk/government/news/work-programme-competitive-market-delivering-constant-improvement>

<sup>1070</sup> £300 million investment to support growth and jobs in UK science, Department for Business, Innovations and Skills & The UK Space Agency (London) 11 March 2014. Access Date: 11 March 2014. <https://www.gov.uk/government/news/300-million-investment-to-support-growth-and-jobs-in-uk-science>

<sup>1071</sup> Unemployment in America: Closing the gap, The Economist (London) 15 February 2014. Access Date: 1 March 2014. <http://www.economist.com/news/finance-and-economics/21596529-americas-labour-market-has-suffered-permanent-harm-closing-gap>

<sup>1072</sup> Labour Markets: Gone for good, The Economist (London) 2 October 2013. Access Date: 1 March 2014. <http://www.economist.com/blogs/freeexchange/2013/10/labour-markets>

disabilities.”<sup>1073</sup> The extension will “result in nearly two million direct care workers ... receiving the same basic protection already provided to most U.S. workers” and “help guarantee that those who rely on the assistance of direct care workers have access to consistent and high-quality care from a stable and increasing professional workforce.” With “an estimated 1.9 million direct care workers in the U.S.” and “approximately 90 percent of direct care workers are women, and nearly 50 percent are minorities,” the extension of the Fair Labor Standards Act will increase the protection of vulnerable groups. The rule will take effect on 1 January 2015.

In November 2014, President Barack Obama committed USD100 million “in new grant funds for school like P-Tech to carry on their experiments in education.”<sup>1074</sup> Considering that in October 2014 “only 5 [per cent] of black male high school graduates looking for work found a job,” it reflects the great “mismatch between the skills employers need and those workers have.” Furthermore, “according to the projections by the Center on Education and the Workforce at Georgetown University, the U.S. economy will create some 47-million job openings in the decade ending 2018, but nearly two-thirds will require some post-secondary education.” The P-Tech Model is threefold: (1) “the program: students remain in high school an extra two years to earn an associate’s degree”; (2) “the skills: employers help craft the curriculum so graduates are ready for good jobs”; (3) “the payoff: a promise of a job at graduation.” Currently only eight schools follow the P-Tech Model and “29 more will open in two states over the next two years.”

On 4 February 2014, the Congressional Budget Office (CBO) released the Budget and Economic Outlook: 2014 to 2024. This document revealed that while the real gross domestic product “is expected to increase by roughly 3 percent between the fourth quarter of 2013 and the fourth quarter of 2014 — the largest rise in nearly a decade,” the CBO estimates that “the economy will continue to have considerable unused labor and capital resources (or “slack”) for the next few years.”<sup>1075</sup> Moreover, the “CBO projects that it will remain above 6.0 percent until late 2016 [and that] the rate of participation in the labor force — which has been pushed down by the unusually large number of people who have decided not to look for work because of a lack of job opportunities — is projected to move only slowly back toward what it would be without the cyclical weakness in the economy.”

On 14 February 2014, in “The Slow Recovery of the Labour Market” the CBO said that “the unemployment rate has fallen only partway back to its prerecession level, and a significant part of that improvement is attributable to a decline in labor force participation that has occurred as an unusually large number of people have stopped looking for work.”<sup>1076</sup> The report made the three following assessments to address the slow recovery of the labour market. First, “of the roughly 2 percentage-point net increase in the rate of unemployment between the end of 2007 and the end of 2013, about 1 percentage point was the result of cyclical weakness in the demand for goods and services, and about 1 percentage point arose from structural factors; those factors are chiefly the stigma workers face and the erosion of skills that can stem from long-term unemployment (together worth about one-half of a percentage point of increase in the unemployment rate) and a decrease in the efficiency with which employers are filling vacancies (probably at least in part as a result of mismatches in skills and locations,

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<sup>1073</sup> Minimum wage, overtime protections extended to direct care workers by US Labor Department, U.S Department of Labor (Washington) 17 September 2013. Access Date: 25 February 2014. <http://www.dol.gov/opa/media/press/whd/WHD20131922.htm>

<sup>1074</sup> The School That Is Changing American Education, The Time (New York) 13 February 2014. Access Date: 20 February 2014. <http://time.com/10038/the-school-that-is-changing-american-education/>

<sup>1075</sup> The Budget and Economic Outlook: 2014 to 2024, Congressional Budget Office (Washington) 4 February 2014. Access Date: 2 March 2014. <http://www.cbo.gov/publication/45010>

