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at the National Research University Higher School of Economics, Moscow  
present

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

7 September 2013 to 30 September 2014

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## 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		0	
China	-1		
France			+1
Germany			+1
India			+1
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>1125</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>1126</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>1127</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>1125</sup> The G20 St. Petersburg Leaders’ Declaration, G20 Information Centre (Toronto) 6 September 2013. Date of Access: 26 March 2014. <http://www.g20.utoronto.ca/2013/2013-0906-declaration.html>

<sup>1126</sup> St. Petersburg Action Plan, 6 September 2013, G20 Information Centre (Toronto) 6 September 2013. Date of Access: 26 March 2014. <http://www.g20.utoronto.ca/2013/2013-0906-plan.html>.

<sup>1127</sup> G20 Labour and Employment Ministers’ Declaration, G20 Information Centre (Toronto) 19 July 2013. Date of Access: 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>1128</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>1129</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>1130</sup> and again at the Los Cabos Summit in 2012.<sup>1131</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>1132</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>1133</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>1134</sup>) This commitment is twofold and covers: (a) providing updated labour market information to assist diverse

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<sup>1128</sup> G20 Labour and Employment Ministers’ Declaration, G20 Information Centre (Toronto) 19 July 2013. Date of Access: 26 March 2014. <http://www.g20.utoronto.ca/2013/2013-0719-labour-declaration.html>

<sup>1129</sup> Jobs and the disciplined market, *The Economist* (London) 18 November 2013. Date of Access: 15 February 2014. <http://www.economist.com/news/21589119-well-functioning-market-will-widen-opportunities-young-people-believes-park-geun-hye-president>

<sup>1130</sup> Communique: G20 Leaders Summit, G20 Information Centre (Toronto) 4 November 2011. Date of Access: 26 March 2014. <http://www.g20.utoronto.ca/2011/2011-cannes-communique-111104-en.html>

<sup>1131</sup> Labour and Employment Ministers Conclusions, G20 Information Centre (Toronto) 17-18 May 2012. Date of Access: 26 March 2014. <http://www.g20.utoronto.ca/2012/2012-0518-labour.pdf>

<sup>1132</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. Date of Access: 26 March 2014. [http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---ubl/documents/publication/wcms\\_217544.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---ubl/documents/publication/wcms_217544.pdf)

<sup>1133</sup> G20 Labour and Employment Ministers’ Declaration, G20 Information Centre (Toronto) 19 July 2013. Date of Access: 4 February 2014. <http://www.g20.utoronto.ca/2013/2013-0719-labour-declaration.html>

<sup>1134</sup> G20 Labour and Employment Ministers’ Declaration, G20 Information Centre (Toronto) 19 July 2013. Date of Access: 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>1135</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>1136</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>1137</sup>

Implementing policies that will increase the labour force participation and reduce structural unemployment, long-term unemployment, underemployment and job informality.<sup>1138</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>1139</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>1135</sup> A Skilled Workforce for Strong, Sustainable and Balanced Growth, A G20 Learning Strategy, International Labour Organization (Geneva) 2011. Date of Access: 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>1136</sup> G20 Labour and Employment Ministers' Declaration, G20 Information Centre (Toronto) 19 July 2013. Date of Access: 4 February 2014. <http://www.g20.utoronto.ca/2013/2013-0719-labour-declaration.html>.

<sup>1137</sup> Emerging economies: has growth translated into more and better jobs?, International Labour Organization (Geneva) 21 October 2013. Date of Access: 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>1138</sup> G-20 Labour and Employment and Finance Ministers' Communiqué, Department of Finance Canada (Moscow) July 19 2013. Date of Access: 5 February 2013. <http://www.fin.gc.ca/n13/13-097-eng.asp>.

<sup>1139</sup> Defining and measuring informal employment, International Labour Organization (Geneva). Date of Access: 5 February 2014. <http://www.ilo.org/public/english/bureau/stat/download/papers/meas.pdf>

disabilities.<sup>1140</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>1141</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>1142</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>1143</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 Urribarri. This is in line with the national

<sup>1140</sup> Discussion 1: Participation of vulnerable groups, including women and youth (discussion extended to 12 March), 30 January 2014. Date of Access: 12 March 2014. <http://www.worldwewant2015.org/node/421142>.

<sup>1141</sup> Agreement to Regularize Concordia Rural Workers, Ministry of Labour (Buenos Aires) 6 September 2013. Date of Access: 3 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=790](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=790).

<sup>1142</sup> Agreement Signed to Implement Employment Promotion Actions, Ministry of Labour (Buenos Aires) 6 September 2013. Date of Access: 3 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=789](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=789)

<sup>1143</sup> Tomada: “Training Workers is Key to the Growth of the Country”, Ministry of Labour (Buenos Aires) 19 September 2013. Date of Access: 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>1144</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>1145</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>1146</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>1147</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>1148</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 that 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>1149</sup>

Additionally, on 11 October 2013, 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 centres in the

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<sup>1144</sup> Tomada and Uribarri Launched Employment Promotion Programmes in Gualeguaychu, Ministry of Labour (Arg Buenos Aires entina) 23 September 2013. Date of Access: 5 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=818](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=818)

<sup>1145</sup> Tomada Along With Youngsters From The City Trained In The Cinema Industry, Ministry of Labour (Buenos Aires) 26 September 2013. Date of Access: 5 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=949](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=949)

<sup>1146</sup> Second Trade Union Training Series for Young Leaders at the Labour Ministry, Ministry of Labour (Buenos Aires) 1 October 2013. Date of Access: 4 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=961](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=961)

<sup>1147</sup> Agreement to Link “Jovenes” Programme to University Scholarships, Ministry of Labour (Buenos Aires) 2 October 2013. Date of Access: 4 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=984](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=984)

<sup>1148</sup> Tomada: “We know that without equality there is no true freedom”, Ministry of Labour (Buenos Aires) 2 October 2013. Date of Access: 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>1149</sup> Cooperation Agreement with FAIMA to Strengthen Social Security Policies, Ministry of Labour (Buenos Aires) 11 October 2013. Date of Access: 5 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1064](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1064)

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>1150</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>1151</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>1152</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>1153</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>1154</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>1155</sup>

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<sup>1150</sup> Agreement with SMATA to Train 15,000 car industry workers in three years, Ministry of Labour (Buenos Aires) 11 October 2013. Date of Access: 5 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1063](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1063)

<sup>1151</sup> Local Development Diplomas Aimed at Employment Generation Awarded, Ministry of Labour (Buenos Aires) 16 October 2013. Date of Access: March 5 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1067](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1067)

<sup>1152</sup> Tomada Signed Unions Training Agreement with Brick Kiln Sector, Ministry of Labour (Buenos Aires) 18 October 2013. Date of Access: March 5 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1091](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1091)

<sup>1153</sup> Certificates awarded to Water Supply and Sanitation Workers, Ministry of Labour (Buenos Aires) 22 October 2013. Date of Access: March 6 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1093](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1093)

<sup>1154</sup> Addiction Prevention in the Chemical Sector, Ministry of Labour (Buenos Aires) 11 November 2013. Date of Access: 6 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1406](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1406)

<sup>1155</sup> Chaco: Telework Promotion in Private Enterprises, Ministry of Labour (Buenos Aires) 11 November 2013. Date of Access: 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>1156</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>1157</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>1158</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>1159</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>1160</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>1161</sup>

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<sup>1156</sup> National Congress: Social and Labour Inclusion for Disabled Workers. Ministry of Labour (Buenos Aires) 16 November 2013. Date of Access: 6 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1620](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1620)

<sup>1157</sup> Labour Inclusion Programme for a Supermarket Company, Ministry of Labour (Buenos Aires) 10 November 2013. Date of Access: 6 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1580](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1580)

<sup>1158</sup> Tomada and Trimarco for the Social and Labour Reintegration of Human Trafficking Victims, Ministry of Labour (Buenos Aires) 27 November 2013. Date of Access: 6 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1646](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1646)

<sup>1159</sup> Training Certificates Awarded to La Matanza Trans Group, Ministry of Labour (Buenos Aires) 28 November 2013. Date of Access: 6 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1651](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1651)

<sup>1160</sup> Certificates Awarded and New Agreements Signed with FOETRA, Ministry of Labour (Buenos Aires) 29 November 2013. Date of Access: 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>1162</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>1163</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>1164</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>1165</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>1166</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>1167,1168</sup>

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<sup>1161</sup> Labour Portfolio, SMATA and CGERA Inaugurated New Professional Training Centre, Ministry of Labour (Buenos Aires) 4 December 2013. Date of Access: 6 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1675](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1675)

<sup>1162</sup> Reintegration of People Undergoing Treatment for Addiction and Trafficking Victims, Ministry of Labour (Buenos Aires) 9 December 2013. Date of Access: 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>1163</sup> More workers join the 45,000 already trained in the software industry, Ministry of Labour (Buenos Aires) 11 December 2013. Date of Access: 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>1164</sup> Certificates Awarded to Disabled People Trained in Bricklaying in Villa Lugano, Ministry of Labour (Buenos Aires) 16 December 2013. Date of Access: 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>1165</sup> Agreement with Rio Negro against Undeclared Work, Ministry of Labour (Buenos Aires) 16 December 2013. Date of Access: 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>1166</sup> Union Training Agreement with Villa Maria's CGT, Ministry of Labour (Buenos Aires) 18 December 2013. Date of Access: 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>1167</sup> Acerca de Conectar Igualdad, Ministry of Education (Buenos Aires). Date of Access: 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>1169</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>1170</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>1171</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>1172</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>1173</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>1174</sup>

On 21 March 2014, Cabinet Chief Jorge Capitanich along with the Social Secretary Ofelia Cedola and the Governor Maurice Closs of Misiones signed a Trade Union Co-responsibility Agreement to formalize employment of rural workers specializing in the harvest of yerba mate where informality levels near 85 per cent. The purpose of this agreement is to register workers so that they may have access to social security sub-schemes such as, among others, health coverage, retirement and pension benefits, family allowances and un-employment insurance coverage.<sup>1175</sup>

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<sup>1168</sup> Labour Portfolio and ANSES Foster Workers' Training, Ministry of Labour (Buenos Aires) 18 December 2013. Date of Access: 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>1169</sup> Telework for the Integration of Visually Impaired People, Ministry of Labour (Buenos Aires) 19 December 2013. Date of Access: 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>1170</sup> Agreement Signed for Inclusion of Vulnerable Groups, Ministry of Labour (Buenos Aires) 19 December 2013. Date of Access: 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>1171</sup> The President Launched the PROG.R.ES.AR Programme, Ministry of Labour (Buenos Aires) 22 January 2014. Date of Access: 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>1172</sup> Tomada met Chambers and Trade Unions to Implement PROG.R.ES.AR Programme, Ministry of Labour (Buenos Aires) 12 February 2014. Date of Access: 7 March 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1743#engver](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1743#engver)

<sup>1173</sup> La Rioja: Progress Made in Implementing Trade Union Co-Responsibility Agreement, Ministry of Labour (Buenos Aires) 18 February 2014. Date of Access: 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>1174</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. Date of Access: 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)

<sup>1175</sup> Signing of the Stewardship Guild, Ministry of Labour (Buenos Aires) 21 March 2014. Date of Access: 7 October 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1807#engver](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1807#engver)

On 25 March 2014, Labour Minister Carlos Tomada ratified the ILO Convention on Domestic Workers to ensure the fundamental labour rights of domestic workers. This is in line with an objective to better protect vulnerable workers in the Argentine workforce.<sup>1176</sup>

On 1 April 2014, Labour Minister Carlos Tomada met with the head of SEDRONAR (Planning Secretariat for the Prevention of Drug Addiction and Action against Drug Trafficking) to sign an agreement for training in Educational Therapeutic Houses (CET) and Local Centres for Addiction Prevention (CePLA) for the inclusion of individuals with substance abuse issues in the labour market.<sup>1177</sup> Furthermore, on 1 April 2014, Cabinet Chief Jorge Capitanich and the Social Security Secretary Ofelia Cedola with the San Juan Governor Jose Luis Garcia signed a Trade Union co-responsibility agreement to encourage the registration of rural workers from the agricultural industry, particularly those of fruit and vegetable harvesting.<sup>1178</sup>

On 15 April 2014, Argentine President Cristina Fernandez de Kirchner presented the bill *Labour Promotion and Fraud Prevention* to congress to combat precarious work and promote registered employment. The intention of the bill is to formalize 650,000 workers in two years in order that they benefit from the support and protection of the state.<sup>1179</sup>

On 16 April 2014, Labour Minister Carlos Tomada formally presented the Private Household Workers Trade Union with a copy of Act No. 26844 that governs Private Household Worker's employment. The law regulates the working relations between employees and employers for work done in private households. The ministry promoted the law as a means for enhanced protection of female workers in the labour sector focusing on care work.<sup>1180</sup>

On 23 April 2014, Labour Minister Carlos Tomada formalized a union training agreement with 9 provincial unions from various sectors to train 762 workers. The intention of this agreement is to strengthen unions in order that they may best protect worker's rights and further a democratic engagement between unions and the Argentine government.<sup>1181</sup>

On 19 May 2014, Labour Minister Carlos Tomada signed an agreement alongside the provincial labour minister for Buenos Aires, Oscar Cuartango, to improve opportunities for the social and professional reintegration of victims of labour trafficking. The agreement seeks to give those individuals who have been recognized as victims access to integrated, non-contributory unemployment benefits to support the process of seeking suitable employment and the upgrading of labour skills over a 24-month period.

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<sup>1176</sup> Argentina Ratified the Convention on Domestic Workers, Ministry of Labour (Buenos Aires) 24 March 2014. Date of Access: 7 October 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1808#engver](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1808#engver)

<sup>1177</sup> Training Agreement for the New SEDRONAR Centres of Attention, Ministry of Labour, Ministry of Labour (Buenos Aires) 1 April 2014. Date of Access: 7 October 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1822](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1822)

<sup>1178</sup> Trade Union Co-responsibility Agreement for the Fruit and Vegetable Activity, Ministry of Labour (Buenos Aires) 1 April 2014. Date of Access: 7 October 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1821](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1821)

<sup>1179</sup> Cristina Fernandez de Kirchner presented the "Declared Employment Promotion and Labour Fraud Prevention" Bill, Ministry of Labour (Buenos Aires) 15 April 2014. Date of Access: 7 October 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1830](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1830)

<sup>1180</sup> Tomada and Private Household Workers Welcomed the Act No. 26844 regulation, Ministry of Labour (Buenos Aires) 16 April 2014. Date of Access: 7 October 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1832](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1832)

<sup>1181</sup> Tomada Signs Union Training Agreement to Train More Than 700 workers, Ministry of Labour (Buenos Aires) 23 April 2014. Date of Access: 7 October 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1835](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1835)

This includes, among other things, guidance, vocational training, and completion of compulsory schooling with a monthly basic cash benefit to incentivize participation in the activities.<sup>1182</sup>

On 22 May 2014, Employment Secretary Matthias Barroetaveña and Deputy Secretary of Family Agriculture, Ministry of Agriculture, Livestock and Fisheries Emilio Persico, signed a letter to implement joint-policies to formalize existing skills developed through family farming activities. The agreement was undertaken with the intent to strengthen rural populations, organizations of family farmers and indigenous peoples, and to prevent child labour and the protection of young workers.<sup>1183</sup>

Furthermore on 22 May 2014, the bill *Labour Promotion and Fraud Prevention* previously presented to congress by the president Cristina Fernandez de Kirchner passed as a federal law. The bill No. 36 seeks to strengthen formalized employment through, among other things, the creation of a worker's registry and easier ability to inspect workplaces.<sup>1184</sup>

On 26 May 2014, Labour Minister Carlos Tomada, along with the President of the Argentine Chamber of Industry and Commerce Danish Bjarne Petersen signed an agreement to adhere to the Social Responsibility Network and Decent Work, which is a multi-sector organization for sustainable development and the promotion of decent work and social dialogue. The purpose of this agreement is to ensure quality of work, which is free of violence or child labour through social protection and worker's registration.<sup>1185</sup>

On 4 June 2014, Labour Minister Carlos Tomada presented certificates to youth completing workshops at the Closed Center System Manuel Belgrano under the framework of the "Youth with More and Better Jobs Programme" initiatives. The centre works with young men between the ages of 18 and 21 years old with criminal cases to develop their job profile and reintegration into the workforce.<sup>1186</sup>

Furthermore on 4 June 2014, Labour Minister Carlos Tomada signed an agreement alongside the Secretary General of the Union of Gran Buenos Aires Sanitation Workers (SGBATOS) Jose Luis Lingeri to initiate union training for 420 delegates and workers of the trade organization in Buenos Aires and Greater Buenos Aires. The agreement was signed under the "Programme Support for Union Formation" (SFSP) to strengthen unions through training and education on the necessity of having unions form part of a healthy democracy.<sup>1187</sup>

On 5 June 2014, Labour Minister Carlos Tomada and Pedro Mouratain, the Government Administrator of the National Institute against Discrimination, Xenophobia and Racism (INADI), signed an agreement on the Trade Creation of the Inter Union Commitment for Sexual Diversity. The agreement, which was signed by more than fifty trade unions, is meant to extend and federalize joint actions to promote LGBTI rights in the workplace and the labour inclusion and equal opportunity for transsexuals.

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<sup>1182</sup> Tomada And Cuartango Signed Agreement For Victims Of Labour Trafficking, Ministry of Labour (Buenos Aires) 19 May 2014. Date of Access: 8 October 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1874](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1874)

<sup>1183</sup> Agreement Between Job and Family Agriculture to Strengthen the Sector, Ministry of Labour (Buenos Aires) 22 May 2014. Date of Access: 8 October 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1895](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1895)

<sup>1184</sup> Bill to Promote Registered Labour Passed at Chamber of Deputies, Ministry of Labour (Buenos Aires) 22 May 2014. Date of Access: 8 October 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1878#engver](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1878#engver)

<sup>1185</sup> Agreement Signed On Corporate Social Responsibility, Ministry of Labour (Buenos Aires) 26 May 2014. Date of Access: 8 October 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1881](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1881)

<sup>1186</sup> Work Trains Young people Deprives of Their Freedom for Reemployment, Ministry of Labour (Buenos Aires) 4 June 2014. Date of Access: 8 October 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1899#engver](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1899#engver)

<sup>1187</sup> Tomada, Lingeri Signed Agreements and Union Training for More Than 400 Workers, Ministry of Labour (Buenos Aires) 4 June 2014. Date of Access: 8 October 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1896](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1896)

The agreement also intends to facilitate greater communication concerning practices implemented by trade unions for the respect of free expression of sexual orientation and gender identity.<sup>1188</sup>

On 26 June 2014 Labour Minister Carlos Tomada signed an agreement with priests working in poor neighbourhoods with the intent to assist individuals with histories of drug addiction to engage with the labour force. The objective of the agreement is to facilitate the incorporation of individuals in recovery from drug addiction to “Security Training and Employment (SCE),” the “Youth with More and Better Jobs Programme” and the “Promoting Equal Employment Opportunity” initiative.<sup>1189</sup>

On 8 July 2014, President Cristina Fernandez de Kirchner announced the launch of PROEMPLEAR, an initiative to preserve jobs, promote employment and regularize formalized work.<sup>1190</sup> Furthermore, on 8 July 2014, Labour Minister Carlos Tomada signed a cooperation agreement with the Circle of Legislators of Argentina to promote and develop opportunities for telework, an alternative work environment that intends to bring wider groups into the work force.<sup>1191</sup>

On 12 August 2014, Employment Secretary Matthias Barroetaveña alongside the mayor of Berazategui dispersed 180 certificates to youth participating in the program Training for Work in the Public and Private Sector. The program includes processes of training and mentoring to enhance the skills and abilities of unemployed workers and help strengthen their labour competitiveness. Moreover, 26 youth completed the Program Job Placement (PIL), which promotes insertion into quality jobs, through the implementation of economic enterprises to increase their staffing incentives.<sup>1192</sup>

On 10 September 2014, Employment Secretary, Matthias Barroetaveña and President of the Association of Small and Micro Enterprise (SME), Daniel Moreira, signed an agreement that aims to bring the tools and incentives granted by the PROEMPLEAR for employment in the private sector. Using a set of policies articulated from PROG.R.ES.AR, opportunities for social inclusion and employment will be generated based on integrated actions to empower young people between 18 and 24 years. This includes the completion of compulsory schooling and the ability to access higher education and pilot training through the Employment Promotion Services, including Job Placement Program Shares and Job Training in Business.<sup>1193</sup>

On 24 September 2014, The Ministry of Labour, Employment and Social Security extended coverage by the Training and Employment Insurance to individuals who have undergone transplants or are on a waiting list for a transplant who are unemployed. This insurance provides a monthly cash benefit for workers and unemployed workers, the recognition of pension purposes residence time therein and

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<sup>1188</sup> Agreement of Creation of the Inter Union Commitment for Sexual Diversity Signed. Ministry of Labour (Buenos Aires) 5 June 2014. Date of Access: 8 October 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1900](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1900)

<sup>1189</sup> The Integration of Persons Treated for Drugs, Ministry of Labour (Buenos Aires) 26 June 2014. Date of Access: 9 October 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1928](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1928)

<sup>1190</sup> PROEMPLEAR, a Tool for Advocacy Work, Ministry of Labour (Buenos Aires) 8 July 2014. Date of Access: 10 October 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1989](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1989)

<sup>1191</sup> Agree Actions to Spread Nationwide Telework, Ministry of Labour (Buenos Aires) 8 July 2014. Date of Access: 10 October 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1992](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1992)

<sup>1192</sup> 300 Youngsters from Berazategui Improved Employability, Ministry of Labour (Buenos Aires) 12 August 2014. Date of Access: 10 October 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=2000](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=2000)

<sup>1193</sup> Work on Tool PROEMPLEAR Small and Micro Enterprises, Ministry of Labour (Buenos Aires) 10 September 2014. Date of Access: 10 October 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=2039](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=2039)

worker participation worker or vocational training, formal certification studies, job training, counseling and support for job search assistance and employment, as a dependent or independently<sup>1194</sup>

On 24 September 2014, Labour Minister Carlos Tomada and Employment Secretary Matthias Barroetaveña met with representatives of different national universities to work together in implementing the PROEMPLEAR. The project aims to generate learning opportunities and employment for young people who participate in these customized programs and incentives for companies.<sup>1195</sup>

On 30 September 2014, The National Executive regulated the law No. 26,940 that drives the promotion of the registered work and the prevention of occupational fraud, through Decree No. 1714. In order to implement the law, the federal government developed a web-site to track and sanction employers caught with unregistered employees.<sup>1196</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. 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>1197</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>1198</sup>

On 24 January 2014 the Federal and Assistant Labour Ministers announced three support programs.<sup>1199</sup> 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. Second, Relocation Assistance To Take Up A Job compensates those unemployed who have moved to find employment of up to AUD6 thousand. 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

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<sup>1194</sup> Employment Policies for People Transplanted or Awaiting Transplant, Ministry of Labour (Buenos Aires) 24 September 2014. Date of Access: 10 October 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=2069](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=2069)

<sup>1195</sup> 24 Universities Join the Launch of PROEMPLEAR, Ministry of Labour (Buenos Aires) 25 September 2014. Date of Access: 10 October 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=2071](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=2071)

<sup>1196</sup> President Cristina Fernandez De Kirchner, Act To Regulated Unregistered Work, Ministry of Labour (Buenos Aires) 30 September 2014. Date of Access: 10 October 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=2076](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=2076)

<sup>1197</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 of Access: 17 February 2014.

