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with the  
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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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## 12. Employment: Job Creation

“[We commit to] stimulate the creation of formal jobs [through pro-growth structural reforms in product and labour markets, including by promoting labour market adaptability and efficiency, ensuring adequate labour protection, as well as appropriate tax regimes and other government initiatives that may be required according to national circumstances].”

*St. Petersburg G20 Leaders' Declaration*

### Assessment

	Lack of Compliance	Partial Compliance	Full Compliance
Argentina			+1
Australia			+1
Brazil			+1
Canada			+1
China			+1
France			+1
Germany			+1
India			+1
Indonesia			+1
Italy			+1
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		+1.0	

### Background

Commitments on reducing unemployment and creating decent jobs have been part of the G20 agenda since the 2009 London Summit. The key role of job creation in economic recovery was stipulated in the Framework for Strong, Sustainable and Balanced Growth agreed at the 2009 Pittsburgh Summit. The G20 leaders reinforced this emphasis at the summits in Toronto and Seoul.<sup>1981</sup> At the Cannes Summit, leaders set up the G20 Task Force on Employment to provide input to the G20 labour and employment ministerial meeting.<sup>1982</sup> They tasked international organizations such as the International Monetary Fund, International Labour Organization and the World Bank to monitor how economic reforms impact job creation. At the St. Petersburg Summit the leaders emphasized the creation of quality jobs as a way to “reducing inequality, ensuring effective social protection and labour market

<sup>1981</sup> G20 Labour and Employment Ministers' Conclusions, G20 Information Centre (Toronto) 27 September 2011. Access Date: 5 February 2012. <http://www.g20.utoronto.ca/2011/2011-labour-110927-en.html>.

<sup>1982</sup> Cannes Summit Final Declaration: Building Our Common Future, G20 Information Centre (Toronto) 4 November 2011. Access Date: 3 February 2012. <http://www.g20.utoronto.ca/2011/2011-cannes-declaration-111104-en.html>.

adaptability.”<sup>1983</sup> In this context the creation of formal jobs is a measure to reduce informal employment and, thus, providing more people with decent working conditions and wages.

### **Commitment Features**

The commitment requires the G20 members to take measures to create formal jobs, including, but not limited to, structural reforms in product and labour markets, promoting labour market adaptability and efficiency, ensuring adequate labour protection, adopting favourable tax regimes.

For the purposes of analysis, possible measures can fall into two categories: measures on the demand side (including structural reforms in product and labour markets and other measures, to promote formal labour market efficiency) and measures to increase labour supply (including by enhancing labour protection mechanisms, social security systems and improving safety conditions for workers).

The G20 Labour and Employment Ministers’ Declaration from 18-19 July 2013 recommended the leaders to consider the following measures:<sup>1984</sup>

Measures on the demand side:

1. Implementing fiscal and monetary policies that promote inclusive growth and confidence and support aggregate demand;
2. Developing a business environment that ensures fair competition, access to financing, especially for small and medium-sized enterprises, and fosters entrepreneurship, including those led by young entrepreneurs, innovation and investment;
3. Investing in infrastructure to increase growth, productivity and employment.

Measures on the supply side:

1. Promoting formal work activities by increasing the skills and productivity of workers in the informal sector and strengthening labour inspection and social protection to enhance the quality of employment;
2. Improving the matching of skills with job opportunities, through better labour market information and effective employment services, and supporting structural adjustments in employment by making workers’ mobility more secure;
3. Continuing to modernize and strengthen national social protection systems to enhance their effectiveness, efficiency, coverage, social adequacy and sustainability, including by developing access for all to national social protection floors;
4. Better aligning and monitoring the relationship between productivity growth, employment and wages, including those set through country specific social dialogue institutions, mechanisms, including collective bargaining;
5. Enhancing the level and coverage of minimum wages, with respect to national wage setting systems to address working poverty and inequality while contributing to domestic demand;
6. Ensuring decent health and safety working conditions for all workers;
7. Promoting inclusive labour markets by allowing multiple forms of work for those who desire such forms while ensuring full respect for workers’ rights and access to social protection.<sup>1985</sup>

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<sup>1983</sup> St. Petersburg G20 Leaders’ Declaration, Russia’s G20 Presidency 6 September 2013. Access Date: 19 January 2014. <http://en.g20russia.ru/load/782795034>.

<sup>1984</sup> While the list provides useful examples of the measures that can be taken by the G20 members to promote formal jobs creation, it is not comprehensive, and the members can resort to different policy actions, especially considering various national circumstances.

Thus, to achieve full compliance G20 members must take steps aimed at both supply and demand sides.

### Scoring Guidelines

-1	Member does not take steps to create formal jobs on both the supply and demand sides.
0	Member takes steps to create formal jobs either on supply OR on demand side.
+1	Member takes steps to create formal jobs on both the supply and demand sides.

#### Argentina: +1

Argentina has fully complied with the commitment to stimulate the creation of formal jobs.

On 24 March 2014, Argentina ratified the Domestic Workers Convention of 2011 (No. 189) of the International Labour Organization (ILO). Argentina became the 13th ILO member and the sixth Latin American member to ratify this convention to improve the working and living conditions of domestic workers. Guy Ryder, ILO Director General, stated: “The ratification of Convention No. 189 by Argentina confirms and strengthens the leading role of Latin American countries in endorsing the Convention, so ensuring that domestic workers enjoy not only fundamental rights at work but also the full range of other labour rights. I hope that this ratification will be of good example for other countries.”<sup>1986</sup>

On 23 June 2014, Undersecretary for Labour Inspection of the Labour Ministry Guillermo Alonso Navone presented the Law No. 26.940 at the meeting attended by the Governor José Luis Gioia, legislators and provincial officials. The law contains a number of measures reducing labor costs for small businesses.<sup>1987</sup>

On 30 June 2014, Minister of Labour Carlos Tomada opened the Centre “Centro de Orientación y Atención” in Tigre aiming to promote actions improving employment level and contributing to equal employment opportunities for workers. The Center will interview people and orient them in labour market as well as link employers and people seeking jobs.<sup>1988</sup>

On 31 July 2014, several agreements were signed by the Minister of Labour Carlos Tomada and Governor of Jujuy Eduardo Fellner in order to foster employment and improve skills of workers in the province, especially those in to the tobacco, citrus and sugar sectors. The first agreement aims to improve the employability and promote subsequent employment of unemployed workers. In the framework of this act a number of trainings for new-comers within Job Placement Program (PIL) will be held. The second agreement establishes the creation of the Committee devoted to adopting employees knowledge about labour market demand and job opportunities. Agreement aims to facilitate economic development and social training programs. Other agreements signed by the Minister and the Governor will be executed within Intercosecha 2014 Program for unemployed workers engaged in tobacco, citrus and sugar industries in the province of Jujuy. The purpose of program actions is to

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<sup>1985</sup> G20 Labour and Employment Ministers’ Declaration, Russian G20 Presidency 19 July 2013. Access Date: 21 January 2014. <http://en.g20russia.ru/load/781649316>.

<sup>1986</sup> Argentina ratifica el convenio sobre las trabajadoras y trabajadores domésticos. 25 March 2014. [http://www.trabajo.gov.ar/downloads/otros/140325\\_convenio\\_eng.pdf](http://www.trabajo.gov.ar/downloads/otros/140325_convenio_eng.pdf).

<sup>1987</sup> San Juan: difusión de leyes contra el fraude laboral, Ministry of Labour of Argentina 23 June 2014. [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1945](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1945).

<sup>1988</sup> Centro de orientación y atención para mejorar la empleabilidad en Tigre. 30 June 2014 [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1932](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1932)

support people with temporary unemployment, seasonal workers, and other unemployed due to economic factors.<sup>1989</sup>

On 7 August 2014, President of Argentina Cristina Fernandez de Kirchner announced the launch of PROEMPLEAR, a program that combines different instruments to support sustainable employment in firms with financial problems and provide training and employment of workers at low cost. The Minister of Labour Carlos Tomada said that this initiative is a part of government policy that guarantees equal access to labour market and ensures more efficient decision making in issues of decent work. The program will strengthen its focus on small and medium enterprises throughout the country.<sup>1990</sup>

The PROEMPLEAR has basically two instruments. The REPRO Recovery Programme is aimed directly to subsidize companies under crisis that need a subsidy to sustain the level of occupancy. Investment in the program is \$2,000 per employee per month for 12 months. The Progress Plan includes training programs.<sup>1991</sup>

Several agreements of Labour Ministry were devoted to fostering union work in framework of training programs for union members. On August, 13 the Labor Minister Carlos Tomada, General Secretary of Argentina Trade Federation of Employees (FAECYS), Armando Cavalieri, and regional president of the International Network Union in America (UNI), Ruben Cortina, signed an agreement aimed to foster union work and provide union members with effective tools. Within the agreement five workshops are planned for 150 workers.<sup>1992</sup> On August, 18 Carlos Tomada and General Secretary of ADULP (Association of University Professors of La Plata), Octavio Ismael Miloni, signed a union training for more than 600 employees. Program Support for Union Employees (SFSP) is designed to support strengthening of unions through the trainings of its members, middle and top managers. The program provides technical and financial assistance for the development of trade union training activities.<sup>1993</sup>

A number of activities were focused on strengthening purchasing power of employees and pensioners.

On 1 September 2014 President Cristina Fernandez de Kirchner also announced minimum wage increase which will be held in two tranches. It increases up to 4400 pesos from September, 1 and up to 4716 pesos from 1 January 2015.<sup>1994</sup>

Argentina has taken steps to create formal jobs both on demand and supply side. Thus, it has been awarded a score of +1.

*Analyst: Yana Nursubina*

### **Australia: +1**

Australia has fully complied with the commitment on job creation.

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<sup>1989</sup> Tomada y Fellner firman convenios para el sostenimiento y la mejora del empleo en Jujuy. 31 July 2014

[http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1980](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1980)

<sup>1990</sup> PROEMPLEAR, una herramienta para la defensa del trabajo. 8 July 2014

[http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=1989](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=1989)

<sup>1991</sup> PROEMPLEAR: tools to sustain employment, training and incorporate workers. 22 August 2014

<http://www.uia.org.ar/departamento.do?id=9&sid=1&nid=2321>

<sup>1992</sup> Trabajo, Comercio y la Union Network International acordaron capacitación sindical para 150 trabajadores. 13 August 2014 [http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=2017](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=2017)

<sup>1993</sup> Firma de Convenio de Formación Sindical para más de 600 trabajadores. 19 August 2014

[http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=2021](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=2021)

<sup>1994</sup> Se reunió el Consejo del Salario y el haber mínimo será de 4716 pesos a partir de enero de 2015. 1 September 2014

[http://www.trabajo.gov.ar/ampliado.asp?id\\_nvd=2031](http://www.trabajo.gov.ar/ampliado.asp?id_nvd=2031)

On the supply side, on 28 July 2014, a draft of the purchasing arrangements for a new employment services model to operate from 1 July 2015 was released. It envisages AUD5.1 billion of Government investment over three years from 2015-16 to streamline employment services to meet the needs of employers and achieve longer-term job outcomes.<sup>1995</sup>

On 5 June 2014, a 3% increase on minimum wages was announced effective from 1 July 2014.<sup>1996</sup>

On 17 December 2013 the national online career information and exploration service called “myfuture” was relaunched. This is a joint initiative of the Australian government and state and territory governments to help people to make career decisions, plan career pathways and manage work transitions.<sup>1997</sup>

On 14 November 2013, the Australian Building and Construction Commission, an independent industry regulator, was restored to ensure respect of the rule of law, encourage productivity and pursue high levels of employment in this essential to Australian economy industry.<sup>1998</sup>

On 7 November 2013, Luke Hartsuyker, Assistant Minister for Employment, announced three measures to cut red tape for job service providers and help them improve outcomes for job seekers.<sup>1999</sup>

Following a Liberal/National Coalition victory in a federal election, on 18 October 2013, the Parliamentary Budget Officer released amendments to the federal budget incorporating the coalition’s election commitments for job creation (commenced on 1 July 2014<sup>2000</sup>):<sup>2001</sup>

- Job Commitment Bonus: AUD157.1 million over five years to assist long-term unemployed young people to obtain employment;
- Relocation Assistance to Take Up a Job Program: AUD16.6 million over five years to assist long-term unemployed people relocate to find employment;
- Seniors Employment Incentive Payment: AUD197.5 million over five years to establish a wage subsidy for mature age job seekers.<sup>2002</sup>

