



2021 G20 Rome Summit Final Compliance Report

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**Feedback, as always, is welcome and is kept anonymous.
We encourage readers to send comments to
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8. Labour and Employment: Social Inclusion

“[We will] ... strive to adapt our regulatory frameworks to new forms of work, ensuring that these are fair and inclusive, leaving no one behind, while paying special attention to addressing the digital gender divide and intergenerational inequalities.”

G20 Rome Leaders' Declaration

Assessment

	No Compliance	Partial Compliance	Full Compliance
Argentina		0	
Australia	-1		
Brazil			+1
Canada		0	
China		0	
France		0	
Germany	-1		
India		0	
Indonesia		0	
Italy		0	
Japan		0	
Korea	-1		
Mexico		0	
Russia		0	
Saudi Arabia	-1		
South Africa			+1
Turkey	-1		
United Kingdom			+1
United States		0	
European Union			+1
Average		-0.05 (48%)	

Background

From the first G20 summit, the G20 leaders have shown their support and commitment to creating a more equitable and inclusive work environment. They strive to systematically reduce the class and gender gap that is prevalent in many parts of the world. The consistent emphasis of social inclusion in labour demographics shows the global nature and importance of this issue.

At the 2008 Washington Summit, G20 leaders agreed to support the stabilization of the economy through fostering entrepreneurship and innovation to increase employment.¹¹⁴⁴

At the 2009 London Summit, G20 leaders agreed to support equitable employment growth by investing in the most vulnerable in terms of class and race.¹¹⁴⁵

¹¹⁴⁴ Declaration of the Summit on Financial Markets and the World Economy, G20 Information Centre (Toronto) 15 November 2008. Access Date: 26 November 2021. <http://www.g20.utoronto.ca/2008/2008declaration1115.html>

¹¹⁴⁵ London Summit - Leaders' Statement, G20 Information Centre (Toronto) 2 April 2009. Access Date: 26 November 2021. <http://www.g20.utoronto.ca/2009/2009communique0402.pdf>

At the 2009 Pittsburgh Summit, G20 leaders agreed to a new Framework for Strong, Sustainable, and Balanced Growth that supports education and training to increase the overall labour quality for G20 countries.¹¹⁴⁶

At the 2010 Seoul Summit, G20 leaders recognized the importance of jobs for the most vulnerable, especially in low-income countries.¹¹⁴⁷

At the 2011 Cannes Summit, G20 leaders supported the implementation of social protection floors that are specifically created for each low-income country and continue to expand the availability of SME financing services.¹¹⁴⁸

At the 2012 Los Cabos Summit, G20 leaders committed to increasing the quality of work by advocating for labor rights and social security coverage.¹¹⁴⁹

At the 2013 St. Petersburg Summit, G20 leaders acknowledged the high structural unemployment among women and youth and encouraged Ministers of Labour and Employment to revise their nation's policies for inclusive labour markets and social protection.¹¹⁵⁰

At the 2014 Brisbane Summit, G20 leaders encouraged members to enhance competitiveness by removing business barriers to increase inclusive job creation. The goal is to reduce the gender gap of the labour force participation by 25 per cent by 2025.¹¹⁵¹

At the 2015 Antalya Summit, G20 leaders agreed to consult Labour and Employment Ministers to improve G20 countries' labour market equality and promote the enhancement of skills in the labour market.¹¹⁵²

At the 2016 Hangzhou Summit, G20 leaders committed to creating an inclusive digital economy through policy support as well as endorsing the Sustainable Wage Policy Principles.¹¹⁵³ These initiatives attempt to decrease inequality and raise the overall quality of work.

At the 2017 Hamburg Summit, G20 leaders emphasized the importance of sustainable and inclusive supply chains and removing barriers for women's inclusion. The leaders encourage heightened protection for women against all forms of violence including in the workplace and policies that reduce employment discrimination.¹¹⁵⁴

¹¹⁴⁶ G20 Leaders Statement: The Pittsburgh Summit, G20 Information Centre (Toronto) 25 September 2009. Access Date: 26 November 2021. <http://www.g20.utoronto.ca/2009/2009communique0925.html>

¹¹⁴⁷ The G20 Seoul Summit Leaders' Declaration, G20 Information Centre (Toronto) 12 November 2010. Access Date: 26 November 2021. <http://www.g20.utoronto.ca/2010/g20seoul.pdf>

¹¹⁴⁸ Cannes Summit Final Declaration – Building Our Common Future: Renewed Collective Action for the Benefit of All, G20 Information Centre (Toronto) 4 November 2011. Access Date: 26 November 2021. <http://www.g20.utoronto.ca/2011/2011-cannes-declaration-111104-en.html>

¹¹⁴⁹ G20 Leaders Declaration, G20 Information Centre (Toronto) 19 June 2012. Access Date: 26 November 2021. <http://www.g20.utoronto.ca/2012/2012-0619-loscabos.pdf>

¹¹⁵⁰ G20 Leaders' Declaration, G20 Information Centre (Toronto) 6 September 2013. Access Date: 26 November 2021. <http://www.g20.utoronto.ca/2013/2013-0906-declaration.html>

¹¹⁵¹ Brisbane Action Plan, G20 Information Centre (Toronto) November 2014. Access Date: 26 November 2021. http://www.g20.utoronto.ca/2014/brisbane_action_plan.pdf

¹¹⁵² G20 Leaders' Communiqué, G20 Information Centre (Toronto) 16 November 2015. Access Date: 26 November 2021. <http://www.g20.utoronto.ca/2015/151116-communique.html>

¹¹⁵³ G20 Leaders' Communiqué: Hangzhou Summit, G20 Information Centre (Toronto) 5 September 2016. Access Date: 26 November 2021. <http://www.g20.utoronto.ca/2016/160905-communique.html>

¹¹⁵⁴ G20 Leaders' Declaration: Shaping an Interconnected World, G20 Information Centre (Toronto) 8 July 2017. Access Date: 26 November 2021. <http://www.g20.utoronto.ca/2017/2017-G20-leaders-declaration.pdf>

At the 2018 Buenos Aires Summit, G20 leaders promoted acts of inclusion in the digital economy and the formalization of labour to increase social protection for vulnerable groups.¹¹⁵⁵

At the 2019 Osaka Summit, G20 leaders acknowledged the importance of creating flexible working arrangements for women. They also encouraged G20 members to share developments on their policy for new forms of work as well as to take action to eradicate forced labour.¹¹⁵⁶

At the 2020 Riyadh Summit, leaders addressed unpaid responsibilities of economically vulnerable groups and women as well as the importance of women in leadership positions. The Private Sector Alliance for the Empowerment and Progression of Women's Economic Representation (EMPOWER) was commenced to advocate for gender equality in the workplace.¹¹⁵⁷

At the 2021 Rome Summit, G20 leaders promised to promote greater social justice and decent work for all and further international cooperation to strengthen safe and healthy working conditions.¹¹⁵⁸ They also promised to strengthen their social protection systems to aid workers' transition and reintegration into labour markets, ensure decent working conditions for remote and platform workers in addition to adapting their regulatory frameworks to new forms of work.

Commitment Features

In the G20 Rome Leaders' Declaration, G20 leaders stated that “[we will] ... strive to adapt our regulatory frameworks to new forms of work, ensuring that these are fair and inclusive, leaving no one behind, while paying special attention to addressing the digital gender divide and intergenerational inequalities.”

“Strive” means to “try hard, make efforts, struggle or contend.”¹¹⁵⁹ The use of this verb calls for G20 members to take strong actions to count as full compliance in this commitment.

“Adapt” means “to adjust to different conditions or uses, or to change to meet different situations.”¹¹⁶⁰ This may include any changes to “facilitate transitions for employees, the self-employed and employers” adapting to new forms of work.¹¹⁶¹

¹¹⁵⁵ G20 Leaders' Declaration: Building consensus for fair and sustainable development, G20 Information Centre (Toronto) 1 December 2018. Access Date: 26 November 2021.

http://www.g20.utoronto.ca/2018/buenos_aires_leaders_declaration.pdf

¹¹⁵⁶ G20 Osaka Leaders' Declaration, G20 Information Centre (Toronto) 29 June 2019. Access Date: 26 November 2021.

http://www.g20.utoronto.ca/2019/FINAL_G20_Osaka_Leaders_Declaration.pdf

¹¹⁵⁷ Leaders' Declaration, G20 Information Centre (Toronto) 22 November 2020. Access Date: 26 November 2021.

http://www.g20.utoronto.ca/2020/G20_Riyadh_Summit_Leaders_Declaration_EN.pdf

¹¹⁵⁸ G20 Rome Leaders' Declaration, G20 Information Centre (Toronto) 31 October 2021. Access Date: 26 November 2021. <http://www.g20.utoronto.ca/2021/G20ROMELEADERSDECLARATION.pdf>

¹¹⁵⁹ Compliance Coding Manual for International Institutional Commitments, G20 Research Group (Toronto) 12 November 2020. Access Date: 28 November 2021. <http://www.g20.utoronto.ca/analysis/index.html#method>

¹¹⁶⁰ Adapt, Cambridge Dictionary (Cambridge) 2021. Access Date: 28 November 2021.

<https://dictionary.cambridge.org/dictionary/english/adapt>

¹¹⁶¹ Annex 3: G20 Policy Options to enhance regulatory frameworks for remote working arrangements and work through digital platforms, G20 Information Centre (Toronto) 23 June 2021. Access Date: 8 December 2021.

<http://www.g20.utoronto.ca/2021/210623-labour.html#annex3>

“Regulatory” points to regulations, laws and other instruments that are used to achieve the government’s objectives.¹¹⁶² Regulatory instruments may involve legislations, regulatory bodies, regulatory processes and quasi legislation such as standards, codes, rulings and guidelines.^{1163 1164}

“Framework” means “a system of rules, ideas, or beliefs that is used to plan or decide something”¹¹⁶⁵ The G20 members specify adapting their regulatory frameworks as their policy instrument for achieving this commitment.

“New forms of work” are understood under Annex 3: G20 Policy Options to Enhance Regulatory Framework for Remote Working Arrangements and Work through Digital Platforms that was published on 23 June 2021 along with the G20 Labour and Employment Ministerial Declaration.¹¹⁶⁶ Annex 3 highlighted remote work and platform work as new forms of work that have emerged due to technological advancement and the COVID-19 pandemic.