<http://ministers.employment.gov.au/hartsuyker/labors-appalling-legacy-unemployed-coalition-gets-job-delivering-election-commitments>

<sup>1198</sup> Creating Job Opportunities for New Migrants and Refugees, Minister's Media Centre (Sydney) 22 January 2014. Date of Access: 20 February 2014. <http://ministers.employment.gov.au/hartsuyker/creating-job-opportunities-new-migrants-and-refugees>

<sup>1199</sup> Round Table to Improve Employment Services, Ministers' Media Centre (Sydney) 24 January 2014. Date of Access: 17 February 2014. <http://ministers.employment.gov.au/hartsuyker/roundtable-improve-delivery-employment-services>

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>1200</sup> This program helps those looking for a job to learn new skills to improve their chances of finding a job.<sup>1201</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>1202</sup>

The Australian government has also focused on bring underrepresent and vulnerable groups into the labour force. On 17 February 2014 "Tasmanian Jobs Programme" was introduced six months early. This program provides a single payment of USD3.25 thousand 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>1203</sup>

In addition, in a meeting with Assistant and Federal Minister of Labour and the Auburn Diversity Services to discuss and prioritize tailoring employment services to improve outcomes for immigrants and refugees.<sup>1204</sup>

On 1 July 2014, a new Work for the Dole was commenced.<sup>1205</sup> In selected areas, job seekers aged 18-30 who have a work experience activity must participate in Work for the Dole six months of the year. Focus on individual work experience is hoped to increase skills of job seekers to help them find a job more easily.

In the summer 2014, the Australian government came through with the abovementioned promise of three new support programs. On 11 July 2014, Prime Minister Tony Abbot and Assistant Minister for Employment Luke Hartsuyker launched the Restart programme in support of mature age employment.

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<sup>1200</sup> The Future of Work for the Dole Focus on Devonport Discussions (Sydney) 17 February 2014. Date of Access: 20 February 2014. <http://ministers.employment.gov.au/hartsuyker/future-work-dole-focus-devonport-discussions>

<sup>1201</sup> Job Services Australia: Work for the Dole, Australian Government, Department of Employment (Canberra) 2014. Date of Access: 20 February 2014. <http://employment.gov.au/work-dole>

<sup>1202</sup> First Job Seekers Find Work Through Tasmanian Jobs Programme, Ministers' Media Centre (Canberra) 17 February 2014. Date of Access: 20 February 2014. <http://ministers.employment.gov.au/hartsuyker/first-job-seekers-find-work-through-tasmanian-jobs-programme>

<sup>1203</sup> First Job Seekers Find Work Through Tasmanian Jobs Programme, Ministers' Media Centre. (Sydney) 17 February 2014. Date of Access: 20 February 2014. <http://ministers.employment.gov.au/hartsuyker/first-job-seekers-find-work-through-tasmanian-jobs-programme>

<sup>1204</sup> Creating Job Opportunities for New Migrants and Refugees, Ministers' Media Centre. (Sydney) 22 January 2014. Date of Access: 20 February 2014. <http://ministers.employment.gov.au/hartsuyker/creating-job-opportunities-new-migrants-and-refugees>

<sup>1205</sup> Work for the Dole 2014-2015 in Selected Areas, Department of Employment. (Sydney) 28 August 2014. Date of Access: 5 October 2014. <http://www.employment.gov.au/work-dole-2014-15-selected-areas>



The programme will encourage employers to hire and retain jobs seekers aged 50 and over who have been in receipt of income support for six months or more through an incentive payment of AUD10 thousand. Over AUD500 million over the next four years will be allocated to the Restart programme.<sup>1206</sup> On 1 July 2014, the Job Commitment Bonus for Young Australians programme commenced, with first payments available starting July 2015.<sup>1207</sup> Also on 1 July 2014, the Relocation Assistance to Take Up a Job programme began.<sup>1208</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 and Vera V. Gavrilova*

### **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>1209</sup>

On 26 September 2013, Labour and Employment Minister Manouel 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>1210</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

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<sup>1206</sup> More support for mature age job seekers, Ministers' Media Centre (Sydney) 11 July 2014. Date of Access: 13 October 2014. <http://ministers.employment.gov.au/node/%206309>

<sup>1207</sup> Job Commitment Bonus for Young Australians, Department of Employment (Sydney) 16 July 2014. Accessed Date: 13 October 2014. <http://www.employment.gov.au/job-commitment-bonus-young-australians-0>

<sup>1208</sup> Relocation Assistance to Take Up a Job programme, Department of Employment (Sydney) 16 July 2014. Accessed Date: 13 October 2014. <https://employment.gov.au/news/relocation-assistance-take-job-programme>

<sup>1209</sup> Decent Work will be a Priority in Major Events, Ministry of Labour and Employment (Brasilia) 26 September 2013. Date of Access: 8 March 2014. <http://portal.mte.gov.br/imprensa/trabalho-decente-sera-prioridade-em-grandes-eventos/palavrachave/comissao-executiva-interministerial.htm>

<sup>1210</sup> Manoel Dias Attends Seminar in CNI, Ministry of Labour and Employment (Brasilia) 26 September 2013. Date of Access: 8 March 2013. <http://portal.mte.gov.br/imprensa/manoel-dias-participa-de-seminario-na-cni.htm>

poverty and reduce social inequalities, while ensuring democratic governance and sustainable development.<sup>1211</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>1212</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>1213</sup> The agreement secures the commitment of 154 governments, including Brazil, to take affirmative action on 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>1214</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>1215</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>1216</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>1217</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

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<sup>1211</sup> Subcommittee Discusses Decent Work for Young People, Ministry of Labour and Employment (Brasilia) 27 September 2013. Date of Access: 8 March 2014. <http://portal.mte.gov.br/imprensa/subcomite-discute-trabalho-decente-aos-jovens.htm>

<sup>1212</sup> Manoel Dias Opens Brasilia Seminar on Decent Work, Ministry of Employment and Labour (Brasilia) 4 October 2013. Date of Access: 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>1213</sup> Brasilia Declaration on Child Labour, Ministry of Labour and Employment (Brasilia) 10 October 2013. Date of Access: 8 March 2014. <http://portal.mte.gov.br/imprensa/declaracao-de-brasilia-sobre-trabalho-infantil.htm>

<sup>1214</sup> CGTI III: 153 Nations Signed the Brasilia Declaration, Ministry of Labour and Employment (Brasilia) 10 October 2013. Date of Access: 8 March 2014. <http://portal.mte.gov.br/imprensa/iii-cgti-153-nacoes-assinam-declaracao-de-brasilia/palavrachave/iii-cgti.htm>

<sup>1215</sup> SRTE/SP Enables Bolivians in Entrepreneurship, Ministry of Labour and Employment (Brasilia) 17 October 2013. Date of Access: 8 March 2014. <http://portal.mte.gov.br/imprensa/projeto-da-srte-sp-capacitara-imigrantes-bolivianos-em-emprededorismo.htm>

<sup>1216</sup> Launch of Investing in Youth: Brazil, Organisation for Economic Co-operation and Development (Paris) 22 October 2013. Date of Access: 8 March 2014. <http://www.oecd.org/brazil/launch-investing-in-youth-brazil.htm>

<sup>1217</sup> Manoel Dias Emphasizes Policies for Young, Ministry of Labour and Employment (Brasilia) 22 October 2013. Date of Access: 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>

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>1218</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>1219</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 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>1220</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>1221</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>1222</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>1223</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

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<sup>1218</sup> MTE Announces Measures to Pay Unemployment Insurance Benefit, Ministry of Labour and Employment (Brasilia) 1 November 2013. Date of Access: 8 March 2014. <http://portal.mte.gov.br/imprensa/mte-anuncia-medidas-no-pagamento-do-beneficio-do-seguro-desemprego.htm>

<sup>1219</sup> SRTE/AM Enforces Accessibility in Businesses, Ministry of Labour and Employment (Brasilia) 4 November 2013. Date of Access: 9 March 2014. <http://portal.mte.gov.br/imprensa/srte-am-fiscaliza-acessibilidade-nas-empresas.htm>

<sup>1220</sup> Entrepreneurship is a subject of debate in Goiania, Ministry of Labour and Employment (Brasilia) 7 November 2013. Date of Access: 9 March 2014. <http://portal.mte.gov.br/imprensa/empreendedorismo-e-tema-de-debate-em-goiania.htm>

<sup>1221</sup> MTE/UN Agreement Promotes Employment for Refugee, Ministry of Labour and Employment (Brasilia) 22 November 2013. Date of Access: 8 March 2014. <http://portal.mte.gov.br/imprensa/acordo-mte-onu-para-mais-emprego-a-refugiado/palavrachave/cnig-refugiado-emprego.htm>

<sup>1222</sup> SRTE/SP Does Swing Operation "Black Cat", Ministry of Labour and Employment (Brasilia) 28 January 2014. Date of Access: 9 March 2014. <http://portal.mte.gov.br/imprensa/srte-sp-faz-balanco-da-operacao-gato-preto.htm>

<sup>1223</sup> Learning: SC Joins 16, 254 Young, Ministry of Labour and Employment (Brasilia) 29 January 2014. Date of Access: 9 March 2014. <http://portal.mte.gov.br/imprensa/aprendizagem-sc-ingressa-16-254-jovens-em-2013.htm>

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>1224</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>1225</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 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>1226</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.

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>1227</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 4 April 2014, the Official Gazette published the Interministerial Ordinance No. 2 establishing the National Plan of Rural Workers Employees (PLANATRE). The plan seeks to implement programs and activities to strengthen the rights of rural workers under the National Policy for Rural Workers Employees (PNATRE). PLANATRE includes job training and schooling improvement,

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<sup>1224</sup> Workshop on Decent Work BA Discusses, Ministry of Labour and Employment (Brasilia) 31 January 2014. Date of Access: 10 March 2014. <http://portal.mte.gov.br/imprensa/oficina-em-ba-discute-trabalho-decente-na-copa.htm>

<sup>1225</sup> Minister Inaugurates Center for Inclusion of People with Disabilities, Ministry of Labour and Employment (Brasilia) 14 February 2014. Date of Access: 10 March 2014. <http://portal.mte.gov.br/imprensa/ministro-inaugura-centro-para-inclusao-de-pessoas-com-deficiencia/palavrachave/deficiencia.htm>

<sup>1226</sup> Projovem Worker form 3225 in Ceara, Ministry of Labour and Employment (Brasilia) 14 February 2014. Date of Access: 10 March 2014. <http://portal.mte.gov.br/imprensa/projovem-trabalhador-forma-3225-no-caera.htm>

<sup>1227</sup> Minister Installs Learning Forum in Maranhao, Minister of Labour and Employment (Brasilia) 21 February 2014. Date of Access: 10 March 2014. <http://portal.mte.gov.br/imprensa/ministro-instala-forum-da-aprendizagem-no-maranhao.htm>

universalization of rights, creation of employment opportunities, and enhancement of the welfare and safety of the worker.<sup>1228</sup>

On 11 April 2014, The Minister of Labour and Employment, Manoel Dias, and the National Secretary of Solidarity Economy Paul Singer, announced employment actions aimed at young people living in the suburbs, waste pickers and mental health patients.

On 15 May 2014, the Minister of Labour and Employment Manoel Dias launched the awareness campaign on Decent Work. The campaign is based on four pillars: principles and rights; social protection; labor and employment; and social dialogue. With the presence of President Dilma Rousseff, the event also brought authorities from other folders to the signing of the National Commitment to Improve Working Conditions in the FIFA World Cup Brazil 2014 for the Tourism and Hospitality Sector and the National Commitment for Employment and Decent Work in the FIFA World Cup Brazil 2014. These commitments include the promotion of safety and health at work, the provision of training courses and initiatives geared labor inclusion, especially youth, women, blacks, immigrants and people with disabilities. There was also a focus on the combat of forced labor and child trafficking, trafficking in persons work as well as the sexual exploitation of children and adolescents are also part of the commitment.<sup>1229</sup>

On 22 May 2014, The Minister of Labour and Employment Manoel Dias released the National Plan to Combat Informal Workers Employees (PNCITE).The Plan provides for the integration of enforcement policies with other areas of the MTE and the Government in general to reduce the rates of informal wage employment in the country.<sup>1230</sup>

On 30 May 2014, the Ministry of Labour and Employment held “D-Day,” a program designed to promote the social inclusion and equal opportunity of individuals with disabilities into the workforce. The event was held on the same day in over 50 cities in Brazil. D-Day provided workers with disabilities more than 500 vacancies.<sup>1231</sup>

On 18 June 2014, President Dilma Rousseff dispersed professional qualification certificates to 1,300 students of the National Program of Technical Education and Employment (PRONATEC) at the Convention Center of Olinda (PE).

On 30 July 2014, Manoel Dias signed a technical cooperation between the Ministry of Labour and Employment and the Bank of Brazil agreement that aims to put 3,500 young apprentices in the labor market. The learning program currently has 5,200 apprentices between 14 and 17 years and the

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<sup>1228</sup> Ordinance Implements Greater Protection to the Rural Worker, Ministry of Labour and Employment (Brasilia) 4 April 2014. Date of Access: 10 October 2014. <http://portal.mte.gov.br/imprensa/portaria-implementa-maior-protecao-ao-trabalhador-rural/palavrachave/planatre-direito-do-trabalhador-rural-protecao.htm>

<sup>1229</sup> Pact for Decent Work in the 2014 World Cup, Ministry of Labour and Employment (Brasilia) 5 May 2014. Date of Access: 10 October 2014. <http://portal.mte.gov.br/imprensa/governo-firma-pacto-por-trabalho-decente-na-copa-2014/palavrachave/trabalho-decente.htm>

<sup>1230</sup> Minister Launches Plan to Combat Informality, Ministry of Labour and Employment (Brasilia) 22 May 2014. Date of Access: 10 October 2014. <http://portal.mte.gov.br/imprensa/ministro-lanca-plano-de-combate-a-informalidade-laboral/palavrachave/plano-nacional-combate-a-informalidade.htm>

<sup>1231</sup> SRTE/PR Event Held the “D-Day”, Ministry of Labour and Employment (Brasilia) 27 May 2014. Date of Access: 10 October 2014. <http://portal.mte.gov.br/imprensa/srte-pr-participa-do-dia-d/palavrachave/dia-d-parana.htm>

agreement seeks to contract over 3,500 young people between 18 and 24 years who will serve in the National Program of Oriented Productive Microcredit (PNPMO).<sup>1232</sup>

On 5 August 2014, during the signing of the memorandum of understanding between the participating countries of the Community of Latin American and Caribbean States (CELAC) the Minister of Labour and Employment requested the inclusion of a special chapter for the education and training of workers. In the document, it was agreed that a working group will develop an integrated system that will build the best public policies on decent work and social inclusion plan. Among the topics to be discussed will be youth unemployment, gender equality, job quality, and delivery and migration policies.<sup>1233</sup>

On 7 August 2014, Mr. Dias participated in the opening ceremony of the 3rd edition of Professional Learning Seminar of Rio Grande do Sul. Governmental and nongovernmental entities involved in learning participated in the event where they approved a letter of demands and suggestions for the implementation of public policies to ensure the inclusion of learners in social and economic vulnerability in the marketplace. Among the claims and approved suggestions were effective actions to ensure that businesses partner of Public Administration provide evidence of compliance with the Act of Learning and the development of legislation to extend actions Apprentice program in the Judiciary and the Legislature. Another measure passed is the suggested assimilation of fines imposed for non compliance with Law of Quotas on the same level as those applied for non-compliance to quotas aimed at disabled worker.<sup>1234</sup>

On 20 August 2014, the Ministry of Labour and Employment (MTE) signed in São Paulo a cooperation agreement with the Federation of Industries of São Paulo (FIESP) and the S System (SESI and SENAI) to facilitate joint actions for professional inclusion of people with disabilities as apprentices.<sup>1235</sup>

On 15 September 2014, the Regional Labour and Employment of São Paulo (SP-SRTE), the Union of Retail Food Genres of São Paulo (Sincovaga) and the Union of Commerce of São Paulo signed a term commitment to develop actions that encourage companies in the trade sector to increase the hiring of people with disabilities and rehabilitation. The bill provides that companies adhere to the term make commitments which involve, in addition to compliance with the Law of Quotas, training of skilled manpower and professional empowerment of people with disabilities, internal campaigns to combat discrimination, disclosure networking of vacancies available, among other initiatives.<sup>1236</sup>

On 19 September 2014, the Ministry of Labor was in São Paulo to present the Young Apprentice Program for Sport (JADE). JADE is a program that aims to enhance qualifications for young people in occupational Sport: assistant sports practice, sports administration and auxiliary organization of sporting events. Among the goals of the program are the promotion and dissemination of the Institute of

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<sup>1232</sup> BB MTE Agreement and Will Enter 3500 Learners in Formal Market, Ministry of Labour and Employment (Brasilia) 31 July 2014. Date of Access: 10 October 2014. <http://portal.mte.gov.br/imprensa/acordo-mte-e-bb-vai-inserir-3-500-aprendizes-no-mercado-formal.htm>

<sup>1233</sup> CELAC Value of the Decent Work Policy, Ministry of Labour (Brasilia) 5 August 2014. Date of Access 10 October 2014. <http://portal.mte.gov.br/imprensa/celac-assina-documento-que-valoriza-o-trabalho-decente/palavrachave/argentina.htm>

<sup>1234</sup> Seminar Discusses Inclusion of Learners, Ministry of Labour and Employment (Brasilia) 7 August 2014. Date of Access: 10 October 2014. <http://portal.mte.gov.br/imprensa/seminario-discute-insercao-de-aprendizes-no-rs/palavrachave/aprendizagem-rs.htm>

<sup>1235</sup> MTE and Industry Sign an Agreement for Inclusion of Learners in the Labour Market, Ministry of Labour and Employment (Brasilia) 20 August 2014. Date of Access: 10 October 2014. <http://portal.mte.gov.br/imprensa/mte-e-industria-fecham-acordo-para-inclusao-de-aprendizes-no-mercado-de-trabalho/palavrachave/aprendiz.htm>

<sup>1236</sup> Campaign Encourages Hiring PwD in SP, Ministry of Labour and Employment (Brasilia) 15 September 2014. Date of Access: 10 October 2014. <http://portal.mte.gov.br/imprensa/campanha-estimula-a-contratacao-de-pcds/palavrachave/pcds-acordo-campanha.htm>

Learning; the generation of decent work for adolescents, youth and people with disabilities in the sports sector, increased hiring young graduates of Learning in clubs and sports institutions, among other expectations. The event was directed to training providers and contractors.<sup>1237</sup>

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*

## **Canada: 0**

Canada has partially 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>1238</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. In addition, the government is working to ensure Canadians are aware of available jobs and has 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>1239</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.