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<sup>1995</sup> New Employment Services model to drive stronger job outcomes, Australian Government, Department of Employment 28 July 2014. Access Date: 28 September 2014. <http://ministers.employment.gov.au/abetz/new-employment-services-model-drive-stronger-job-outcomes>

<sup>1996</sup> Fair Work Commission Annual Wage Review increases national minimum wage, Australian Government, Department of Employment 5 June 2014. Access Date: 28 September 2014. <http://www.employment.gov.au/news/fair-work-commission-annual-wage-review-increases-national-minimum-wage>

<sup>1997</sup> Re-launched national online career information service myfuture, Australian Government, Department of Education 17 December 2013. Access Date: 2 February 2014. <http://education.gov.au/news/re-launched-national-online-career-information-service-myfuture>

<sup>1998</sup> A strong and effective watchdog for the building industry, Australian Government, Department of Employment 14 November 2013. Access Date: 2 February 2014. <http://ministers.employment.gov.au/abetz/strong-and-effective-watchdog-building-industry>

<sup>1999</sup> Red tape reduction will renew focus on assisting job seekers find work, Ministers’ Media Centre, Employment Portfolio 7 November 2013. Access Date: 2 February 2014. <http://ministers.employment.gov.au/hartsuyker/red-tape-reduction-will-renew-focus-assisting-job-seekers-find-work>

<sup>2000</sup> New employment programmes available from 1 July, Australian Government, Department of Employment 1 July 2014. Access Date: 28 September 2014. <http://www.employment.gov.au/news/new-employment-programmes-available-1-july>

<sup>2001</sup> Post-election report of election commitments, Parliament of Australia 18 October 2013. Access Date: 22 February 2014. [http://www.aph.gov.au/About\\_Parliament/Parliamentary\\_Departments/Parliamentary\\_Budget\\_Office/2013\\_Election](http://www.aph.gov.au/About_Parliament/Parliamentary_Departments/Parliamentary_Budget_Office/2013_Election)

<sup>2002</sup> Appendix A: Policy decisions taken since the 2013-14 Budget / Expense Measures / Employment, Australian Government Budget. Access Date: 22 February 2014. [http://www.budget.gov.au/2013-14/content/myefo/html/12\\_appendix\\_a\\_expense-07.htm](http://www.budget.gov.au/2013-14/content/myefo/html/12_appendix_a_expense-07.htm)

On the demand side, on 17 December 2013 Senator Eric Abetz, Minister for Employment, launched the new Tasmanian Jobs Program to provide incentives to local employers to hire new staff and encourage businesses to expand and invest locally.<sup>2003</sup>

On 4 December 2013, Prime Minister Tony Abbott announced the government will undertake a comprehensive review of competition laws and policy, the first in more than 20 years, help identify ways to build the economy and promote investment, growth and job creation.<sup>2004</sup>

On 2 December 2013, Abetz announced changes to the workers' compensation scheme to allow private corporations reduce compliance costs. "The Government is committed to creating more jobs by cutting red tape for employers to boost productivity and creating a stronger economy and more jobs," he said.<sup>2005</sup>

During the compliance period Australia has taken steps to create formal jobs on both the supply and demand sides. Thus, it has been awarded a score of +1.

*Analyst: Ekaterina Maslonskaya*

### **Brazil: +1**

Brazil has fully complied with the commitment on job creation.

On 3 February 2014, Brazilian President Dilma Rousseff, addressing Congress, said that more than 1.1 million jobs had been created in 2013 in Brazil and the formal labour market had expanded by 2.82 per cent compared to 2012. In 2013 more than 17.4 million Brazilian workers benefited from the government's Programa de Alimentação do Trabalhador (PAT) program. Rousseff also said that in 2013 the government took measures to improve working conditions and workplace safety, particularly aimed at rural workers. She announced that in 2014 approximately 9.2 million workers will be covered by unemployment insurance benefits with an estimated cost of USD15.1 billion.<sup>2006</sup>

On 24 June 2014, the Ministry of Labor and Employment announced the creation of 58,836 formal jobs in May 2014, which represents 0.14% growth compared to the previous month. It was announced by the Ministry that more than 5 million formal jobs were created during the presidential term of Dilma Rousseff.<sup>2007</sup>

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<sup>2003</sup> Minister Abetz Launches Tasmanian Jobs Programme, Australian Government, Department of Employment 17 December 2013. Access Date: 2 February 2014. <http://www.employment.gov.au/news/minister-abetz-launches-tasmanian-jobs-programme>

<sup>2004</sup> Review of competition policy, Minister for Small Business 4 December 2013. Access Date: 22 February 2014. <http://bfb.ministers.treasury.gov.au/media-release/014-2013/>

<sup>2005</sup> Private corporations to access Comcare scheme, Ministers' Media Centre, Employment Portfolio 2 December 2013. Access Date: 2 February 2014. <http://ministers.employment.gov.au/abetz/private-corporations-access-comcare-scheme>

<sup>2006</sup> Mensagem ao Congresso Nacional 2014, Presidencia da Republica 4 February 2014. Access Date: 30 June 2014. [http://www2.planalto.gov.br/acompanhe-o-planalto/mensagem-ao-congresso/pdfs/mensagem-ao-congresso\\_2014-1.pdf/@@download/file/Mensagem%20ao%20Congresso\\_2014.pdf](http://www2.planalto.gov.br/acompanhe-o-planalto/mensagem-ao-congresso/pdfs/mensagem-ao-congresso_2014-1.pdf/@@download/file/Mensagem%20ao%20Congresso_2014.pdf)

<sup>2007</sup> Geração de empregos formais no governo Dilma supera marca de 5 milhões, Portal Brazil 24 June 2014. Date of Access 15 October 2014. <http://www.brasil.gov.br/economia-e-emprego/2014/06/geracao-de-empregos-formais-no-governo-dilma-supera-marca-de-5-milhoes>



On 24 September 2014, the Brazilian Ministry of Labor and Employment (MTE) created a Working Group aiming to improve the integration process of immigrant laborers. The Working Group is to provide the MTE with recommendations in 30 days.<sup>2008</sup>

Brazil has taken steps to create formal jobs on both the supply and demand sides. Thus, it has been awarded a score of +1.

*Analyst: Andrei Sakharov*

### **Canada: +1**

Canada has fully complied with the commitment to stimulate the creation of formal jobs.

On 11 February 11 2014, the Government of Canada presented the Canada's Economic Action Plan 2014. The Action Plan creates formal jobs on both demand and supply sides. Finance Minister Jim Flaherty promoted the Canadian experience of job creation to his fellow G20 finance ministers.<sup>2009</sup> The action plan is aimed to ensure training reflects labour market needs, put in place labour market agreements for persons with disabilities, train the workforce of tomorrow, support entrepreneurs through intensive mentoring, target initiatives for older workers, enhance the job matching service and modernize the national job bank, foster job creation, innovation and trade:<sup>2010</sup>

Canada has taken steps to create formal jobs on the supply side.

The 2014 budget included USD 35.76 million over four years for the Canada Accelerator and Incubator Program to create new companies and realize the potential of their ideas.

Canada has taken steps to create formal jobs on the demand side.

The Economic Action Plan renegotiates the labour market development agreements to reorient training for labour market demand with USD1.74 billion per year of federal contributions.

The Economic Action Plan supports the training and employment of Canada's youth by providing USD 89.41 million of the Canada Apprentice Loan and USD 35.75 million for 3,000 full-time internships.

The Economic Action Plan also invests USD 67 million to the Targeted Initiative for Older Workers and USD 10.55 million over two years and USD 2.95million per year to launch the Job Matching Service.

The Government of Canada intends to invest USD 13.41 million over three years in the Ready, Willing and Able initiative to support employers to recruit and hire people with developmental disabilities.<sup>2011</sup> The government also promises of USD 10.19 million over four years to support vocational training for Canadians living with autism spectrum disorders.

On 15 January 2014, the Honourable Ed Fast, Minister of International Trade, launched a new International Education Strategy. The Strategy will create at least 86,500 new jobs for Canadians,

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<sup>2008</sup> Ministério do Trabalho cria grupo de estudo para inserção laboral, Portal Brazil 25 September 2014. Date of Access 14 October 2014. <http://www.brasil.gov.br/economia-e-emprego/2014/09/ministerio-do-trabalho-cria-grupo-de-estudo-a-insercao-laboral>.

<sup>2009</sup> Canada Promotes Jobs and Growth at G-20 Meeting in Australia. Access Date: 20 September 2014. <http://www.fin.gc.ca/n14/14-028-eng.asp>

<sup>2010</sup> Economic Action Plan 2014: Supporting Jobs and Growth. Access Date: 20 September 2014. <http://actionplan.gc.ca>

<sup>2011</sup> Federal Budget 2014 to Invest in Ready, Willing and Able. Access Date: 20 September 2014. <http://readywillingable.ca/2014/02/federal-budget-2014-to-invest-in-ready-willing-and-able/>

bringing the total of jobs sustained by international education in Canada to 173,100 new jobs, providing approximately USD 8.94 billion to the Canadian economy annually.<sup>2012</sup>

During the compliance period Canada has taken steps to create formal jobs on both the supply and demand sides. Thus, it has been awarded a score of +1.

*Analyst: Vitaly Nagornov*

### **China: +1**

China has fully complied with the commitment on job creation.

On the demand side, on 25 October 2013, Yin Chengji, spokesperson of the Ministry of Human Resources and Social Security, said that from January to September 2013 the Chinese government created 10.66 million new jobs in urban areas. That means that the government accomplished its full-year target of creating no fewer than 9 million new jobs ahead of schedule.<sup>2013</sup> As a result China's urban registered unemployment rate dipped to 4.04 per cent at the end of September, from 4.1 per cent at the end of June.<sup>2014</sup>

On 27 October 2013, in the context of administrative reform the government streamlined its corporate registration system to ease market access and encourage social investment. This action is intended to foster a market environment of fairness and competition, mobilize social capital, encourage small and micro enterprises to grow and boost employment. Requirements for the minimum registered capital for limited liability companies, one-person limited liability companies, as well as joint-stock companies with limited liability, will be scrapped. Requirements on the site registered for business operation will also be relaxed.<sup>2015</sup> Currently, minimum registered capital for limited liability companies is RMB30,000, while that for one-person limited liability companies and joint-stock companies is RMB100,000 and RMB5 million.<sup>2016</sup>

On 27 December 2013, Yin Weimin, Minister of Human Resources and Social Security, said that China hopes to add over 10 million jobs in 2014.<sup>2017</sup>

On the supply side, on 6 December 2013, the Ministry of Education promised that Chinese graduates will be encouraged by the government to work for non-public companies to boost employment and

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<sup>2012</sup> Harper Government Launches Comprehensive International Education Strategy. Access Date: 20 September 2014. <http://www.international.gc.ca/media/comm/news-communiques/2014/01/15a.aspx?lang=eng>

<sup>2013</sup> China's urban job market remains stable, Ministry of Commerce People's Republic of China 25 October 2013. Access Date: 10 February 2014.

<http://english.mofcom.gov.cn/article/counselorsreport/europereport/201310/20131000366461.shtml>

<sup>2014</sup> Urban jobless rate dips to 4.04% in Sept, Economic and Commercial Section of the Consulate General of the People's Republic of China in Cebu 25 October 2013. Access Date: 10 February 2014.

<http://cebu2.mofcom.gov.cn/article/chinanews/201310/20131000365917.shtml>

<sup>2015</sup> China Relaxes Company Registration Requirements, Changsha Municipal People's Government 27 October 2013. Access Date: 11 February 2014. [http://en.changsha.gov.cn/About/chinanews/201310/t20131028\\_508150.html](http://en.changsha.gov.cn/About/chinanews/201310/t20131028_508150.html)

<sup>2016</sup> China eases company registration requirements to encourage investment, Ministry and Commercial Counsellor's Office of the Embassy of the People's Republic of China in the Kingdom Denmark 2 November 2013. Access Date: 11 February 2014. <http://dk2.mofcom.gov.cn/article/chinanews/201311/20131100375393.shtml>

<sup>2017</sup> China unemployment target unchanged, Xinhua News Agency 27 December 2013. Access Date: 10 February 2014. [http://news.xinhuanet.com/english/video/2013-12/27/c\\_133000725.htm](http://news.xinhuanet.com/english/video/2013-12/27/c_133000725.htm)

promote the private economy. It will also improve the welfare of employees working for private companies.<sup>2018</sup>

On 26 December 2013, Yin Weimin stated that more than 20 million people had received subsidized vocational training that year, and over 300 cities had set up unemployment monitoring stations to report to the Minister of the Human Resources and Social Security.<sup>2019</sup>

On 20 January 2014, the Ministry of Human Resources and Social Security stated that the Chinese government will protect workers' rights against violations by employers such as unfair wage deductions and delays. The government recovered and paid to migrant workers nationwide RMB11 billion to ensure migrant workers received benefits before returning home for Spring Festival. As a result on 15 January 1.5 million migrant workers received benefits.<sup>2020</sup>

On 21 January 2014, Hu Xiaoyi, Vice Minister of Human Resources and Social Security, stated that by the end of 2013, 540 million people had social security cards, which are issued to boost informatization in 11 sectors to boost people's livelihood. Those sectors include education, employment, medical services, social security, pensions, food and drug safety, community services, domestic services and public security.<sup>2021</sup> The quantity of such cards will increase to 650 million by the end of 2014.<sup>2022</sup>

On 7 February 2014, the State Council of China stated that China will reform its pension scheme by unifying the two separate systems for urban and rural residents to allow people better access to social benefits. Pension funds will be pooled from individuals, employers and governments at various levels. The central government will provide more subsidies to people in less-developed central and western regions.<sup>2023</sup>

China has taken steps to create formal jobs on both the supply and demand sides. Thus, it has been awarded a score of +1.