“Remote work” refers to “personnel working from home and using tools such as videoconferencing, cloud services and virtual private networks.”¹¹⁶⁷

“Platform work” refers to “non-standard work facilitated by online platforms which use digital technologies to ‘intermediate’ between individual suppliers (platform workers) and buyers of labour.”¹¹⁶⁸ Platform workers are “individuals who use an app or a website to match themselves with customers, in order to provide a service in return for money.”¹¹⁶⁹

“Ensure” means “to make something certain to happen.”¹¹⁷⁰

“Fair” means treatment that is reasonable and what one would expect or deserve.¹¹⁷¹

“Inclusive” means to “include many different types of people and treat them all fairly and equally.”¹¹⁷²

¹¹⁶² Regulatory Policy, Organisation for Economic Co-operation and Development (Paris) n.d. Access Date: 28 November 2021. <https://www.oecd.org/gov/regulatory-policy/>

¹¹⁶³ Regulatory Frameworks in OECD countries and their Relevance for India, Organisation for Economic Co-operation and Development (Paris) 2 April 2010. Access Date: 28 November 2021. <https://www.oecd.org/gov/regulatory-policy/44933928.pdf>

¹¹⁶⁴ Regulatory Frameworks for Urban Services, Organisation for Economic Co-operation and Development (Paris) June 2007. Access Date: 28 November 2021. <https://www.oecd.org/gov/regulatory-policy/39218313.pdf>

¹¹⁶⁵ Framework, Cambridge Dictionary (Cambridge) 2021. Access Date: 28 November 2021. <https://dictionary.cambridge.org/dictionary/english/framework>

¹¹⁶⁶ Annex 3: G20 Policy Options to enhance regulatory frameworks for remote working arrangements and work through digital platforms, G20 Information Centre (Toronto) 23 June 2021. Access Date: 8 December 2021. <http://www.g20.utoronto.ca/2021/210623-labour.html#annex3>

¹¹⁶⁷ OECD Policy Responses to Coronavirus (COVID-19) Teleworking in the COVID-19 pandemic: Trends and prospects, Organisation for Economic Co-operation and Development (Paris) 21 September 2021. Access Date: 5 December 2021. <https://www.oecd.org/coronavirus/policy-responses/teleworking-in-the-covid-19-pandemic-trends-and-prospects-72a416b6/>

¹¹⁶⁸ The platform economy and precarious work, European Parliament (Brussels) September 2020. Access Date: 8 December 2020. [https://www.europarl.europa.eu/RegData/etudes/STUD/2020/652734/IPOL_STU\(2020\)652734_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/STUD/2020/652734/IPOL_STU(2020)652734_EN.pdf)

¹¹⁶⁹ Measuring the Digital Transformation: A Roadmap for the Future, Organisation for Economic Co-operation and Development (Paris) 2019. Access Date: 5 December 2021. <https://www.oecd.org/going-digital/mdt-roadmap-platform-workers.pdf>

¹¹⁷⁰ Compliance Coding Manual for International Institutional Commitments, G20 Research Group (Toronto) 12 November 2020. Access Date: 28 November 2021. <http://www.g20.utoronto.ca/analysis/index.html#method>

¹¹⁷¹ Fair, Cambridge Dictionary (Cambridge) 2021. Access Date: 6 December 2021. <https://dictionary.cambridge.org/dictionary/english/fair>

¹¹⁷² Inclusive, Cambridge Dictionary (Cambridge) 2021. Access Date: 6 December 2021. <https://dictionary.cambridge.org/dictionary/english/inclusive>

“Leaving no one behind” indicates a commitment to workers from all employment status, sector, gender, age, ability, citizenship, or any other fragile context.¹¹⁷³

In the phrase “paying special attention,” “special” means “especially great or important.”¹¹⁷⁴ “Attention” means “to start to think about or consider a particular thing.”¹¹⁷⁵ This phrase asks that the G20 members consider addressing the following topics as important. However, a lesser strength of action is required as G20 members only indicated a consideration of these topics without committing to any specific action.

“Digital gender divide” refers to “gender differences in resources and capabilities to access and effectively utilise Information Communication Technology within and between countries, regions, sectors and socio-economic groups.”¹¹⁷⁶

“Intergenerational inequalities” refers to “[un]fairness in the intertemporal distribution of the endowment with natural assets or of the rights to their exploitation.”¹¹⁷⁷

The breadth requirement of this commitment is established by the two categories of “new forms of work” identified as remote work and platform work. G20 members must demonstrate action in both categories to achieve full compliance. G20 members should also show an awareness towards the digital gender divide and intergenerational inequalities to satisfy the latter half of the commitment.

The depth requirement of this commitment is established by the strong verbs “strive,” “adapt” and “ensure” used to indicate strong effort towards changing the status quo to bring about certain outcomes. Therefore, G20 members must demonstrate substantial action in adapting their regulatory framework. This may include taking any steps in their regulatory process, including the development, consultation and planning for a regulatory proposal, conducting regulatory analysis, adopting legislative decisions in national parliament, publication and implementation of regulations.

Full compliance, or a score of +1, is assigned if the G20 member has taken action to adapt their regulatory framework to both remote work and platform work. On the remote work component, this may take the form of proclaiming new legislative frameworks, amending existing legislative frameworks or collective agreements, introducing a code of practice that guarantees decent working conditions, or amending the fiscal code to cover employee’s expense for equipment. On the platform work component, this may take the form of amending or creating new labour law frameworks, clarifying the classification of employment status, issuing directives and instituting digital service standards. Compliance should be evaluated holistically to take into account regulatory actions which, while aimed at adapting to new forms of work, can also address the digital gender divide and intergenerational inequalities.

Partial compliance, or a score of 0 is assigned if the G20 member has only taken action to adapt their regulatory framework to either remote work or platform work and took no action or only partial action in the other category, with or without showing consideration to address the digital gender divide and intergenerational inequalities. Partial actions may include releasing government publications that

¹¹⁷³ Development Co-operation Report 2018 Joining forces to leave no one behind, Organisation of Economic Co-operation and Development (Paris) 2018. Access Date: 8 December 2021. <https://www.oecd-ilibrary.org/docserver/dcr-2018-8-en.pdf>

¹¹⁷⁴ Special, Cambridge Dictionary (Cambridge) 2021. Access Date: 8 December 2021. <https://dictionary.cambridge.org/dictionary/english/special>

¹¹⁷⁵ Attention, Cambridge Dictionary (Cambridge) 2021. Access Date: 8 December 2021. <https://dictionary.cambridge.org/dictionary/english/attention>

¹¹⁷⁶ Bridging the Digital Gender Divide, Organisation of Economic Co-operation and Development (Paris) 2018. Access Date: 8 December 2021. <https://www.oecd.org/digital/bridging-the-digital-gender-divide.pdf>

¹¹⁷⁷ Glossary of Statistical Terms, Organisation of Economic Co-operation and Development (Paris) 25 September 2002. Access Date: 8 December 2021. <https://stats.oecd.org/glossary/detail.asp?ID=1387>

recognize new forms of work and participating in international forums on new forms of work without committing to real regulatory change.

Non-compliance, or a score of -1 , is assigned if G20 members took no action to adapt their regulatory framework to either remote work or platform work and showed no consideration to address the digital gender divide and intergenerational inequalities. This would be the case if countries only took partial action that recognizes both remote work and platform work but which do not constitute real regulatory change.

Scoring Guidelines

-1	The G20 member has NOT taken any actions to adapt their regulatory framework to remote work OR platform work OR did they show consideration to address the digital gender divide and intergenerational inequalities.
0	The G20 member has taken actions to adapt their regulatory framework to EITHER remote work OR platform work, with or without showing consideration to address the digital gender divide and intergenerational inequalities.
+1	The G20 member has taken actions to adapt their regulatory framework to BOTH remote work AND platform work AND showed consideration to address the digital gender divide and intergenerational inequalities.

Compliance Director: Wai Suet Gi Gi Chan
Lead Analyst: Erica Matsui

Argentina: 0

Argentina has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 27 January 2022, the Ministry of Labor, Employment and Social Security signed a collective agreement with the Insurance Union and insurance companies that regulates the aspects and conditions for teleworking in activity insurance carriers.¹¹⁷⁸ The agreement outlines the employer's responsibility to provide necessary work elements and technical support, to recognize remote workers' right to disconnect from work activity outside of their working day and to receive compensation for higher expenses for internet connection. The agreement introduces a code of practice that guarantees decent working conditions for remote workers.

On 2 May 2022, Secretary of Public Management and Employment Ana Castellani, mandated through Resolution 58/2022 that all staff should return to the working arrangements they had before the 12 March 2020 remote work decree.¹¹⁷⁹ This resolution mandated all civil servants to return to in-person work.

On 11 May 2022, Minister of the Interior Wado de Pedro, Minister of Tourism and Sports Matías Lammens, and Director of National Directorate for Migration Florencia Carignano announced a new type of residency visa targeted at "digital nomads."¹¹⁸⁰ The visa provides a series of benefits, including discounts on flights with state-owned airline Aerolíneas Argentinas and the "Visit Argentina" card that allows foreign visitors to obtain points that can be exchanged for gastronomic or recreational

¹¹⁷⁸ Introduction of teleworking for workers in the insurance activity, Government of Argentina (Buenos Aires) 27 January 2022. Translation provided by Google Translate. Access Date: 6 February 2022. <https://www.argentina.gob.ar/noticias/introduccion-del-teletrabajo-para-trabajadoras-y-trabajadores-de-la-actividad-aseguradora>

¹¹⁷⁹ No more home office for Argentine civil servants, MercoPress (Montevideo) 2 May 2022. Access Date: 13 May 2022. <https://en.mercopress.com/2022/05/02/no-more-home-office-for-argentine-civil-servants>

¹¹⁸⁰ De Pedro and Lammens launched a benefit plan for digital nomads and a new visa, Government of Argentina (Buenos Aires) 10 May 2022. Translation provided by Google Translate. Access Date: 13 May 2022. <https://www.argentina.gob.ar/noticias/de-pedro-y-lammens-lanzaron-un-plan-de-beneficios-para-nomades-digitales-y-una-nueva-visa-1>

experiences. The Ministry of Tourism and Sports also launched a program to train hotel workers to familiarize them with the specific needs of the digital nomads.