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>1240</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>1241</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

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<sup>1237</sup> MTE Announces Young Apprentice Sport in SP, Ministry of Labour and Employment (Brasilia) 19 September 2014. Date of Access: 10 October 2014. <http://portal.mte.gov.br/imprensa/mte-divulga-jovem-aprendiz-do-desporto-em-sp/palavrachave/jade-jovem-aprendiz.htm>

<sup>1238</sup> Canadian Government Economic Action Plan, Government of Canada (Ottawa) 2014. Date of Access: 10 March 2014. <http://www.actionplan.gc.ca/en/>

<sup>1239</sup> Chapter 3.1: Connecting Canadians with Available Jobs, Government of Canada (Ottawa) 11 February 2014. Date of Access: 28 February 2014. <http://www.budget.gc.ca/2014/docs/plan/ch3-1-eng.html>

<sup>1240</sup> Provinces Prepare Job Grant Agreement-In-Principle with Ottawa, The Globe and Mail (Ottawa). 27 February 2014. Date of Access: 28 February 2014. <http://www.theglobeandmail.com/news/politics/premiers-talking-about-job-grant-decision-on-tory-centrepiece-could-be-imminent/article17135919/>

<sup>1241</sup> Strengthening Canada’s Labour Market, Canada’s Economic Action Plan (Ottawa) 21 February 2014. Date of Access: 28 February 2014. <http://actionplan.gc.ca/en/blog/strengthening-canadas-labour-market>

million.<sup>1242</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.

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>1243</sup>

Canada has long stood out among G20 members to be 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>1244</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.

On 6 March 2014, the Canadian Labor Congress posted a report outlining how under-employment is Canada’s main labor and employment problem. The report states that since the recovery of the financial crisis “part-time jobs grew at twice the rate of full-time jobs (5.9 [per cent] vs 3.3 [per cent]), and account for 40 [per cent] of the job growth between 2008 and 2013—even though part-time positions only make up one out of five jobs (19 [per cent]) in the labour market.” Furthermore, 12 per cent of all unemployed persons are now considered long term unemployment- twice the pre-recession rate. The report equally mentions that by the end of 2013, “there were 1.35 million unemployed workers and 1.43 million additional underemployed workers [; and] that is before [there without taking...] into account skills-related underemployment.”<sup>1245</sup>

The government of Canada has increased its focus on harnessing the full economic potential of Canada’s north. For example, in August 2014 the Government boosted high-speed internet access in Nunavut and Nunavik.<sup>1246</sup> High speed internet will allow Northern Canadians to have better access to online job opportunities and long distance educations opportunities, both of which are important to increase their participation in the work force. This initiative was apart of the “Connecting Canadians” programme, which aims to invest USD305 million dollars over five years to allow better access to Canadian broadband in rural and remote communities, thus increasing their access to job opportunities and training.

In September 2014, Statistics Canada released the August Labour Force Survey indicated that in August, employment decreased by 20,000 for youths aged 15 to 24 (with no change to their unemployment rate of 13.4 per cent over the past 12 months) and by 18,000 for women aged 25 to 54 (with almost no

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<sup>1242</sup> Targeted Initiative for Older Workers, Canada’s Economic Action Plan, Government of Canada (Ottawa) 2014. Date of Access: 28 February 2014. <http://actionplan.gc.ca/en/initiative/targeted-initiative-older-workers>

<sup>1243</sup> Supporting Jobs and Growth, Government of Canada (Ottawa) 11 February 2014. Date of Access: 15 March 2014. <http://actionplan.gc.ca/en/blog/supporting-jobs-and-growth>

<sup>1244</sup> Jobs Report: The State of the Canadian Labour Market, Department of Finance Canada (Ottawa) 2014. Date of Access: 15 March 2014. <http://www.budget.gc.ca/2014/docs/jobs-emplois/pdf/jobs-emplois-eng.pdf>

<sup>1245</sup> Underemployment is Canada’s Real Labour Market Challenge, Canadian Labor Congress (Ottawa) 6 March 2014. Date of Access: 11 October 2014. <http://www.canadianlabour.ca/news-room/publications/underemployment-canadas-real-labour-market-challenge>

<sup>1246</sup> Boosting High Speed Internet in Nunavut and Nunavik, Government of Canada (Ottawa) 25 August 2014. Date of Access: 5 October 2014. <http://actionplan.gc.ca/en/blog/boosting-high-speed-internet-nunavut-and-nunavik>



change to their unemployment rate of 5.6 per cent over the past 12 months).<sup>1247</sup> Employment increased for men aged 25 to 54 by 36,000, “pushing their unemployment rate down [...] to 6.1 9per cent.” The report also admits that while employment increased over the past 12 months it was mainly through part-time jobs and “the total number of hours worked was virtually unchanged.” Furthermore, while “the number of private sector employees decreased in August, [...the number of] self-employment rose.” The Globe and Mail point out that self-employment has risen by 6.5 per cent since 2005. Economist Sam Boshra states that “many so-called self-employed are, for lack of a better term, perma-tmps [as... t]emp agencies typically give their contractors two compensation options, offering workers who self-incorporate slightly higher pay (in exchange for cutting the agency out as a payroll intermediary).”<sup>1248</sup>

In September, the “Small Business Job Credit” was introduced to lower small business employment insurance, which will further reduce taxes on small businesses and allow them to continue to employ workers.<sup>1249</sup> It is estimated that small business employ half of the private sector labor force; small business are integral to creating new job opportunities for workers creating an robust labour force.

During the compliance period, Canada 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. Canada has failed to address the problem of job informality as there is an increasing number of Canadians who are under-employed and do not benefit from any job security. Thus, it has been awarded a score of 0.

*Analysts: Amelia Cook and Atena Sadegh*

## **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>1250</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>1251</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

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<sup>1247</sup> August Labour Force Survery, Statistics Canada (Ottawa) 5 September 2014. Date of Access: 12 October 2014. <http://statcan.gc.ca/daily-quotidien/140905/dq140905a-eng.htm>

<sup>1248</sup> Boshra, Sam. “Canada’s labour data fail to shine proper light on self-employed”, The Globe and Mail (Toronto) 14 September 2014. Date of Access: October 14, 2014. <http://www.theglobeandmail.com/report-on-business/rob-commentary/canadas-labour-data-fail-to-shine-proper-light-on-self-employed/article20497461/>

<sup>1249</sup> Supporting the Engines of Job Creation: The Small Business Credit, Government of Canada. (Ottawa) 17 September 2013. Date of Access: 5 October 2014. <http://actionplan.gc.ca/en/blog/supporting-engines-job-creation-small-business-job>

<sup>1250</sup> China’s labour camp system officially abolished, South China Morning Post (Hong Kong) 28 December 2013. Date of Access: 15 March 2014. <http://www.scmp.com/news/china/article/1391659/china-formally-abolishes-re-education-labour-camps-eases-one-child-policy>

<sup>1251</sup> Migrant worker wages increased by 14 percent in 2013, China Labour Bulletin (Hong Kong) 21 February 2014. Date of Access: 23 March 2014. <http://www.clb.org.hk/en/content/migrant-worker-wages-increased-14-percent-2013>

went up by 9.2 percent.”<sup>1252</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.”

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>1253</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>1254</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>1255</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>1256</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>1257</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>1258</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>1259</sup> Furthermore, it is important to

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<sup>1252</sup> Income disparity continues to rise in China. China Labour Bulletin (Hong Kong) 27 January 2014. Date of Access: 23 March 2014. <http://www.clb.org.hk/en/content/income-disparity-continues-rise-china>

<sup>1253</sup> Hitachi sacks worker activist who lobbied for trade union. China Labour Bulletin (Hong Kong) 24 January 2014. Date of Access: 23 March 2014. <http://www.clb.org.hk/en/content/hitachi-sacks-worker-activist-who-lobbied-trade-union>

<sup>1254</sup> More voices join call to set up fund for migrant workers with pneumoconiosis, China Labour Bulletin (Hong Kong) 17 March 2014. Date of Access: 20 March 2014. <http://www.clb.org.hk/en/content/more-voices-join-call-set-fund-migrant-workers-pneumoconiosis>

<sup>1255</sup> China increases subsistence allowances but rural poor still only get 111 yuan per month, China Labour Bulletin (Hong Kong) 19 February 2014. Date of Access: 23 March 2014. <http://www.clb.org.hk/en/content/china-increases-subsistence-allowances-rural-poor-still-only-get-111-yuan-month>

<sup>1256</sup> Pepsi workers across China go out on strike with trade union support, China Labour Bulletin (Hong Kong) 7 March 2014. Date of Access: 21 March 2014. <http://www.clb.org.hk/en/content/pepsi-workers-across-china-go-out-strike-trade-union-support>

<sup>1257</sup> Shenzhen trade union seeks to help striking workers sacked by IBM, Chinese Labour Bulletin (Hong Kong) 13 March 2014. Date of Access: 20 March 2014. <http://www.clb.org.hk/en/content/shenzhen-trade-union-seeks-help-striking-workers-sacked-ibm>

<sup>1258</sup> Workers stand firm as IBM strike enters ninth day, China Labour Bulletin (Hong Kong) 11 March 2014. Date of Access: 20 March 2014. <http://www.clb.org.hk/en/content/workers-stand-firm-ibm-strike-enters-ninth-day>

<sup>1259</sup> IBM factory strike shows shifting China labor landscape, Reuters (Shanghai) 9 March 2014. Date of Access: 20 March 2014. <http://www.reuters.com/article/2014/03/09/us-china-strikes-idUSBREA2804K20140309>

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.

On 5 April 2014, approximately “48,000 workers began a strike at the Yue Yuen Chinese [Baode] shoe factory.”<sup>1260</sup> Between April and end of July 2014, “there have been at least 34 reported strikes related to unpaid social insurance in factories across China. China Labor Watch states that “according to the local government, the employer should contribute 17.3 percent to pensions, and the employee 8.5 percent” however “[b]ased on these rates, and assuming an average monthly wage of \$320 and a yearly wage of \$3,840 over the past decade, [...] that Baode is underpaying this type of social insurance by [USD] 664 each year and [USD]6,643 over 10 years per worker.” As China’s labour force decreased and the economy slows down, Chinese labour rights lawyer Pang Kun states that “workers [are becoming] more conscious of their legal rights, [and labour] disputes will become even more common.”<sup>1261</sup> The Financial Times highlights also that the shrinking workforce has meant “factories find it increasingly hard both to find skilled workers [...] and to manage them.”<sup>1262</sup>

On 30 of September, the Central Government of China published a policy guideline that emphasized on the governments desire “to offer more quality jobs to migrant workers [who are amongst the most vulnerable members of the labour force] to help ease them into urban living.”<sup>1263</sup> In an effort to achieve this, “the State Council hopes to provide professional training to 20 million surplus rural labor workers per year until 2020 [with t]he goal [...] to boost work conditions, ensure pay schedules and make sure they are covered by social security.” This policy is aimed to help over “100 million [migrants...] nationwide without urban ID records to settle in towns and cities by 2020.” The guideline will provide mostly training within the service sector as well as offer more advantageous policies for migrant workers who would like to start a business; they are to receive “the same treatment as urban residents in terms of social security.” Specific details on how these goals are to be achieved however were not disclosed. Nonetheless, it remains hopeful that the goals will be achieved as China experiences labour shortages and needs migrant workers to sustain its economic growth.

During the compliance period China has failed to take actions to combat unemployment and foster the creation of decent work and quality jobs. While a guideline was created for migrant workers, the government has failed to provide details on how its policies are to be achieved. 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.

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<sup>1260</sup> Qiang, Li. China’s Next “Pollution”. China Labor Watch (New York 2 July 2014. Date of Access: 29 September 2014. <http://www.themarknews.com/2014/07/24/migrant-workers-lack-of-social-insurance-is-chinas-next-pollution/>

<sup>1261</sup> Mitchell, Tom. Walmart dispute ends China’s season of industrial unrest., CNBC (New Jersey) 15 June 2014. Date of Access: 11 October 2014. <http://www.cnbc.com/id/101760326#>.

<sup>1262</sup> Mitchel Tom., Sevastopulo, Demetri. China labour activism: crossing the line., The Financial Times (London) 7 May 2014. Date of Access: 10 October 2014. <http://www.ft.com/intl/cms/s/0/bb0f1c3a-c953-11e3-99cc-00144feabdc0.html>

<sup>1263</sup> China to offer better jobs, life to migrant workers, The State Council of The People’s Republic of China (Beijin) 30 September 2014. Date of Access: 2 October 2014.

[http://english.gov.cn/latest\\_releases/2014/10/01/content\\_281474991133270.htm](http://english.gov.cn/latest_releases/2014/10/01/content_281474991133270.htm)

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>1264</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>1265</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>1266</sup>

France has improved accessibility of training for youth by improving apprenticeship quality standards and reviewing management rules and the apprenticeship tax. 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>1267</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>1268</sup>

France's Competitiveness and Employment Tax Credit increased to 6 per cent by January 2014 as promised, reducing labour costs for business.<sup>1269</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>1270</sup> In the short term, the reforms will increase the collection by 0.3 pension points between 2014 and 2017.<sup>1271</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

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<sup>1264</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. Date of Access: 27 February 2014. <http://travail-emploi.gouv.fr/actualite-presse,42/communiqués,2138/loi-relative-a-la-formation,17563.html>.

<sup>1265</sup> Le point sur le Compte personnel de formation. Le Compte Personnel de Formation (Paris) 15 December 2013. Date of Access: 27 February 2014. <http://www.le-compte-personnel-formation.com/le-point-sur-le-compte-personnel-de-formation/>.

<sup>1266</sup> Formation Pro: L'Accord de Partenaires Sociaux. Le Compte Personnel de Formation (Paris) 15 December 2013. Date of Access: 27 February 2014. <http://www.le-compte-personnel-formation.com/formation-pro-laccord-des-partenaires-sociaux/>.

<sup>1267</sup> Ce budget assume une priorité claire : l'emploi et donc la croissance. Portail du Gouvernement. (Paris) September 11 2013. Date of Access: 27 February 2014. <http://www.gouvernement.fr/premier-ministre/ce-budget-assume-une-priorite-claire-l-emploi-et-donc-la-croissance>

<sup>1268</sup> La Lettre des Investissements d'Avenir N°2. Commissariat Général à l'Investissement (Paris) September 2013. Date of Access: 27 February 2014. <http://investissement-avenir.gouvernement.fr/sites/default/files/user/NEWSLETTER-%20PIA%20n2.pdf>.

<sup>1269</sup> Pour l'Emploi. Portail du Gouvernement (Paris) 2014. Date of Access: 27 February 2014. <http://www.gouvernement.fr/pourlemploi/cice>.

<sup>1270</sup> Réforme des Retraites: Tous les Détails de la Norme adoptée en 2013, JDN (Paris) 18 December 2013. Date of Access: 27 February 2014. <http://www.journaldunet.com/management/vie-personnelle/retraites-2013-reforme-des-retraites-les-mesures-devoilees-en-direct-0813.shtml>.

<sup>1271</sup> Retraites 2013: Le Projet de Loi Présenté par le Gouvernement, Vie Publique (Paris) 20 September 2013. Date of Access: 27 February 2014. <http://www.vie-publique.fr/actualite/dossier/retraites-2013-debat/retraites-2013-projet-loi-presente-par-gouvernement.html>.

encourage active participation of older workers in the labour market listed in the G20 Labour and Employment Ministers' Declaration.<sup>1272</sup>

Over 7 and 8 July 2014, France held its third annual large social conference.<sup>1273</sup> The conference covered a variety of French social topics, and concluded with several announcements from Prime Minister Manuel Valls. Valls announced that a new committee would be created to monitor and follow up on government aid given to businesses.<sup>1274</sup> Other commitments made included the dedication of EUR200 million to apprenticeship programs with the objective of training half a million apprentices by 2017. In addition, an income tax cut committing to help middle-income workers in 2015 was announced. These actions all support French commitments made to help citizens find work, bolster job creation, and improve job quality.

During the compliance period, France developed policies to increase employability of workers with an emphasis on programs for youth and seniors.<sup>1275</sup> 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 German 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>1276</sup>

On 8 January 2014, the Federal Labour Minister Andrea Nahles announced that there would be a “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>1277</sup> 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>1278</sup>

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<sup>1272</sup> G20 Labour and Employment Ministers' Declaration, G20 Research Group (Toronto) 19 July 2013. Date of Access: 27 February 2014. <http://www.g20.utoronto.ca/2013/2013-0719-labour-declaration.html>.

<sup>1273</sup> La grande conférence sociale 2014. Ministère du Travail, de l'Emploi, de la Formation Professionnelle et du Dialogue Social. Date of Access : October 5, 2014. <http://travail-emploi.gouv.fr/evenements-colloques,2215/la-grande-conference-sociale-pour,2287/>.

<sup>1274</sup> Dialogue social, impôts... Ce qu'il faut retenir de la 3e conférence sociale. Le Nouvel Observateur. July 8, 2014. <http://tempsreel.nouvelobs.com/social/20140708.OBS3108/dialogue-social-impots-ce-qu-il-faut-retenir-de-la-conference-sociale.html>.

<sup>1275</sup> St. Petersburg Action Plan, G20 Research Group (Toronto) 6 September 2013. Date of Access: 27 February 2014. <http://www.g20.utoronto.ca/2013/2013-0906-plan.html>.

<sup>1276</sup> Federal Government Report on Participation with Regard to the Circumstances of Persons with Impairments (Berlin) January 2014. Date of Access: 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>1277</sup> Address by Federal Labour Minister Andrea Nahles, Federal Ministry of Labour and Social Affairs (Berlin) 8 January 2014. Date of Access: 15 February 2014. <http://www.bmas.de/EN/Service/Press/press-releases/labour-market-figures-december-2013.html?nn=46168>

<sup>1278</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). Date of Access: 15 February 2014. <http://www.make-it-in-germany.com/en/>

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 that 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. 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.”

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.’”

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>1279</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>1280</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 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.”

On 8 April 2014, the Federal Ministry of Labour and Social Affairs adopted the EU Youth Guarantee in Germany. The EU Youth Guarantee focuses on “ensure that all young people up to age 25 receive a quality offer of a job, continued education, an apprenticeship or a traineeship within four months of leaving formal education or becoming unemployed.”<sup>1281</sup>

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<sup>1279</sup> Support Programme for Learning German for Employment Purposes Contributes to Securing Skilled Labour (Berlin) 16 January 2014. Date of Access: 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>1280</sup> Labour market is in good shape, Federal Ministry of Labour and Social Affairs (Berlin) 1 January 2014. Date of Access: 10 March 2014. <http://www.bmas.de/EN/Service/Press/press-releases/labour-market-figures-january-2014.html>

<sup>1281</sup> National Implementation of Plan to Establish the EU Youth Guarantee in Germany, Federal Ministry of Labour and Social Affairs (Berlin) 8 April 2014. Date of Access: 5 October 2014. <http://www.bmas.de/EN/Service/Publications/a761-Implementierungsplan-jugendgarantie-en.html>

On 13 May 2014, Germany and the International Labour Organization (ILO) signed a Declaration of Intent.<sup>1282</sup> The Declaration accentuates that Germany and the ILO will work together to address employment issues and, specifically, the job creation in the formal sector, vocational training and education, and skills development.

On 1 July 2014, Boston Consulting Group released a report suggesting that Germany's economy is likely to experience a shortage of up to 2.4 million workers by 2020. The predicted fall in labour supply will threaten the Gross Domestic Product (GDP) growth rates.<sup>1283</sup>

On 3 July 2014, the German parliament, the Bundestag, approved the introduction of an hourly minimum wage of EUR 8.5.<sup>1284</sup> The regulation will come into effect on 1 January 2015. It is expected that the introduction of a minimum wage will bring up the wages of low-paid workers.<sup>1285</sup> The minimum wage is not applicable to minors, interns, trainees, or long-term unemployed persons for first six months at work.

In September 2014, the Organisation for Economic Co-operation and Development (OECD) released the 2014 edition of the OECD Employment Outlook, which reviews current labour market trends. In Germany, the report noticed, employment continues to grow, and the unemployment rate is soon expected to decline below 5 per cent.<sup>1286</sup> Despite the fall in unemployment, long-term unemployment is persistently high. The report finds this particularly worrying because many of the long-term unemployed are "low-skilled and do not match employers' demand."

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.