*Analyst: Svetlana Nikitina*

### **France: +1**

France has fully complied with the commitment on creation of formal jobs.

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<sup>2018</sup> Chinese graduates encouraged to work in private firms, Xinhua News Agency 6 December 2013. Access Date: 12 February 2014. [http://news.xinhuanet.com/english/china/2013-12/06/c\\_132947681.htm](http://news.xinhuanet.com/english/china/2013-12/06/c_132947681.htm)

<sup>2019</sup> China expects 13 mln new jobs in 2013, Economic and Commercial Counsellor's Office of the Embassy of the People's Republic of China in the Republic of Singapore 26 December 2013. Access Date: 10 February 2014. <http://sg2.mofcom.gov.cn/article/chinanews/201312/20131200441530.shtml>

<sup>2020</sup> China retrieves billions for underpaid migrant workers, Xinhua News Agency 20 January 2014. Access Date: 10 February 2014. [http://news.xinhuanet.com/english/china/2014-01/20/c\\_133060364.htm](http://news.xinhuanet.com/english/china/2014-01/20/c_133060364.htm)

<sup>2021</sup> China Boosts Informatization for Better Livelihood, Hunan Provincial People's Government 15 January 2014. Access Date: 11 February 2014. [http://enghunan.gov.cn/Text\\_News/201401/t20140115\\_1022403.htm](http://enghunan.gov.cn/Text_News/201401/t20140115_1022403.htm)

<sup>2022</sup> 540 mln Chinese have social security cards, Foreign Affairs Office of Hainan Province of the People's Republic of China 21 January 2014. Access Date: 12 February 2014. [http://enfaohn.hainan.gov.cn/swsqwyywb/Newsroom/201401/t20140122\\_1143689.html](http://enfaohn.hainan.gov.cn/swsqwyywb/Newsroom/201401/t20140122_1143689.html)

<sup>2023</sup> China to unify rural, urban pension systems, Ministry of Agriculture of the People's Republic of China 7 February 2014. Access Date: 12 February 2014. [http://english.agri.gov.cn/news/dqnf/201402/t20140208\\_21169.htm](http://english.agri.gov.cn/news/dqnf/201402/t20140208_21169.htm)

On 5 March 2014, Law n° 2014-288 on vocational training, employment and social democracy was adopted. It creates formal jobs on the supply side by increasing the skills of workers, modernizing national social protection floors and setting social dialogue mechanisms.<sup>2024</sup>

It also supports aggregate demand by accelerating application of the contract for generation in small and medium-sized enterprises.<sup>2025</sup>

France has taken steps to create formal jobs on both the supply and demand sides. Thus, it has been awarded a score of +1.

*Analyst: Vitaly Nagornov*

### **Germany: +1**

Germany has fully complied with the commitment on job creation.

On the supply side, on 8 November 2013, the German Federal Employment Agency published the figures for its 2014 budget. In particular, it pledged to invest EUR3.1 billion to enable people to acquire qualifications that are in demand on the employment market, EUR15.7 billion to finance expenses for unemployment and in case of company insolvencies, and EUR9.7 billion to provide active employment promotion.<sup>2026</sup>

On 16 January 2014, Manfred Schmidt, President of the Federal Office for Migration and Refugees, and Heinrich Alt, director responsible for basic social security at the Federal Employment Service, signed an administrative agreement on cooperation in the area of providing German-language courses for employment purposes from 2014 to 2020. In particular, the agreement provided for the relaunch of the ESF-BAMF program, which had first started in 2009 and then developed into a nationwide standard-setting language-learning support program for migrant workers.<sup>2027</sup>

On 10 March 2013, the German Federal Employment Agency launched new services for people who are deaf or hard of hearing based on sign language. These services improve employment opportunities for people who are deaf or hard of hearing.<sup>2028</sup>

On 27 March 2014, the German Federal Employment Agency co-sponsored and co-organized the 14th annual Girls' Day and the fourth Boys' Day, to improve career opportunities for youth through enabling them to explore how different companies work. Hundreds of thousands of young people participate annually in the Boys' and Girls' Days.<sup>2029</sup>

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<sup>2024</sup> Projet de loi relatif à la formation professionnelle, à l'emploi et à la démocratie sociale. Access Date: 10 February 2014.

<http://travail-emploi.gouv.fr/actualite-presse,42/breves,2137/projet-de-loi-relatif-a-la,2453/>

<sup>2025</sup> Le contrat de génération. Access Date: 10 February 2014. <http://travail-emploi.gouv.fr/contrat-de-generation,2232/>

<sup>2026</sup> More chances for the unemployed: the BA's budget for 2014, Federal Employment Agency 8 November 2013. Access Date: 19 April 2014.

<http://www.arbeitsagentur.de/web/content/EN/Press/Detail/index.htm?dfContentId=L6019022DSTBAI607139>.

<sup>2027</sup> Support programme for learning German for employment purposes contributes to securing skilled labour, Federal Employment Agency 16 January 2014. Access Date: 19 April 2014.

<http://www.arbeitsagentur.de/web/content/EN/Press/Detail/index.htm?dfContentId=L6019022DSTBAI620458>.

<sup>2028</sup> Removing barriers, Federal Employment Agency 10 March 2014. Access Date: 19 April 2014.

<http://www.arbeitsagentur.de/web/content/EN/Press/Detail/index.htm?dfContentId=L6019022DSTBAI637247>.

<sup>2029</sup> Federal Employment Agency supporting Girls' Day and Boys' Day, Federal Employment Agency 27 March 2014. Access Date: 19 April 2014.

<http://www.arbeitsagentur.de/web/content/EN/Press/Detail/index.htm?dfContentId=L6019022DSTBAI643080>.

On 1 April 2014, the new agreement on social issues between Germany and Quebec entered into force. The agreement improves the system of social insurance and pensions for Canadian employees working in Germany and Germans working in Canada.<sup>2030</sup>

On the demand side, on 18-24 November 2013, the Federal Ministry of Economics and Energy hosted Startup Week Germany, for potential business founders and startups' owners, especially youth. It included workshops, fairs, conferences and seminars focused on displaying business opportunities and providing consultative support to the participants.<sup>2031</sup>

On 18 July 2014, the German Federal Employment Agency announced its new program aimed at stimulating businesses to create more training places through organizational and administrative support. Particular focus of the program is creating training places for the disabled.<sup>2032</sup>

Germany has taken steps to create formal jobs on both the supply and demand sides. Thus, it has been awarded a score of +1.

*Analyst: Andrey Shelepov*

### **India: +1**

India has fully complied with the commitment on job creation.

On 19 February 2014, the Street Vendors Bill was passed by the Upper House of the Indian Parliament. The bill aims to create a "conducive" atmosphere for street vendors, and designates spaces for them to carry out their business. All existing street vendors, identified in the survey, will be accommodated in the vending zones.<sup>2033</sup>

On 27 May 2014, the Rural Development Minister of India Gopinath Munde announced that his key priorities were integrating the development of villages, tackling sanitation problem and implementing the land acquisition policy effectively. The minister said that the process of job creation and development in rural areas would be linked to the ongoing actions under the 2005 Mahatma Gandhi National Rural Employment Guarantee Act.<sup>2034</sup>

On 14 February 2014, the Indian government approved the setting up of two semiconductor wafer fabrication manufacturing facilities in India. The proposed facilities will create direct employment of about 22,000 workers and indirect employment of about 100,000 workers. Once set up, the units will stimulate the flow of capital and technology, create employment opportunities, help higher value addition in the electronic products manufactured in India, reduce dependence on imports, and lead to innovation.<sup>2035</sup>

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<sup>2030</sup> Simpler and faster, Federal Ministry of Labour and Social Affairs 26 February 2014. Access Date: 19 April 2014. <http://www.bmas.de/EN/Service/Press/recent-publications/quebec-dtl-abkommen-en.html>.

<sup>2031</sup> Rösler: Gründern Mut machen! Gründerwoche Deutschland startet, Federal Ministry of Economics and Energy 15 November 2013. Access Date: 19 April 2014. <http://www.bmwi.de/DE/Presse/pressemitteilungen,did=602698.html>.

<sup>2032</sup> The Board of Governors of the Federal Employment Agency Starts Initiative "Right of Way for In-Company Training", Federal Employment Agency 18 July 2014. Access Date: 9 October 2014. <http://www.arbeitsagentur.de/web/content/EN/Press/Detail/index.htm?dfContentId=L6019022DSTBAI674048>.

<sup>2033</sup> Street Vendors Bill passed in Rajya Sabha, The Hindu 19 February 2014. Date of Access: 17 July 2014. <http://www.thehindu.com/news/national/street-vendors-bill-passed-in-rajya-sabha/article5706501.ece>.

<sup>2034</sup> MGNREGA will be linked to development of villages-Gopinath Munde, Government of India 27 May 2014. Date of Access: 17 July 2014. <http://pib.nic.in/newsite/PrintRelease.aspx?relid=105195>.

<sup>2035</sup> Approval to establish two Semiconductor Wafer Fabrication Manufacturing Facilities in India, Government of India 14 February 2014. Date of Access: 17 July 2014. <http://pib.nic.in/newsite/PrintRelease.aspx?relid=103681>.

On 10 July 2014, Indian Minister of Finance Arun Jaitley said that India needed a boost for job creation, manufacturing sector in particular needs a push for job creation. With the government putting strong emphasis on job creation, measures proposed in the union budget can help create 5-8 million jobs in next 3-4 years across various sectors. Human resource experts welcomed the budget and believe the sectors that are likely to see an immediate job creation are infrastructure, transport, power, consumer goods, e-commerce, startups and tourism.<sup>2036</sup>

On 14 August 2014, Prime Minister Narendra Modi in his Independence Day speech said India must focus on growing the manufacturing sector and on developing skills to provide meaningful employment to millions of young Indians. In the 2014-15 budget, the National Democratic Alliance government that came to power in May had given special thrust on entrepreneurship and job creation. The budget has a plan to establish a Rs.10,000 crore fund to provide venture capital to small enterprises. It allotted another Rs.200 crore to establish a technology centre network to promote innovation and entrepreneurship. The budget also has a plan to start a village entrepreneurship programme to encourage rural youth to start local enterprises.<sup>2037</sup>

During the compliance period India has taken steps to create formal jobs on both supply and demand sides. Thus, it has been awarded a score of +1.

*Analyst: Alisa Prokhorova*

### **Indonesia: +1**

Indonesia has fully complied with the commitment on job creation.