On 27 October 2022, the Ministry of Labour created a Telework Register.¹¹⁸¹ This registry mandates all employers with remote workers to provide information monthly about how many teleworkers they employ. This information is visible to employers, the government, and unions.

Argentina has taken steps regarding remote work through signing a collective agreement with insurance companies and its insurance union and providing a new type of residency visa targeted at digital nomads. However, it has not taken steps to address adaptation to platform work and address the digital gender divide and intergenerational inequalities.

Thus, Argentina received a score of 0.

Analyst: Yuchen Bai

Australia: -1

Australia has not complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 18 November 2021, Australia introduced the Youth Jobs PaTH (Prepare-Trial-Hire) program to young people, especially women, in order to gain a successful transition period between school and the workplace.¹¹⁸² The program will offer young people internships and a monetary incentive, reducing recruitment costs. Young people will also be able to attend workshops through the Encouraging Entrepreneurship classes provided. The program also offers the Empowering Youth initiative program, seeking to resolve the issues of intergenerational unemployment.

On 7 December 2021, Australia announced the Supported Returner Program in order to recruit individuals who have had an extended absence in the workplace.¹¹⁸³ The paid program is meant for women to be re-integrated back into the workforce after recent motherhood. Businesses will be providing this program to teach women new skills or re-introduce lost skills.

On 7 December 2021, Department of Education, Skills and Employment published an article that affirmed that workplace policies should be implemented to allow parents to navigate through their workplace and home lives.¹¹⁸⁴ It also provided a self-assessment tool for businesses to benchmark their supportive parental practices.

On 9 December 2021, Australia issued Seasonal Worker Programme (SWP) and Pacific Labour Scheme (PLS).¹¹⁸⁵ In rural areas, the SWP would provide employers of the agricultural and

¹¹⁸¹ Argentina: New Telework Register, L&E Global (Brussels) 27 October 2022. Access Date: 4 November 2022.

<https://leglobal.law/2022/10/27/argentina-new-telework-register/>

¹¹⁸² Youth Jobs PaTH (Prepare-Trial-Hire), Women's Workforce Participation Strategy (Canberra) 18 November 2021.

Access Date: 6 February 2022. <https://womensworkforceparticipation.pmc.gov.au/youth-employment-package.html>

¹¹⁸³ Employing and supporting women in your organization. Australian Government, Department of Education, Skills and Employment (Canberra) 7 December 2021. Access Date: 6 February 2022. <https://www.dese.gov.au/employing-and-supporting-women-your-organisation/supported-returner-program>

¹¹⁸⁴ Employing and supporting women in your organization. Australian Government, Department of Education, Skills and Employment (Canberra) 7 December 2021. Access Date: 6 February 2022. <https://www.dese.gov.au/employing-and-supporting-women-your-organisation/workplace-policies-parents>

¹¹⁸⁵ Seasonal Worker Programme. Australian Government, Department of Education, Skills and Employment (Canberra) 9 December 2021. Access Date: 6 February 2022. <https://www.dese.gov.au/seasonal-worker-programme>

accommodation industry access to seasonal labour. PLS would authorize Pacific and Timorese workers to live in Australia, as they will provide agricultural and accommodation jobs to the employers.

On 7 February 2022, Australia's Department of Education, Skills and Employment introduced the Workforce Australia Program which will connect employers to jobseekers.¹¹⁸⁶ The program will also offer an online platform that provides case management for individuals to find work.¹¹⁸⁷ The program is also equipped with skill learning and online training for greater accessibility.

On 4 April 2022, the Seasonal Worker Program was renamed the Pacific Australia Labour stream.¹¹⁸⁸

On 5 April 2022, Australia's Department of Education, Skills and Employment introduced the Skills Checkpoint for Older Workers Program allowing those over 40 years old to either find transitional jobs in their current industry or create a new pathway for their work.¹¹⁸⁹ Additionally, the program is linked to the Skills Checkpoint Program which aims to assist older workers to find training opportunities as well as cover training costs.

Australia has not complied with its commitment to adapt its regulatory frameworks to new forms of work. Australia provided a few programs to aid workers to adapt to changing skills and job needs, such as child bearer workplace policies, the Youth Jobs PaTH, and the Skills Checkpoint for Older Workers Program. These programs addressed intergenerational inequalities and the digital gender divide. However, Australia did not adapt its regulatory framework to platform work or remote work.

Thus, Australia receives a score of -1.

Analyst: Adriana Park

Brazil: +1

Brazil fully complied with its commitment adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 5 January 2022, President Jair Bolsonaro sanctioned Law No. 14,297 that requires platforms to buy insurance to protect their workers in case of accidents during the work period and the insurance policies for gig workers should cover personal accidents, permanent or temporary disability and death.¹¹⁹⁰

¹¹⁸⁶ Workforce Australia: transforming how we deliver government employment services. Australian Government, Department of Education, Skills and Employment (Canberra) 7 February 2022. Access Date: 13 May 2022.

<https://www.dese.gov.au/employment/announcements/workforce-australia-employment-services>

¹¹⁸⁷ Government to rebrand Jobactive with Workforce Australia, SmartCompany. (Canberra) 9 February 2022. Access Date: 13 May 2022. <https://www.smartcompany.com.au/people-human-resources/recruitment-hiring/government-rebrand-jobactive-workforce-australia/>

¹¹⁸⁸ Seasonal Work Program Stream, Department of Home Affairs (Canberra) 4 April 2022. Access Date: 28 September 2022. <https://immi.homeaffairs.gov.au/visas/getting-a-visa/visa-listing/temporary-work-403/seasonal-worker-program>

¹¹⁸⁹ Skills and Checkpoint for Older Workers Program, Australian Government, Department of Education, Skills and Employment (Canberra) 5 April 2022. Access Date: 15 May 2022. <https://www.dese.gov.au/skills-checkpoint-older-workers-program>

¹¹⁹⁰ LEI Nº 14.297, DE 5 DE JANEIRO DE 2022, The President of the Republic (Brasilia) 5 January 2022. Translation provided by Google Translate. Access Date: 6 January 2022. http://www.planalto.gov.br/ccivil_03/_ato2019-2022/2022/lei/L14297.htm

On 13 January 2022, Minister of Labor and Welfare Onyx Lorenzoni signed the Technical Cooperation Agreement for carrying out Medical Expertise Using teleassessment (PMUT).¹¹⁹¹ This agreement, which will be formalized in the ordinance of the Official Gazette of the Union, initiated a pilot project for 10 municipalities to perform medical services through remote assessments.

On 25 March 2022, the government published a new Provisional Measures that can expire in 120 days which modify several provisions of the labour code relating to remote workers.¹¹⁹² This Provisional Measure calculates the remote work hours into lawful work hours and suggests that employees with disabilities or small kids should be prioritized to work remotely.

On 27 April 2022, Labor Minister Jose Carlos Oliveira promised to introduce a new welfare system for platform workers before the end of the year.¹¹⁹³ The new welfare system will support the gig workers to remain self-employed while including them in social security coverage.

On 15 August 2022, the President of the Republic adopted the Provisional Measure No. 1,109 of 2022 and enacted the new Law No. 14,437 that employees and employers should adopt alternative labor measures to face the social and economic consequences at the national level.¹¹⁹⁴ In chapter two of this Law, it recognized the importance of remote work and asked employers to aid their remote employees in technological equipment and the necessary infrastructure.

On 5 September 2022, the Brazilian Government published Law 14,442/22, which clarified the definition of remote work.¹¹⁹⁵ Remote work now includes employees that are working remotely permanently, occasionally, or in hybrid style.

Brazil has adapted its regulatory framework to remote work through an ordinance that allowed municipalities to carry remote medical assessments, amendments to its labor code to acknowledge remote work hours and a new law that consider remote work as an alternative labor measure. Brazil adapted its regulatory framework to platform work through setting a new insurance system for gig workers on both the company and national level.

Thus, Brazil receives a score of +1.

Analyst: Lipeng Tan

Canada: 0

Canada has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

¹¹⁹¹ Minister of Labor and Welfare Signs Agreement to Carry out Medical Expertise Using Telemedicine, Ministry of Labour and Welfare (Rio De Janeiro) 13 January 2022. Access Date: 26 January 2022. <https://www.gov.br/trabalho-e-previdencia/pt-br/noticias-e-conteudo/previdencia/2022/janeiro/ministro-do-trabalho-e-previdencia-assina-acordo-para-realizacao-da-pericia-medica-com-uso-da-telemedicina>

¹¹⁹² Provisional Measure No. 1,108, Of March 25, 2022, Government of Brazil (Brazil) 25 March 2022. Access Date: 28 June 2022. <https://www.in.gov.br/en/web/dou/-/medida-provisoria-n-1.108-de-25-de-marco-de-2022-388651514>

¹¹⁹³ Brazil eyes social security plan for mobile app workers, Reuters (London) 27 April 2022. Access Date: 28 April 2022. <https://www.reuters.com/world/americas/brazil-eyes-social-security-plan-mobile-app-workers-2022-04-27/>(No resources or legislation could be found on the official websites on 21 August 2022)

¹¹⁹⁴ LEI Nº 14.437, DE 15 DE AGOSTO DE 2022, The President of the Republic (Brasilia) 15 August 2022. Access Date: 16 August 2022. http://www.planalto.gov.br/ccivil_03/_ato2019-2022/2022/lei/L14437.htm

¹¹⁹⁵ Brazil: Revised laws on remote working and meal vouchers, DLA Piper (London) 4 October 2022. Access Date: 4 November 2022. <https://knowledge.dlapiper.com/dlapiperknowledge/globalemploymentlatestdevelopments/brazil-revised-laws-on-remote-working-and-meal-vouchers#page=1>

On 26 November 2021, the government tabled Bill C-2 (An Act to provide Further Support In Response to COVID-19) to the Parliament.¹¹⁹⁶ Bill C-2 would provide up to six weeks of COVID-19 leave to employees that contracted COVID-19 or need to isolate.

On 26 November 2021, the government introduced legislation under the Canada Labour Code to support workers with ten days of paid sick leave and updated protection policies for health care workers.¹¹⁹⁷ The Government aimed to protect workers' income, jobs and health to light of the spread of COVID-19. This will enable Canadians to have safe and unobstructed access to health services.