*Analysts: Amelia Cook and Vera V. Gavrilova*

## **India: +1**

India has fully 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>1287</sup>

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<sup>1282</sup> Germany signs Declaration of Intent with ILO, International Labour Organization (Berlin) 13 May 2014. Date of Access: 13 October 2014. [http://www.ilo.org/pardev/donors/WCMS\\_243009/lang--en/index.htm](http://www.ilo.org/pardev/donors/WCMS_243009/lang--en/index.htm)

<sup>1283</sup> Press Release: Global Workforce Crisis Puts \$10 Trillion at Risk in World Economy, Study Says, The Boston Consulting Group (Boston) 1 July 2014. Date of Access: 13 October 2014. <http://www.bcg.com/media/PressReleaseDetails.aspx?id=tcm:12-164660>

<sup>1284</sup> Germany approves first-ever national minimum wage, BBC (Berlin) 3 July 2014. Date of Access: 13 October 2014. <http://www.bbc.com/news/business-28140594>

<sup>1285</sup> OECD Employment Outlook 2014, Organisation for Economic Co-operation and Development (Paris) September 2014. Date of Access: 13 October 2014. <http://www.oecd.org/germany/EMO-DEU-EN.pdf>

<sup>1286</sup> OECD Employment Outlook 2014, Organisation for Economic Co-operation and Development (Paris) September 2014. Date of Access: 13 October 2014. <http://www.oecd.org/germany/EMO-DEU-EN.pdf>

<sup>1287</sup> The Gazette of India, The Government of India (New Delhi) 18 September 2014. Date of Access: 7 March 2014. <http://indiacode.nic.in/acts-in-pdf/252013.pdf>

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>1288</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>1289</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>1290</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 manufacturing jobs as a part of the Prime Minister’s Employment Generation Programme.<sup>1291</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>1292</sup>

Despite recent policy efforts, the Government of India has many critics when it comes to 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>1293</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.” 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>1294</sup>

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<sup>1288</sup> Without jobs, India's demographic dividend will be a disaster: Alakh N Sharma, Times of India (New Delhi) 12 February 2014. Date of Access: 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>1289</sup> Poverty higher among employed than unemployed: report, The Hindu (New Delhi) 19 December 2014. Date of Access: 20 March 2014. <http://www.thehindu.com/todays-paper/tp-national/poverty-higher-among-employed-than-unemployed-report/article5476218.ece>

<sup>1290</sup> 2013-2014 RFD for Ministry of Labor and Employment, Performance Management Division (New Delhi) 25 November 2013. Date of Access: 7 March 2014.

<http://labour.nic.in/upload/uploadfiles/files/RFD/530efb2e6bd20Revised%20RFD%202013-14.pdf>

<sup>1291</sup> TN excels in implementing Prime Minister’s Employment Generation Programme, The Hindu (Tiruchi) 20 February 2014. Date of Access: 9 March 2014. <http://www.thehindu.com/news/cities/Tiruchirapalli/tn-excels-in-implementing-prime-ministers-employment-generation-programme/article5709142.ece>

<sup>1292</sup> Govt allocates Rs 8,060 cr to set up 5 lakh projects, Business Standard (New Delhi) 4 September 2013. Date of Access: 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>1293</sup> Indian manufacturing stagnates due to peculiar labour laws: Meghnad Desai, The Economic Times (New Delhi) 21 March 2014. Date of Access: 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>1294</sup> India Labour and Employment Report 2014: Workers in the era of globalization, International Development Research Center (Ottawa) 2014. Date of Access: 23 March 2014.

<http://www.idrc.ca/EN/Themes/Development/Pages/ResultDetails.aspx?ResultID=195>



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>1295</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.” The main challenge lies in “providing some functional education to the existing workforce, apart from educating and skilling the future workforce.” Economist Alakh Shamra said that “unemployment among the educated is very high” and consists at around 60 per cent among women graduates.<sup>1296</sup> India struggles to address youth employment with “unemployment [being] highest in the 15-25 age group.”

On 16 May 2014, Derek Scissors from the American Enterprise Institute remarked in the Financial Times that with a demography that has over 600 million citizens under the age of 25, it is “frightening that [India’s] labor force participation [has fall] from about 61 [per cent] in 2005 to below 56 [per cent] now.”<sup>1297</sup> Scissors notes that in order to address this decrease in labour force participation, India must address three main problematics: (1) “enhance[e] individual land rights”; (2) “liberaliz[e] manufacturing labor”; and (3) “unify internal market[s].”

On 26 June 2014, the Minister for Labour and Employment Narendra Singh Tomar spoke at the Conference of State Ministers for Labour & Employment and reiterated India’s commitment to end unemployment by stating, “that it is the first priority of the government to promote employment.”<sup>1298</sup> He also stated that the Indian government is making an effort to promote the potential of youth employment. At the Conference he announced that in effort to promote employment the government is working on a scheme that will convert the Employment Exchanges into Career Promotion Centers. During the conference the Labour Minister said that it was the collective responsibility of both State and Central government to insure that the 470 000 000 persons currently employed in the informal sector are brought under the protection of labour laws. The Minister also stated that the federal government has started to take steps to reduce job informality by strengthening and expanding the national health insurance scheme.

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<sup>1295</sup> Poverty higher among employed than unemployed: report, The Hindu (New Delhi) 19 December 2014. Date of Access: 20 March 2014. <http://www.thehindu.com/todays-paper/tp-national/poverty-higher-among-employed-than-unemployed-report/article5476218.ece>

<sup>1296</sup> Without jobs, India's demographic dividend will be a disaster: Alakh N Sharma, Times of India (New Delhi) 12 February 2014. Date of Access: 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>1297</sup> Scissors, Derek. “Guest post: election over, what now for India’s economy?”, The Financial Times (London) 14 May 2014. Date of Access: 13 October 2014. <http://blogs.ft.com/beyond-brics/2014/05/16/guest-post-election-over-what-now-for-indias-economy/>

<sup>1298</sup> Conference of State Ministers for Labour & Employment Press Release, Ministry of Labour and Employment (Delhi) 1 August 2014. Date of Access: 8 October 2014. [http://labour.gov.in/upload/uploadfiles/files/latest\\_update/press\\_release/26\\_06\\_2014.pdf](http://labour.gov.in/upload/uploadfiles/files/latest_update/press_release/26_06_2014.pdf)

On 15 August 2014, the Indian government passed the Apprentices Amendment Bill 2014.<sup>1299</sup> The Ministry of Labour and Employment anticipates that this new amendment will entice more youth into apprenticeship programs and eventually they will have the skills needed to enter the work force.<sup>1300</sup>

On September 11 2014, at the G20 Labour and Employment Ministerial Conference, Labour Minister Narendra Singh Tomar stated that the Indian government is in the processes of enacting amendments to existing labour laws which will “encourage investment, ease of doing business and entrepreneurship and enhance safety at workplace and working conditions especially for women.”<sup>1301</sup>

On 12 September 2014, at the G20 Labour and Employment Ministerial Conference, Labour Minister Narendra Singh Tomar requested funds and expertise from the International Labour Organization director Guy Ryder to “develop a database to capture the nature and composition of informal sector in India.” The Minister stated “the government is focused on speeding up transition from informal to formal employment through easing compliance laws for businesses and reducing paperwork.”<sup>1302</sup>

During the compliance period, India 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.

*Analysts: Harinya Shanthakumar and Atena Sadegh*

#### **Indonesia: 0**

Indonesia has partially complied with its commitment ensure effective labour activation policies, bring under-represented and vulnerable groups into the labour market, and reduce informality. 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>1303</sup>

On 7 November 2013, Ministry of Manpower and Transmigration (MOTM) 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

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<sup>1299</sup> Lok Sabha passes apprentices amendment bill, The Times of India (New Delhi) 15 August 2014. Date of Access: 8 October 2014. <http://timesofindia.indiatimes.com/india/Lok-Sabha-passes-apprentices-amendment-bill/articleshow/40297360.cms>

<sup>1300</sup> Government proposes amendments to Apprentices Bill to attract more youth to join training , The Economic Times (New Delhi) 8 August 2014. Date of Access: 8 October 2014. <http://economictimes.indiatimes.com/news/politics-and-nation/government-proposes-amendments-to-apprentices-bill-to-attract-more-youth-to-join-training/articleshow/39873890.cms>

<sup>1301</sup> India to enact new labour laws soon to spur investment: Narendra Singh Tomar , The Economic Times (Melbourne) 11 September 2014. Date of Access: 8 October 2014. <http://economictimes.indiatimes.com/news/politics-and-nation/india-to-enact-new-labour-laws-soon-to-spur-investment-narendra-singh-tomar/articleshow/42269458.cms>

<sup>1302</sup> India demands more representation at International Labour Organization, The Times of India (Melbourne) 12 September 2014. Date of Access: 8 October 2014. <http://timesofindia.indiatimes.com/business/india-business/India-demands-more-representation-at-International-Labour-Organization/articleshow/42373085.cms>

<sup>1303</sup> RI looks to Finland model to reform education, The Jakarta Post (Jakarta), 10 October 2013. Date of Access: 21 February 2014. <http://www.thejakartapost.com/news/2013/10/10/ri-looks-finland-model-reform-education.html>

enterprises and carrying out an emergency job creation program.”<sup>1304</sup> Evidence of an official program is unavailable.

On 13 — 14 November 2013, the Indonesian Coordinating Ministry for Economic Affairs, the MOTM, International Labour Organization (ILO), 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>1305</sup>

On 20 November 2013, the Republic of Indonesia secured a USD\$400,000,000 development policy loan from the World Bank.<sup>1306</sup> The main objective for the money was to “enhance Indonesia’s capacity and institutions for reducing poverty and boosting shared prosperity.” Specific goals included: strengthening the public sector’s fiscal stability, protecting the vulnerable by expanding social assistance, empowering communities to take charge of their development needs, enhancing skills and technology, and improving public financial management for improved service delivery. Examples of implementation would be subsidized fuel price increase and implementation of new national social security system (Sistem Jaminan Sosial Nasional).<sup>1307</sup>

On 11 December 2013, Education and Culture Ministry director of early childhood education development (PAUD) Erman Samsudin the government has set aside around Rp 600 billion (US\$50.03 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>1308</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>1309</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>1310</sup> Village chiefs have

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<sup>1304</sup> Economic slowdown drives up unemployment rate, The Jakarta Post (Jakarta), 7 November 2013. Date of Access: 21 February 2014. <http://www.thejakartapost.com/news/2013/11/07/economic-slowdown-drives-unemployment-rate.html>

<sup>1305</sup> Indonesia Employment Forum, International Labour Organization, 13 – 14 November 2013. Date of Access: 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)

<sup>1306</sup> Official Documents- Loan Agreement, L8304-ID (Closing Package), World Bank (Washington, DC), 20 November 2013. Date of Access: 21 February 2014. <http://documents.worldbank.org/curated/en/2013/11/18674831/official-documents--loan-agreement-l8304-id-closing-package>

<sup>1307</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. Date of Access: 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>1308</sup> Early years education for all in 2014, The Jakarta Post (Jakarta), 12 December 2013. Date of Access: 21 February 2014. <http://www.thejakartapost.com/news/2013/12/12/early-years-education-all-2014.html>

<sup>1309</sup> Reducing Poverty and Boosting Growth with Financial Inclusion Program, Ministry of Finance (Jakarta), 16 December 2013. Date of Access: 21 February 2013. <http://www.kemenkeu.go.id/en/Berita/reducing-poverty-and-boosting-growth-financial-inclusion-program>

never received state funds before, as the central government has never recognized them as civil servants or representatives of political parties.<sup>1310</sup>

On 4 February 2014, 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>1311</sup>

On 20 March 2014, the ILO published a report — under the Empowering Indonesian Women for Poverty Reduction Initiative (MAMPU) — that suggested changes of Indonesia's regulatory framework for homeworkers in Indonesia.<sup>1312</sup> MAMPU is a project to improve the welfare of women in Indonesia, backed by Indonesia's Ministry of National Development Planning. It signed of its second phase of implementation with Australian government aid in this same month.<sup>1313</sup>

The ILO released a project brief on 17 July 2014, marking the second phase of their “Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation” project. In this project, the MOTM, Ministry of Social Affairs, and other non-governmental actors aim to create “better work and employment opportunities for men and women with disabilities” through improving policy and legal frameworks, building capacity of constituents, and supporting advocacy and awareness training.<sup>1314</sup>

On 28 August 2014, the MOTM, Women's Empowerment and Child Protection Ministry, Home Affairs Ministry and National Development Planning Board signed a memorandum of understanding to strengthen their partnership in reducing gender inequality in the workplaces.<sup>1315</sup>

The ILO will be working with the government on 16-17 October 2014 to host a Disability Equality Training Workshop for Government Officials, aiming to “address barriers to equal employment opportunities, and promote disability inclusion.”<sup>1316</sup>

During the compliance period, Indonesia has partially complied with the commitment to labour and employment. 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

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<sup>1310</sup> The Government Agreed on Village Draft Law, Ministry of Finance (Jakarta), 18 December 2013. Date of Access: 21 February 2014. <http://www.kemenkeu.go.id/en/Berita/government-agreed-village-draft-law>

<sup>1311</sup> Indonesian parliament enacts law on villages, Xinhua New Agency, 19 December 2013. Date of Access: 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>1312</sup> OJK launches roadmap for good corporate practice, The Jakarta Post (Jakarta), 5 February 2014. Date of Access: 21 February 2014. <http://www.thejakartapost.com/news/2014/02/05/ojk-launches-roadmap-good-corporate-practice.html>

<sup>1313</sup> Review of the regulatory framework for homeworkers in Indonesia 2013, International Labour Organization, 20 March 2014. Date of access: 3 October 2013. [http://www.ilo.org/jakarta/whatwedo/publications/WCMS\\_238776/lang--en/index.htm](http://www.ilo.org/jakarta/whatwedo/publications/WCMS_238776/lang--en/index.htm)

<sup>1314</sup> Empowering women homeworkers for better working conditions, International Labour Organization, 26 March 2014. Date of access: 5 October 2014. [http://www.ilo.org/jakarta/info/public/WCMS\\_239655/lang--en/index.htm](http://www.ilo.org/jakarta/info/public/WCMS_239655/lang--en/index.htm)

<sup>1315</sup> PROPEL – Indonesia Phase II, International Labour Organization, 17 July 2014. Date of access: 3 October 2014. [http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-jakarta/documents/projectdocumentation/wcms\\_249847.pdf](http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-jakarta/documents/projectdocumentation/wcms_249847.pdf)

<sup>1316</sup> Female workers lack access to jobs, paid lower, The Jakarta Post (Jakarta), 28 August 2014. Date of access: 2 October 2014. <http://www.thejakartapost.com/news/2014/08/28/female-workers-lack-access-jobs-paid-lower.html>

<sup>1317</sup> Disability Equality Training (DET) Workshop for Non-Government Officials, International Labour Organization. Date of access: 2 October 2014. [http://www.ilo.org/jakarta/whatwedo/eventsandmeetings/WCMS\\_307808/lang--en/index.htm](http://www.ilo.org/jakarta/whatwedo/eventsandmeetings/WCMS_307808/lang--en/index.htm)

reducing informality. Thus, Indonesia has partially complied with its G20 labour commitment and is awarded a score of 0.

*Analyst: Victoria Wicks*

### **Italy: 0**

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

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>1318</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>1319</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 job access for youth, an apprenticeship or a spot in a higher education institution within four months of becoming unemployed or finishing school.<sup>1320</sup> Implemented in January 2014, these policies aim to 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>1321</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>1322</sup> This was an effort to create a more “homogenous labour market” across the country.

On 3 December 2013 a memorandum signed between Labour and Social Policy Minister Giovannini and the southern provinces of Sicilia, Calabria, Puglia and Campania aim to cooperate in the area of youth employment promotion by tackling skills mismatch issues, “NEETs” (youth that are not in

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<sup>1318</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. Date of Access: 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>1319</sup> Microcredito per l'impresa al femminile. Press release, Ministry of Labor and Social Policy (Rome) 30 September 2013. Date of Access: 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>1320</sup> Employment: Commission urges Member States to urgently implement Youth Guarantee to help young jobless European Commission - MEMO/13/984 (Brussels) 12 November 2013. Date of Access: 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>1321</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. Date of Access: 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>1322</sup> Garanzia Giovani. La Conferenza Stato-Regioni approva la piattaforma informatica unitaria Press release: Ministry of Labour and Social Policy (Rome) 20 February 2014. Date of Access: 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)

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>1323</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 up of the Labour Ministry, the Equal Opportunity Department, the Department for Families and the Network of Equality Advisors.<sup>1324</sup> On 24 January 2014 the formal commission was created.

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>1325</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>1326</sup> In his first speech to Parliament, Renzi outlined his administration’s broad priorities that would include increasing welfare payments for the unemployed.<sup>1327</sup>

On 12 March 2014, Italy’s Jobs Act was presented at a press conference at the presidential palace as a series of measures with the objective of boosting employment and reforming the labour market.<sup>1328</sup> Among the measures introduced was an urgent provision enacted as the Decree Law 34 of 20 March 2014. The Decree is aimed at reducing some of the red tape around employment contracts.<sup>1329</sup>

Since coming into power in February 2014, Renzi’s government has proceeded to sign a series of collaboration agreements with various business and industry groups under the umbrella of the Youth Guarantee Scheme and with the general aim to create more opportunity for youth through skills training, internships, and apprenticeships and vocational guidance.<sup>1330</sup>

On 28 March 2014, the Ministry of Labour and Social Policy, the Ministry of Education, Confindustria (Italian employer’s federation) and the industrial group Finmeccanic signed a memorandum of

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<sup>1323</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. Date of Access: 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)

<sup>1324</sup> Donne e lavoro: le misure a favore dell’occupazione femminile. Press release, Ministry of Labour and Social Policy (Rome) 18 December 2013. Date of Access: 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>1325</sup> Disoccupazione “allucinante”, dice Renzi. Poletti: far partire il Jobs act. Il Velino (Rome) 28 February 2014. Date of Access: 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>1326</sup> Italy’s Jobs Act Targets Senior Civil Servants, Broader Welfare. The Wall Street Journal (Europe) 9 January 2014. Date of Access: 28 February 2014. <http://online.wsj.com/article/DN-CO-20140109-007983.html>

<sup>1327</sup> Italy’s Youngest Ever Prime Minister Vows ‘Radical Change’ In Impassioned Speech. Agence France Presse, 25 February 2014. Date of Access: 28 February 2014. <http://www.businessinsider.com/italys-youngest-ever-prime-minister-vows-radical-change-in-impassioned-speech-2014-2>

<sup>1328</sup> Jobs Act: le misure per riformare il mercato del lavoro e il sistema delle tutele Press release: Ministry of Labour and Social Policy (Rome) 20 March 2014. Date of Access: 5 October 2014.

[http://www.lavoro.gov.it/Priorita/Pages/2014\\_03\\_12-Jobs-act.aspx](http://www.lavoro.gov.it/Priorita/Pages/2014_03_12-Jobs-act.aspx)

<sup>1329</sup> Disposizioni urgenti per favorire il rilancio dell’occupazione e per la semplificazione degli adempimenti a carico delle imprese Press release: Ministry of Labour and Social Policy (Rome) 20 March 2014. Date of Access: 5 October 2014.

[http://www.lavoro.gov.it/Notizie/Pages/20140320\\_Decreto-Legge.aspx](http://www.lavoro.gov.it/Notizie/Pages/20140320_Decreto-Legge.aspx)

<sup>1330</sup> Garanzia Giovani: al via azioni per promuovere l’occupazione giovanile. Press release: Ministry of Labour and Social Policy (Rome) 28 March 2014. Date of Access: 5 October 2014. <http://www.lavoro.gov.it/Notizie/Pages/20140328-garanzia-giovani.aspx>

understanding committing the signatories to promote pathways into work for youth and take measures to ease the transition from school to work.

On 22 April 2014, the Ministry of Labour signed a memorandum of understanding with the Confederation of Italian Agricultures and with the Association of Young Agricultural Entrepreneurs.<sup>1331</sup>

On 1 July 2014, Unipol Group signed a collaboration protocol with the goal to promote entrepreneurship for youth and to offer apprenticeship opportunities for skills acquisition.<sup>1332</sup> Three additional collaboration protocols were signed 24 July 2014 with large business associations: Farindustria (association of pharmaceutical companies), Confprofessioni (association of self-employed professionals) and Confapi (confederation of Italian small and medium enterprises) to promote competency based learning and promote integration of young people in the labour market<sup>1333</sup> and one with the Italian National Olympic Committee on 6 August 2014.

On 30 September 2014, provisional data released by Italy's Istat reported that the unemployment rate of youth (aged 15-24) had reached a record high of 44.2 per cent in August 2014.<sup>1334</sup>

During the compliance period, Italy has partially complied with its commitment on labour and employment. While Italy has also begun a process to reform its labour market and demonstrated a willingness to engage politically to pass reform measures and other labour activation policies, its government has not addressed informality and taken limited steps to bring in vulnerable groups — other than the youth — into the labour market. Thus, Italy has received a score of 0.

