G20

INDONESIA
2O22

LABOUR AND
EMPLOYMENT
MINISTERS'
MEETING

13 - 14 SEPTEMBER
2022

G20 Policy Principles on Adapting Labour Protection for More Effective Protection and Increased Resilience for All Workers

G20 Policy Principles on Adapting Labour Protection for More Effective Protection and Increased Resilience for All Workers

2022

G20 Policy Principles on Adapting Labour Protection for More Effective Protection and Increased Resilience for All Workers

The world of work faces a fundamental challenge: ensuring sustainable labour protection for all workers, especially during economic downturns. Labour protection, based on international labour standards and national laws, is the outcome of the interplay of policy measures on wages, working arrangements, including hours of work, ability to freely exercise the rights to freedom of association and collective bargaining, protection against discrimination in employment, occupational safety and health (OSH), parental rights at work, and employment protection. Adapting labour protection policies is important to protect workers from economic shocks, inadequate working conditions and to secure their rights at workplace, particularly in situations where workers have few outside options and little bargaining power. Adapting labour protection policies is important for reaffirming the ILO fundamental principles and rights at work, including freedom of association and the effective recognition of the right to collective bargaining.

There are three key determinants of labour protection: the coverage of labour protection measures, the level of protection, and the degree of compliance. "Coverage" refers to the extent to which national regulatory frameworks cover all targeted workers. The "level of protection" refers to how the law or other regulatory measures grant labour protection. "Compliance" refers to whether the laws, regulation, and guidelines are observed in practice. Compliance and enforcement strategies should be seen as an integral part of labour protection policies.

The COVID-19 crisis has accentuated the importance of having inclusive labour protection measures in place. Even before the pandemic, some workers in some regions already had inadequate labour protection to protect themselves from economic shocks. During the pandemic, despite the policies that were adopted to protect the business activities and protect wages and employment, many companies needed to cut their production volume or even shut down operations. As a result, many workers faced income and job losses, especially those in informal employment.

The digital economy changes the landscape of the labour market including through the rise of digital labour platforms and new work arrangements associated with it. In theory, platform workers have the freedom to choose the kind and the execution time of the work they want to do and when, although in practice the algorithm often leaves them with little autonomy, discretion and choice. The platform economy can also offer a smoother transition to workers if they were laid off from their previous job. However, platform workers may find themselves more vulnerable to precarious and lower paid work than dependent workers, because of lower and less fair access to decent working conditions and labour protection including social dialogue.

Policies to provide greater labour protection for platform workers should consider their situation: (i) some are misclassified as self-employed, or are falsely self-employed; (ii) some are correctly classified as self-employed or their status is difficult to determine, but in both cases, they may share some of the same characteristics and vulnerabilities as employees. Classification of employment status needs to be clear in a way to ensure that the rights of people working through digital platform are respected.

As G20 countries move to a green economy, we will need to understand the impact of a green transition on the labour protection of workers. The move to a green economy will present new occupational safety and health challenges with the impacts of climate change and the emergence of new industries such as the use of low-carbon hydrogen fuel.

Beyond the COVID-19 crisis, and particularly due to digital and green transitions, workers could face more frequent moves between jobs because they work in industries impacted by the three key drivers of structural change-digitalisation, decarbonisation, and demographic change. The rise of new forms of work has opened more opportunities but also raised concerns about an increase in precarious employment. In this context, in addition to social protection, labour protection measures also may need to adapt in a human-centred way to a changing world of work. Better access may also be needed for all workers to training, job placements and other measures to facilitate job mobility.

Therefore, based on our previous commitments we will, subject to national circumstances and in cooperation with social partners, consider the following policy principles for further action to ensure appropriate labour protections are adopted in response to ongoing changes in the world of work:

1. **Support policies on labour protection and human-centred working arrangements through:**

   ● Ensuring decent working conditions including but not limited to decent working time standards, rest periods, parental leave including shared parental leave, annual leave entitlements, anti-discrimination policies, employment protection and adequate social protection thereby contributing to the physical and mental health of workers.

   ● Ensuring gender equality and the absence of discrimination for any reason and the protection of the most vulnerable groups at work.

   ● Promoting fair payment, including for platform workers, to ensure decent level of social welfare and wellbeing.

   ● Responding promptly to economic downturns with a focus on minimising job and wage losses including through support mechanisms such as job retention schemes.

   ● Adjusting minimum wages, where applicable, on a regular basis, taking into account social and economic criteria, and in consultation with employers' and workers' organizations to protect workers from the risk of low-paid work.

   ● Enhancing the ability of the public and private employment services to promote better opportunities for training and job search and assistance to help unemployed people and those facing job loss to find good quality jobs and facilitate labour mobility.

   ● Promoting effective labour inspection systems to ensure compliance with the law, including through the use of digital technology.

   ● Promoting social dialogue mechanisms and access to fair and transparent dispute resolution mechanisms, especially for workers working in a non-standard form of work with limited access to these mechanisms.

● Protecting workers' rights to freedom of association and collective bargaining to improve conditions of work and increase workers resilience.

2. Strengthen the implementation of OSH rules and regulations

● Adapting OSH instruments as necessary to support addressing the challenges in the changing world of work.

● Ensuring the understanding of OSH laws and regulations and how they apply to the platform economy and their workers.

● Enhancing social dialogue and cooperation at the national, sectoral and enterprise levels for better tailored solutions to OSH challenges.

● Increasing collaboration between public health institutions and OSH authorities.

● Supporting OSH committee representatives with their duty to assess the changes that might affect the occupational safety and health within their work places, conduct regular preventive inspections and investigations into workplace accidents, injuries and illnesses, and participate in the development, implementation and monitoring of OSH programs, including for employees working in non-standard forms of work.

Further, we commit to strengthening of labour protection for platform workers based on the G20 Policy Options to enhance regulatory frameworks for remote working arrangements and work through digital platforms, which were adopted under the Italian G20 Presidency in 2021[1]. Where appropriate, we will monitor regularly the impact of our measures to improve the quality of platform work.

Moreover, in order to better protect workers against the risks posed by the climate crisis, we commit to:

● Promoting inclusive and comprehensive OSH laws and regulations to support the transition to the green economy and ensure safe and healthy work in view of the consequences of the climate crisis.

● Promoting OSH solutions related to innovative new materials in green industries including hazardous substances.

● Promoting the need for workers to acquire new skills and understand OSH requirements for adapting to the climate crisis and shifting to the green economy.

● Adjusting social protection as necessary to better protect the workers affected by the transition to the green economy.

● Involving workers, businesses, and their respective organisations in planning and implementing the shift to the green economy.

---

[1] "G20 Policy Options to Enhance Regulatory Frameworks for Remote Working Arrangements and Work through Digital Platforms (Catania, 2021).