On 29 November 2021, the government released two free online courses to help workplaces and employees for a better preparation of returning back to work.¹¹⁹⁸

On 30 November 2021, the government updated new COVID-19 vaccine requirements for Federal public servants, transportation sector employees and travellers. This requirement applies to employees in all working conditions, no matter working remotely, teleworking or attending offices in person.¹¹⁹⁹

On 7 December 2021, the government announced the proposal of updating the Canadian Labour Code for mandatory vaccination requirements in all federally regulated workplaces. These new regulations are expected to come into force in early 2022. Those workplaces included road transportation, telecommunications, and banking.¹²⁰⁰

On 22 December 2021, the government announced the Royal Assent for Bill C-2 on a new program aimed to provide businesses with wage and rent subsidy programs for the temporary COVID-19 lockdown disruptions.¹²⁰¹ Qualified businesses are those which have one or more locations being affected by public health order, or activities restricted by the public health unit accounted for half of the entity's revenues.¹²⁰²

¹¹⁹⁶ Human Resources Legislative Update: Federal Government Tables New COVID-19 Leaves Under the Canada Labour Code, Hicks Morley (Toronto) 26 November 2021. Access Date: 8 February 2022.

<https://hicksmorley.com/2021/11/26/federal-government-tables-new-covid-19-leaves-under-the-canada-labour-code/>
¹¹⁹⁷ Government of Canada introduces legislation to support workers with ten days of paid sick leave, protect health care workers and finish the fight against COVID-19, Government of Canada (Ottawa) 26 November 2021. Access Date: 8 February 2022. <https://www.canada.ca/en/employment-social-development/news/2021/11/healthcare-workers-and-sick-days-news-release.html>

¹¹⁹⁸ COVID-19: Recovery and Re-Opening Tracker, McCarthy Tetrault (Toronto) 2 February 2022. Access Date: 8 February 2022. <https://www.mccarthy.ca/en/insights/articles/covid-19-recovery-and-re-opening-tracker>

¹¹⁹⁹ Canada: New COVID-19 Vaccination Requirements for Federal Public Servants, Transportation Sector Employees and Travellers L&E Global (Toronto) 30 November 2021. Access Date: 9 February 2022. <https://knowledge.leglobal.org/corona/country/canada/canada-new-covid-19-vaccination-requirements-for-federal-public-servants-transportation-sector-employees-and-travellers/>

¹²⁰⁰ Federal Government Announces COVID-19 Vaccination Requirement For Federally regulated Workplaces, Hicks Morley (Toronto) 8 December 2021. Access Date: 9 February 2022. <https://hicksmorley.com/2021/12/08/federal-government-announces-covid-19-vaccination-requirement-for-federally-regulated-workplaces/>

¹²⁰¹ COVID-19: Recovery and Re-Opening Tracker, McCarthy Tetrault (Toronto) 2 February 2022. Access Date: 8 February 2022. <https://www.mccarthy.ca/en/insights/articles/covid-19-recovery-and-re-opening-tracker>

¹²⁰² Temporarily Expanding Eligibility for the Local Lockdown Program and the Canada Worker Lockdown Benefit, Government of Canada (Ottawa) 22 December 2021. Access Date: 9 February 2022.

<https://www.canada.ca/en/department-finance/news/2021/12/temporarily-expanding-eligibility-for-the-local-lockdown-program-and-the-canada-worker-lockdown-benefit.html>

On 30 December 2021, the government launched applications for the expanded Canada Worker Lockdown Benefit to support those who were affected by capacity restrictions.¹²⁰³ This benefit will provide income support to workers who have lost income directly due to COVID-19 lockdowns

On 17 January 2022, the Canadian Treasury Board President Mona Fortier announced the Federal Government would leave the decision to allow employees to work from home to federal public service departments.¹²⁰⁴

On 22 March 2022, the Canadian Treasury Board released the Guidebook For Departments On Easing of Restrictions: Federal Worksites.¹²⁰⁵ This guidebook is used to guide departments in planning for and managing an initial resumption of activity in the workplace.

On 7 April 2022, the Canadian Treasury Board's Budget 2022 announced supports to reduce gender gaps in reading and numeracy skills.¹²⁰⁶ This initiative contributes to more equal opportunities.

On 7 April 2022, the Canadian Treasury Board's Budget 2022 announced a consultation process for stakeholders to share their views, particularly on how existing rules can be strengthened to protect the integrity of the tax system.¹²⁰⁷ This can facilitate more intergenerational business transfers.

On 6 September 2022, the government announced flexible work arrangements for federal employees. Flexible work arrangements are applied according to employee's terms and conditions of employment.¹²⁰⁸ The Code provides other rights and protections to achieve work balance for employees.

Canada has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities. Canada has taken action to adapt its regulatory framework to accommodate for remote work, specifically through Bill C-2 and amendments to its labour code that provide COVID-19 related leave and sick leave to workers. However, Canada has not taken action to adapt its regulatory framework to platform work.

Thus, Canada has received a score of 0.

Analyst: Thomas Yue

China: 0

China has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

¹²⁰³ COVID-19: Recovery and Re-Opening Tracker, McCarthy Tetrault (Toronto) 2 February 2022. Access Date: 8 February 2022. <https://www.mccarthy.ca/en/insights/articles/covid-19-recovery-and-re-opening-tracker>

¹²⁰⁴ Federal Public Service Leaves Work-from-home Decision To Departments, Institute for Research on Public Policy (Montreal) 17 January 2022. Access Date: 9 February 2022. <https://policyoptions.irpp.org/magazines/january-2022/federal-public-service-leaves-work-from-home-decision-to-departments/>

¹²⁰⁵ Guidebook for Departments on easing of restrictions: Federal worksites, Government of Canada (Ottawa) 22 March 2022. Access Date: 21 September 2022. <https://www.canada.ca/en/government/publicservice/covid-19/easing-restrictions/departmental-guidebook/federal-worksites.html>

¹²⁰⁶ Budget 2022 Impacts Report, Government of Canada (Ottawa) 7 April 2022. Access Date: 14 May 2022. <https://budget.gc.ca/2022/REPORT-RAPPORT/gdql-egdqv-02-en.htm>

¹²⁰⁷ 2022 Federal Budget Highlights, Government of Canada (Ottawa) 7 April 2022. Access Date: 14 May 2022. <https://www.mnp.ca/en/insights/directory/2022-federal-budget-highlights#>

¹²⁰⁸ Flexible work arrangements for federally regulated employees, Government of Canada (Ottawa) 6 September 2022. Access Date: 22 September 2022. <https://www.canada.ca/en/employment-social-development/corporate/portfolio/labour/programs/labour-standards/flexible-work-arrangements.html>

On 17 November 2021, the Ministry of Transport and seven other departments jointly announced the Opinions on Strengthening the Protection of the Rights and Interests of Employees in New Forms of Transportation to improve social insurance, welfare and working environments for gig workers.¹²⁰⁹

On 18 November 2021, the Central Committee of the Communist Party of China (CCCPC) and the State Council published the Opinions on Strengthening the Work of the Aged Group in the New Era that suggested the relevant departments to improve the elderly care system and provide a secure work environment for the elderly group.¹²¹⁰

On 12 December 2021, the State Council announced the “14th Five-Year” Digital Economy Development Plan.¹²¹¹ This guideline proposed training programs to improve the digital literacy and skills of the population, including students, elderly and people with disability.

On 5 March 2022, State Council Premier Keqiang Li mentioned the protection and support for the new forms of workers as a measure to achieve the employment goals in the Report on the Work of the Government during the annual National People’s Congress plenary session.¹²¹²

On 27 April 2022, the State Administration for Market Regulation released their work plan for 2022.¹²¹³ This work plan outlined 69 projects and intent to renew several intellectual property laws, thus improving the working environment of China.

On 9 July 2022, the Ministry of Human Resources and Social Security and four other departments jointly agreed to provide platform workers with more supportive conditions into the job market, such as more training courses and more open information.¹²¹⁴ The opinion also emphasized the importance of remote work as well as the need to improve the employment environment for gig workers.

On 14 September 2022, the Ministry of Labour along with the Ministry of Transportation, and the All-China Federation of Trade Unions gave administrative guidance to eleven cyber platforms.¹²¹⁵ The aim for the guidance was to urge the companies to implement more protection for their platform workers.

China has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities. China has published opinions that serve a regulatory function to direct government agencies to better protect platform workers. However, it has not adapted its regulatory framework to remote work. Notwithstanding, China has

¹²⁰⁹ The Opinions on Strengthening the Protection of the Rights and Interests of Employees in New Forms of Transportation, the Ministry of Transport etc. (Beijing) 17 November 2021. Access Date: 17 November 2021. http://www.gov.cn/zhengce/zhengceku/2021-11/30/content_5654949.htm

¹²¹⁰ The Opinions on Strengthening the Work of the Aged Group in the New Era, the Central Committee of the CCP and the State Council (Beijing) 18 November 2021. Access date: 24 November 2021. http://www.gov.cn/zhengce/2021-11/24/content_5653181.htm

¹²¹¹ "14th Five-Year" Digital Economy Development Plan, the State Council (Beijing) 12 December 2021. Access Date: 12 January 2022. http://www.gov.cn/zhengce/content/2022-01/12/content_5667817.htm

¹²¹² Report on the Work of the Government (2022), State Council (Beijing) 5 March 2022. Access Date: 12 March 2022. http://www.gov.cn/premier/2022-03/12/content_5678750.htm

¹²¹³ China’s State Administration for Market Regulation Releases Legislative Work Plan for 2022, The Nat Law Review (Chicago) 29 April 2022. Access Date: 18 June 2022. <https://www.natlawreview.com/article/china-s-state-administration-market-regulation-releases-legislative-work-plan-2022>

¹²¹⁴ the Opinions on strengthening the construction of odd job market and improving job search and recruitment services, the Ministry of Human Resources (Beijing) 9 July 2022. Access Date: 9 July 2022. http://www.gov.cn/zhengce/zhengceku/2022-07/09/content_5700177.htm

¹²¹⁵ China pressures Meituan, Didi to protect ‘labour interests’ as Covid-19 controls make life difficult for gig workers, South China Morning Post (Hong Kong) 14 September 2022. Access Date: 4 November 2022. <https://www.scmp.com/tech/big-tech/article/3192437/china-pressure-meituan-didi-protect-labour-interests-covid-19>

shown actions that aim to address intergenerational inequalities through the Opinions on strengthening the work environment for elderlies and an inclusive Digital Economy Development Plan.