*Analyst: Sabina Mihaescu*

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

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

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, 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>1335</sup> At the regional level, the MHLW coordinated human resource development training courses under the Association of Southeast Asian Nations

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<sup>1331</sup> Garanzia Giovani. Protocollo di intesa tra Ministero del Lavoro e delle Politiche Sociali, CIA e AGIA: oggi la firma Ministry of Labour and Social Policy (Rome) 22 April 2014. Date of Access: 5 October 2014 [http://www.lavoro.gov.it/Notizie/Pages/20140418\\_Invito-Garanzia-Giovani.aspx](http://www.lavoro.gov.it/Notizie/Pages/20140418_Invito-Garanzia-Giovani.aspx)

<sup>1332</sup> Garanzia Giovani: il Ministero del Lavoro firma protocollo di collaborazione con il Gruppo Unipol : Ministry of Labour and Social Policy (Rome) 1 July 2014. Date of Access: 5 October 2014

[http://www.lavoro.gov.it/Notizie/Pages/20140701\\_Protocollo-Garanzia-Giovani-Unipol.aspx](http://www.lavoro.gov.it/Notizie/Pages/20140701_Protocollo-Garanzia-Giovani-Unipol.aspx)

<sup>1333</sup> Garanzia Giovani, Prosegue l'impegno del Ministero per la promozione di specifici protocolli di collaborazione con le principali Associazioni imprenditoriali, Ministry of Labour and Social Policy (Rome) 25 July 2014. Date of Access: 5 October 2014. [http://www.lavoro.gov.it/Notizie/Pages/20140725\\_firma-protocolli-garanzia-giovani.aspx](http://www.lavoro.gov.it/Notizie/Pages/20140725_firma-protocolli-garanzia-giovani.aspx)

<sup>1334</sup> Employment and unemployment: provisional estimates August 2014. Istat (Rome) 30 September 2014. Date of Access: 7 October 2014. [http://www.istat.it/en/files/2014/09/201408\\_PressRelease.pdf?title=Employment+and+unemployment+\(monthly\)+30+Sep+2014+-+Full+text.pdf](http://www.istat.it/en/files/2014/09/201408_PressRelease.pdf?title=Employment+and+unemployment+(monthly)+30+Sep+2014+-+Full+text.pdf)

<sup>1335</sup> Japanese Government Programs in the HRD Promotion Month, Ministry of Health, Labour, and Welfare (Tokyo) November 2013. Date of Access: 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)

(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>1336</sup> The APEC forum on Human Resource Development took place in November 2013 in collaboration with JAVADA (Japan Vocational Ability Development Association) in Nara city, and focused on improving employability for people with disabilities.

On 5 December 2013, 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>1337</sup>

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>1338</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>1339</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>1340</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.

In April 2014, the Government of Japan announced revisions to Japan’s practical training rules to allow foreign workers who have acquired construction skills under this program to extend their stay in Japan for up to a maximum of three years after the completion of their training period. The measure is expected to take effect in spring 2015 and could boost the number of temporary foreign workers in

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<sup>1336</sup> 24th MHWL HRD Information, Ministry of Health, Labour, and Welfare (Tokyo) October 2013. Date of Access: 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)

<sup>1337</sup> Japan Lays Out ¥5.5 Trillion Stimulus Package, Wall Street Journal (New York) 5 December 2013. Date of Access: 25 February 2014. <http://online.wsj.com/news/articles/SB10001424052702303997604579239740505369468>

<sup>1338</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. Date of Access: 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>1339</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. Date of Access: 9 February 2014. [http://www.mofa.go.jp/policy/page3e\\_000083.html](http://www.mofa.go.jp/policy/page3e_000083.html)

<sup>1340</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. Date of Access: 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)



Japan's construction sector by approximately 70, 000 over the next five years. Critics of the program allege that it is fraught with labour and human rights violations.<sup>1341</sup> The government has stated that it will strengthen the governance of the program as it expands.<sup>1342</sup> As it stands now, there are several industries, notably the construction industry, suffering from labour force shortages, as “for every 100 people looking, there are 110 jobs on offer.”<sup>1343</sup>

On 12 September 2014, Prime Minister Abe noted in a speech at the World Assembly for Women in Tokyo that favourable government procurement policies would be made available for companies employing women, as well as subsidies for companies that promote women to executive ranks. In addition, Prime Minister Abe stated that the government would promote flexible working styles, such as teleworking, in order to facilitate work-life balance particularly for female workers. The Prime Minister also announced that in October 2014 Minister Arimura, Japan's Minister in Charge of Promoting Women's Active Participation, will announce a “Package to Support All Women Who Shine,” which will articulate a strategy to support female labour force participation that extends to 2020.<sup>1344</sup> Currently the female participation rate of women in Japan is around 63 per cent, which is much lower than that of other OECD countries but relatively high for Japan's history. Furthermore, once women decide to have a child “70 [per cent] of them stop working for a decade or more, compared with just 30 [per cent] in America.”<sup>1345</sup>

Despite the above-mentioned policy initiatives, Japan's labour force faces significant structural issues. While unemployment has been falling, to as low as 3.5 per cent in recent months, there remains a growing share of temporary and part-time positions with lower pay, particularly for women.<sup>1346</sup> This trend may indicate the need for more aggressive labour and employment policies.

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 Rodgers*

### **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 Labour (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)

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<sup>1341</sup> Foreign worker visa changes, Wall Street Journal (New York). 4 April 2014. Date of Access: 30 September 2014. <http://online.wsj.com/news/articles/SB10001424052702303532704579481143704862568>

<sup>1342</sup> Japan moves to expand controversial foreign worker scheme, Reuters (Tokyo) 1 April 2014. Date of Access: 30 September 2014. <http://www.reuters.com/article/2014/04/01/us-japan-economy-workers-idUSBREA300V420140401>

<sup>1343</sup> David Pilling, Japan is creating jobs but workers do not prosper, Financial Times (London) 10 September 2014. Date of Access: 8 October 2014. <http://www.ft.com/intl/cms/s/0/ff22e590-374a-11e4-8472-00144feabdc0.html#axzz3FOrzIFIV>

<sup>1344</sup> Opening Speech by Prime Minister Shinzo Abe at the Open Forum, World Assembly for Women in Tokyo: WAW! Tokyo 2014. Date of Access: 28 September 2014. [http://japan.kantei.go.jp/96\\_abe/statement/201409/waw140912.html](http://japan.kantei.go.jp/96_abe/statement/201409/waw140912.html)

<sup>1345</sup> Japanese women and work: Holding back half the nation, The Economist (Tokyo) 29 March 2014. Date of Access: 8 October 2014. <http://www.economist.com/news/briefing/21599763-womens-lowly-status-japanese-workplace-has-barely-improved-decades-and-country>

<sup>1346</sup> Japanese Job Market Shifts to Part-Time, Lower Pay, Bloomberg (New York). 30 May 2014. Date of Access: 5 October 2014. <http://www.bloomberg.com/infographics/2014-05-30/japanese-job-market-shifts-to-part-time.html>

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>1347</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>1348</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>1349</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>1350</sup>

As of January 2014, Korea has the lowest overall unemployment rate of the G20 members, at 3.5 per cent.<sup>1351</sup> President Park Geun-hye has declared that her government will “raise the employment rate from 64 [per cent] to 70 [per cent] in the next five years under the Creative Economy strategy.” The strategy is threefold: (1) strengthen the employability of youth; (2) provide “technical and financial support for start-up businesses”; (3) strengthen “the social safety net.”<sup>1352</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>1353</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 labour market.<sup>1354</sup> Park indicated plans to raise spending by 68 per cent in 2014 on efforts to tackle gender inequality. Measures announced in February 2014 included building more childcare facilities at

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<sup>1347</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. Date of Access: 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>1348</sup> Affirmative action program in 2013, Ministry of Employment and Labor (Sejong-si) 22 October 2013. Date of Access: 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>1349</sup> MOEL and Gyeonggi provincial government sign MOU to create part-time jobs, Ministry of Employment and Labor (Sejong-si) 18 November 2013. Date of Access: 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>1350</sup> The Global Gender Gap Report 2013, World Economic Forum (Geneva) 25 October 2013. Date of Access: 27 February 2014. <http://www.weforum.org/reports/global-gender-gap-report-2013>

<sup>1351</sup> Economically Active Population Survey in January 2014, Statistics Korea (Seoul) 12 February 2014. Date of Access: 27 February 2014. <http://kostat.go.kr/portal/english/news/1/1/index.board?bmode=read&aSeq=311685>

<sup>1352</sup> Jobs and the disciplined market, The Economist (London) 18 November 2013. Date of Access: 15 February 2014. <http://www.economist.com/news/21589119-well-functioning-market-will-widen-opportunities-young-people-believes-park-geun-hye-president>

<sup>1353</sup> South Korea Shuns Moms at Peril as Workforce Shrinks, Bloomberg (New York) 23 January 2014. Date of Access: 27 February 2014. <http://www.bloomberg.com/news/2014-01-23/south-korea-shuns-moms-at-peril-as-workforce-shrinks.html>

<sup>1354</sup> South Korea Shuns Moms at Peril as Workforce Shrinks, Bloomberg (New York) 23 January 2014. Date of Access: 27 February 2014. <http://www.bloomberg.com/news/2014-01-23/south-korea-shuns-moms-at-peril-as-workforce-shrinks.html>

workplaces and encouraging men to take more paternity leaves by increasing the amount of leave-pay.<sup>1355</sup>

On 20 February 2014, Minister of Employment and Labour Phang Ha-Nam announced a series of policy initiatives to increase the employment rate of the population to 70 per cent<sup>1356</sup> (from the current level of 58.5 per cent)<sup>1357</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 centres.

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>1358</sup> Korea, at 71 per cent, has one of the highest rates of high school graduates continuing on to university and colleges.<sup>1359</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>1360</sup> The MOEL 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 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>1361</sup> The plan is yet to be designed in collaboration with other ministries.

In April 2014, the Korean Ministry of Employment and Labour announced the creation of National Competency Standards (NCS) for all occupations by the end of the year in an effort to address the skills mismatch among youth. The Standards will include information, by sector and competency level, on the knowledge and skills required to perform a job in the workplace in the effort to better align vocational education and training (VET) to labour market demand.<sup>1362</sup> On 21 July 2014 the integrated web portal for NCS containing the 254 NCS' and 468 learning modules developed thus far had become operational.<sup>1363</sup>

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<sup>1355</sup> S. Korea assigns 4.65 tln won to support women. The Korea Herald (Seoul) 4 February 2014. Date of Access: 27 February 2014. <http://www.koreaherald.com/view.php?ud=20140204000554>

<sup>1356</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. Date of Access: 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>1357</sup> Economically Active Population Survey in January 2014, Press Release, Statistics Korea (Seoul) 12 February 2014. Date of Access: 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>1358</sup> Strong jobs data. Efforts required to tackle youth unemployment, The Korea Herald (Seoul) 14 February 2014. Date of Access: 27 February 2014. <http://www.koreaherald.com/view.php?ud=20140214000600>

<sup>1359</sup> College restructuring. Reform should be wise, decisive, The Korea Herald (Seoul) 26 January 2014. Date of Access: 27 February 2014. <http://www.koreaherald.com/view.php?ud=20140126000069>

<sup>1360</sup> S. Korea's youth unemployment rate rises, China Daily USA (New York) 19 December 2013. Date of Access: 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)

<sup>1361</sup> Strong jobs data. Efforts required to tackle youth unemployment, The Korea Herald (Seoul) 14 February 2014. Date of Access: 27 February 2014. <http://www.koreaherald.com/view.php?ud=20140214000600>

<sup>1362</sup> Enterprise- and industry-led vocational training, Ministry of Employment and Labor (Sejong-si) 7 April 2014. Date of Access: 4 October 2014 [http://www.moel.go.kr/english/poli/poliNewsnews\\_view.jsp?idx=1046](http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1046)

<sup>1363</sup> Integrated web portal for NCS and learning modules starts its services on Jul. 21<sup>st</sup>, Ministry of Employment and Labor (Sejong-si) 21 July 2014. Date of Access: 4 October 2014 [http://www.moel.go.kr/english/poli/poliNewsnews\\_view.jsp?idx=1070](http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1070)

On 21 May 2014, the government announced an action plan to set up on-the-job training (OJT) facilities. Companies deemed to have ‘excellent’ OJT training facilities would be designated as work-based learning providers and provided with support. Another 3,000 selected companies with good prospects of becoming work-based learning providers would be offered consulting on the Work-Study Dual system for six months so that they may also become designated OJT facilities. By 2017 the action plan seeks to have designated 10,000 OJT facilities and trained 70,000 students.<sup>1364</sup>

On 27 May 2014 the financial company Woori Finance Information System signed a Memorandum of Understanding with MOEL and became one of the first companies to cooperate with the government on the Work-Study Dual System to recruit and train “student workers.”<sup>1365</sup> The Work-Study Dual System to promote youth employment is an apprenticeship conceived to provide a mix of classroom and on-the-job training based on the NSC.

To support female workforce participation the Ministry of Trade, Industry and Energy, the Ministry of Employment and Labor and the Ministry of Gender Equality and Family are working to set up joint workplace childcare centers in techno parks. On 12 June 2014, these three ministries announced that the first such facility will be set up in Gyeonggi Technopark and up to 90 per cent of the construction costs will be subsidized by the government.<sup>1366</sup>

On 3 September 2014, a wage peak funding plan for older workers was announced as part of the implementation of the government’s plan to extend the retirement age to 60 as of 2016.<sup>1367</sup> Wage peak systems allow employees to accept a reduced salary for an opportunity to work past the retirement age set by a company. Furthermore, under the wage peak system, “if a company cuts the wages of workers aged 54 or over by more than 10 [per cent] under the wage peak system, the government subsidizes 50 [per cent] of the cut amount for up to six years.”<sup>1368</sup>

On 24 September 2014, to address its rapidly aging population, the Korean government unveiled comprehensive employment measures for older people aimed at addressing employment insecurity, low-quality re-employment and old-age income concerns. Some of the initiatives announced include support for lifelong career planning and skills upgrading to pre-retirement outplacement services, which respond to the needs of an aging population with increased life expectancy. Other initiatives aim to encourage companies to restructure wages and modify human resource policies with the purpose of enabling people to keep maintain employment by diversifying work arrangements for older people.<sup>1369</sup>

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<sup>1364</sup> MOEL plans to foster 3,000 prospective work-based learning providers this year, Ministry of Employment and Labor (Sejong-si) 21 May 2014. Date of Access: 4 October 2014

[http://www.moel.go.kr/english/poli/poliNewsnews\\_view.jsp?idx=1053](http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1053)

<sup>1365</sup> MOEL and Woori Financial Group agree to cooperate to entrench Work-Study Dual System, Ministry of Employment and Labor (Sejong-si) 28 May 2014. Date of Access: 4 October 2014

[http://www.moel.go.kr/english/poli/poliNewsnews\\_view.jsp?idx=1054](http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1054)

<sup>1366</sup> Joint workplace childcare center to be set up for female researchers in Gyeonggi Technopark, Ministry of Employment and Labor (Sejong-si) 12 June 2014. Date of Access: 4 October 2014

[http://www.moel.go.kr/english/poli/poliNewsnews\\_view.jsp?idx=1058](http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1058)

<sup>1367</sup> Seoul to unveil wage peak funding plan, The Korea Herald (Seoul) 2 September 2014 Date of Access: 4 October 2014

<http://www.koreaherald.com/view.php?ud=20140903000985>

<sup>1368</sup> The wage peak system helps to extend retirement ages. Ministry of Employment and Labor (Sejong-si) Date of Access: 4 October 2014

[http://www.moel.go.kr/english/poli/poliNewsnews\\_view.jsp?idx=46](http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=46)

<sup>1369</sup> MOEL unveils comprehensive employment measures for older people. Ministry of Employment and Labor (Sejong-si) 24 September 2014, Date of Access: 4 October 2014

[http://www.moel.go.kr/english/poli/poliNewsnews\\_view.jsp?idx=1077](http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1077)

On 29 September 2014, the Korean government announced changes that will expand the Equal Employment Opportunity Law as to affect more Koreans. The government declared that it would allocate KRW32.6 billion to increase part-time shifts to “allow more workers, [not just parent,] to reduce their working hours from next year, as part of efforts to improve working conditions, increase employment and add flexibility to the nation’s labour market.”<sup>1370</sup> Furthermore, in order to “encourage businesses to expand the part-time system, the government will offer financial subsidies to help them hire different types of workers.” Essentially, businesses will be “required to pay more than 130 per cent of minimum wage to those who choose to work as part-timers and to allow them to work between 15 and 30 hours a week,” as well as offer them benefits including health insurance and the national pension service.

During the compliance period, 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 Mibaescu*

### **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>1371</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. 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>1370</sup> Part-time jobs to be expanded, The Korea Herald (Seoul) 29 September 2014. Date of Access: 4 October 2014  
<http://www.koreaherald.com/view.php?ud=20140929001056>

<sup>1371</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. Date of Access: 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)

Equality between Men and Women workers to the movie chain Cinopolis, accordingly recognizing the inclusion of vulnerable groups in the labour force.<sup>1372</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>1373</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>1374</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>1375</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>1376</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>1372</sup> The Climatic Event Will Not Stop Our Development: Alfonso Navarrete Prida, Ministry of Labour and Social Welfare (Mexico City) 19 September 2013. Date of Access: 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>1373</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. Date of Access: 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>1374</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. Date of Access: 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>1375</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. Date of Access: 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>1376</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. Date of Access: 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>1377</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>1378</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>1379</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>1380</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>1381</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>1377</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. Date of Access: 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>1378</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. Date of Access: 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>1379</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). Date of Access: 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>1380</sup> Mexico Priority Can Not Have That Growth and Jobs: Alfonso Navarrete Prida, Ministry of Labour and Social Welfare (Mexico City) 29 October 2013. Date of Access: 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>1381</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. Date of Access: 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>1382</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 Olmecca a Collaboration Agreement on Labour Inclusion.<sup>1383</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>1384</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>1385</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>1386</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>1382</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. Date of Access: 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>1383</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. Date of Access: 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>1384</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. Date of Access: 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>1385</sup> Alfonso Navarrete Prida Adding a Huge Effort to Close the Gaps of Inequality, Ministry of Labour and Social Welfare (Mexico) 28 January 2014. Date of Access: 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>1386</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. Date of Access: 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>1387</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>1388</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>1389</sup>

On 14 March 2014, the Secretary of Labour and Social Welfare Alfonso Navarrete Prida signed a cooperation agreement in the field of Labour Inclusion with the government of Veracruz and the University of Veracruz. The agreement commits signatories to promote conditions of equality, non-discrimination, employability and competitiveness, and to provide the working population the skills development and inclusion to decent work.<sup>1390</sup>

On 19 March 2014, 31 federal states participated in the second national job fair where more than 73,000 jobs were being offered. The event emphasized the promotion of formal and decent employment. Apart from private institution, which totaled more than 182, educational institutions were involved in offered 6000 scholarships.<sup>1391</sup>

On 27 March 2014, the Secretary Navarrete Prida witnessed the signing of a Cooperation Agreement in the Field of Labor Inclusion between the Ministry of Labour and Social Welfare, Government of Eruviel Ávila Villegas and the Autonomous University of the State of Mexico. Through the agreement, the university joins efforts to combat child labor in conducting research and specific actions in the field,

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<sup>1387</sup> Presenting Job Portal STPS Oriented People with Disabilities and Seniors, Ministry of Labour and Social Welfare (Mexico City) 20 February 2014. Date of Access: 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>1388</sup> Meeting Concludes the National Conference of Secretaries of Work, Ministry of Labour and Social Welfare (Mexico City) 21 February 2014. Date of Access: 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>1389</sup> Opens Second National Job Fair in Chihuahua, Ministry of Labour and Social Welfare (Mexico City) 25 February 2014.

Date of Access: 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>1390</sup> Alfonso Navarrete Prida Calls to Strengthening Inclusion Policy Working, Ministry of Labour and Social Welfare (Mexico City) 14 March 2014. Date of Access: 15 October 2014.