On the supply side, on 23 January 2014, Indonesian Manpower and Transmigration Minister Muhaimin Iskandar announced that in 2014 the minimum wage in the country would increase by 10%.<sup>2038</sup>

On 10 February 2014, Muhaimin declared that foreign people working in Indonesia “must make sure there is a transfer of knowledge to the local Indonesian workers in the companies that they work in.” He also mentioned that foreign workers’ presence should create job opportunities for local workers and that government would develop measures to ensure it.<sup>2039</sup>

On 14 February 2014, Muhaimin announced the reform of the Indonesian Organization of Social Security in Employment (BPJS) to improve its services including programs of work accident insurance, life insurance, pensions and retirement schemes.<sup>2040</sup>

On 27 August 2014, Indonesian Manpower and Transmigration Minister Muhaimin Iskandar, Minister of Home Affairs Gamawan Fauzi, Minister of Women Empowerment and Child Protection Linda

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<sup>2036</sup> Budget 2014: Government emphasis on job creation to create 5-8 million jobs in 3-4 years, The Economic Times 10 July 2014. Date of Access: 26 September 2014. [http://articles.economicstimes.indiatimes.com/2014-07-10/news/51300658\\_1\\_job-creation-job-market-lakh-job](http://articles.economicstimes.indiatimes.com/2014-07-10/news/51300658_1_job-creation-job-market-lakh-job)

<sup>2037</sup> Modi calls to focus on skill development, manufacturing for job creation, Live Mint&The Wall Street Journal. 15 August 2014. Date of Access: 26 September 2014. [http://www.livemint.com/Industry/53ATum6RaNZOw4ULO0ZiNN/Modi-calls-to-focus-on-skill-development-manufacturing-for.html?utm\\_source=copy](http://www.livemint.com/Industry/53ATum6RaNZOw4ULO0ZiNN/Modi-calls-to-focus-on-skill-development-manufacturing-for.html?utm_source=copy)

<sup>2038</sup> Labor Minister Decries Low Wages, The Jakarta Post 23 January 2014. Access Date: 26 February 2014. <http://www.thejakartaglobe.com/business/labor-minister-decries-low-wages/>.

<sup>2039</sup> Foreign workers in Indonesia Decline, The Jakarta Post 10 February 2014. Access Date: 26 February 2014. <http://www.thejakartapost.com/news/2014/02/10/foreign-workers-indonesia-decline.html>.

<sup>2040</sup> Muhaimin Minta BPJS Ketenagakerjaan Tingkatkan Kesejahteraan Pekerja dan Keluarganya, Ministry the Manpower and Transmigration of the Republic of Indonesia 14 February 2014. Access Date: 28 February 2014. <http://www.depakertrans.go.id/news.html,153,naker>.

Amalia Sari and State Minister for National Development Planning and Chairperson of the National Development Planning Agency Paskah Suzetta signed a Memorandum of Understanding on Optimizing the Implementation of Equal Employment Opportunity scheme to avoid discrimination. Muhaimin stressed that all parties consider equal treatment and non-discrimination to be one of the basic rights in the workplace. Equal treatment in the workplace is important for developing a fair industrial relations and harmony, and thus attracting new employees.<sup>2041</sup>

On the demand side, on 1 October 2013, the new report on the Impact of Visa Facilitation in APEC Economies was presented at the APEC High-Level Policy Dialogue meeting in Bali, Indonesia. According to the presented report, visa facilitation could create up to 2.6 million new jobs in the APEC economies by 2016. Mari Elka Pangestu, Minister of Tourism and Creative Economy of Indonesia, highlighted the importance of tourism as a vehicle of job creation, economic growth and development in Asia-Pacific region. He also highlighted that Indonesia seeks to establish cooperation between “officials working in tourism, finance, customs, immigration, security, transportation and airport authorities” to create more jobs.<sup>2042</sup>

On 28 February 2014, Muhaimin called for Indonesian private companies to adopt corporate social responsibility (CSR) principles to stimulate the development of entrepreneurship, especially for people who are in the surrounding industrial area. He mentioned that CSR programs are expected to create new job opportunities and improve the welfare of the local community and support local economic growth. Muhaumin also expressed the government’s appreciation to all the companies planning to implement CSR projects and said it would develop support measures for such companies.<sup>2043</sup>

Indonesia has taken steps to create formal jobs on both the supply and demand sides. Thus, it has been awarded a score of +1.

*Analyst: Nadezhda Sporysheva*

### **Italy: +1**

Italy has fully complied with the commitment on job creation.

On the supply side, on 3 December 2013, Italian Prime Minister Enrico Letta signed a decree on reforming the Equivalent Financial Situation Index. The reform provides for enhanced estimation of families’ financial position, and more targeted and effective assistance to the poor, including through obliging the beneficiaries of welfare programs to seek employment, pursue education or vocational training if necessary.<sup>2044</sup>

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<sup>2041</sup> 4 Kementerian Dukung Penghentian Diskriminasi di Tempat Kerja, Ministry the Manpower and Transmigration of the Republic of Indonesia 27 August 2014. Access Date: 28 September 2014. <http://www.depnakertrans.go.id/news.html,221,naker>.

<sup>2042</sup> Visa facilitation can create 2.6 million new jobs in the APEC economies, World Travel and Tourism Council 1 October 2013. Access Date: 28 February 2014. <http://www.wttc.org/news-media/news-archive/2013/visa-facilitation-can-create-26-million-new-jobs-apec-economies/>.

<sup>2043</sup> Muhaimin : Salurkan CSR Perusahaan Untuk Pengembangan Wirausaha, Ministry the Manpower and Transmigration of the Republic of Indonesia 28 February 2014. Access Date: 28 February 2014. <http://www.depnakertrans.go.id/news.html,159,naker>.

<sup>2044</sup> Riforma dell'ISEE, Ministero di lavoro e delle Politiche Sochiali. Access Date: 5 May 2014. <http://www.lavoro.gov.it/AreaSociale/Inclusione/isee/Pages/default.aspx>.

On 27 March 2014, Minister of Employment and Social Policies Giuliano Poletti signed a decree defining the norms for recruitment in agricultural sector. The decree improves matching of skills with job opportunities and enhances stability of workplace relations.<sup>2045</sup>

On 1 May 2014, the National Plan “Garanzia Giovani” was launched in Italy. It promotes professional qualifications and expands employment opportunities for the young people from 15 to 29 years of age, through providing over EUR1.5 billion to ensure their employment, education, vocational training, or participation in civil service.<sup>2046</sup>

On 9 October 2014, the Italian Senate approved the law on the labor market reform, also known as the *Jobs Act*.<sup>2047</sup> Once passed by the lower house of the Italian parliament, the Chamber of Deputies, the act will allow the government to begin a comprehensive reform of the Italian labor market, making it more flexible by abolishing excessive regulations that have allegedly impeded job creation and created disincentives for foreign investors in the country for several decades.<sup>2048</sup> The OECD Secretary-General Angel Gurría congratulated Italian Prime Minister Matteo Renzi on passing the bill stating that it “will contribute to put Italy on a more dynamic growth path that will bring benefits across the population, boosting job creation and reducing unemployment.”<sup>2049</sup>

On the demand side, on 13 February 2014 the Italian Ministry of Employment and Social Policies issued a decree simplifying the procedures of adoption and effective implementation of job safety regulations for small and medium-sized enterprises, which will allow them to better adapt to the requirements in this sphere.<sup>2050</sup>

The Jobs Act, passed on 9 October 2014 among other things provides for the simplification and rationalization of working relations, including the issues of workplace safety and hygienic regulations.<sup>2051</sup>

Italy has taken steps to create formal jobs on both the supply and demand sides. Thus, it has been awarded a score of +1.

*Analyst: Andrei Sakebarov*

## **Japan: +1**

Japan has fully complied with the commitment on job creation.

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<sup>2045</sup> Firmato il decreto sulle assunzioni congiunte nel settore agricolo, Ministero di lavoro e delle Politiche Sociali 27 March 2014. Access Date: 5 May 2014. [http://www.lavoro.gov.it/Notizie/Pages/20140414\\_job\\_sh\\_sett\\_agr.aspx](http://www.lavoro.gov.it/Notizie/Pages/20140414_job_sh_sett_agr.aspx).

<sup>2046</sup> Notizie, Ministero di lavoro e delle Politiche Sociali 1 May 2014. Access Date: 5 May 2014. <http://www.lavoro.gov.it/Pages/default.aspx?Content=1>.

<sup>2047</sup> Il Senato approva il disegno di legge delega per la riforma del mercato del lavoro, Ministero di lavoro e delle Politiche Sociali 9 October 2014. Date of Access: 10 October 2014. <http://www.lavoro.gov.it/Priorita/Pages/20141009-DDL-Lavoro-Senato.aspx>.

<sup>2048</sup> Italy's Renzi faces confidence vote over labor reform, Reuters 8 October 2014. Date of Access: 10 October 2014. <http://www.reuters.com/article/2014/10/08/us-italy-politics-idUSKCN0HX16O20141008>.

<sup>2049</sup> OECD's Gurría congratulates Italy on new Jobs Act bill, OECD 9 October 2014. Date of Access: 10 October 2014. <http://www.oecd.org/about/secretary-general/gurria-congratulates-italy-on-new-jobs-act-bill.htm>

<sup>2050</sup> Procedure semplificate per l'adozione dei modelli di organizzazione e gestione nelle piccole e medie imprese, Ministero di lavoro e delle Politiche Sociali 13 February 2014. Access Date: 5 May 2014. [http://www.lavoro.gov.it/SicurezzaLavoro/PrimoPiano/Pages/20140225\\_proceduresemplificate.aspx](http://www.lavoro.gov.it/SicurezzaLavoro/PrimoPiano/Pages/20140225_proceduresemplificate.aspx).

<sup>2051</sup> Deleghe al Governo in materia di riforma degli ammortizzatori sociali, dei servizi per il lavoro e delle politiche attive, nonché in materia di riordino della disciplina dei rapporti di lavoro e dell'attività ispettiva e di tutela e conciliazione delle esigenze di cura, di vita e di lavoro, Ministero di lavoro e delle Politiche Sociali 9 October 2014. Date of Access: 10 October 2014.



On the demand side, on 20 December 2013 the Bank of Japan decided to continue its policy of increasing base money at a pace of JPY60-70 trillion a year.<sup>2052</sup> This strategy along with the decision to raise the sales tax from 5 per cent up to 8 per cent in April 2014, which was announced on 1 October 2013, is boosting consumption and thus providing businesses with opportunities to increase their investments.<sup>2053</sup> These measures have helped to revitalize the economy and reduce the unemployment rate to 3.7 per cent in December 2013, the lowest level since September 2007.<sup>2054</sup>

On the supply side, on 6 October 2013 the revisions of the tax system has been enforced that increased the average minimum wage from by JPY15 to JPY764 an hour. This is the highest increase since 2010.<sup>2055</sup>

On 24 June 2014, Japanese government have announced measures that may lead to job creation on both demand and supply sides. These measures are know as the “third arrow” of Prime Minister Abe. They include a cut of corporate tax by 5 percentage points that is planned for the next year (it will go down to 30% and will spur corporate investment and innovation),<sup>2056</sup> a reduction of long working hours, reinforcement of flexible working practices and reform of the wage payment system based upon performance rather than seniority.<sup>2057</sup>

Japan has taken steps to create formal jobs on both the supply and demand sides. Thus, it has been awarded a score of +1.

*Analyst: Evgeny Gushchin*

#### **Korea: +1**

Korea has fully complied with the commitment of job creation.

On the supply side, on 15 November 2013 the Ministry of Employment and Labour (MOEL) reported that as the number of employees started to increase sharply in the second half of last year, the employment rate in 2013 was at its highest since records began in 1989. It also said that in 2013 the government had made a breakthrough in its struggle to shift the focus of the labor market from men, manufacturing and large companies to women, services and SMEs and thus consolidated the foundation for achieving a 70% employment rate and expanding the middle class to 70% of the population.<sup>2058</sup>

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<sup>2052</sup> Bank of Japan keeps monetary policy steady as expected, Gulf News 20 December 2013. Access Date: 21 February 2014. <http://gulfnnews.com/business/economy/bank-of-japan-keeps-monetary-policy-steady-as-expected-1.1269169>.

<sup>2053</sup> Isabel Reynolds and Chikako Mogi Abe Orders Japan’s First Sales Tax Increase Since ’97: Economy, Personal Finance, Bloomberg 1 October 2013. Access Date: 21 February 2014. <http://www.bloomberg.com/news/2013-10-01/abe-proceeds-with-japan-s-first-sales-tax-increase-since-1997.html>.

<sup>2054</sup> Japan December jobless rate improves to 3.7%, Nikkei Asian Review 31 January 2014. Access Date: 21 February 2014. <http://asia.nikkei.com/Politics-Economy/Economy/Japan-Dec-jobless-rate-improves-to-37>.

<sup>2055</sup> Minimum wage to rise to ¥764 per hour on average, The Japan Times 11 September 2013. Access Date: 21 February 2014. [http://www.japantimes.co.jp/news/2013/09/11/business/minimum-wage-to-rise-to-764-per-hour-on-average/#.UwdAzOJ\\_uFc](http://www.japantimes.co.jp/news/2013/09/11/business/minimum-wage-to-rise-to-764-per-hour-on-average/#.UwdAzOJ_uFc).