Thus, China has received a score of 0.

Analyst: Lipeng Tan

France: 0

France has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 27 December 2021, Prime Minister Jean Castex announced that all citizens must engage in remote work from home for at least three days a week where possible.¹²¹⁶ This measure encouraged remote work in response to a surge in the spread of the Omicron variant of Covid-19 in France.¹²¹⁷

On 1 January 2022, France assumed its Presidency of the Council of the European Union.¹²¹⁸ One of its priorities is the commitment to “equal work, equal pay, in the same place.”¹²¹⁹

On 4 January 2022, the Ministry of Labour, Employment and Integration posted an update to their guide to teleworking during Covid-19, which outlines key measures for managers, employers, and employees.¹²²⁰

On 2 February 2022, France lifted its guidance urging workers to work from home for three days a week, leaving working arrangements at the discretion of employees and their employers.¹²²¹ Prime Minister Jean Castex noted that teleworking will no longer be mandatory but still encouraged.¹²²²

France has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities. Although France has taken actions to adapt their regulatory framework to remote work by enforcing and publishing guidance for remote work, France has not taken any actions to adapt their regulatory frameworks to platform work.

Thus, France receives a score of 0.

Analyst: Nouran El Atreby

¹²¹⁶ French PM Castex announces new steps to slow Omicron, but schools to stay open, France 24 (Paris) 27 December 2021. Access Date: 31 January 2022. <https://www.france24.com/en/live-news/20211227-french-pm-castex-announces-schools-to-stay-open-but-public-gatherings-limited-to-slow-omicron>

¹²¹⁷ French citizens must work from home 3 days a week as COVID cases surge again, Business Insider (New York) 28 December 2021. Access Date: 29 January 2022. <https://www.businessinsider.com/france-requires-work-from-home-to-slow-omicron-covid-spike-2021-12>

¹²¹⁸ Programme of the Presidency, French Presidency of the Council of the European Union (Brussels) 1 February 2022. Access Date: 5 February 2022. <https://presidence-francaise.consilium.europa.eu/en/programme/programme-of-the-presidency/>

¹²¹⁹ Priorities, French Presidency of the Council of the European Union (Brussels) 21 January 2022. Access Date: 6 February 2022. <https://presidence-francaise.consilium.europa.eu/fr/programme/priorites/>

¹²²⁰ Telecommuting in Covid-19 mode: we tell you, Ministry of Labour, Employment and Integration (Paris) 1 December 2020. Access Date: 6 February 2022. <https://travail-emploi.gouv.fr/actualites/l-actualite-du-ministere/article/teletravail-en-mode-covid-19-on-vous-guide#7mesuresemployeurs>

¹²²¹ France announces loosening of some Covid-19 measures in February, France 24 (Paris) 20 January 2022. Access Date: 14 May 2022. <https://www.france24.com/en/france/20220120-france-says-will-loosen-covid-19-measures-from-february>

¹²²² France to ease Covid-19 restrictions in February, says PM Jean Castex, Business Standard (New Delhi) 21 January 2022. Access Date: 15 May 2022. https://www.business-standard.com/article/international/france-to-ease-covid-19-restrictions-in-february-says-pm-jean-castex-122012100130_1.html

Germany: -1

Germany has failed to comply with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 12 January 2022, Minister of Labour Hubertus Heil announced the intention to secure the right to work from home in federal law.¹²²³ He proposed that employer must allow their employees to work from home unless remote working is impossible for logistical reasons.

On 21 January 2022, Labor Minister Hubertus Heil, announced a plan to resume the legal regulation of mobile work.¹²²⁴ Employers would have to permit remote work as long as there were no operational reasons against it. This would change the current legal situation in Germany where employees are not entitled to work from home unless that is contractually regulated or subject to a works agreement or collective bargaining agreement.

On 2 February 2022, Minister Heil reiterated that Germany needs “a modern legal framework for mobile working.”¹²²⁵

Germany has failed to comply with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities. While Minister Heil announced Germany’s intention incorporate work from home in German law, no regulatory action has been taken yet. Germany has not taken action to adapt its regulatory framework to remote work or platform work.

Thus, Germany receives a score of -1.

Analyst: Abana Jain

India: 0

India has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 16 February 2022, the Ministry of Education approved the New India Literacy Program for financial years 2022 to 2027.¹²²⁶ One of the objectives of the program is to teach digital literacy skills to citizens above the age of 15. Girls and women are given priority enrollment to the New India Literacy Program.

¹²²³ German Labour Minister wants to allow more remote working after pandemic, The Local (Berlin) 12 January 2022. Access Date: 4 March 2022. <https://www.thelocal.de/20220112/german-labour-minister-wants-to-allow-remote-working-after-pandemic/>

¹²²⁴ Plans for a German Mobile Work Law Pick Up Speed, Littler Mendelson P.C. (San Francisco) 14 January 2022. Access Date: 13 May 2022. <https://www.littler.com/publication-press/publication/plans-german-mobile-work-law-pick-speed>

¹²²⁵ “We need a modern legal framework for mobile working,” Ministry for Employment and Social Services (Berlin) 2 February 2022. Access Date: 29 June 2022. <https://www.bmas.de/DE/Service/Presse/Interviews/2022/2022-02-21-tagesspiegel.html>

¹²²⁶ Government approves New India Literacy Programme, a new scheme of Adult Education for FYs 2022-27, Ministry of Education (New Delhi) 16 February 2022. Access Date: 4 March 2022. <https://pib.gov.in/PressReleaseIframePage.aspx?PRID=1798805>

On 23 February 2022, during a post-federal budget webinar, Prime Minister Narendra Modi announced that India will implement broadband infrastructure in all rural areas. This will help reduce the digital divide and facilitate digital empowerment and inclusion.¹²²⁷

On 1 June 2022, the Ministry of Labour and Employment issued an advisory that encourages businesses to allow mothers and expecting mothers to work from home whenever possible.¹²²⁸ This advisory showed consideration for bridging the gender divide and support for remote work.

On 19 July 2022, the Department of Commerce introduced a new rule called Rule 43A - Work from Home in Special Economic Zones Rules, 2006, across all Special Economic Zones.¹²²⁹ Under the new rule, work from home will be allowed for a period of one year in Special Economic Zones, subject to extension and discretion of the Development Commissioner of Special Economic Zones. Furthermore, the Department of Commerce has also promised that Special Economic Zones will provide equipment and secured connectivity for employees that are working from home.

India has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities. India has adapted its regulatory framework to remote work by introducing Rule 43A to allow remote work and advising its employers to allow remote work for mothers and expecting mothers. However, it has not adapted its regulatory framework to platform work. Notwithstanding, India has introduced programs such as the New India Literacy Program and broadband infrastructure aimed to address digital inclusion.

Thus, India receives a score of 0.

Analyst: Miloni Mehta

Indonesia: 0

Indonesia has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 29 December 2021, the Ministry of Communications and Informatics announced that it will open its Digital Talent Training program to more Indonesians.¹²³⁰ The government hopes to close the digital divide by improving digital literacy and skills through this program.

On 16 March 2022, the Ministry of Finance identified that increasing women's access to digital financial services and providing comprehensive support for female caregivers is needed to foster greater gender equality in the labor market, boost economic growth and build a more inclusive, digital nation.¹²³¹

¹²²⁷ Broadband will not only provide facilities in the villages but will also create a big pool of skilled youth in the villages, PM Narendra Modi, Ministry of Communications (New Delhi) 23 February 2022. Access Date: 16 May 2022 <https://pib.gov.in/PressReleaseSelfframePage.aspx?PRID=1800560>

¹²²⁸ Changing landscape of Indian laws concerning remote working, People Matters (Gurugram) 9 June 2022.

<https://www.peoplesmatters.in/article/strategic-hr/changing-landscape-of-indian-laws-concerning-remote-working-34238>

¹²²⁹ Department of Commerce notifies rules for Work from Home for Special Economic Zones, Ministry of Commerce (New Delhi) 19 July 2022. Access Date: 4 August 2022. <https://pib.gov.in/PressReleaseSelfframePage.aspx?PRID=1842710>

¹²³⁰ Gov't to Increase Target of Digital Talent Training Participants in 2022, Assistant to Deputy Cabinet Secretary for State Documents & Translation (Jakarta) 29 December 2021. Access Date: 21 September 2022.

<https://setkab.go.id/en/govt-to-increase-target-of-digital-talent-training-participants-in-2022/>

¹²³¹ W20 Promotes Financial Inclusion for Women, Government of Indonesia (Jakarta) 27 March 2022. Access Date: 14 May 2022. <https://www.indonesia.go.id/kategori/g20-news/4521/w20-promotes-financial-inclusion-for-women?lang=2>

On 20 July 2022, the Ministry of Tourism approved a new work visa called the Digital Nomad Visa, which allows foreign remote workers to live in Indonesia tax-free for up to five years.¹²³²

Indonesia has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities. Indonesia has adapted its regulatory framework to remote work through setting up a Digital Nomad Visa for foreign remote workers. However, it has not taken any actions to adapt its regulatory framework to platform work. Notwithstanding, it has shown consideration to address intergenerational inequalities through the Digital Talent Training program.

Thus, Indonesia receives a score of 0.

Analyst: Miloni Mehta

Italy: 0

Italy has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 7 December 2021, Italy announced a protocol on remote working that was made in collaboration with societal stakeholder.¹²³³ The protocol continues to enable voluntary buy-in to remote working and provided the necessary framework for the employer and the employee to enter into a specific individual agreement. Under the protocol, remote work is only permissible if the employer and the employee have made specific agreements and remote working is characterized by the absence of a set working time.

On 28 March 2022, Italian lawmakers approved a new digital nomad visa for remote workers aimed to attract internationals “highly qualified” remote workers and freelancers who work from outside the European Union.¹²³⁴ This visa encourages remote working to meet Italy’s labour needs.

On 19 August 2022, the Ministry of Labour announced that starting 1 September 2022 the online portal to register employees’ status of remote work will open.¹²³⁵ This program allows the government to collect data on people and companies that are involved in remote work.