[http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2014/marzo/bol\\_198.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/marzo/bol_198.html)

<sup>1391</sup> In the Second National Job Fair 900 Companies Participated 3 Mil, 73 Mil Offering More Vacancies and Over 75 Thousand Job Seekers in Events Nationwide, Ministry of Labour and Social Welfare (Mexico City) 19 March 2014. Date of Access: 15 October 2014. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2014/marzo/bol\\_200.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/marzo/bol_200.html)

in addition to its involvement in issues such as job training, skills certification, labor inclusion, gender equality and education business links.<sup>1392</sup>

On 3 April 2014, the Secretary of Labour, Thomas E. Perez and the Secretary of Labour and Social Welfare, Alfonso Navarrete Prida signed a joint ministerial statement to conduct consultations in the framework of the Agreement on Labour Cooperation of North America to inform Mexican Workers about their labour rights under USA laws. In 2013, the Secretary of Labor and Social Welfare of Mexico requested the Ministerial Consultations USA Labor Department to address the matters on three public communications in the Ministry of Labor and Social Welfare of Mexico under the NAALC. Public communications concerned the rights of Mexican migrants in the United States with visas H-2A and H-2B in the agriculture, forestry, food packaging and fairs and carnivals.<sup>1393</sup>

On 6 April 2014, the National Employment Service (SNE) and the Ministry of Labour and Social Security in Michoacán, invested 42 million pesos to generate 55 thousand formal jobs under the program “For Michoacán, together we succeed.”<sup>1394</sup>

On 4 June 2014, the Mexican government ratified Convention 138 of the International Labour Organization (ILO). The convention commits Mexico to enact policies to prevent and eradicate child labour primarily through raising the minimum working age from 14 to 15 years old.<sup>1395</sup> On 6 June 2014, following the ratification on the ILO convention of child labour, the Mexican government commissioned the campaign “the Red Card to Child Labour,” an initiative to reduce the number of child labourers.<sup>1396</sup>

On 20 June 2014, the Ministry of Labour and Social Welfare inaugurated the opening of the Centre for Child and Adolescent Labour in Chiapas. The purpose of the centre is to strengthen advocacy work and care for the rights of children and youth.<sup>1397</sup>

On 27 July 2014, the Ministry of Labour and Social Security launched the “Operation to Promote Decent and Healthy Work, Free of Violence 2014,” to promote and monitor respect for human rights and labour rights by employers. The actions are aimed at promoting the adoption of a decent work culture through visits and advice performed by the Ministry of Labour and Social Security to ensure respect for human dignity, non-discrimination, access to social security, proper salary, and ongoing training for health and safety conditions to prevent workplace hazards. The project also examines the

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<sup>1392</sup> Attend the Secretary Alfonso Navarrete Prida Installation of Inter-Commission for the Elimination of Child Labour in the State of Mexico, Ministry of Labour and Social Welfare (Mexico City) 27 March 2014. Date of Access: 15 October 2014. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2014/marzo/bol\\_207.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/marzo/bol_207.html)

<sup>1393</sup> Joint Ministerial Statement on Migrant Workers Signed by the Secretary of Labour for USA and the Secretary of Labour and Social Welfare of Mexico, Ministry of Labour and Social Welfare (Mexico City) 3 April 2014. Date of Access: 16 October 2014. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2014/abril/bol\\_211.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/abril/bol_211.html)

<sup>1394</sup> Coordination of Three Areas of Government is to Attract More Investments and Create More and Better Jobs, Ministry of Labour and Social Welfare (Mexico City) 20 April 2014. Date of Access: 16 October 2014. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2014/abril/bol\\_214.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/abril/bol_214.html)

<sup>1395</sup> Validity That Raises Constitution Reform 14 to 15 years the Minimum Age to Work, Ministry of Labour and Social Welfare (Mexico City) 4 June 2014. Date of Access: 15 October 2014. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2014/junio/bol\\_244.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/junio/bol_244.html)

<sup>1396</sup> Fifth Ordinary Session of the Inter-Commission on Prevention and Elimination of Child Labour and Protection of Teen Age Workers Allowed in Mexico, Ministry of Labour and Social Welfare (Mexico City) 6 June 2014. Date of Access: 15 October 2014. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2014/junio/bol\\_246.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/junio/bol_246.html)

<sup>1397</sup> Observatory of Child Labour and Teen in Establishing Chiapas Pioneer in The Country, Ministry of Labour and Social Welfare (Mexico City) 20 June 2014. Date of Access: 15 October 2014. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2014/junio/bol\\_254.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/junio/bol_254.html)

principle of substantive equality, food aid, women's rights inherent in motherhood, child labor age permitted, which meets the requirement to recruit the workplace Institute of the National Fund for Consumption Workers (INFONACOT). The actions will take place throughout the year.<sup>1398</sup>

On 30 July, the Secretary of Labour and Social Welfare Alfonso Navarrete Prida signed a letter of intent alongside the California Governor Edmund G. Brown to collaborate on the protection of the rights of Mexican Temporary Workers in California. The letter of intent sought to launch a voluntary pilot program to help prevent abuses in the recruitment of temporary Mexican workers with G-2 Visas in California.<sup>1399</sup>

On 19 August 2014, The Ministry of Labor and Social Welfare, the National Institute for Women (Inmujeres) and the National Council to Prevent Discrimination (Conapred) signed a Collaboration Agreement for the Development of Action on Equality and Non-Discrimination Labor, in order to contribute to coordinated way in eradicating discrimination and conditions hindering women's access to paid work on equal terms.<sup>1400</sup>

On 11 September 2014, The Secretary of Labour and Social Welfare Alfonso Navarrete Prida, and the Minister for Employment and Social Security of Spain, Fatima Banez Garcia, signed a Cooperation Agreement in the workplace, in the framework of the Ministerial Meeting of G20 Labour and Employment. Through this cooperation agreement Ministries of Mexico and Spain agreed to develop cooperation mechanisms on inspection of the workplace, safety and health at work, youth employment, professional certificates and recognition of professional competence.<sup>1401</sup>

On 25 September 2014, the Secretary of Labour and Social Welfare Alfonso Navarrete Prida led a ceremony in which the Governor of Michoacán, Guerrero Salvador Jara, and the Director General of the Institute of the National Fund for Workers Consumption (INFONACOT), César Alberto Martínez Baranda, signed the Cooperation Agreement for Dissemination of Credit Benefits INFONACOT in the federal state. Through INFONACOT, the Ministry of Labor and Social Welfare is involved in the strategy of formalization with lending to workers who need to purchase household goods and commercial products, and thus enables them to improve the economy of their families and their communities.<sup>1402</sup>

During the compliance period Mexico 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*

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<sup>1398</sup> Start Operating Worthy to Promote Decent, Healthy and Workplace Free of Violence, Ministry of Labour and Social Welfare (Mexico City) 27 July 2014. Date of Access: 16 October 2014.

[http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2014/julio/bol\\_271.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/julio/bol_271.html)

<sup>1399</sup> Alfonso Navarrete Secretary and Governor of California Team Up to Protect Rights of Migrant Workers, Ministry of Labour and Social Welfare (Mexico City) 30 July 2014. Date of Access: 16 October 2014.

<sup>1400</sup> Sign STPS, Inmujeres and Conapred Convention Working to Promote Equality and Non-Discrimination, Ministry of Labour and Social Welfare (Mexico City) 19 August 2014. Date of Access: 16 October 2014.

<sup>1401</sup> Mexico and Spain Sign Cooperation Agreement of Labour, Ministry of Labour and Social Welfare (Mexico City) 11 September 2014. Date of Access: 16 October 2014.

[http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2014/septiembre/bol\\_287.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/septiembre/bol_287.html)

<sup>1402</sup> Michoacán Continues Counting All the Support of Enrique Peña Nieto the President and the Government of the Republic: Alfonso Navarrete Prida, Ministry of Labour and Social Welfare (Mexico City) 25 September 2014. Date of Access: 16 October 2014. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2014/septiembre/bol\\_293.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/septiembre/bol_293.html)

## 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 level of professional competency and will modernize educational 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>1403</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 people with disabilities annually in 2014 and 2015, stimulate companies to employ them, and help to exercise the right of persons with disabilities 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 RUB66.2 thousand in 2013 to RUB69.3 thousand in 2014 and RUB72.7 thousand in 2015. The budget provides RUB918.7 million and RUB963.7 million to conduct these additional activities in 2014 and 2015, respectively.<sup>1404</sup>

On 26 December 2013, the Russian government held a discussion on employing people with disabilities.<sup>1405</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 in government organizations and state-owned enterprises.<sup>1406</sup>

On 15 April 2014, the Russian government adopted the revised State Program on the Promotion of Employment, which includes the subprogram 'Proactive Labour Policy and Social Support of the Unemployed' aimed at improving legislation on employment, enhancing the effectiveness of employment promoting policies, and improving social support to unemployed. RUB350 billion will be allocated from 2013 to 2020.<sup>1407</sup>

On 13 June 2014, the Russian government adopted the Plan of Implementation of the State Program on the Promotion of Employment in 2014-2016. The Plan includes detailed list of activities and a schedule of their implementation.<sup>1408</sup>

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

*Analyst: Mark Rakhmangulov*

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<sup>1403</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>.

<sup>1404</sup> On the rules of subsidizing additional actions in the sphere of employment, Russian Government, 16 November 2013. <http://government.ru/docs/9322>.

<sup>1405</sup> Government meeting, Russian Government, 26 December 2013. <http://government.ru/en/news/9331>.

<sup>1406</sup> Decisions taken at the Government meeting on 26 December 2013, Russian Government 26 December 2013. <http://government.ru/news/9401>.

<sup>1407</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>1408</sup> Government Directive No 1048-r of 13 June 2014, Russian Government 13 June 2014. <http://pravo.gov.ru/laws/acts/48/49485256451088.html>.

## **Saudi Arabia: +1**

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

On 9 September 2013, Muftah.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>1409</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>1410</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>1411</sup> yet many immigrants are unaware of their rights and enforcement mechanisms are weak. 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>1412</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>1413</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>1414</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>1415</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>1416</sup>

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<sup>1409</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>1410</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>1411</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>.

<sup>1412</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>1413</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>1414</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>1415</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>1416</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>.

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>1417</sup> The unemployment insurance scheme will be mandatory for all citizens with jobs.<sup>1418</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>1419</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>1420</sup> It will train and place individuals with disabilities into jobs in Ireland and the United Kingdom.<sup>1421</sup>

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>1422</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>1423</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>1424</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>1425</sup>

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<sup>1417</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>1418</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-idUSL6NOKG1VX20140106>.

<sup>1419</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>1420</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>1421</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>.

<sup>1422</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/#.Ux0Pj3r594>.

<sup>1423</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>1424</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>1425</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>.

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>1426</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>1427</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>1428</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>1429</sup> There will be 50 Saudi women employed, however should the model work, it will likely be expanded.

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>1430</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>1431</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>1432</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

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<sup>1426</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>1427</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>1428</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>1429</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>.

<sup>1430</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>1431</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>1432</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>.

capital and increasing employment opportunities, particularly for youth.<sup>1433</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>1434</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>1435</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.

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>1436</sup>

From April to June 2014, the government of Saudi Arabia provided hundreds of billions in loans to the country’s industrial sector. “The government is encouraging private sector growth to lessen the kingdom’s dependence on oil and increase employment opportunities for the swelling Saudi population.”<sup>1437</sup>

In June 2014 the Saudi government created new health and safety regulations impeding outdoor workers from working outside between 12:00pm and 3:00pm until September 2014.<sup>1438</sup> While many welcome the ban which shows concern for the workers, some criticized the policy as it caused delays in completing projects, and that more visas should be issued to allow workers to assist in addressing the labour shortage, and completing projects efficiently.<sup>1439</sup>

In June 2014 the government of Saudi Arabia announced its proposed “economic city — 450 miles north of the capital of Riyadh — [as] one of four new metropolises that Saudi Arabia is planning in the hope of creating more than a million new jobs by 2020.”<sup>1440</sup>

On 10 July 2014, a new employment agreement between Saudi Arabia and India was signed which allows domestic maids from India to apply for visas. The agreement will last for five years and is hoped to “ease the shortage of domestic workers in the country.”<sup>1441</sup>

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<sup>1433</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>1434</sup> Zain KSA extends internship program, Arab News (Riyadh) 6 March 2014. Access Date: 15 March 2014. <http://www.arabnews.com/news/535416>.

<sup>1435</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>.

<sup>1436</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>1437</sup> Saudi Arabia Finance News: Industrial Lending, Live Trading News (New York) 14 September 2014. Date of Access: 15 October 2014. <http://www.livetradingnews.com/saudi-arabia-finance-news-industrial-lending-71189.htm#.VERILEVSDR>.

<sup>1438</sup> Saudi Arabia law to protect outdoor workers from sun, BBC News (London) 15 June 2014. Date of Access: 15 October 2014. <http://www.bbc.com/news/world-middle-east-27859542>.

<sup>1439</sup> Jeddah registers highest number of mid-day work ban violations, Arab News (Jeddah) 20 September 2014. Date of Access: 15 October 2014. <http://www.arabnews.com/saudi-arabia/news/632776>.

<sup>1440</sup> Saudi Arabia builds a future in the desert, Seattle Times (Seattle) 7 June 2014. Date of Access: 15 October 2014. [http://seattletimes.com/html/business/technology/2009309436\\_saudis07.html](http://seattletimes.com/html/business/technology/2009309436_saudis07.html).



On 15 July 2014, the government of Saudi Arabia announced they would be partnering with EdX, an online education venture, to “bridge the gap between education and employment in Saudi Arabia and throughout the Arab world [...] because [e]ducational levels are quite high, but workers are learning the wrong things—they lack the skills that employers need.”<sup>1442</sup> The partnership will aim to assist “Saudi women, youth, the disabled, and citizens in rural communities, all of whom suffer high unemployment rates.”<sup>1443</sup>

In August 2014, the Saudi Arabia Labour Ministry asked “the government to spend 14.9 billion riyals (USD4.0 billion) annually on labour market reform and steps to move Saudi citizens into private sector jobs.”<sup>1444</sup>

On 10 August 2014, Saudi Arabia and Korea made an agreement to “enhance cooperation in the areas of entrepreneurship and small and medium enterprises [...]with the goal to create] avenues of cooperation between the two countries exchange of visits between entrepreneurs and how to tackle obstacles facing young investors.”<sup>1445</sup>

In September 2014 Saudi Arabia’s Labour Ministry added film production, distribution, and screening to its list of approved economic activities.<sup>1446</sup> This means more employment opportunities, and that young filmmakers will not have to go abroad to make films and can realize their creative potential.

In early September 2014, with regards to the 2011 labour reforms, the Saudi Arabian government reported that it is going to “soften[...]the blow to companies with money for subsidies and training, while trying to lure Saudis to the private sector with more attractive working conditions” such as limiting the hours in a work week and providing pensions and health benefits.<sup>1447</sup> With the assistance of “its Human Resources Development Fund (HRDF), the government is spending billions of riyals on subsidising Saudi workers’ salaries, paying up to 50 [per cent] of increased payroll costs due to firms hiring more Saudis or raising their wages. Additional amounts are spent on sharing the cost of companies’ training programmes and paying monthly unemployment benefits to jobseekers.” Many believe that “the labour reforms will boost economic growth in the long term, by ensuring more money stays within the country and is spent on consumption rather than being remitted abroad by foreign workers.”

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<sup>1441</sup> Saudi Arabia recruits Indian maids to ease labour shortage, Deccan Herald (Riyadh) 10 July 2014. Date of Access: 15 October 2014. <http://www.deccanherald.com/content/418916/saudi-arabia-recruits-indian-maids.html>.

<sup>1442</sup> Online Education Targets Saudi Arabia's Labor Problem, Starting With Women, Business Week (New York) 16 July 2014. Date of Access: 15 October 2014. <http://www.businessweek.com/articles/2014-07-16/can-online-classes-fix-saudi-arabias-broken-labor-market>.

<sup>1443</sup> Online Education Targets Saudi Arabia's Labor Problem, Starting With Women, Business Week (New York) 16 July 2014. Date of Access: 15 October 2014. <http://www.businessweek.com/articles/2014-07-16/can-online-classes-fix-saudi-arabias-broken-labor-market>.

<sup>1444</sup> Saudi ministry asks for \$4 bln annually to spend on labour reform, Reuters (Riyadh) 4 August 2014. Date of Access: 15 October 2014. <http://in.reuters.com/article/2014/08/04/saudi-workers-reform-idINL6NOQA4HK20140804>.

<sup>1445</sup> Riyadh Seoul to explore new projects, Middle East North Africa Financial Network (Amman) 19 September 2014. Date of Access: 15 October 2014. <http://www.menafn.com/1093953379/Riyadh-Seoul-to-explore-new-projects>.

<sup>1446</sup> Saudi Arabia: Surprise boost to domestic film industry, BBC News (London) 19 September 2014. Date of Access: 15 October 2014. <http://www.bbc.com/news/blogs-news-from-elsewhere-29285136>.

<sup>1447</sup> Saudi Arabia – Labour Ministry Softening the Blow of Labour Market Reforms, Staffing Industry Analysts (London) 5 September 2014. Date of Access: 15 October 2014. <http://www.staffingindustry.com/row/Research-Publications/Daily-News/Saudi-Arabia-Labour-Ministry-softening-the-blow-of-labour-market-reforms-31364>.

In September 2014 it was reported that the “Ministries of Interior and Labor are working on identifying the commercial sectors and activities that will be fully Saudi-ized.”<sup>1448</sup> In effect, “they are studying the sectors that fit with the available human capacity in order to put an end to the foreign labor’s monopoly on some important business sectors in Saudi Arabia, such as wholesale and retail trade.”

On 9 September 2014, it was reported by Arab News that with increasing numbers of women in the Saudi workforce, “several government ministries are planning to create security guard jobs for women at hospitals, female-only schools, some shopping centers, wedding halls, and other areas that require female security personnel.”<sup>1449</sup> This would create more jobs for women who are not necessarily highly educated, as well as implement government’s ‘Saudization’ of the jobforce.

On 9 September 2014 the Injaz-Saudi Arabia awards were held which recognized young entrepreneurs. It was stated, “this year’s competition focused on preparing Saudi youths as the future leaders of the entrepreneurship world and involved 691 schools from more than 50 cities around the country.”<sup>1450</sup> The Minister of Education noted that the Ministry “was ready to implement the country’s 10th development plan, which aims to facilitate the Kingdom’s transition to a knowledge-based society.” The Minister of Labor and Education also stated that “[e]ntrepreneurship is essential for supporting the national economy, given its ability to create new valuable jobs for a wide spectrum of graduates and qualified individuals.”

In September 2014 a law was drafted which would limit the amount of hours worked in order to encourage new employees. The government is also “spending billions of riyals to help pay Saudi workers’ salaries, and is setting aside more money to smooth the path of the most sweeping economic reforms in decades.”<sup>1451</sup>

On 12 September 2014, A Shoua Council Committee “recommended a monthly minimum wage of SR2,000 for Saudi employees enrolled with the General Organization for Social Insurance (GOSI) pension scheme in a bid to counter fake nationalization figures.”<sup>1452</sup> Apparently “a large number of Saudi employees working in the private sector earn way less than that amount although employers cook the figures on official records.” In order for the proposal to become binding, it would have to amend several articles in various social insurance clauses.

On 13 September 2014, the Minister of Education, Prince Khaled, emphasized that “the education system should provide students with the skills needed by the country’s labor market and there should be a good balance struck between the country’s values and global realities.”<sup>1453</sup> Prince Khaled “is in the process of equipping 250,000 classrooms and teachers with Internet connectivity, computers and tablets

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<sup>1448</sup> KSA ministries pursue 'Saudi-ization' of economy, Al-Monitor (Washington) 7 September 2014. Date of Access: 15 October 2014. <http://www.al-monitor.com/pulse/business/2014/09/httpalhayatcomarticles4395642----.html#>.

<sup>1449</sup> Female security jobs under study, Arab News (Jeddah) 9 September 2014. Date of Access: 15 October 2014. <http://www.arabnews.com/news/627456>.

<sup>1450</sup> Young Entrepreneurs Become the Toast of Saudi Arabia, Al Arabiya News (Dubai) 11 September 2014. <http://english.alarabiya.net/en/business/economy/2014/09/11/Young-entrepreneurs-become-the-toast-of-Saudi-Arabia.html>.

<sup>1451</sup> Saudi Arabia Cushions Labour Reform with New Hours, Subsidies, Dawn.com (Riyadh) 5 September 2014. Date of Access: 15 October 2014. <http://www.dawn.com/news/1129900>.

<sup>1452</sup> Shoura suggests SR2,000 minimum Saudi wage, Arab News (Riyadh) 12 September 2014. Date of Access: 15 October 2014. <http://www.arabnews.com/saudi-arabia/news/628991>.

<sup>1453</sup> Overhaul of school curriculum planned, Arab News (Riyadh) 13 September 2014. Date of Access: 15 October 2014. <http://www.arabnews.com/saudi-arabia/news/629446>.

as part of a long-term investment in developing a knowledge economy.” Furthermore, Khaled “is also running a program to ensure there is a high literacy rate among government employees.”<sup>1454</sup>

On 14 September, 2014 Saudi Aramco, GE, and Tata Consultancy Services created Saudi Arabia’s first all-female business process service centre. “Supported by the Human Resources Development Fund, it is aimed at supporting the Kingdom’s localization targets and boost economic diversification.”<sup>1455</sup> “[T]he facility will create up to 3,000 local jobs for Saudi women within the next three years [...and will bring] significant value to the Saudi economy and society.”<sup>1456</sup>

In mid-September 2014 the Prince Khaled announced that the Ministry of Education “reportedly reached an agreement with representatives from the Saudi board of chambers to grant professional permits to women, who will be allowed to work from home, working on the design of education programmes.”<sup>1457</sup> The government has been wanting to empower Saudi women economically and considers that “[t]he unprecedented gesture would allow several Saudi women to contribute to the development of education while making money by using their expertise.” It is notable that “[a]n official report in July said that the number of Saudi women employed in the private sector almost doubled in one year to reach 400,000 in 2013.”

On 20 September 2014, Arab News stated that more and more Saudi women are starting to have successful careers in the workplace, however the Ministry of Interior and Passport Department has made it clear that women “still need more training to improve their communication skills.”<sup>1458</sup>

On 21 September 2014, the Saudi Arabia Ministry of Labour opened its first women’s only recruitment office for domestic help. The goal is to ensure privacy for women.<sup>1459</sup>

During 21-24 September 2014, an agreement between labour cooperation was signed between Vietnam and Saudi Arabia which “aims to improve Vietnamese labourers working conditions and incomes in Saudi Arabia.”<sup>1460</sup>

In September 2014 the Ministry of Labour warned it would crack down on companies who were hiring “ghost” women in order to increase their ‘Saudization’ quotas. Penalties would include “heavy financial penalties, cutting off all services from the Human Resources Development Fund, and banning them from hiring new staff.”<sup>1461</sup>

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<sup>1454</sup> Overhaul of school curriculum planned, Arab News (Riyadh) 13 September 2014. Date of Access: 15 October 2014. <http://www.arabnews.com/saudi-arabia/news/629446>.