<sup>2056</sup> Phillip Inman Shinzo Abe launches ‘third arrow’ of Japanese economic reform, The Guardian 24 June 2014. Access Date: 29 September 2014. <http://www.theguardian.com/world/2014/jun/24/shinzo-abe-japan-economic-reform-corporation-tax>

<sup>2057</sup> How does Japan compare?, OECD Employment Outlook 2014 September 2014, p. 2. Access Date: 28 September 2014. <http://www.oecd.org/japan/EMO-JPN-EN.pdf>.

<sup>2058</sup> MOEL pledges to implement 4 policy goals and 11 strategies in 2014 to achieve 70% employment rate February 20, 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).

On 20 February 2014, MOEL pledged to implement four policy goals and 11 strategies in 2014 to achieve a 70 per cent employment rate:

- The Work-Study Dual System will be introduced in 1,000 firms and 7,000 workers will be hired under the system.
- Ten employment-welfare centres will be set up this year with a target of 70 such centres across the country by 2017.
- A new retirement pension scheme for small and medium-sized enterprises will be introduced to guarantee them a fixed interest rate above the market rate.
- The practice of willfully or habitually delaying wages will be eliminated, for example by making employers liable for up to double the unpaid wages.
- The unemployment benefit program will be extended to artists and those in special types of employment.<sup>2059</sup>

On the demand side, on 18 November 2013, Employment and Labor Minister Phang Ha-nam and Gyeonggi province governor Kim Moon-soo signed a memorandum of understanding to create part-time jobs and support part-time hiring on October 21 at the Gyeonggi Provincial Government Building.

According to the memo, MOEL and the Gyeonggi government will establish a system of close cooperation and make concerted efforts to create and spread part-time work suited to workers' needs, such as balancing work with family life, and to support part-time hiring. The provincial government promised to make active efforts to create decent part-time jobs in the public and private sectors within its province. As a first step, it will create 5,000 part-time jobs — 2,000 public-sector ones and 3,000 private-sector ones. MOEL agreed to help the provincial government to implement its project smoothly to create part-time jobs and support part-time hiring.<sup>2060</sup>

According to the Finance Ministry, the Korean economy created 386,000 jobs in 2013, beating expectations of 320,000 job growth estimated by the government and 300,000 employment forecast by the central bank.

Job creation continued to accelerate last year as the government's massive extra budget plan was implemented in early 2013, boosting the economic recovery and its consequent improvement in the labor market.

The jobless rate kept falling to 3.1 per cent in 2013 after peaking at 3.7 per cent in 2010 when the world economy was struggling to recover from the great recession.

The hiring rate reached 64.4 per cent in 2013, up from 64.2 per cent from a year earlier.<sup>2061</sup>

On 12 September 2014, the Korean government reported that job creation had rebounded for two months in a row, indicating recovery in the country's labor market. The August growth was a recovery to the April job-creation level. Manufacturing and service sectors led the solid job creation. Manufacturers created 219,000 jobs last month, with 159,000 workers employed in the health and social welfare service industry. The restaurant and food sector added 125,000 jobs, but job creation in the agricultural sector reduced by 125,000 last month. Next year, the government plans to spend 115.5

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<sup>2059</sup> MOEL pledges to implement 4 policy goals and 11 strategies in 2014 to achieve 70% employment rate. February 20, 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>2060</sup> MOEL and Gyeonggi provincial government sign MOU to create part-time jobs November 18, 2013 [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>2061</sup> Employment in S. Korea beats expectations in 2013 Xinhua 2014-1-15 <http://www.globaltimes.cn/content/837568.shtml#.UwhdFmG0BI4>.

trillion won — nearly one-third of its total planned budget expenditure — on health, jobs and welfare. This will be the most ever allocated to that category.<sup>2062</sup>

Spending to spur job creation will increase by 7.6 percent. Korea's unemployment rate of around 3.5 percent is one of the lowest among medium- to high-income economies, but the number of full-time, quality jobs available has been declining.<sup>2063</sup>

Korea has taken steps to create formal jobs on both the supply and demand sides. Thus, it has been awarded a score of +1.

*Analyst: Anastasia Zhuravleva*

## **Mexico: +1**

Mexico has fully complied with the commitment on job creation.

On the supply side, in September 2013 the Mexican Ministry of Labour and Social Welfare allocated more than USD1 million for the Emerging Employment Support Program in the state of Guerrero. A significant amount of this funding was targeted at workers affected by natural disasters.<sup>2064</sup>

On 6 September 2013, Alfonso Navarrete Prida, Minister of Labor and Social Welfare, welcomed the agreement signed by the Mexican Petroleum Institute and trade unions, which affects more than 4,000 workers. He also announced that wages would be increased by 3.99 per cent and benefits 1.98%.<sup>2065</sup>

On 13 September 2013, Mexico and Singapore signed an agreement on bilateral cooperation for exchange of best labour practices to increase economic productivity. The Mexican Ministry of Labor and Social Welfare and Singapore Minister of Labour also discussed the strategies to guarantee workers protection, to provide training courses.<sup>2066</sup>

On 20 September 2013, at the Annual Entrepreneurs Meeting the Mexican Minister of Labor and Social Welfare announced that it expected a transition of more than 200,000 workers from informal to formal sector in 2013 as indicated in the Program of Employment Formalization 2013. To promote formal jobs the ministry suggested renewing business licenses at federal, state and local levels to guarantee that entrepreneurs observe labour rights.<sup>2067</sup>

On 4 October 2013, Patricia Martínez Cranss, Deputy Minister of Labour, participated in establishing local commissions for productivity and the eradication of child labour and protection of young workers

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<sup>2062</sup> South Korea's job creation rebounds for two months  
[http://www.cs.com.cn/english/ei/201409/t20140912\\_4510502.html](http://www.cs.com.cn/english/ei/201409/t20140912_4510502.html)

<sup>2063</sup> South Korea's job creation rebounds for two months  
[http://www.cs.com.cn/english/ei/201409/t20140912\\_4510502.html](http://www.cs.com.cn/english/ei/201409/t20140912_4510502.html)

<sup>2064</sup> Entrega el Secretario del Trabajo y Previsión Social, Alfonso Navarrete Prida, 15.5 millones de pesos a guerrero del programa emergente de apoyo al empleo 26 October 2013. Access Date: 23 February 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>2065</sup> El acuerdo entre el Instituto Mexicano del Petróleo y su sindicato beneficiará a más de 4 mil 400 trabajadores: Alfonso Navarrete Prida 6 September 2013. Access Date: 23 February 2014.  
[http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2013/septiembre/bol\\_103.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2013/septiembre/bol_103.html)

<sup>2066</sup> Acuerda Alfonso Navarrete Prida con Singapur construir convenio en el ámbito de las prácticas laborales 13 September 2013. Access Date: 23 February 2014.  
[http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2013/septiembre/bol\\_107.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2013/septiembre/bol_107.html)

<sup>2067</sup> Prioridad para el gobierno y los empresarios que el empleo crezca de manera ágil y sostenida en México: Alfonso Navarrete Prida 20 September 2013. Access Date: 23 February 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)

in the state of Sonora. She also called for improving the business environment for investment, increasing education quality, etc.<sup>2068</sup> On 20 January 2014, local commissions on productivity and the eradication of child labour were also established in Guerrero.<sup>2069</sup>

On November 2013, the Mexican Ministry of Labor and Social Welfare launched the Employment Portal for disabled and old people. On 7 November 2013, Patricia Martínez Cranss inaugurated the first expo of jobs for disabled and old people in Ecatepec. She emphasized that 34 expos in various states presented more 8,000 jobs by 656 companies. She also noted that the ministry provided psychologists' assistance across the country to increase employment quality for disabled and old people.<sup>2070</sup>

On 7 November 2013, Martínez announced that since the beginning of the year the ministry had formally employed more than 1,200,000 people due to coordinated efforts of the ministry and the state governments through implementing programs such as Bécate y Fomento, Bolsa de Trabajo, through Employment Portal and career expos.<sup>2071</sup>

On 27 December 2013, the Institute of National Fund for Workers Consumption (INFONACOT) and MasterCard presented a new card with security chip in order to provide the workers an access to the credit. This card permits to funds to be transferred safely through more than 550,000 offices across the country. César Martínez Baranda, General Director of the INFONACOT and Antonio Junco, President and General Director of MasterCard Mexico and Central America, noted that this card was issued in accordance with the Resolution 23 by the Mexican National Banking and Securities Commission, which changed standards for the institutes providing credits especially relating to credit card security. Martínez said that the card would also improve the living conditions of workers and their families by creation of secure and accessible credit mechanisms.<sup>2072</sup>

On 11 March 2014, Governor of Hidalgo state José Francisco Olvera Ruiz and Minister of Labor and Social Welfare Alfonso Navarrete Prida launched the Hidalgo State Commission on Productivity aimed to increase productivity and competitiveness of production sector through support of training activities and working conditions improvement in the state. The Commission will include representatives of federal and state government, business, labor organisations, universities and secondary education institutions who will define priorities, objectives, goals and strategies in terms of productivity and employment aimed at the economic development of the state. They also announced a start of the Productivity Support Program (PAP) which will benefit more than 400 workers in three companies. The PAP will provide the courses and trainings on productivity and specific job skills.<sup>2073</sup>

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<sup>2068</sup> Con la suma de esfuerzos, se garantizan mejores condiciones de empleo en el país: Patricia Martínez Cranss 4 October 2013. Access Date: 23 February 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>2069</sup> Llama Alfonso Navarrete Prida a sumar esfuerzos para cerrar las enormes brechas de desigualdad 28 January 2014.

Access Date: 23 February 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>2070</sup> En noviembre arrancan el Portal de Empleo y la Bolsa de Trabajo, dirigidos a personas con discapacidad y adultos mayores: Secretaría del Trabajo y Previsión Social 7 November 2013. Access Date: 23 February 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>2071</sup> Rebasa la Secretaría del Trabajo y Previsión Social en 11.7 por ciento la meta de colocar a más de 1.1 millones de personas en un empleo 7 November 2013. Access Date: 23 February 2014.

[http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2013/noviembre/bol\\_139.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2013/noviembre/bol_139.html).

<sup>2072</sup> Presentan FONACOT y MasterCard nueva tarjeta con chip de seguridad integrado 27 December 2013. Access Date: 23 February 2014. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2013/noviembre/bol\\_conj\\_fonacot.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2013/noviembre/bol_conj_fonacot.html).

<sup>2073</sup> INSTALA GOBIERNO DE HIDALGO COMISIÓN ESTATAL DE PRODUCTIVIDAD 11 March 2014. Access Date: 23 September 2014. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2014/marzo/bol\\_196.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/marzo/bol_196.html).

On 9 April 2014, Mexican Deputy Minister on Employment and Labor Productivity Patricia Martínez Cranss declared the Mexican Ministry of Labour and Social Welfare through the National Employment Service (SNE) allocated more than USD3 million to boost job creation in Chiapas in 2014. These resources are disbursed to provide 17 private projects with necessary equipment to stimulate them to create more jobs.<sup>2074</sup>

On the demand side, on 17 October 2013, through the Employment Program (Programa de Fomento al Empleo) the Mexican Ministry of Labor and Social Welfare allocated equipment for more than 4,000 small business projects. For this purpose National Employment Service provided more USD13 million.<sup>2075</sup>

The Financial Reform program was launched in November 2013. One of its objectives is to increase number of credits and to make them more accessible for economic development of Mexico including job creation.<sup>2076</sup>

On 16 December 2013, Program of Innovative Development 2013–2018 was approved and published in the Official Journal of the Federation.<sup>2077</sup> It strengthens of Mexico's competitiveness and investment attractiveness, boosting productivity through innovative policy, and promoting micro, small and medium-sized enterprises development for job creation.

On 30 January 2014, the Mexican government announced MXN12 billion in the form of subsidies for house construction projects. These funds will stimulate additional investments not less than MXN30 billion and generate 100,000 workplaces.<sup>2078</sup>

Mexico has taken steps to create formal jobs on both the supply and demand sides. Thus, it has been awarded a score of +1.

*Analyst: Elizaveta Safonkina*

## **Russia: +1**

Russia has fully complied with the commitment stimulate the creation of formal jobs.

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 the skills that ensure a high professional level. The plan is intended to modernize education programs to ensure flexibility and individual approaches in education with the use of modern technologies. By 2018

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<sup>2074</sup> EL SERVICIO NACIONAL DE EMPLEO DESTINARÁ 50 MILLONES DE PESOS ESTE AÑO PARA IMPULSAR LA GENERACIÓN DE FUENTES DE TRABAJO EN CHIAPAS: PATRICIA MARTÍNEZ CRANSS 9 April 2014. Access date: 23 September 2014.