Italy has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities. Italy has taken steps to adapt its regulatory framework to new forms of remote work through issuing a protocol that enables

¹²³² Indonesia’s new Digital Nomad Visa now allows travellers to live tax-free, Times of India (Mumbai) 20 July 2022. Access Date: 04 August 2022. <https://timesofindia.indiatimes.com/travel/travel-news/indonesias-new-digital-nomad-visa-now-allows-travellers-to-live-tax-free/articleshow/93008359.cms>

¹²³³ The latest Italian National Protocol on remote working, JDSUPRA (Sausalito) 13 December 2021. Access Date: 4 March 2022. <https://www.jdsupra.com/legalnews/the-latest-italian-national-protocol-on-6625946/>

¹²³⁴ Wish you could work from Italy? You might soon with this new digital nomad visa, Lonely Planet (Fort Mill) 4 April 2022. Access Date: 13 May 2022. <https://www.lonelyplanet.com/news/italy-new-digital-nomad-visa-for-remote-workers-explained>

¹²³⁵ Italy: Remote Work – new provisions in force and other aspects to keep in mind when using this type of work, Baker McKenzie (Chicago) 1 September 2022. Access Date: 4 November 2022. <https://insightplus.bakermckenzie.com/bm/employment-compensation/italy-remote-work-new-provisions-in-force-and-other-aspects-to-keep-in-mind-when-using-this-type-of-work>

and set standards for remote work.¹²³⁶ However, Italy has not taken steps to adapt their regulatory framework to platform work.

Thus, Italy receives a score of 0.

Analyst: Ahana Jain

Japan: 0

Japan has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 13 January 2022, Economic Revitalization Minister Daishiro Yamagiwa held an online meeting with leaders of Japan's three main business lobby groups and asked the business community to further promote telework. The minister urged the business community to prepare business continuity plans centred on telework and planned to spread examples of effective use of telework to other companies.¹²³⁷

On 3 February 2022, the Novel Coronavirus Response Headquarters published a new version of "Basic coping policy for measures against novel coronavirus infectious diseases," which encouraged government institutions and companies to promote telework and provide telework opportunities for workers who are at risk of becoming seriously ill.¹²³⁸

On 31 March 2022, the Ministry of Health, Labor and Welfare announced a policy to allow pharmacists to telework. The policy sought to revise the regulations in the Pharmaceuticals and Medical Devices Act regarding medication instruction by the end of the year to enable pharmacists to work outside the pharmacy. The policy intended to create an environment where the work of a pharmacist can be balanced with childcare and long-term care with an expansion of online instruction.¹²³⁹

On 1 May 2022, the Financial Services Agency announced that it would require listed companies to disclose in their annual securities reports the ratio of women in management positions in order to increase the proportion of female leaders and to close the pay gap between men and women in Japan.¹²⁴⁰ The agency also planned to oblige about 4,000 listed firms to disclose details such as the average pay by gender and the ratio of male workers who took childcare leave.

On 31 May 2022, the Ministry of Internal Affairs and Communications released a revised version of the "Guideline for Telework Security for Small and Medium-sized Enterprises" and a new handbook for telework employees. The content of the guideline and handbook were revised to make it easier to

¹²³⁶ No action taken- <https://www.governo.it/>, <https://www.lavoro.gov.it/Pagine/default.aspx>, <https://www.euractiv.com/section/economy-jobs/news/between-flexibility-and-precariousness-all-eyes-are-on-brussels-move-on-platform-workers/>, <https://techcrunch.com/2021/12/09/eu-gig-economy-proposal/>, <https://www.oecd.org/coronavirus/policy-responses/supporting-transitions-and-securing-jobs-social-dialogue-shaping-a-stronger-recovery-from-the-pandemic-83b6b310/>, https://ec.europa.eu/info/sites/default/files/economy-finance/hlg_report_en.pdf

¹²³⁷ Economic revitalization minister urges business groups to further promote telework, BA Times (Buenos Aires) 20 November 2021. Access Date: 6 February 2022. <https://www.japantimes.co.jp/news/2022/01/13/business/economy-business/government-business-groups-omicron-telework/>

¹²³⁸ Basic coping policy for novel coronavirus infectious diseases (changed on February 3, 4th year of Reiwa), Novel Coronavirus Response Headquarters (Tokyo) 3 February 2022. Translation provided by Google Translate. Access Date: 6 February 2022. https://www.kantei.go.jp/jp/singi/novel_coronavirus/taisaku_honbu.html

¹²³⁹ The Ministry of Health, Labor and Welfare announces the policy to enable teleworking of pharmacists, The Nikkei (Tokyo) 31 March 2022. Translation provided by Google Translate. Access Date: 13 May 2022. <https://www.nikkei.com/article/DGXZQOUA318GFOR30C22A3000000/>

¹²⁴⁰ FOCUS: Japan to require listed firms to disclose female manager ratio, Kyodo News (Tokyo) 1 May 2022. Access Date: 13 May 2022. <https://english.kyodonews.net/news/2022/05/07e9d4920307-focus-japan-to-require-listed-firms-to-disclose-female-manager-ratio.html>

use and understand and to help companies and employees ensure security while adopting the new form of telework.¹²⁴¹

Japan has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities. Japan has adapted its regulatory framework to remote work through publishing a basic coping policy that encourages companies to provide telework opportunities and addressed digital gender divide through mandatory disclosure of the pay gap between men and women in the annual reports of listed companies. However, Japan has not adapted its regulatory framework to platform work.

Thus, Japan receives a score of 0.

Analyst: Yuchen Bai

Korea: -1

Korea has failed to comply with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 17 December 2021, Minister of Employment and Labour An-Kyung-duk visited the company Callaway Golf Korea to promote a broader implementation of remote work.¹²⁴²

On 10 January 2022, the Ministry of Employment and Labour introduced the Elderly Employment Promotion Subsidies system in order to support aged citizens with financial support and to retire at an earlier age.¹²⁴³ Smaller businesses would also be cutting costs in hiring elderly.

On 3 February 2022, the Ministry of Employment and Labour announced there would be stricter safety and health measurements in high-risk environments such as the forestry industry, with the majority of the accidents impacting aged workers.¹²⁴⁴

On 10 March 2022, the Minister of Employment and Labour An-Kyung-duk announced the “Comprehensive Consulting for Remote Work” program.¹²⁴⁵ This program provides free consultation to small and medium sized businesses to assist them in adopting remote work in light of the COVID-19 pandemic.

On 6 April 2022, the Ministry of Employment and Labour introduced a program for unemployed individuals who are between the ages 50 to 69.¹²⁴⁶ The program will allow for those who have already garnered training certificates and skills to participate in work to better their communities, dubbed a “career-based work project.”

¹²⁴¹ Ensuring security in telework, The Ministry of Internal Affairs and Communications (Tokyo) 31 May 2022.

Translation provided by Google Translate. Access date: 15 June 2022.

https://www.soumu.go.jp/main_sosiki/cybersecurity/telework/index.html

¹²⁴² Ministers listen to industry representatives to help promote the adoption of remote work, Ministry of Employment and Labor (Sejong City) 17 December 2021. Access Date: 6 February 2022.

<https://www.moel.go.kr/english/news/moelNewsDetail.do?idx=3057>

¹²⁴³ Implementation of Elderly Employment Promotion Subsidies System starting from 2022, Ministry of Employment and Labor (Sejong City) 10 January 2022. Access Date: 6 February 2022.

<https://www.moel.go.kr/english/news/moelNewsDetail.do>

¹²⁴⁴ Ensure the safety of aged workers, Ministry of Employment and Labor (Sejong City) 3 February 2022. Access Date: 6 February 2022. <https://www.moel.go.kr/english/news/moelNewsDetail.do?idx=3070>

¹²⁴⁵ Free Consulting for companies wishing to adopt remote work. Ministry of Employment and Labor (Sejong City) 10 March 2022. Access Date: 15 May 2022. <https://www.moel.go.kr/english/news/moelNewsDetail.do?idx=3084>

¹²⁴⁶ South Korea to Provide Job Opportunities to Those in their 50s and 60s with Skills. Ministry of Employment and Labor (Sejong City) 6 April 2022. Access Date: 15 May 2022. <https://www.moel.go.kr/english/news/moelNewsDetail.do?idx=3088>

On 18 May 2022, the Ministry of Employment and Labour and the National Labour Relations released a new National Labour Relations (NLRC) correctional system in order to prevent gender discrimination when hiring employees.¹²⁴⁷ Further, the system will combat sexual harassment as well as the unjust management of those who were sexually assaulted by implementing better working conditions, anti-discriminative measures, and compensation for the victims.

Korea has failed to comply with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities. Despite efforts to promote the adoption of remote work through providing consulting resources, Korea has not adapted its regulatory framework to either remote work or platform work. Notwithstanding, it has implemented policies aimed at addressing intergenerational inequalities through programs that increase elderly subsidy and work training.

Thus, Korea receives a score of -1.

Analyst: Adriana Park

Mexico: 0

Mexico has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 2 November 2021, President Andrés Manuel López Obrador announced that women and girls would be a focal point of welfare programs of the Fourth Transformation.¹²⁴⁸

On 12 January 2022, the Government of Mexico passed the right to disconnect amendment in the Federal Labour Law.¹²⁴⁹ This amendment allows employees to accommodate rest hours into their day, which is essential when remote work or telework.

On 8 March 2022, President López Obrador participated in the commemoration of International Women's Day. The President gave a speech that emphasized the political rights of women as well as increased women participation in institutions.¹²⁵⁰ The President also expressed the importance of improving economic, social and gender equality.

On 13 June 2022, President López Obrador announced the purchase of Altán Redes by the government.¹²⁵¹ The goal of purchasing the telecommunications company is to increase internet coverage to rural areas of the country.