<sup>1076</sup> The Slow Recovery of the Labor Market, Congressional Budget Office (Washington) 14 February 2014. Access Date: 1 March 2014. <http://www.cbo.gov/sites/default/files/cbofiles/attachments/45011-LaborMarket-OneCol.pdf>



and also worth about one-half of a percentage point of the increase in the unemployment rate).” Second, “of the roughly 3 percentage-point net decline in the labor force participation rate between the end of 2007 and the end of 2013, about 1½ percentage points was the result of long-term trends (primarily the aging of the population), about 1 percentage point was the result of temporary weakness in employment prospects and wages, and about one-half of a percentage point was attributable to unusual aspects of the slow recovery that led workers to become discouraged and permanently drop out of the labor force.” Third, “employment at the end of 2013 was about 6 million jobs short of where it would be if the unemployment rate had returned to its prerecession level and if the participation rate had risen to the level it would have attained without the current cyclical weakness.”

The U.S. has taken actions to combat unemployment and foster the creation of decent work and quality jobs, including the actions directly aimed at under-represented and vulnerable groups. Thus, it has been awarded a score of +1.

*Analyst: Atena Sadegh*

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

The European Union has fully complied with the commitment on labour and employment.

On 17 January 2014, the EU proposed to improve the EURES website — a pan-European job search engine run by the EU — in order to provide more job offers, increase the likelihood of job matches.<sup>1077</sup>

On 24 January 2014, European Commission President José Manuel Barroso and Vice President Neelie Kroes approached CEOs at the World Economic Forum in Davos to expand the number of traineeships offered under the Davos Declaration. An essential element to “the 2014 expansion of the coalition will be the goods and retail sectors, which increasingly depend on workers with digital skills, including on shop and factory floors.”<sup>1078</sup> The Davos declaration seeks to train young person in digital technologies to match the growing needs of companies. It has already partnered with several companies such as Microsoft and Cisco to create 100 000 traineeships by the 2015. During the 2014 World Economic Forum the European Commission President met with corporate leaders again to propose an expansion of the traineeships by 250,000.

On 30 January 2014 the European Investment Bank — a non-profit lending institution of the EU — has agreed to lend EUR50 million to Europejski Fundusz Leasingowy S.A. to fund medium and small businesses that wish to support youth employment.<sup>1079</sup>

The EU has promised funding to retrain unemployed workers from defunct manufacturing sectors. On 5 March 2013 European Commission has proposed EUR1.9 million in funding to Spain to help unemployed auto manufacturing workers in Andalusia learn new skills or start their own business.<sup>1080</sup> It

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<sup>1077</sup> Employment: Commission proposes to improve EURES job search network, European Commission(Brussels) 17 January 2014. Date Accessed: 5 March 2014. [http://europa.eu/rapid/press-release\\_IP-14-206\\_en.htm](http://europa.eu/rapid/press-release_IP-14-206_en.htm)

<sup>1078</sup> European Commission joins forces with companies to deliver over 250,000 extra training courses and thousands of new digital jobs, European Commission (Brussels) 24 January 2014. Date Accessed: 9 March 2014. [http://europa.eu/rapid/press-release\\_IP-14-40\\_en.htm](http://europa.eu/rapid/press-release_IP-14-40_en.htm)

<sup>1079</sup> First ever “Jobs for Youth” financing for SMEs in Poland, European Investment Bank (Warsaw) 30 January 2014. Date Accessed: 5 March 2014. [http://europa.eu/rapid/press-release\\_BEI-14-17\\_en.htm](http://europa.eu/rapid/press-release_BEI-14-17_en.htm)

<sup>1080</sup> Employment: Commission proposes €1.9 million from Globalisation Fund to help redundant workers in the Spanish car industry, European Commission (Brussels) 5 March 2014. Date Accessed: 9 March 2014. [http://europa.eu/rapid/press-release\\_IP-14-212\\_en.htm](http://europa.eu/rapid/press-release_IP-14-212_en.htm)

has also proposed EUR3 million in funding for Italy to retrain to retrain the 1,146 redundant workers in their TV manufacturing industry.<sup>1081</sup>

During the compliance period the European Union has taken actions to combat unemployment and foster the creation of decent work and quality jobs, including the actions directly aimed under-represented and vulnerable groups. Thus, it has been awarded a score of +1.

*Analyst: Harinya Shanthakumar*

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<sup>1081</sup> Employment: Commission proposes € 3 million from Globalisation Fund to help 1,146 redundant workers in TV manufacturing industry in Italy, European Commission (Brussels) 5 March 2014. Date Accessed: 9 March 2014. [http://europa.eu/rapid/press-release\\_IP-14-213\\_en.htm](http://europa.eu/rapid/press-release_IP-14-213_en.htm)