<sup>1455</sup> Aramco, GE And TCS Open Saudi Arabia’s First All-Female BPO, Gulf Business (Riyadh) 14 September 2014. Date of Access: 15 October 2014. <http://gulfbusiness.com/2014/09/aramco-ge-tcs-open-saudi-arabias-first-female-bpo/#.VDmzVkvVSDR>.

<sup>1456</sup> Aramco, GE And TCS Open Saudi Arabia’s First All-Female BPO, Gulf Business (Riyadh) 14 September 2014. Date of Access: 15 October 2014. <http://gulfbusiness.com/2014/09/aramco-ge-tcs-open-saudi-arabias-first-female-bpo/#.VDmzVkvVSDR>.

<sup>1457</sup> Education ministry gives boost to Saudi women, Gulf News (Dubai) 27 September 2014. Date of Access: 15 October 2014. <http://gulfnews.com/news/gulf/saudi-arabia/education-ministry-gives-boost-to-saudi-women-1.1390742>.

<sup>1458</sup> Saudi women forge ahead in workplace, Arab News (Riyadh) 20 September 2014. Date of Access: 15 October 2014. <http://www.arabnews.com/saudi-arabia/news/632791>.

<sup>1459</sup> Riyadh opens first female office for maid recruitment, Arab News (Riyadh) 22 September 2014. Date of Access: 15 October 2014. <http://www.arabnews.com/news/633776>.

<sup>1460</sup> Vietnam, Saudi Arabia boost labour cooperation, The Voice of Vietnam (Ha Noi) 2 October 2014. Date of Access: 15 October 2014. <http://english.vov.vn/Society/Vietnam-Saudi-Arabia-boost-labour-cooperation/282038.vov>.

<sup>1461</sup> Heavy penalties for hiring female ‘ghost workers’, Arab News (Jeddah) 21 September 2014. Date of Access: 15 October 2014. <http://www.arabnews.com/saudi-arabia/news/633201>.

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 African National Congress (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>1462</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>1463</sup>

On 2 November 2013, the Labour Minister, addressing domestic workers, announced proposed amendments to unemployment insurance to include vulnerable workers, "employees on learner ship, workers who work less than 24 hours a month for an employer and public servants."<sup>1464</sup>

On 12 November 2013, the National Assembly approved the Employment Services Bill and has referred it to the National Council of Provinces (NCOP) for concurrence.<sup>1465</sup> The bill provides for public employment services, facilitates the exchange of information among employers, workers and private employment agencies, and "other specialized services to assist the youth, new entrants into the labour market, and vulnerable work seekers (e.g., persons with disabilities) to find work."<sup>1466</sup> The Opposition criticized the bill claiming that the regulation of employment agencies would not address the issue of abuse of workers' rights.<sup>1467</sup>

On 21 November 2013, the Employment Equity Amendment Bill, which regulates demographic representativeness in the workplace, 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

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<sup>1462</sup> Labour Minister Oliphant commits to completion of amendments to labour laws and transformation of workplaces, Department of Labour (Pretoria) 21 January 2014. Date of Access: 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>1463</sup> Unemployment rate drops as government hires workers, Mail & Guardian (Cape Town) 11 February 2014. Date of Access: 19 February 2014. <http://mg.co.za/article/2014-02-11-unemployment-rate-drops-as-government-hires-workers>

<sup>1464</sup> UIF benefits to improve. South African Government News Agency (Pretoria) 3 November 2013. Date of Access: 20 February 2014. <http://www.sanews.gov.za/south-africa/uif-benefits-improve>

<sup>1465</sup> National Assembly passes Employment Services Bill bringing to four bills passed this year alone, Department of Labour (Pretoria) 12 November 2013. Date of Access: 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>1466</sup> What you need to know about the Employment Services Bill, HR Pulse (Pretoria) 2014. Date of Access: 19 February 2014. <http://www.hrpulse.co.za/legal/employment-services-bill/229053-what-you-need-to-know-about-the-employment-services-bill>

<sup>1467</sup> Employment Services Bill on labour brokers gets go-ahead, Mail & Guardian (Cape Town) 12 November 2013. Date of Access: 19 February 2014. <http://mg.co.za/article/2013-11-12-employment-services-bill-on-labour-brokers-gets-go-ahead>

work of equal value in order to strengthen compliance and enforcement mechanisms and increase non-compliance fines.<sup>1468</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>1469</sup>

On 19 December 2013, the Employment Tax Incentive Bill (better known as the youth wage subsidy Bill) became law, offering tax-based incentives for up to two years to employers hiring youth workers. The measures came into effect in January 2014.<sup>1470</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>1471</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>1472</sup>

Two major bills addressing labour issues received royal assent and became law in the latter part of the review period. On 3 April 2014, the Employment Services Act 2014, signed by President Jacob Zuma, became law.<sup>1473</sup> The Employment Equity Amendment Act, which received assent in January 2014, came into effect few months later on 1 August 2014.<sup>1474</sup>

On 17 June 2014, the South African government announced plans to address the high unemployment rate of youth. Deputy President Cyril Ramaphosa announced government plans to implement a youth employment incentive scheme, which seeks to lower the cost and risk for companies hiring first time workers. Ramaphosa also indicated that at least 60 per cent of jobs in government infrastructure projects had been “set aside for young people” and that colleges and universities in the region would ensure improved skills training.<sup>1475</sup>

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<sup>1468</sup> Employment Equity Bill passed despite DA objections, Mail & Guardian (Cape Town) 21 November 2013. Date of Access: 20 February 2014. <http://mg.co.za/article/2013-11-21-employment-equity-bill-passed-despite-da-objections>

<sup>1469</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. Date of Access: 19 February 2014. <http://www.labour.gov.za/DOL/media-desk/media-statements/2013/department-of-labour2019s-uif-to-fund-a-r300-million-training-programme-with-seta2019s-to-empower-youth-and-unemployed>

<sup>1470</sup> Zuma signs youth wage subsidy Bill into law, Mail & Guardian (Cape Town) 19 December 2013. Date of Access: 20 February 2014. <http://mg.co.za/article/2013-12-19-zuma-signs-youth-wage-subsidy-into-law>

<sup>1471</sup> Blade launches white paper to meet needs of 'neets', Mail & Guardian (Cape Town) 16 January 2014. Date of Access: 19 February 2014. <http://mg.co.za/article/2014-01-16-blade-launches-dhets-white-paper-to-meet-needs-of-the-neets>

<sup>1472</sup> White Paper to expand post schooling, training, South African Government News Agency (Pretoria) 16 January 2014. Date of Access: 19 February 2014. <http://www.sanews.gov.za/south-africa/white-paper-expand-post-schooling-training>

<sup>1473</sup> Government Gazzette Vol 586 (Cape Town) 7 April 2014. Date of Access: 5 October 2014. [www.gov.za/documents/download.php?f=213159](http://www.gov.za/documents/download.php?f=213159)

<sup>1474</sup> Employment Equity Amendment Act commences, The Citizen (Johannesburg) 1 August 2014. Date of Access: 5 October 2014. <http://citizen.co.za/223245/employment-equity-amendment-act-commences/>

<sup>1475</sup> South Africa to tackle youth skills deficit, South Africa Info 17 June 2014. Date of Access: 5 October 2014. [http://www.southafrica.info/business/economy/development/youth-170614.htm#.VDN5j\\_ldVrM#ixzz3FQyY5OUT](http://www.southafrica.info/business/economy/development/youth-170614.htm#.VDN5j_ldVrM#ixzz3FQyY5OUT)

On 9 September 2014, the Deputy President announced that the government was looking at employment tax incentives to address South Africa's youth unemployment rate and called on the private sector to also step up and take on more first-time employees, providing them mentorship support so that they may acquire the skills they need.<sup>1476</sup>

On 3 October 2014, with regards to the Expanded Public Works Programme initially launched in 2004, President Jacob Zuma announced that the upcoming third phase of the program will have as an objective the creation of work opportunities and income support to poor and unemployed people. Moreover, up to six million work opportunities are expected to be created during phase 3, and the president indicated that the bulk of the opportunities created will be for women, youth and people with disabilities.<sup>1477</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.

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>1478</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>1479</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, patriarchy, and other societal factors.<sup>1480</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>1476</sup> Govt to tackle youth unemployment, 9 September 2014 . Date of Access: 5 October 2014.

<http://www.iol.co.za/news/south-africa/govt-to-tackle-youth-unemployment-1.1748118#.VDN22fldVrN>

<sup>1477</sup> South Africa: Six Million Job Opportunities to Be Created Through EPWP, All Africa (Cape Town) 3 October 2014. Date of Access: 5 October 2014 <http://allafrica.com/stories/201410060402.html>

<sup>1478</sup> World Bank hails Turkish government for employment policies, Turkish Weekly (Ankara) 24 January 2014. Date of Access: 16 March 2014. <http://www.turkishweekly.net/news/162002/world-bank-hails-turkish-government-for-employment-policies.html>

<sup>1479</sup> Turkey to send 100 students to Russia for nuclear education, Trend 26 (Ankara) February 2014. Date of Access: 16 March 2014. <http://en.trend.az/regions/met/turkey/2246470.html>

<sup>1480</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>1481</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>1482</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>1483</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>1484</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>1485</sup> Kamran Kuru, Head of EU Coordination Department for the Republic of Turkey Ministry of Labour and Social Security said, “supporting the women entrepreneurship will help to increase the level of welfare of Turkey through encouraging the women in the social and economic life.”

On 10 September 2014, Turkey’s Minister of Finance, Mehmet Şimşek announced that various new legislations had been approved by MPs. Improved working conditions for miners as well as retirement age and working hours were approved.<sup>1486</sup> “Other laws covered the employment of 35,000 new teachers before the end of the year and modifications aimed at streamlining the taxation system”; “[t]he time taken by government officials to implement blocks on internet access in Turkey will be reduced from 24 hours to four”; and “[n]ational sporting clubs facing financial hardship will be allowed to pay tax arrears in installments and staff working in courts facing high workloads will receive increased pay.”

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<sup>1481</sup> World Bank hails Turkish government for employment policies, Turkish Weekly (Ankara) 24 January 2014. Date of Access: 16 March 2014.

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

<sup>1482</sup> Istanbul’s female industrialists establish first-ever platform, Al Monitor (Ankara) 10 March 2014. Date of Access: 16 March 2014. <http://www.al-monitor.com/pulse/culture/2014/03/turkey-women-day-industry-equality-manifesto.html>

<sup>1483</sup> Social Inclusion and Employment in Turkey Conference, WYG Türkiye (Ankara) 10 March 2014. Date of Access: 16 March 2014. <http://www.wyg.com.tr/News/Tabld/81/ArtMID/678/ArticleID/44/Social-Inclusion-and-Employment-in-Turkey-Conference.aspx>

<sup>1484</sup> Turkey: Selected Issues Paper, International Monetary Fund (Washington DC) December 2013. Date of Access: 16 March 2014. <http://www.imf.org/external/pubs/ft/scr/2013/cr13364.pdf>

<sup>1485</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. Date of Access: 16 March 2014. <http://www.ebrd.com/pages/news/press/2014/140307b.shtml>

<sup>1486</sup> Miners Among Beneficiaries of new laws in Turkey, Turkish Weekly (Ankara) 10 September 2014. Date of Access: 10 October 2014. <http://www.turkishweekly.net/news/171721/miners-among-beneficiaries-of-new-laws-in-turkey.html>

On 15 September 2014, the Turkish Statistical Institute released data showing “that Turkey’s seasonally adjusted unemployment rate rose to 9.9 per cent in June, the highest level since January 2011 and up from 9.5 per cent in May. [...] The breakdown suggested that Turkey’s unemployment rate was spurred by slowing job creation mainly in its agriculture and construction sectors.”<sup>1487</sup>

On 20 September 2014, a news article reported that in May 2014, a mining accident claimed 301 lives, and as a result, a new law was brought into place earlier in September 2014 “in response to criticism of bad working conditions for Turkish miners.”<sup>1488</sup> However, “37 coal mines say they have ceased activities because of the financial costs of the new regulations” and “has cost more than 5,000 coal miners their jobs.”

On 26 September 2014, it was reported that many schools were running without principals “after thousands of senior officials in the Ministry of Education who do not support the ruling Justice and Development Party (AK Party) government were removed from their posts.”<sup>1489</sup>

On 30 September 2013, the Turkish government announced its Vision 2023 plan. The plan, that aims to better the quality of the countries workforce, includes increasing the minimum number of years of compulsory education from 8 to 12. The plan notes that “[t]o improve the quality of education, education spending has become the top item in our national budget [and i]t now accounts for nearly a quarter of tax revenues.”<sup>1490</sup> Do far, “nearly half a million new teachers during the past 12 years [have been hired] and [there has been an increase[...] in] the use of education technologies, including broadband connections and smart boards for classrooms, and free tablets for students. “ Another phase of the plan discusses the requirement increase “labor-market flexibility and participation.” Education is viewed as a key ingredient in achieving this goal; particularly in increasing the number of Turkish women in the workforce.” Finally, the plan emphasizes The governments desire to focus on innovation and technology. There is a “need for additional reforms and investment aimed at boosting productivity through technological advancement.”

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*

### **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 “this project is

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<sup>1487</sup> Turkey’s Weak Economy Hits Jobs, The Wall Street Journal (Istanbul) 15 September 2014. Date of Access: 10 October 2014. <http://online.wsj.com/articles/turkeys-weak-economy-hits-jobs-1410782673>

<sup>1488</sup> New Turkish safety Law Costs 5000 Coal Miners Jobs, Middle East Online (Ankara) 18 September 2014. Date of Access: 10 October 2014. <http://www.middle-east-online.com/english/?id=68078>

<sup>1489</sup> Schools in İstanbul suffer from lack of principals, Today’s Zaman (Istanbul) 26 September 2014. Date of Access: 15 October 2014. [http://www.todayszaman.com/\\_schools-in-istanbul-suffer-from-lack-of-principals\\_359925.html](http://www.todayszaman.com/_schools-in-istanbul-suffer-from-lack-of-principals_359925.html)

<sup>1490</sup> How Turkey Will Escape the Middle-Income Trap, The Wall Street Journal (Ankara) September 2014. Date of Access: 10 October 2014. <http://online.wsj.com/articles/how-turkey-will-escape-the-middle-income-trap-1412100409>



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>1491</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>1492</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>1493</sup>

On 17 December 2013 the UK government published a strategy that proposes several initiatives to “to help more disabled people and those with health conditions get into and stay in work.”<sup>1494</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>1495</sup>

On 3 March 2014, the government of the United Kingdom launched a “Job Fit,” pilot program in a London neighborhood that targets ethnic minorities who experience larger rates of un-employment than rest of the country.<sup>1496</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 courses, such as courses that teach balloon artistry.<sup>1497</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

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<sup>1491</sup> Millions in government funding made available to target industrial strategy skills training, Department of Business, Innovation and Skills (London) 9 September 2013. Date of Access: 9 March 2014. <https://www.gov.uk/government/news/millions-in-government-funding-made-available-to-target-industrial-strategy-skills-training>

<sup>1492</sup> See A Doctor Or Lose Your Benefits, DWP Orders Britain’s Sick, Welfare News Service (London) 4 November 2013. Date of Access: 9 March 2014. <http://welfarenewsservice.com/see-doctor-lose-benefits-dwp-orders-britains-sick/>

<sup>1493</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 of Access: 9 March 2014.

<https://www.gov.uk/government/news/work-programme-competitive-market-delivering-constant-improvement>

<sup>1494</sup> Disability and health employment strategy launched, Department for Work and Pensions (London) 17 December 2013. Date of Access: 9 March 2014. <https://www.gov.uk/government/news/disability-and-health-employment-strategy-launched>

<sup>1495</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. Date of Access: 10 March 2014. <https://www.gov.uk/government/new-government-support-to-encourage-manufacturing-production-back-to-the-uk>

<sup>1496</sup> New jobs pilots to tackle black and minority ethnic employment gap, Department for Work and Pensions (London) 3 March 2014. Date of Access: 9 March 2014. <https://www.gov.uk/government/news/new-jobs-pilots-to-tackle-black-and-minority-ethnic-employment-gap>

<sup>1497</sup> Government axe falls on 5,000 low value adult vocational qualifications, Department of Business, Innovation, and Skills (London) 5 March 2014. Date of Access: 9 March 2014. <https://www.gov.uk/government/news/government-axe-falls-on-5000-low-value-adult-vocational-qualifications>

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>1498</sup>

On 11 March 2014, Science Minister David Willetts announced GBP300 million in funding to scientific research in new technologies as part of governmental long-term economic plan. Once completed, the projects that received the funding are expected to “help grow new industries and create new jobs.”<sup>1499</sup>

On 12 March 2014, the United Kingdom’s government increased the minimum wage for adults by 3 per cent, which increased the minimum wage GBP6.5. As young people in the United Kingdom experience higher rates of unemployment compared to their adult counterparts, the minimum wage of young people was only increased by 2 per cent, making them more relatively attractive to employers.<sup>1500</sup>

On 10 April 2014, the Minister of State for Skills and Enterprise Matthew Hancock published Statutory Guidance on career guidance and inspiration in schools. The guidance outlines a framework for the provision of advice and guidance regarding the Guidance “strengthens the requirement for schools to build links with employers and emphasizes the need to provide pupils with direct experience of the world of work, a clear view of the labour market and a good understanding of progression routes through education, including apprenticeships and university.”<sup>1501</sup>

On 10 April 2014, Deputy Prime Minister Nick Clegg announced that GBP300 million of the Regional Growth Fund will be invested in 50 projects across the country to help expand business and create more jobs in the supply chains. This investment from the government is expected to “unlock GBP1.9 billion of additional private sector investment.”<sup>1502</sup>

On 11 April 2014, United Kingdom’s Secretary of Business Vince Cable announced that the government will provide GBP100 million in funding to “to help companies strengthen their domestic supply chains and create or safeguard thousands of jobs.”<sup>1503</sup> This is part of the broader initiative of the United Kingdom’s government to ‘Re-shore’ companies.

On 17 April 2014, the Department for Business, Innovation and Skills along with the Department for Work and Pension announced that Local Enterprise Partnership areas for the regions of Inner London, Merseyside, Southwest Scotland, Tees Valley & Durham and West Midlands along with several towns and cities will receive GBP170 million through the Youth Employment Initiative. The Local Enterprise Partnership areas are to use the funding “to extend provision of apprenticeships, work experience

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<sup>1498</sup> Work Programme – competitive market delivering constant improvement, Department of Work and Pension (London) 6 March 2014. Date of Access 9 March 2014. <https://www.gov.uk/government/news/work-programme-competitive-market-delivering-constant-improvement>

<sup>1499</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. Date of Access: 11 March 2014. <https://www.gov.uk/government/news/300-million-investment-to-support-growth-and-jobs-in-uk-science>

<sup>1500</sup> The government accepts wage rate recommendations, Department for Business, Innovations and Skills & The Low Pay Commission (London) 12 March 2014. Date of Access: 7 October 2014. <https://www.gov.uk/government/news/the-government-accepts-wage-rate-recommendations>

<sup>1501</sup> Written statement to Parliament on Careers guidance, Department for Business, Innovations and Skills & Department of Education (London) 10 April 2014. Date of Access: 7 October 2014. <https://www.gov.uk/government/speeches/careers-guidance>

<sup>1502</sup> Regional Growth Fund Round 5 funding announced by Nick Clegg, Office of the Deputy Prime Minister & Department for Business, Innovations and Skills & Department of Education (London) 10 April 2014. Date of Access: 7 October 2014 <https://www.gov.uk/government/news/regional-growth-fund-round-5-funding-announced-by-nick-clegg>

<sup>1503</sup> Vince Cable: £100 million to support domestic supply chains and create new jobs, Department for Business, Innovations and Skills (London) 11 April 2014. Date of Access: 7 October 2014. <https://www.gov.uk/government/news/vince-cable-100-million-to-support-domestic-supply-chains-and-create-new-jobs>

placements and youth entrepreneurship programmes or develop new and innovative youth employment programmes based on their understanding of the local economy.”<sup>1504</sup>

On 16 April 2014, Housing Minister Kris Hopkins and Skills and Enterprise Minister Matthew Hancock introduced the London STRIVE (Skills, Training, Innovation and Employment), a pre-employment programme that will “give the most vulnerable homeless people the right skills and training to get into work.”<sup>1505</sup> In its pilot phase it will help 100 homeless people over a two-year period enabling them to enter into the work force.