¹²⁴⁷ South Korea to Establish the Correction System to Address Gender Discrimination in Hiring. Ministry of Employment and Labor (Sejong City) 18 May 2022. Access Date: 15 June 2022. <https://www.moel.go.kr/english/news/moelNewsDetail.do>

¹²⁴⁸ Women and girls are at the centre of the Fourth Transformation; constitute 58% of beneficiaries of Welfare Programs, President of Mexico (Mexico City) 2 November 2021. Translation provided by Google Translate. Access Date: 4 February 2022. <https://presidente.gob.mx/mujeres-y-ninas-estan-en-el-centro-de-la-cuarta-transformacion-constituyen-el-58-de-beneficiarios-de-programas-para-el-bienestar/>

¹²⁴⁹ The Right to Disconnect Under Mexico's Telework Regulations—What Does It Mean for Employers?, The Nat Law Review (Chicago) 14 June 2022. Access Date: 18 June 2022. <https://www.natlawreview.com/article/right-to-disconnect-under-mexico-s-telework-regulations-what-does-it-mean-employers>

¹²⁵⁰ It is essential to continue fighting for economic, social and gender equality, affirms the president on International Women's Day, President of Mexico (Mexico City) 8 March 2022. Translation provided by Google Translate. Access Date: 16 May 2022. <https://presidente.gob.mx/fundamental-seguir-luchando-por-la-igualdad-economica-social-y-de-genero-afirma-presidente-en-el-dia-internacional-de-las-mujeres/>

¹²⁵¹ Purchase of Altán Redes will contribute to bringing the internet to remote communities in the country: president, President of Mexico (Mexico City) 13 June 2022. Translation provided by Google Translate. Access Date: 15 June 2022. <https://presidente.gob.mx/compra-de-altan-redes-contribuira-a-llevar-internet-hasta-comunidades-alejadas-del-pais-presidente/>

On 10 August 2022, President López Obrador announced that the government would be investing MXN30 billion in network infrastructure to bring internet access to remote communities.¹²⁵²

On 25 August 2022, President López Obrador met with members of the Federal Electricity Commission (CFE) and announced an investment to install 5000 antennas to expand connectivity of Altán Redes, which is estimated to increase internet coverage to 80 per cent.¹²⁵³

On 21 October 2022, the Ministry of Labor and Social Welfare revealed that they will submit a proposal to Congress to convert gig workers to formal employees.¹²⁵⁴ Though this is only a projection of an action, it shows intent to change platform work structures and intent to include more employees.

Mexico has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities. Mexico has adapted its regulation to remote work through amending its Federal Labour Code to legislate the right to disconnect. However, it has not adapted its regulatory framework to platform work. Notwithstanding, Mexico has sought to address the digital gender divide through increasing welfare for women.

Thus, Mexico receives a score of 0.

Analyst: Joseph Muqin Shen

Russia: 0

Russia has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 1 July 2022, the government announced that the “Gosuslugi” (“State Services”) platform that is used as the primary provider of digital governmental services, would serve to connect employers and applicants. The government decree No1192 allows usage of the platform to sign documents via electronic signature and paperless delivery.¹²⁵⁵

Russia has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities. Russia has taken actions to adapt regulatory frameworks on digital work, but has not addressed platform work or the gender or intergenerational digital divide.

Thus, Russia receives a score of 0.¹²⁵⁶

¹²⁵² The Government will invest 30 Billion Pesos in Bringing Internet Service to the Whole Country, President of Mexico (Mexico City) 10 August 2022. Translation provided by Google Translate. Access Date: 21 August 2022.

<https://presidente.gob.mx/gobierno-invertira-30-mil-millones-de-pesos-en-acercar-servicio-de-internet-a-todo-el-pais/>
¹²⁵³ Government of Mexico Reinforces Actions to Consolidate Internet Service in the Republic with the Help of the CFE: President, President of Mexico (Mexico City) 25 August 2022. Translation provided by Google Translate. Access Date: 20 September 2022. <https://presidente.gob.mx/gobierno-de-mexico-refuerza-acciones-para-consolidar-servicio-de-internet-en-la-republica-con-ayuda-de-la-cfe-presidente/>

¹²⁵⁴ Mexico’s Labor Department Plans to Add New Category of Workers, HR Policy Association (Arlington) 21 October 2022. Access Date: 4 November 2022. <https://www.hrpolicy.org/insight-and-research/resources/2022/hr-workforce/public/10/mexico-s-labor-department-plans-to-add-new-categor/>

¹²⁵⁵ Government to Allow Usage of Governmental Services Portal for Employer-Applicant Interactions, Government of Russia (Moscow) 5 July 2022. Translation provided by the analyst. Access Date: 12 October 2022. <http://government.ru/docs/45920/>

¹²⁵⁶ This score of non-compliance was determined after searching the following websites: <https://mintrud.gov.ru/eng>, <http://government.ru/en/>, <https://www.ilo.org/global/lang-en/index.htm#>, <https://www.rt.com/> and <https://www.oecd.org/coronavirus/en/policy-responses>.

Analyst: Nouran El Atreby

Saudi Arabia: –1

Saudi Arabia has failed to comply with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 9 December 2021, the Ministry of Human Resources and Social Development's Social Security Office in Al-Kharj held training courses on computer skills and English for nearly 100 people that are covered by the social security system.¹²⁵⁷ Attendees of the training courses included both sexes and was an initiative from the office's Empowerment Department.

On 14 December 2021, the Ministry of Human Resources and Social Development confirmed that they will continue to pursue the goal of increasing flexible work environments.¹²⁵⁸ This commitment applies to encouraging flexible remote working platforms as well as less templated work schedules.

On 30 December 2021, the Ministry of Human Resources and Social Development's Social Development Center in Wadi Fatima hosted a training course on the principles of computer use and further skills.¹²⁵⁹

On 6 January 2022, the Ministry of Human Resources and Social Development hosted a virtual meeting that included leaders, consultants, experts and board of director members to discuss increasing women's participation in board memberships.¹²⁶⁰ The meeting included discussion of challenges that women face in companies and board memberships, as well as solutions and incentives that can increase participation.

On 2 February 2022, the Governor of Communications and Information Technology Commission Muhammad bin Saud Al-Tamimi announced initiatives to increase Saudi Arabia's internet connectivity, bringing coverage to more remote areas of the country.¹²⁶¹ Investments into Wi-Fi coverage and a trial of a Low Earth Orbit (LEO) satellite were simultaneously announced.

On 30 March 2022, the Minister of Communications and Information Technology Abdullah Al-Sawaha spoke at the Sync Digital Wellbeing Summit, where he emphasized the importance of digital development and investment, as well as the benefits of a digital transformation for future generations.¹²⁶²

¹²⁵⁷ Ensure the output trains its beneficiaries of both sexes on computer skills and the uses of the English language, Ministry of Human Resources and Social Development (Riyadh) 9 December 2021. Translation provided by Google Translate. Access Date: 6 February 2022. <https://hrsd.gov.sa/ar/node/966019>

¹²⁵⁸ Flexible-work platforms, freelancing and remote working programs among KSA's 2022 goals, Saudi Gazette (Riyadh) 14 December 2021. Access Date: 17 June 2022. <https://www.saudigazette.com.sa/article/614723>

¹²⁵⁹ The Quality Assurance Program and the Computer Principles Course at the Social Development Center in Wadi Fatima, Ministry of Human Resources and Social Development (Riyadh) 30 December 2021. Translation provided by Google Translate. Access Date: 6 February 2022. <https://hrsd.gov.sa/ar/node/972285>

¹²⁶⁰ The Ministry of Human Resources and Social Development continues its endeavor to enhance women's participation in the labor market and empower them at the level of senior management, Ministry of Human Resources and Social Development (Riyadh) 6 January 2022. Translation provided by Google Translate. Access Date: 6 February 2022. <https://hrsd.gov.sa/ar/node/974772>

¹²⁶¹ LEAP Conference Announces \$1.1 Billion Investment in Ignite Program to Promote Digital Content and Media Production in the Kingdom, Ministry of Communications and Information Technology (Riyadh) via PR Newswire 2 February 2022. <https://www.prnewswire.com/ae/news-releases/-ignite-to-uplift-saudi-digital-content-creation-and-media-production-with-us-1-1-billion-of-investments-896280165.html>

¹²⁶² Minister of Communications: Digital transformation is the largest social equalizer and economic multiplier... and thinking in a creative way is a requirement today, Ministry of Communications and Information Technology (Riyadh) 30 March 2022. Translation provided by Google Translate. Access Date: 16 May 2022. <http://mcit.gov.sa/ar/node/27754>

On 26 May 2022, the Ministry of Human Resources and Social Development held a workshop on empowering women in the labor market.¹²⁶³ The workshop was organized in cooperation with the World Bank and addressed issues relating to participation of women in the labor force.

Saudi Arabia has failed to comply with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities. While Saudi Arabia has created initiatives to foster digital skills, women's participation in management boards and flexible working arrangements, it has not adapted its regulatory framework to remote work or platform work.

Thus, Saudi Arabia receives a score of -1.

Analyst: Joseph Muqin Shen

South Africa: +1

South Africa has fully complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 7 December 2021, Minister of Labour Thulas Nxesi announced that amendments are underway for labour laws focusing on platform and online work that challenge the definition of the relationship of 'employer' and 'employee.'¹²⁶⁴ This announcement is preliminary and is yet to constitute a regulatory change.

On 10 February 2022, the South African Department of Home Affairs introduced a new work visa known as the Digital Nomad Visa, which aims to make South Africa more accessible to remote workers and boost tourism in the country.¹²⁶⁵ The remote working visa will make it possible for professional to live and work for a foreign company whilst living in South Africa.

On 28 February 2022, the Department of Employment and Labour published a proposed amendment to the Employment Services Act, No.4 of 2014, Sections 08 and 09 to introduce new provisions.¹²⁶⁶ The amendments introduce digital labour platforms and workers to the Act by defining digital labour platforms and platform workers in order to create a more inclusive labour market in South Africa.

On 15 June 2022, the Department of Public Works and Infrastructure announced their results for the Expanded Public Works Programme.¹²⁶⁷ The program provides opportunity for people of various backgrounds to garner or improve their skills to be more marketable in the labour market.