[http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2014/abril/bol\\_217.html/](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/abril/bol_217.html/)

<sup>2075</sup> Apoya la secretaría del trabajo y previsión social con equipo y herramienta a 4,787 pequeños negocios 17 October 2013. Access Date: 23 February 2014.

[http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2013/octubre/bol\\_128.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2013/octubre/bol_128.html).

<sup>2076</sup> Presentación de la Iniciativa de Reforma Financiera. Access Date: 23 February 2014.

[http://hacienda.gob.mx/Biblioteca\\_noticias\\_home/reforma\\_financiera\\_08052013.pdf](http://hacienda.gob.mx/Biblioteca_noticias_home/reforma_financiera_08052013.pdf).

<sup>2077</sup> Programa de Desarrollo Innovador 2013 – 2018. Access Date: 23 February 2014.

[http://www.economia.gob.mx/files/marco\\_normativo/PRG5.pdf](http://www.economia.gob.mx/files/marco_normativo/PRG5.pdf).

<sup>2078</sup> Se generarán más de 100 mil empleos en el sector vivienda 30 January 2014. Access Date: 23 February 2014.

<http://www.presidencia.gob.mx/se-generaran-mas-de-100-mil-empleos-en-el-sector-vivienda/>.

250 multifunctional centres of applied qualifications and a basic centre of professional training will be created.<sup>2079</sup>

On 15 April 2014, the Russian government updated the State Program on the Promotion of Employment. It includes the Development of Labour Market Institutions subprogram to ensure high-quality qualifications, protection of employees' health and protection of citizens' labour rights. RUB18.9 billion will be allocated between 2013 and 2020.<sup>2080</sup>

The State Program includes the subprogram Development of Vocational Education and Training. It increases the contribution of education to social, economic and cultural modernization of Russia and increases its global competitiveness. It also ensures demand from the economy and society for each person. RUB3.8 trillion will be allocated to this subprogram between 2013 and 2020.<sup>2081</sup>

On 5 May 2014, the Russian President signed a federal law to regulate the trilateral legal relationship arising from the provision of employees to a third party (outstaffing) and prevention from employers not concluding a contract with this type of employee.<sup>2082</sup>

Russia has taken measures to stimulate creation of formal jobs on both supply and demand sides. Thus, it has been awarded a score of +1.

*Analyst: Mark Rakhmangulov*

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

Saudi Arabia has fully complied with the commitment on job creation.

Saudi Arabia has significantly increased its budget spending since the 2011 uprisings in the Middle East to combat financial crisis and unemployment.<sup>2083</sup> However, after the expansionary 2013, only a modest spending rise was set for 2014: 19 per cent and 4.3 per cent correspondingly.<sup>2084</sup> This is the lowest increase since 2003.<sup>2085</sup>

On the supply side, there is a growing acknowledgement in the Saudi Arabian government that there is a need to address unemployment, especially among youth, and to encourage job creation in the private sector.<sup>2086</sup> Private companies prefer not to employ national workers since there is a mismatch between

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<sup>2079</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>2080</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>2081</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>2082</sup> The law regulating trilateral legal relationship arising from outstaffing, President of Russia 5 May 2014. <http://kremlin.ru/acts/20956>.

<sup>2083</sup> UPDATE 2-Saudi Arabia starts to curb spending growth in 2014 budget, Reuters 23 December 2013. Access Date: 7 February 2014. <http://www.reuters.com/article/2013/12/23/saudi-budget-idUSL6N0K220720131223>.

<sup>2084</sup> Saudi Arabia Sets Modest Spending Rise In 2014 Budget Plan, Gulf Business 23 December 2013. Access Date: 7 February 2014. [http://gulfbusiness.com/2013/12/saudi-arabia-sets-modest-spending-rise-in-2014-budget-plan/#.Uwccwrf1\\_uVF](http://gulfbusiness.com/2013/12/saudi-arabia-sets-modest-spending-rise-in-2014-budget-plan/#.Uwccwrf1_uVF).

<sup>2085</sup> UPDATE 2-Saudi Arabia starts to curb spending growth in 2014 budget, Reuters 23 December 2013. Access Date: 7 February 2014. <http://www.reuters.com/article/2013/12/23/saudi-budget-idUSL6N0K220720131223>.

<sup>2086</sup> Saudi Arabia needs private sector growth to stem youth unemployment, business leaders say, Times Colonist 3 December 2013. Access Date: 7 February 2014. <http://www.timescolonist.com/business/saudi-arabia-needs-private-sector-growth-to-stem-youth-unemployment-business-leaders-say-1.718872>.

the skills of Saudis and the needs of employers as well as between the salary expectations of Saudis and opportunities of employers.

However, this acknowledgement does not always result in concrete action, and achievements in fighting unemployment are still very modest. At the end of 2013 Saudi's unemployment rate was 11.5 per cent, among women — 32.1 per cent.<sup>2087</sup> Experts estimate that in fact only 30-40 per cent of working age Saudis have a job. Many of those who are unemployed receive financial support from their relatives.<sup>2088</sup>

The Government has been expanding women's rights and their employment opportunities.<sup>2089</sup> In January 2013, Saudi Arabia's King Abdullah appointed 30 women to the Shura Council, which advises the King on policy and legislation and introduced a 20 per cent quota for women in this council for the first time in the history.<sup>2090</sup> However, the progress in the sphere of women employment is very slow.

In January 2014, Saudi Arabia decided to introduce compulsory unemployment insurance for all citizens. All public and private sectors' employees will pay 1 per cent of their salaries for the insurance. The employers will pay the same amount. Those who get unemployed are entitled to a compensation up to 12 months.<sup>2091</sup> This plan is expected to make employment by private companies, which is not perceived as employment for life in contrast to employment by state companies, more attractive for young Saudis.

On the demand side, Saudi Arabia has taken measures to decrease the number of illegal foreign workers to provide more jobs to Saudis.<sup>2092</sup> The illegal worker amnesty expired in November 2013, and the number of foreign workers decreased from approximately 9 to 8 million people.<sup>2093</sup> Though this does not necessarily leads to the increase in the employment of Saudis since many of them are used to shorter hours and higher salary than foreign workers.

In January 2014, the Labor Ministry of Saudi Arabia was studying opportunities to expand the Nitaqat program, which was introduced in 2011 to reward employers who employ higher percentages of Saudis. Companies that do not achieve the required level are penalized. Foreign workers may be discouraged from bringing their families and allowed to live in Saudi Arabia for not more than eight years.<sup>2094</sup>

Saudi Arabia has taken steps to create formal jobs on both the supply and demand side. Thus, it has been awarded a score of +1.

*Analyst: Tatiana Lanshina*

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<sup>2087</sup> Quarterly unemployment rates 2013, Central Department of Statistics & Information. Access Date: 29 September 2014. <http://www.cdsi.gov.sa/english/>.

<sup>2088</sup> Saudi Arabia introduces unemployment insurance, Reuters 6 January 2014. Access Date: 29 September 2014. <http://www.reuters.com/article/2014/01/06/saudi-unemployment-idUSL6N0KG1VX20140106>.

<sup>2089</sup> Saudi Women's Slow Drive to Reform, Al-Monitor 18 October 2013. Access Date: 7 February 2014. <http://www.al-monitor.com/pulse/originals/2013/10/saudi-women-rights-slow-reform.html#>.

<sup>2090</sup> Saudi Arabia's king appoints women to Shura Council, BBC 11 January 2013. Access Date: 7 February 2014. <http://www.bbc.co.uk/news/world-middle-east-20986428>.

<sup>2091</sup> Saudi Arabia introduces unemployment insurance, Reuters 6 January 2014. Access Date: 29 September 2014. <http://www.reuters.com/article/2014/01/06/saudi-unemployment-idUSL6N0KG1VX20140106>.

<sup>2092</sup> Saudi remittances to fall \$6.7bn after expat crackdown, Arabian Business 6 November 2013. Access Date: 9 February 2014. <http://www.arabianbusiness.com/saudi-remittances-fall-6-7bn-after-expat-crackdown-525402.html>.

<sup>2093</sup> Saudi Arabia rounds up migrant workers as amnesty ends, BBC 4 November 2013. Access Date: 9 February 2014. <http://www.bbc.co.uk/news/world-asia-24810033>.

<sup>2094</sup> Expats' stay in KSA might be restricted, Arab News 6 January 2014. Access Date: 7 February 2014. <http://www.arabnews.com/news/504356>.

## South Africa: +1

South Africa has fully complied with the commitment stimulate the creation of formal jobs.

On 9 October 2013, the Public Employment Services of the South African Department of Labour placed 16,171 work seekers in direct employment opportunities using its electronic matching initiative the Employment Services System for South Africa (ESSA). In 2013 the department registered 600,259 of work seekers in the ESSA against a target number of 450,000.<sup>2095</sup>

On 24 October 2013, the South African National Assembly passed the Employment Equity Bill “ensure that workers are paid the same for the work of equal value” and end “unfair discrimination by employers in respect of terms and conditions of employment of employees doing the same work, similar work or work of equal value.”<sup>2096</sup>

On 12 November 2013, the South African National Assembly adopted the Employment Services Bill. According to South African Minister of Labour Mildred Oliphant, the Employment Services Bill contributes to the government’s objectives of “more jobs, decent work and sustainable livelihoods by repositioning public employment services to play a major role in employment promotion and employment preservation and will also assist employers, workers and work seekers to adapt to changing labour market conditions.” The Bill allows the Minister to issue regulations requiring “employers to register vacancies in specified categories of work and permits the introduction of schemes to promote the employment of work seekers, to assist employees facing retrenchments to remain in employment, and to promote the rehabilitation and re-entry into employment of employees injured on duty or who have contracted an occupational disease.”<sup>2097</sup>

On 28 February 2014, the Department of Labour published the Employment Equity Regulations 2014 for public comment to “further augment government’s commitment towards the promotion of equity and diversity” in the labour market. The regulations give effect to the Employment Equity (EE) Amendment Act No. 47 of 2013, which was assented by the President on 14 January 2014. The Employment Equity Regulations 2014 provides practical guidelines on how to implement EE law in the workplace. The key issues highlighted by the EE Regulations 2014 is “the revised definition of designated groups, criteria and methodology for assessing work of equal value, guidelines for assessment of compliance using the national and regional economically active population (EAP) and enforcement mechanisms.”<sup>2098</sup>

On 1 March 2014, minimum wages for the vulnerable workers in the farms sector were adjusted: from ZAR11.66 to ZAR12.41 per hour, from ZAR525 to ZAR558.6 per week, from ZAR274.82 to ZAR420.41 per month. Sectoral determination covers the protection of workers in vulnerable

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<sup>2095</sup> Department of Labour places more than 16 000 in job opportunities using its ESSA electronic platform, South African Department of Labour 9 October 2013. <http://www.labour.gov.za/DOL/media-desk/media-statements/2013/department-of-labour-places-more-than-16-000-in-job-opportunities-using-its-essa-electronic-platform>.

<sup>2096</sup> National Assembly adopts Employment Equity Bill, South African Department of Labour 24 October 2013.

<http://www.labour.gov.za/DOL/media-desk/media-statements/2013/national-assembly-adopts-employment-equity-bill>.

<sup>2097</sup> National assembly passes Employment Services Bill bringing to four bills passed this year alone, South African Department of Labour 12 November 2013. <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>

<sup>2098</sup> Department of Labour unveils Employment Equity Regulations taking a step closer towards implementation of new EE Act 28 February 2014. <http://www.labour.gov.za/DOL/media-desk/media-statements/2014/department-of-labour-unveils-employment-equity-regulations-taking-a-step-closer-towards-implementation-of-new-ee-act>.



sectors/areas of work. The determination sets minimum working hours, minimum wages, number of leave days and termination rules. The determination is reviewed annually by Minister of Labour.<sup>2099</sup>

On 1 August 2014, the Amended Employment Equity Act entered into force. According to South African Minister of Labour Mildred Oliphant new law introduces “five fundamental aspects”: 1) equal pay for work of equal value; 2) strengthening inspections and enforcement, 3) increasing of penalties for non-compliance, 4) empowerment of the Director General with the right to question the employment equity plans if they are flawed, 5) empowerment of the Commission for Conciliation Mediation and Arbitration (CCMA) with the powers not only to conciliate but to arbitrate and issue awards on cases relating to unfair discrimination.<sup>2100</sup>

South Africa has taken measures to stimulate creation of formal jobs on both supply and demand sides. Thus, it has been awarded a score of +1.

*Analyst: Lyudmila Tarasenko*

### **Turkey: +1**

Turkey has fully complied with the commitment on job creation.