On 23 April 2014, Business Secretary Vince Cable announced GBP133 million in funding towards projects that aim to put Formula 1 fuel technology into buses and diggers. This initiative is expected to secure 30 000 jobs in the engine manufacturing sector. The funding is derived from the Advanced Propulsion Centre (APC), which was established by the government “to turn technologies into products.”<sup>1506</sup>

On 28 April 2014, new intensive measures called ‘Help to Work’ came into effect. The ‘Help to Work Scheme’ requires the long-term unemployed to visit a job centre and receive intensive coaching or take part in a six-month work placement. Those who fail to do so may potentially lose their government benefits for a limited time period. The scheme is expected to help the long-term unemployed overcome their “barriers to work” and build the skills needed to secure a full-time job.<sup>1507</sup>

According to the IPPR, there is a “striking mismatch between what young people are training for and the types of jobs available” within the United Kingdom. For example, 94 000 people were trained in hairstyling and cosmetology when only 18 000 jobs were available in that sector. Meanwhile, only 123 000 were trained in the construction and engineering sectors when there were 275 000 jobs advertised.<sup>1508</sup>

On 7 May 2014, Chancellor of the Exchequer George Osborne launched the ‘Your Life’ campaign “to boost participation in science, technology, engineering and maths at school and beyond.”<sup>1509</sup> The campaign has also induced 170 businesses such as Google, Microsoft, L’Oreal, and Nestle who have pledged to highlight the career opportunities in STEM subjects, and have committed to create over 2,000 new entry level positions including apprenticeships, graduate jobs or paid work experience posts.

On 27 May 2014, Deputy Prime Minister Nick Clegg announced that unemployed youths between the ages of 16 and 17 “who are not in education, employment or training and not in receipt of an income-

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<sup>1504</sup> £170 million to help young people find jobs, Department for Business Innovation and Skills & Department for Work and Pension (London) 17 April 2014. Date of Access: 7 October 2014. <https://www.gov.uk/government/news/170-million-to-help-young-people-find-jobs>

<sup>1505</sup> New support to give homeless people ‘basic building blocks’ for work, Department for Communities and Local Government & Department of Business, Innovation and Skills (London) 16 April 2014. Date of Access: 7 October 2014. <https://www.gov.uk/government/news/new-support-to-give-homeless-basic-building-blocks-for-work>

<sup>1506</sup> Vehicles of the future get £130 million investment, Department of Business, Innovation and Skills (London) 23 April 2014. Date of Access: 7 October 2014. <https://www.gov.uk/government/news/vehicles-of-the-future-get-130-million-investment>

<sup>1507</sup> Help to Work: nationwide drive to help the long-term unemployed into work, Prime Minister’s Office & the Department for Work and Pension (London) 28 April 2014. Date of Access: 7 October 2014. <https://www.gov.uk/government/news/help-to-work-nationwide-drive-to-help-the-long-term-unemployed-into-work>

<sup>1508</sup> Full economic recovery ‘will not solve youth unemployment’, BBC News (London) 13 August 2014. Date of Access: 7 October 2014. <http://www.bbc.com/news/business-28765465>

<sup>1509</sup> Over 2000 new jobs and apprenticeships from leading STEM organisations, HM Treasury (London) 7 May 2014. Date of Access: 7 October 2014. <https://www.gov.uk/government/news/over-2000-new-jobs-and-apprenticeships-from-leading-stem-organisations>

based benefit’ will be given access to ‘Jobcentre’ coaches and receive individual help to find work and training.<sup>1510</sup> This plan is expected reduce the young persons’ chances of long-term un-employment.

On 12 June 2014, Minister of Skills and Enterprise Matthew Hancock announced GBP30 million in funding to increase the “supply” of engineers, encourage more women to join the engineering sector, and address the engineering skills shortages. The fund will “enable engineering companies to establish training programmes to develop future engineers and boost the number of women in the profession.”<sup>1511</sup>

On 13 July 2014, Minister for Pensions Steve Webb introduced the ‘Fuller Working Lives’ framework. The framework states that the United Kingdom economy would gain GBP18 billion if the employment gap between persons between 40-49 years of age and people over 50 was reduced by half and outlines the benefits of hiring older persons. The objective of the framework is to increase employment rates amongst older persons by creating awareness amongst British businesses of their potential.<sup>1512</sup>

On 14 July 2014, Minister of Skills and Enterprise Matthew Hancock announced that the government will collaborate with employer, charities, and industry experts to help members of underrepresented groups enter the ‘creative industries’ such as film making, design and television production. The Minister also announced that the government will provide GBP4 million in funding towards this initiative. This initiative is expected to provide 300 young people from ethnic minority groups with living wage internships.<sup>1513</sup>

On 14 July 2014, the government began to promote the GBP16 Million Youth Engagement Fund across the country. The objective of the Youth Engagement Fund is to help 18 000 disadvantaged youth gain employment. The funding operates through a payment by results system. The government will provide funding to investors (social sector organisations, schools, local authorities, social investors and intermediaries) who develop innovative initiatives, provided that the initiatives are successful and have achieved positive outcomes.<sup>1514</sup>

The youth unemployment in UK dropped significantly since the beginning of the compliance cycle. On 13 November 2013, the IPPR reported a youth unemployment rate of 21 per cent.<sup>1515</sup> By 17 September 2014, the UK government reported a 5 per cent drop in youth unemployment rate at 16.6 per cent.<sup>1516</sup>

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<sup>1510</sup> Help for 16 and 17 year olds to catch up, keep up and find work, Deputy Prime Minister’s Office & Department for Work and Pensions (London) 27 May 2014. Date of Access: 7 October 2014. <https://www.gov.uk/government/news/help-for-16-and-17-year-olds-to-catch-up-keep-up-and-find-work>

<sup>1511</sup> £30 million fund to secure supply of engineers and boost number of women in sector, Department of Business, Innovation and Skills (London)12 June 2014. Date of Access: 7 October 2014.<https://www.gov.uk/government/news/30-million-fund-to-secure-supply-of-engineers-and-boost-number-of-women-in-sector>

<sup>1512</sup> Helping business to wake up to older workers’ untapped potential, Department for Work and Pensions (London) 13 July 2014. Date of Access: 7 October 2014. <https://www.gov.uk/government/news/helping-business-to-wake-up-to-older-workers-untapped-potential>

<sup>1513</sup> Skills Minister announces multi-million pound drive to boost diversity in creative industries, Department of Business, Innovation and Skills (London)14 July 2014. Date of Access: 7 October 2014. <https://www.gov.uk/government/news/skills-minister-announces-multi-million-pound-drive-to-boost-diversity-in-creative-industries>

<sup>1514</sup> £16 million Youth Engagement Fund promoted around the country, Cabinet Office, Department for Work and Pensions & the Ministry of Justice (London) 14 July 2014. Date of Access: 7 October 2014. <https://www.gov.uk/government/news/16-million-youth-engagement-fund-promoted-around-the-country>

<sup>1515</sup> Youth unemployment up, while adult unemployment falls, IPPR (London) 13 November 2012. Date of Access: 8 October 2014. <http://www.ippr.org/news-and-media/press-releases/youth-unemployment-up-while-adult-unemployment-falls>

During the compliance period, 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.

*Analysts: Harinya Shanthakumar*

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

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

The employment rate in the United States has “plunged from 73 [per cent] of the population in late 2007 to below 59 [per cent] in 2009” and it has remained stuck ever since.<sup>1517</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>1518</sup> The percentage of Americans who are “working-age adults on [disability insurance] has risen from 1.3 [per cent] in 1970 to 4.6 [per cent] in 2013.”

On 17 September 2014, the United State 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 disabilities.”<sup>1519</sup> The significance of this extension is twofold as it will: (1) “result in nearly two million direct care workers [...] receiving the same basic protection already provided to most U.S. workers”; and (2) “it will also 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. [...] with] approximately 90 [per cent of them] women, and nearly 50” per cent of them consisting of minority groups, the extension of the Fair Labor Standards Act is set to increase the protection of vulnerable groups. The rule is set “to be effective [January] 1, 2015.”

In November 2014, President Barak Obama committed USD100 million “in new grant funds for school like P-Tech to carry on their experiments in education.”<sup>1520</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

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<sup>1516</sup> Youth unemployment statistics - Commons Library Standard Note, Department of Statistics and Policy (London) 17 September 2014. Date of Access: 8 October 2014. <http://www.parliament.uk/business/publications/research/briefing-papers/SN05871/youth-unemployment-statistics>

<sup>1517</sup> Unemployment in America: Closing the gap, The Economist (New York) 15 February 2014, Date of Access: 1 March 2014. <http://www.economist.com/news/finance-and-economics/21596529-americas-labour-market-has-suffered-permanent-harm-closing-gap>

<sup>1518</sup> Labour Markets: Gone for good, The Economist (New York) 2 October 2013. Date of Access: 1 March 2014. <http://www.economist.com/blogs/freeexchange/2013/10/labour-markets>

<sup>1519</sup> Minimum wage, overtime protections extended to direct care workers by US Labor Department, U.S Department of Labor (Washington) 17 September 2013. Date of Access: 25 February 2014. <http://www.dol.gov/opa/media/press/whd/WHD20131922.htm>

<sup>1520</sup> The School That Is Changing American Education, The Time (New York) 13 February 2014. Date of Access: 20 February 2014. <http://time.com/10038/the-school-that-is-changing-american-education/>

craft the curriculum so graduates are ready for good jobs”; (3) “the payoff: a promise of a job at graduation.” Currently only 8 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 of the United States released the Budget and Economic Outlook: 2014 to 2024. This document revealed that while the “real GDP [...] 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>1521</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 18 February 2014, the Congressional Budget Office published 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.” The CBO 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<sup>1522</sup> (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, and also worth about one-half of a percentage point of the increase in the unemployment rate).”<sup>1523</sup> 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 International Labour Organization’s 2014 Global Employment Trends report revealed that “long-term unemployment affects more than 40 per cent of all jobseekers” in the United States.<sup>1524</sup> The rate of underemployed person has nearly doubled from 8.3 per cent in 2008 to 14.3 per cent in 2013.

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<sup>1521</sup> The Budget and Economic Outlook: 2014 to 2024, Congressional Budget Office (Washington) 4 February 2014. Date of Access: 02 March 2014. <http://www.cbo.gov/publication/45010>

<sup>1522</sup> The Congressional Budget Office has estimated that the current number of the long-term unemployed ranges around 4 million Americans versus 1.3 million pre-recession. The Slow Recovery of the Labor Market, Congressional Budget Office (Washington) 14 February 2014. Date of Access: 01 March 2014. <http://www.cbo.gov/sites/default/files/cbofiles/attachments/45011-LaborMarket-OneCol.pdf>

<sup>1523</sup> The Slow Recovery of the Labor Market, Congressional Budget Office (Washington) 14 February 2014. Date of Access: 01 March 2014. <http://www.cbo.gov/sites/default/files/cbofiles/attachments/45011-LaborMarket-OneCol.pdf>

<sup>1524</sup> Global Employment Trends 2014: Risk of a jobless recovery?, The International Labour Organization (Geneva) 2014. Date of Access: 06 October 2014. [http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\\_233953.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_233953.pdf)

Furthermore, between 2007 and 2014, the rate of youth aged 15-29 “that are neither in employment, nor in education or training (NEET), has increased by approximately 5 [per cent].”

On 4 March 2014, the Department of Labor (DOL) submitted its FY 2015 request with the vision of “promoting and protecting opportunity for American job seekers, workers, retirees, and employers, which is critical to America’s continued economic recovery and long-term competitiveness.”<sup>1525</sup> The budget suggests to allocate USD1.5 in an effort to support “Community College Job-Driven Training Fund, which will offer competitive grants to partnerships of community colleges, public and non-profit training entities, industry groups, and employers to launch new training programs and apprenticeships that will prepare participation for in-demand jobs and careers.” This will enable employers to find workers with the right skills. Furthermore, the DOL equally requested USD 15 million to address long-term unemployment by developing “partnerships to develop employment and training strategies targeted to particular in-demand industry sectors in regional economies.” The department further emphasizes that they “built the Department’s FY 2015 request around proposals that bolster our efforts to provide workers with clearer opportunities for good jobs.”

In September 2014, the United States Department of Labor announced that 142,000 jobs had been added in August. This is “the lowest figure this year and one that ends a streak of months in which the economy added more than 200,000 new positions.”<sup>1526</sup> Furthermore, the labour force participation has been decreasing since the financial crisis of 2008 from around 66 per cent to around 62.7 per cent now.<sup>1527</sup> This brings into question whether “a large part of the decline in the participation rate is structural” or cyclical which will be important to determine if proper policy initiative are to be taken. Karen Kosanovich, an economist at the Bureau of Labor Statistics, mentioned that it is particularly worrisome that there are so few people entering into the labour force. She equally emphasized that “[t]he figures [in August] showed it was a broad-based decline in participation not limited to one age group or sex.”<sup>1528</sup>

On 2 October 2014, President Obama gave a speech at Northwestern University during which he emphasized on several proposals including a minimum wage increase (to USD 10 per hour), more job training, more college loans in order for Americans to get higher education for better employment.<sup>1529</sup> President Obama noted that the federal government has “invested in more than 700 community colleges — which are so often gateways to the middle class — and [the government is hoping that by] them with employers to train high school graduates for good jobs in fast-growing fields like high-tech manufacturing and energy and IT and cybersecurity.” He also mentioned that “the unemployment rate has come down from a high of 10 percent in 2009, to 6.1 percent today.”

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<sup>1525</sup> Budget in Brief: FY 2015, Department of Labor (Washington) March 2015. Date of Access: 6 October 2014. [http://www.doleta.gov/budget/docs/FY2015\\_BIB\\_ETA\\_Excerpts.pdf](http://www.doleta.gov/budget/docs/FY2015_BIB_ETA_Excerpts.pdf)

<sup>1526</sup> Rushe, Dominic., Inman, Phillip. US job growth slows to its lowest level this year., The Guardian (London) 5 September 2014. Date of Access: 30 September 2014. <http://www.theguardian.com/business/2014/sep/05/us-job-growth-slows>

<sup>1527</sup> Databases, Tables & Calculators by Subject., Bureau of Labour and Statitics (Washington) 2014. Date of Access: 06 October 2014. <http://data.bls.gov/timeseries/LNS11300000>

<sup>1528</sup> Stiwell, Victoria. Workforce Participation at 36-Year Low as Jobs Climb. Bloomberg (\*\*\*) 2 May 2014. Date of Access: 6 October 2014. <http://www.bloomberg.com/news/2014-05-02/workforce-participation-at-36-year-low-even-as-more-jobs-beckon.html>

<sup>1529</sup> Remarks by the President on the Economy -- Northwestern University, The White House (Washington) 2 October 2014. Date of Access: 6 October 2014. <http://www.whitehouse.gov/the-press-office/2014/10/02/remarks-president-economy-northwestern-university>

During the compliance period the U.S. 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: 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>1530</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>1531</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>1532</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>1533</sup> It has also proposed EUR3 million in funding for Italy to retrain the 1,146 redundant workers in their TV manufacturing industry.

On 25 June 2014, the European Commission proposed to fund Greece EUR6 million in order to “help 508 former workers of the bakery manufacturer Nutriart and its providers and downstream producers find new jobs, and to help 505 young people not in employment, education or training.” On 5 September 2014, the European Commission proposed EUR911 thousand funding to Belgium, from the European Globalisation Adjustment Fund, to help 752 former workers of the defunct steel producer Carsid S.A. find new jobs.

On 10 March 2014, the EU’s Council of Ministers adopted a Quality Framework on Traineeships, which “enables trainees to acquire high-quality work experience under safe and fair conditions, and to

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<sup>1530</sup> Employment: Commission proposes to improve EURES job search network, European Commission (Brussels) 17 January 2014. Date of Access: 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>1531</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 of Access: 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>1532</sup> First ever “Jobs for Youth” financing for SMEs in Poland, European Investment Bank (Warsaw) 30 January 2014. Date of Access: 5 March 2014. [http://europa.eu/rapid/press-release\\_BEL-14-17\\_en.htm](http://europa.eu/rapid/press-release_BEL-14-17_en.htm)

<sup>1533</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 of Access: 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)



increase their chances of finding a good quality job.”<sup>1534</sup> The framework also calls upon all Member States to adapt their legislation in accordance with the principles outlined in the framework.

On 9 April 2014, the European Commission proposed that a European Platform be created in order to increase cooperation within the EU “to prevent and deter undeclared work more effectively.”<sup>1535</sup> The idea is to set up a “[p]latform [that] would bring together various national enforcement bodies involved in the fight against undeclared work, [which is] a phenomenon that causes serious damage to working conditions, fair competition and public budgets.” The EU Commissioner for Employment, Social Affairs and Inclusion László Andor, reiterated the importance of decreasing the job informality stating that “[u]ndeclared work deprives workers of social protection, puts their health and safety at risk and lowers labour standards [and it] also undermines fair competition for businesses and endangers the sustainability of public finances and social security systems.”

On 5 May 2014, the European Commission announced during a press release the adoption of a ‘Partnership Agreement’ with Denmark. The ‘Partnership Agreement’ will set down “the strategy for the optimal use of European Structural and Investment Funds in the country’s regions and cities.” The European Commission will provide Denmark with EUR553 million towards Cohesion Policy funding and EUR629 million towards rural development. Denmark was the first of the 28 Member States to adopt a ‘Partnership Agreement,’ with the European Commission.<sup>1536</sup> As of October 7 2014, Bulgaria, Cyprus, Czech Republic, Finland, France, Germany, Greece, Hungary, Netherlands, Poland and Romania have also adopted a “Partnership Agreement” with a European Commission at various dates, and were awarded various sums of funding. These investments are expected to “help tackle unemployment; boost competitiveness and economic growth through support to innovation, training and education in cities, towns and rural areas; promote entrepreneurship; and fight social exclusion.”

According to Eurostat, 21.6 percent of people under the age of 25 across Europe are un-employed.<sup>1537</sup> On 22 April, the EU pledged EUR6 billion in funding through the Youth Employment Initiative and adopted ‘Youth Guarantee’ to alleviate this issue. If successfully implemented, ‘Youth Guarantee’ would structurally reform the Member States’ training, job-search and education systems to drastically improve school-to-work transitions and the employability of young people. The EU has adopted several policies and provided funding to numerous EU Member States to help them implement ‘Youth Guarantee.’<sup>1538</sup>

On 3 June 2014, the European Union adopted the French national Operational Programme for the implementation of the Youth Employment Initiative. France received EUR620 million in total funding “to help young people not in employment, education or training find jobs.”<sup>1539</sup>

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<sup>1534</sup> Youth employment: Commission welcomes adoption of Quality Framework to improve quality of traineeships, European Commission (Brussels) 10 March 2014. Date of Access: 7 October 2014. [http://europa.eu/rapid/press-release\\_IP-14-236\\_en.htm](http://europa.eu/rapid/press-release_IP-14-236_en.htm)

<sup>1535</sup> Undeclared work: Commission proposes new Platform to improve prevention and deterrence, (Brussels) 9 April 2014. Date of Access: 7 October 2014. [http://europa.eu/rapid/press-release\\_IP-14-387\\_en.htm](http://europa.eu/rapid/press-release_IP-14-387_en.htm)

<sup>1536</sup> European Commission adopts EU's first ‘Partnership Agreement’ on using EU Structural and Investment Funds for growth and jobs in 2014-2020(Brussels) 5 May 2014. Date of Access: 7 October 2014. [http://europa.eu/rapid/press-release\\_IP-14-514\\_en.htm](http://europa.eu/rapid/press-release_IP-14-514_en.htm)

<sup>1537</sup> Europe Sacrifices a Generation With 17-Year Unemployment Impasse, Bloomberg BusinessWeek (Milan) 7 October 2014. Date of Access: 7 October 2014. <http://www.businessweek.com/news/2014-10-07/europe-sacrifices-a-generation-with-17-year-unemployment-impasse>

<sup>1538</sup> The EU Youth Guarantee, European Commission (Brussels) 16 September 2014. Date of Access: 7 October 2014. [http://europa.eu/rapid/press-release\\_MEMO-14-530\\_en.htm](http://europa.eu/rapid/press-release_MEMO-14-530_en.htm)

<sup>1539</sup> Youth Employment Initiative: €620 million to tackle youth unemployment in France, European Commission (Brussels) 3 June 2014. Date of Access: 7 October 2014. [http://europa.eu/rapid/press-release\\_IP-14-622\\_en.htm](http://europa.eu/rapid/press-release_IP-14-622_en.htm)

On 11 July 2014, Italy received EUR 1.1 billion from the EU budget to implement ‘Youth Guarantee’ within Italy.<sup>1540</sup>

On 23 September 2014, the EU launched a new cooperation structure called the Public Employment Services Network. The network will help the EU Member States “coordinate their policies and actions against unemployment.”<sup>1541</sup> This network will also help EU Member States provide improved assistance to youth and is “particularly important for the practical implementation of the Youth Guarantee, the ambitious EU-wide reform aiming to help all jobless people under 25 to find employment.”

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.

*Analysts: Harinya Shanthakumar*

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<sup>1540</sup> Youth Employment Initiative: €1.1 billion of EU money to tackle youth unemployment in Italy, European Commission (Brussels) 11 July 2014. Date of Access: 7 October 2014. [http://europa.eu/rapid/press-release\\_IP-14-826\\_en.htm](http://europa.eu/rapid/press-release_IP-14-826_en.htm)

<sup>1541</sup> Undeclared work: Commission proposes new Platform to improve prevention and deterrence, (Brussels) 9 April 2014. Date of Access: 7 October 2014. [http://europa.eu/rapid/press-release\\_IP-14-387\\_en.htm](http://europa.eu/rapid/press-release_IP-14-387_en.htm)