On the supply side, in 2013 Turkey launched the Project on Facilitating Effective and Reliable Resources for Occupational Safety and Health in the Turkish Metal Sector. The project will be implemented until June 2014 and will raise awareness on risk assessments, occupational health risks and the new provisions of Occupational Health and Safety Law among the health professionals serving for the metal industry.<sup>2101</sup>

On 22 September 2013, Turkish Minister of Labor and Social Security Faruk Çelik announced the launch of a new female employment package. The new package allows women with three children to receive full payment for working half a day. Çelik stressed that the package will increase both the employment rate and birth rate of women in the country.<sup>2102</sup>

On 25 September 2013, Turkish Ministry of Labour and Social Security, Ministry of Education and representatives of the European Union introduced the joint Professional and Technical Education Quality Improvement Project. This initiative strengthens the link between labour market needs and education and improves the national training system. It involves state officials and employers community representatives, and will be implemented as a pilot project in 21 Turkish provinces.<sup>2103</sup>

On 23 January 2014, Faruk Çelik and Turkish Minister of Development Cevdet Yılmaz presented a report “Good Jobs in Turkey” prepared by the World Bank. According to the report “there has been

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<sup>2099</sup> Farmworkers wages adjusted upward, South African Department of Labour 3 February 2014.

<http://www.labour.gov.za/DOL/media-desk/media-statements/2014/farmworkers-wages-adjusted-upward>

<sup>2100</sup> Keynote address by the Minister of Labour, Mildred Oliphant, on the occasion of the BMF National Conference in Johannesburg 30 September 2014. <http://www.labour.gov.za/DOL/media-desk/speeches/2014-1/keynote-address-by-the-minister-of-labour-mildred-oliphant-on-the-occasion-of-the-bmf-national-conference-in-johannesburg>

<sup>2101</sup> 2013 Progress Report prepared by Turkey, Turkish Ministry for EU Affairs December 2013. Access Date: 24 February 2014. [http://www.abgs.gov.tr/files/AB\\_Iliskileri/AdaylikSureci/IlerlemeRaporlari/2013\\_tr\\_progress\\_report.pdf](http://www.abgs.gov.tr/files/AB_Iliskileri/AdaylikSureci/IlerlemeRaporlari/2013_tr_progress_report.pdf).

<sup>2102</sup> Package to ‘increase’ workforce, birth rate, Hurriyet 22 September 2013. Access Date: 24 February 2014. <http://www.hurriyetdailynews.com/package-to-increase-workforce-birth-rate.aspx?pageID=238&nID=54939&NewsCatID=338>.

<sup>2103</sup> Türkiye’de Mesleki ve Teknik Eğitimin Kalitesinin Geliştirilmesi Projesi, Ministry of National Education of Turkey 25 September 2013. Access Date: 24 February 2014. <http://www.meb.gov.tr/turkiyede-mesleki-ve-teknik-egitimin-kalitesinin-gelistirilmesi-projesi/haber/6356>.

remarkable employment creation in Turkey along with rapid economic growth since 2009, and most of those jobs are good jobs associated with labor productivity.” Minister Çelik announced government’s plans to continue this process of employment creation through raising female participation in the Turkish workforce.<sup>2104</sup> Lead author of the report Rebekka Grun mentioned that “policies that facilitated labor reallocation and targeted reductions in labor costs have been instrumental in the fast creation of good jobs in Turkey.”<sup>2105</sup>

On the demand side, on 17 December 2013 the Turkish Employment Service (ISKUR) announced that it will invest up to TRY150,000 per employer in order to establish protected workplaces for people with mental and psychological disabilities. ISKUR will refund 60 per cent of employers’ operating costs on labor for a first year, thus stimulating them to create workplaces for people with disabilities.<sup>2106</sup>

Turkey has taken steps to create formal jobs on both the supply and demand sides. Thus, it has been awarded a score of +1.

*Analyst: Nadezhda Sporysheva*

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

United Kingdom has fully complied with the commitment on job creation.

On the supply side, on 3 October 2013 the additional GBP20 million funding was announced by Skills Minister Matthew Hancock for the government’s new traineeships program to provide 16- to 23-year-olds with the skills, experience and confidence to compete in the labour market, helping them secure apprenticeships or other jobs.<sup>2107</sup>

On 11 November 2013, Employment Relations Minister Jo Swinson unveiled the new guidance that will provide more support for interns uncertain about their pay rights. The guidance was produced by the Department for Business, Innovation & Skills (BIS) in collaboration with 4Talent, Channel 4’s in-house scheme.<sup>2108</sup>

On 9 December 2013, the Access to Work scheme has set aside GBP2 million to help disabled people take up work placement and to receive the same opportunities as non-disabled people.<sup>2109</sup>

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<sup>2104</sup> World Bank: Turkey has successfully created ‘good jobs’ in post-crisis period, Today’s Zaman 23 January 2014. Access Date: 30 September 2014. <http://www.todayszaman.com/news-337414-world-bank-turkey-has-successfully-created-good-jobs-in-post-crisis-period.html>

<sup>2105</sup> Turkey’s Recent Ability to Create Jobs Stands Out in International Comparison, but the Challenge is to Sustain this Performance, The World Bank 23 January 2014. Access Date: 30 September 2014. <http://www.worldbank.org/en/news/press-release/2014/01/23/turkeys-recent-ability-to-create-jobs-stands-out-in-international-comparison-but-the-challenge-is-to-sustain-this-performance>

<sup>2106</sup> İŞKUR’dan Engelli İstihdamına Büyük Destek, Turkish Employment Service 17 December 2013. Access Date: 24 February 2014. <http://www.iskur.gov.tr/TabId/189/ArtMID/1139/ArticleID/306/%C4%B0%C5%9EKURdan-Engelli-%C4%B0stihdam%C4%B1na-B252y252k-Destek.aspx>

<sup>2107</sup> New funding for traineeship scheme announced, Department for Business, Innovation & Skills 3 October 2013. Access Date: 20 February 2014. <https://www.gov.uk/government/news/new-funding-for-traineeship-scheme-announced>

<sup>2108</sup> Government reveals new support to protect interns’ right to fair pay, Department for Business, Innovation & Skills 11 November 2013. Access Date: 20 February 2014. <https://www.gov.uk/government/news/government-reveals-new-support-to-protect-interns-right-to-fair-pay>

<sup>2109</sup> Access to Work extended to help more disabled people into work, Department for Business, Innovation & Skills 9 December 2013. Access Date: 20 February 2014. <https://www.gov.uk/government/news/access-to-work-extended-to-help-more-disabled-people-into-work>

On 16 December 2013, Skills Minister Matthew Hancock announced new vocational courses in engineering and construction for 14- to 16-year-olds as part of the government's long-term plan for the economy. The qualifications have been specifically designed by industry leaders and will help Britain's teenagers compete in the global jobs market.<sup>2110</sup>

On 17 December 2013, it was announced that the London Professional Apprenticeship program will receive GBP1.4 million from the Department for Business, Innovation and Skills of the UL (BIS) with PwC contributing GBP900,000. The programme will provide 250 apprenticeships to attract outstanding young Londoners into professional services roles. This has to help young people to match their skills with employers' requirements.<sup>2111</sup>

On 14 January 2014, Secretary of State for Transport Patrick McLoughlin unveiled the plans for a new college to train the next generation of world-class engineers to work on the construction of high speed rail. The new skills provided by college will include rail engineering, environmental skills and construction. The college will help to fulfill the new jobs in infrastructure sector with British workers. The High Speed 2 rail project is planned to underpin the delivery of 400,000 jobs.<sup>2112</sup>

On 28 January 2014, Skills and Enterprise Minister Matthew Hancock set out the plans to open on a new high-tech further education college to train the workforce of nuclear power plants funded by government and the nuclear industry. The college will help to tackle the workers' skills gaps, particularly, in engineering, and to fulfill up to 40,000 jobs planned to be created in the nuclear sector. He also laid out plans to develop a software engineering college to respond to the needs of the information technology sector.<sup>2113</sup>

On 28 April 2014, the new scheme Help to Work was launched. It will give Jobcentre staff a new range of options to support the long-term unemployed to help get off benefits and into work. The new measures include intensive coaching, a requirement to meet with the Jobcentre Plus adviser every day, or taking part in a community work placement for up to 6 months so claimants build the skills needed to secure a full-time job.<sup>2114</sup>

On 10 June 2014, the UK government and energy and utility employers set out an action plan to strengthen the UK's energy and utility workforce over the next three years. The UK government will invest GBP33 million in the partnership to help deliver around 70,000 new learning opportunities including apprenticeships and traineeships.<sup>2115</sup>

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<sup>2110</sup> New engineering qualifications for 14- to 16-year-olds, Department for Education 16 December 2013. Access Date: 20 February 2014. <https://www.gov.uk/government/news/new-engineering-qualifications-for-14-to-16-year-olds>

<sup>2111</sup> £2.3 million to open London's professional services to more apprentices, Department for Business, Innovation & Skills 17 December 2013. Access Date: 20 February 2014. <https://www.gov.uk/government/news/23-million-to-open-londons-professional-services-to-more-apprentices>

<sup>2112</sup> First new college in 20 years to support development of High Speed 2 (HS2), Department for Business, Innovation & Skills 14 January 2014. Access Date: 20 February 2014. <https://www.gov.uk/government/news/first-new-college-in-20-years-to-support-development-of-high-speed-2-hs2>

<sup>2113</sup> Nuclear college to harness the power of skills training, Department for Business, Innovation & Skills 28 January 2014. Access Date: 20 February 2014. <https://www.gov.uk/government/news/nuclear-college-to-harness-the-power-of-skills-training>

<sup>2114</sup> Help to Work: nationwide drive to help the long-term unemployed into work, Prime Minister's Office 28 April 2014. Date of Access: 27 September 2014. <https://www.gov.uk/government/news/help-to-work-nationwide-drive-to-help-the-long-term-unemployed-into-work>

<sup>2115</sup> Energy and utility industries set out plan to tackle skills crisis, UK Commission for Employment and Skills 10 June 2014. Date of Access: 27 September 2014. <https://www.gov.uk/government/news/energy-and-utility-industries-set-out-plan-to-tackle-skills-crisis>

On 22 July 2014, the UK government started the commercial process to find a new partner for Remploy Employment Services so they can use private investment to help them expand. Remploy helps disabled people to get into jobs and it will receive the freedom to grow the business when they are allowed to take on significant investment free from government control.<sup>2116</sup>

On 13 August 2014, the UK Commission for Employment and Skills welcomed new proposals to measure the outcomes of education and skills for adult learners. This measure is intended to provide more accurate, relevant information for students and employers, and to shift the focus of education providers towards giving adult students the skills they need to get into work, rather than simply deliver qualifications.<sup>2117</sup>

On 10 September 2014, Communities Secretary Eric Pickles announced a consultation on how town halls can ensure that all social tenants have the ability to move easily in case they need to relocate for a new job or training. This measure has to help to improve the mobility of people and to make it easier for them to find a new job.<sup>2118</sup>

On the demand side, on 5 November 2013 Energy Secretary Edward Davey reaffirmed the government's commitment to invest a share of GBP2.5 million of further investment in offshore wind innovation. The renewable electricity 2010 has the potential to support over 35,000 jobs across the UK.<sup>2119</sup>

On 18 December 2013, the Energy Bill received Royal Assent. It is intended to provide investors and industry with the confidence to unlock up to GBP110 billion of private sector investment in the electricity sector and to support up to 250,000 jobs, 200,000 of which are "green" jobs in the renewable energy sector.<sup>2120</sup>

On 5 June 2014, Minister for Tourism Helen Grant announced a partnership between the UK Government and the tourism and hospitality sector. The partnership will focus on improving skills, increasing the quality and quantity of jobs available and boosting enterprise in the industry. The partnership will also work for increasing the availability of apprenticeships within the sector.<sup>2121</sup>

United Kingdom has taken steps to create formal jobs on both the supply and demand sides. Thus, it has been awarded a score of +1.

*Analyst: Natalia Churkina*

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<sup>2116</sup> Boost for Remploy Employment Services, Department for Work and Pensions 22 July 2014. Date of Access: 27 September 2014. <https://www.gov.uk/government/news/boost-for-remploy-employment-services>

<sup>2117</sup> UKCES welcomes proposals for new approach to measuring success in adult learning, UK Commission for Employment and Skills 13 August 2014. Access Date: 27 September 2014. <https://www.gov.uk/government/news/ukces-welcomes-proposals-for-new-approach-to-measuring-success-in-adult-learning>

<sup>2118</sup> Right to Move: government launches consultation to support social tenants who want to work, Department for Communities and Local Government 10 September 2014. Access Date: 27 September 2014. <https://www.gov.uk/government/news/right-to-move-government-launches-consultation-to-support-social-tenants-who-want-to-work>

<sup>2119</sup> Renewable Energy: Delivering Green Jobs, Growth and Clean Energy, Department of Energy & Climate Change 5 November 2013. Access Date: 20 February 2014. <https://www.gov.uk/government/news/renewable-energy-delivering-green-jobs-growth-and-clean-energy>

<sup>2120</sup> Electricity Market Reform Delivery Plan Published, Department of Energy & Climate Change 19 December 2013. Access Date: 20 February 2014. <https://www.gov.uk/government/news/new-energy-reforms-to-support-250000-jobs-keep-bills-down-and-produce-cleaner-energy>

<sup>2121</sup> Government and tourism industry partnership announced to boost the sector, Department for Culture, Media & Sport 5 June 2014. Date of Access: 27 September 2014. <https://www.gov.uk/government/news/government-and-tourism-industry-partnership-announced-to-boost-the-sector>

## United States: +1

The United States has fully complied with the commitment on job creation.

On the supply side, on 17 September 2013 the Department of Labor announced a final rule extending the Fair Labor Standards Act's minimum wage and overtime protections to nearly 2 million direct care workers, such as home health aides, certified nursing assistants, etc.<sup>2122</sup>

On 31 October 2013, the Department of State launched the Veterans Innovation Partnership fellowship program, to promote foreign affairs career opportunities for veterans. The program is concentrated on providing opportunities for veterans to study international relations, to get fellowships and jobs.<sup>2123</sup>

On 18 February 2014, the Department of Labor announced USD73 million in grants to organizations that oversee education and employment services for disadvantaged youths in their communities. The aim is to help youth complete high school or General Educational Development programs or learn critical skills in high-demand fields, such as health care, information technology, construction, etc.<sup>2124</sup>

On 18 February 2014, the Department of Labor also made available USD30 million to provide training, educational opportunities, workforce activities, follow-up services, etc., in areas with high poverty and crime rates. This funding is in the framework of the second round of the Training to Work — Adult Reentry Competitive Grant Program.<sup>2125</sup>

On 6 August 2014, the Department of Labor announced USD73.6 million in YouthBuild grants to improve academic and occupational skills training for at-risk youth in 31 states. YouthBuild program provides classroom instruction and occupational skills training to young people aged 16 to 24 who have been in the juvenile justice, have dropped out of the school or are otherwise at risk.<sup>2126</sup>

On 24 April 2014, the U.S. Labor Department allocated USD5.6 million to employment assistance services for coal industry workers who are affected by layoffs and mine closures in West Virginia.<sup>2127</sup>

On 26 June 2014, the U.S. Labor Department announced USD36 million in grants for job trainings in civilian sectors to help 12,000 homeless veterans.<sup>2128</sup>

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<sup>2122</sup> Minimum wage, overtime protections extended to direct care workers by US Labor Department, United States Department of Labor 17 September 2013. Access Date: 17 February 2014. <http://www.dol.gov/opa/media/press/whd/WHD20131922.htm>.

<sup>2123</sup> The Veterans Innovation Partnership Fellowship Program, U.S. Department of State 31 October 2013. Access Date: 17 February 2014. <http://www.state.gov/r/pa/prs/ps/2013/10/216132.htm>.

<sup>2124</sup> Approximately \$73M in YouthBuild grants to help disadvantaged youth develop job and leadership skills made available by US Labor Department, United States Department of Labor 18 February 2014. Access Date: 18 February 2014. <http://www.dol.gov/opa/media/press/eta/ETA20140257.htm>.

<sup>2125</sup> Grants totaling \$30M to help adults in prison work-release programs transition to the workforce now available from US Labor Department, United States Department of Labor 18 February 2014. Access Date: 18 February 2014. <http://www.dol.gov/opa/media/press/eta/ETA20140278.htm>.

<sup>2126</sup> \$73.6M in YouthBuild grants awarded by the US Labor Department, U.S. Department of Labor 6 August 2014. Access Date: 27 September 2014. <http://www.dol.gov/opa/media/press/eta/ETA20141446.htm>.

<sup>2127</sup> \$5.6M to aid W.Va. workers formerly employed in the coal mining industry announced by US Labor Department, U.S. Department of Labor 24 April 2014. Access Date: 27 September 2014. <http://www.dol.gov/opa/media/press/eta/ETA20140687.htm>.

<sup>2128</sup> \$36M in job-training grants to help 12,000 homeless veterans awarded by US Labor Department, U.S. Department of Labor 25 September 2014. Access Date: 27 September 2014. <http://www.dol.gov/opa/media/press/vets/VETS20141224.htm>.

On the demand side, in 2013, the U.S. Small Business Administration (SBA) allocated over USD29 billion in lending to small companies to create new jobs and develop their business.<sup>2129</sup>

In November 2013, the SBA held Veterans Small Business Week to inform veterans about the government support tools and provide them with training, funding and business development opportunities.<sup>2130</sup>

On 25 September 2014, the Department of Labor awarded USD14.8 million in grants to 6 states to expand the capacity of local American Jobs Centers and thus to improve employment opportunities for disabled youth and adults. This project is a part of the Disability Employment Initiative.<sup>2131</sup>

The United States has taken steps to create formal jobs on both the supply and demand sides. Thus, it has been awarded a score of +1.

*Analyst: Tatiana Lanshina*

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

European Union has fully complied with the commitment on job creation.

On the supply side, on 6-7 November, the European Commission brought together European policy makers at a conference in Brussels to ensure efficient and effective use of the more than EUR70 billion available to member states from the European Social Fund (ESF) from 2014 to 2020.<sup>2132</sup> The ESF helps people upgrade their skills, facilitates their integration into the labour market, and combats social exclusion and poverty.

On 11 December 2013, the European Commission announced the first tranche of funding for research grants totalling EUR800 million in 2014. This financing is aimed particularly at early-stage researchers without a PhD. Training provides them with experience outside academia to develop transversal skills to encourage innovation, entrepreneurship and employability.<sup>2133</sup>

On 17 January 2014, European Commission presented a proposal to strengthen pan-European job search network EURES to provide more job offers, increase the likelihood of job matches and help employers, notably small and medium businesses, to fill job vacancies faster and better.<sup>2134</sup>

On 10 March 2014, the EU Council of Ministers adopted a Quality Framework on Traineeships to enable trainees to acquire high-quality work experience under safe and fair conditions, and to increase their chances of finding a good quality job. The Council Recommendation on a Quality Framework for

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<sup>2129</sup> SBA Lending Activity in FY 2013 Shows SBA Continuing to Help Small Businesses Grow and Create Jobs, SBA 29 October 2013. Access Date: 21 February 2014. <http://www.sba.gov/content/sba-lending-activity-fy-2013-shows-sba-continuing-help-small-businesses-grow-and-create-jobs>.

<sup>2130</sup> Small Business Administration Kicks Off Veterans Small Business Week, SBA 4 November 2013. Access Date: 21 February 2014. <http://www.sba.gov/content/small-business-administration-kicks-veterans-small-business-week>.

<sup>2131</sup> \$14.8M in grants announced by US Labor Department to expand employment opportunities for people with disabilities, U.S. Department of Labor 25 September 2014. Access Date: 27 September 2014. <http://www.dol.gov/opa/media/press/eta/ETA20141764.htm>.

<sup>2132</sup> European Social Fund: conference to promote more effective and efficient implementation in 2014-2020, European Commission 5 February 2014. Access Date: 20 February 2014. [http://europa.eu/rapid/press-release\\_IP-14-115\\_en.htm](http://europa.eu/rapid/press-release_IP-14-115_en.htm)

<sup>2133</sup> Marie Skłodowska-Curie Actions: €800 million to support research careers, training and mobility in 2014, European Commission 11 December 2013. Access Date: 21 February 2014. [http://europa.eu/rapid/press-release\\_MEMO-13-1123\\_en.htm](http://europa.eu/rapid/press-release_MEMO-13-1123_en.htm)

<sup>2134</sup> Employment: Commission proposes to improve EURES job search network, European Commission 17 January 2014. Access Date: 20 February 2014. [http://europa.eu/rapid/press-release\\_IP-14-26\\_en.htm](http://europa.eu/rapid/press-release_IP-14-26_en.htm)

Traineeships calls on Member States to ensure that national law or practice respects the principles set out in the guidelines, and to adapt their legislation where necessary.<sup>2135</sup>

On 17 June 2014, European Commission launched the European Hospitality Skills Passport, a tool developed to facilitate contact between jobseekers and employers in the hospitality and tourism sector in Europe. In the Skills Passport, workers can record all the skills and competences gained during their education, training and practical work experience in an easily accessible format. It enables employers to quickly overcome language barriers and to find the skilled workers they need to fill their vacancies. According to the European Commission, the passport has to be extended to other sectors in the future to increase mobility of the labour force.<sup>2136</sup>

On the demand side, on 15 October European Council members adopted a declaration in support of the European Alliance for Apprenticeships, and agreed on guidelines to improve their apprenticeships systems. And on 15 November 2013, one of the first “Nestlé needs YOUth” initiatives was launched. Under this initiative the public and private sectors will work together in the fight against youth unemployment and will invest more in equipping young people with the skills and training they need. Nestlé pledged to create 20,000 jobs, apprenticeships and traineeships across Europe in the next three years. The company also pledged to work with 60,000 businesses to increase work opportunities for young people. The company will provide 120 business ambassadors, who will provide advice and guidance to smaller companies that wish to start or strengthen apprenticeship schemes.<sup>2137</sup>

On 5 May 2014, the European Commission has adopted the first of 28 “Partnership Agreements” that set down the strategies in EU members and regions for usage of European Structural and Investment Funds for growth and jobs in 2014-2020. The first partnership agreement was signed with Denmark.<sup>2138</sup>

On 3 June 2014, the European Commission adopted the first Operational Programme in France in the framework of the EUR6 billion Youth Employment Initiative. Under this programme, France will receive EUR432 million to help young people not in employment, education or training to find a job in those regions with youth unemployment rates over 25%.<sup>2139</sup> On 11 July 2014, the second programme for the implementation of the Youth Employment Initiative was launched in Italy. Under this programme, Italy has to mobilise EUR1.5 billion from various sources, including EUR1.1 billion from the European budget, to help young people to find a job.<sup>2140</sup>

European Union has taken steps to create formal jobs on both the supply and demand sides. Thus, it has been awarded a score of +1.

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<sup>2135</sup> Youth employment: Commission welcomes adoption of Quality Framework to improve quality of traineeships, European Commission 10 March 2014. Access Date: 20 September 2014. [http://europa.eu/rapid/press-release\\_IP-14-236\\_en.htm](http://europa.eu/rapid/press-release_IP-14-236_en.htm)

<sup>2136</sup> Employment: new European Skills Passport will facilitate recruitment in hospitality sector, European Commission 17 June 2014. Access Date: 20 September 2014. [http://europa.eu/rapid/press-release\\_IP-14-678\\_en.htm](http://europa.eu/rapid/press-release_IP-14-678_en.htm)

<sup>2137</sup> Commission welcomes Nestlé pledge on jobs and apprenticeships, European Commission 15 November 2013. Access Date: 21 February 2014. [http://europa.eu/rapid/press-release\\_IP-13-1087\\_en.htm](http://europa.eu/rapid/press-release_IP-13-1087_en.htm)

<sup>2138</sup> European Commission adopts EU's first 'Partnership Agreement' on using EU Structural and Investment Funds for growth and jobs in 2014-2020, European Commission 5 May 2014. Access Date: 20 September 2014. [http://europa.eu/rapid/press-release\\_IP-14-514\\_en.htm](http://europa.eu/rapid/press-release_IP-14-514_en.htm)

<sup>2139</sup> Youth Employment Initiative: €620 million to tackle youth unemployment in France, European Commission 3 June 2014. Access Date: 20 September 2014. [http://europa.eu/rapid/press-release\\_IP-14-622\\_en.htm](http://europa.eu/rapid/press-release_IP-14-622_en.htm)

<sup>2140</sup> Youth Employment Initiative: €1.1 billion of EU money to tackle youth unemployment in Italy, European Commission 11 July 2014. Access Date: 20 September 2014. [http://europa.eu/rapid/press-release\\_IP-14-826\\_en.htm](http://europa.eu/rapid/press-release_IP-14-826_en.htm)