South Africa has fully complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities. South Africa has taken steps by including definitions for labour platforms and platform workers in its Employment

¹²⁶³ The Ministry of Human Resources and Social Development organizes a workshop on (Empowerment of Women) in the labor market, Ministry of Human Resources and Social Development (Riyadh) 26 May 2022. Translation provided by Google Translate. Access Date: 5 June 2022. <https://hrs.gov.sa/ar/node/1114400>

¹²⁶⁴ A review of SA's labour laws is long overdue -Employment and Labour minister T.W Nxesi, Department of Employment and Labour (Pretoria) 7 December 2021. Access Date: 17 June 2022. <https://www.labour.gov.za/a-review-of-sa%E2%80%99s-labour-laws-is-long-overdue-employment-and-labour-minister-t-w-nxesi>

¹²⁶⁵ 'Let us forge a new consensus, let us get to work' - Ramaphosa calls for unity in SONA speech, News24 (Cape Town) 10 February 2022. Access Date: 9 May 2022. <https://www.news24.com/news24/southafrica/news/full-text-let-us-forge-a-new-consensus-let-us-get-to-work-ramaphosa-calls-for-unity-in-sona-speech-20220210>

¹²⁶⁶ DRAFT NATIONAL LABOUR MIGRATION POLICY AND EMPLOYMENT SERVICES AMENDMENT BILL, South African Government (Pretoria) 28 February 2022. Access Date: 9 May 2022. https://www.gov.za/sites/default/files/gcis_document/202203/45962gon1801.pdf

¹²⁶⁷ Public Works and Infrastructure on work opportunities created by Expanded Public Works Programme, South African Government (Pretoria) 15 June 2022. Access Date: 17 June 2022. <https://www.gov.za/speeches/public-works-and-infrastructure-work-opportunities-created-expanded-public-works-programme>

Services Act. South Africa has also adapted its regulatory framework to remote work by creating a new work visa for foreign remote workers to live and work in South Africa.

Thus, South Africa receives a score of +1.

Analyst: Elizay Jaweed

Turkey: -1

Turkey has failed to comply with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

Turkey has failed to comply with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities. No evidence was found of Turkey taking action on this commitment during the compliance monitoring period.

Thus, Turkey receives a score of -1.¹²⁶⁸

Analyst: Yuchen Bai

United Kingdom: +1

The United Kingdom has fully complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 2 February 2022, the government published the Levelling Up White Paper that included twelve national missions to be accomplished by 2030. National mission number five pledged to increase the proportion of students achieving the expected standard of education to 90 per cent and increasing this proportion in the worst performing areas.¹²⁶⁹

On 17 March 2022, the government published an Inclusive British strategy which detailed seventy actions to tackle racial disparities, increase opportunities and promote fairness.¹²⁷⁰ This strategy is further to the Levelling Up White Paper and includes measures such as policing reforms, support for at risk children and action on the pay gap within ethnic groups.

On 6 April 2022, the government started removing the requirement for employers to check Biometric Residence Cards, Biometric Residence Permits and Frontier Worker Permits of employees before permitting them to work.¹²⁷¹ This is a transition for employers to use the online check system that allows more workers, especially online or remote contractors, to operate not in-person.

On 28 April 2022, the Department for Business, Energy and Industrial Strategy announced a new subsidy control system that will support jobs in the United Kingdom. The new system aims to regulate subsidies

¹²⁶⁸ This score of non-compliance was determined after searching the following websites: <https://www.turkiye.gov.tr/>, <https://www.aile.gov.tr/>, <https://www.ktb.gov.tr/>, <https://www.icisleri.gov.tr/> and <https://www.oecd.org/coronavirus/en/policy-responses>.

¹²⁶⁹ Government unveils levelling up plan that will transform UK, GOV.UK (London) 2 February 2022. Access Date: 5 February 2022. <https://www.gov.uk/government/news/government-unveils-levelling-up-plan-that-will-transform-uk#missions>

¹²⁷⁰ Government launches landmark Inclusive Britain strategy, GOV.UK (London) 17 March 2022. Access Date: 10 June 2022. <https://www.gov.uk/government/news/government-launches-landmark-inclusive-britain-strategy>

¹²⁷¹ United Kingdom Introduces Changes to Right-to-Work Scheme and Revamps Immigration Rules, The Nat Law Review (Chicago) 11 April 2022. Access Date: 17 June 2022. <https://www.natlawreview.com/article/united-kingdom-introduces-changes-to-right-to-work-scheme-and-revamps-immigration>

so that every subsidy must deliver strong benefits to local communities, ensure good value for money for the British taxpayer and provide a more flexible system for the future of the labour market.¹²⁷²

On 9 May 2022, the Department for Business, Energy and Industrial Strategy announced that the government will widen the ban on exclusivity clauses, remove red tape and give workers with the lowest pay the choice to work multiple jobs if they wish.¹²⁷³ The new reform will benefit an estimate of 1.5 million low-paid workers and ensure flexibility over where and when they work. Additionally, “the reforms will remove red tape that prevents those who want to do so – for example, gig economy workers, younger people, or those from disadvantaged backgrounds facing barriers to entering the labour market.”

On 12 May 2022, Prime Minister Boris Johnson requested Member of Parliament Matt Warman to lead a review into how the government can best support a thriving future labour market. The review will consider how remote working could change the labour market regulations with regards to remote work.¹²⁷⁴

On 16 May 2022, the Department for Education updated their guide for employers and staff for flexible working in the education sector. The guide titled “Flexible working in schools” was updated to rename a section in the guide to “Implementing effective flexible working practices: training for senior leaders.” To complement this section webinar links were added for better guidance.¹²⁷⁵

On 13 June 2022, the Department for Digital, Culture, Media and Sports published a policy paper titled “UK Digital Strategy.”¹²⁷⁶ The policy paper described the steps the United Kingdom government will take to strengthen the foundations of their digital economy with the goal of growing the United Kingdom’s tech sector by GBP41.5 billion by 2025 and create a further 678,000 jobs.

On 18 October 2022, the government published a draft regulation to implement the OECD’s “model rules for reporting by platform operators with respect to sellers in the sharing and gig economy.”¹²⁷⁷ This regulation implements regular checks for tax payments on platforms.

The United Kingdom has fully complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities. The United Kingdom has adapted its regulatory framework to platform work through allowing low-paid workers to work multiple jobs. It has adapted its regulatory framework to remote work through updating its guide for flexible working in schools. In addition, the United Kingdom has taken steps to address intergenerational inequalities through the Leveling Up White Paper.

Thus, the United Kingdom receives a score of +1.

Analyst: Elizay Abdullah

¹²⁷² New subsidy control system will support UK jobs, boost the economy and strengthen the union, GOV.UK (London) 28 April 2022. Access Date: 9 May 2022. <https://www.gov.uk/government/news/new-subsidy-control-system-will-support-uk-jobs-boost-the-economy-and-strengthen-the-union>

¹²⁷³ Lowest paid workers to be given flexibility to top up their pay under government reforms, GOV.UK (London) 9 May 2022. Access Date: 11 May 2022. <https://www.gov.uk/government/news/lowest-paid-workers-to-be-given-flexibility-to-top-up-their-pay-under-government-reforms>

¹²⁷⁴ Matt Warman to lead review into the future of work, GOV.UK (London) 12 May 2022. Access Date: 14 May 2022. <https://www.gov.uk/government/news/matt-warman-to-lead-review-into-the-future-of-work>

¹²⁷⁵ Flexible working in schools, GOV.UK (London) 16 May 2022. Access Date: 10 June 2022. <https://www.gov.uk/government/publications/flexible-working-in-schools>

¹²⁷⁶ UK Digital Strategy, GOV.UK (London) 13 June 2022. Access Date: 13 June 2022. <https://www.gov.uk/government/publications/uks-digital-strategy/uk-digital-strategy>

¹²⁷⁷ Model Reporting Rules for Online Platforms: draft UK Regulations, Freshfields Bruckhaus Deringer (London) 20 October 2022. Access Date: 4 November 2022. <https://technologyquotient.freshfields.com/post/102hzmh/model-reporting-rules-for-online-platforms-draft-uk-regulations>

United States: 0

The United States has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 12 November 2021, the Office of Personnel Management published the 2021 Guide to Network and Remote Work in the Federal Government.¹²⁷⁸ This guide provides policy guidance for federal agencies to leverage telework and remote work tools to meet organizational goals and the changing needs of the “the workforce of the future.”

On 2 December 2021, the Department of Agriculture issued a more expansive telework policy and established a new remote work regulation.¹²⁷⁹ The new regulation established various eligibility and procedures for remote work within the country.

On 30 January 2022, the Federal Acquisition Regulatory Council issued the rule to implement an increase in minimum wage to USD15 for federal contractors. An anticipated 327,300 workers will benefit from the new minimum wage.¹²⁸⁰

On 15 March 2022, the Department of Labour published a report, “Bearing the Cost: How Overrepresentation in Undervalued Jobs Disadvantaged Women During the Pandemic.”¹²⁸¹ This report shows the Department of Labour is willing to commit to addressing occupational segregation by supporting women to enter male-dominated fields, raising wages in women-dominated jobs, and ensuring racial and gender equality for all jobs.

On 13 October 2022, the Department of Labor published the Notice of Proposed Rulemaking on Oct. 13.¹²⁸² This notice adjusts the Fair Labor Standards Act to include consideration of platform workers as employees as opposed to independent contractors. This creates more possible protection and consideration for platform workers.

The United States has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities. The United States has taken actions to adapt its regulatory framework to remote work through the 2021 Guide to Network and Remote Work in the Federal Government and the Department of Agriculture’s telework policy. In addition, it has shown consideration for the gender divide in labour. However, the United States has not adapted its regulatory framework to platform work.

Thus, the United States receives a score of 0.

¹²⁷⁸ 2021 Guide to Telework and Remote Work in the Federal Government: Leveraging Telework and Remote Work in the Federal Government to Better Meet Our Human Capital Needs and Improve Mission Delivery, U.S. Office of Personnel Management (Washington D.C.) 12 November 2021. Access Date: 9 February 2022. <https://www.telework.gov/guidance-legislation/telework-guidance/telework-guide/guide-to-telework-in-the-federal-government.pdf>

¹²⁷⁹ USDA finalizes more expansive telework, remote work policies, FWC (Washington D.C.) 2 December 2021. Access Date: 9 February 2022. <https://fcw.com/workforce/2021/12/usda-finalizes-more-expansive-telework-remote-work-policies/259160/>

¹²⁸⁰ Coming (Mostly) Soon: The \$15 per hour Minimum Wage for Government Contractor Service Employees, Holland&Knight (Brandon) 16 December 2021. Access Date: 9 February 2022. <https://www.hklaw.com/en/insights/publications/2021/12/coming-mostly-soon-the-15-dollar-per-hour-minimum-wage>

¹²⁸¹ Equal Pay Day 2022: Actions Include US Department Of Labour Report On Occupational Segregation; Report Explores Women’s Wage Dynamics, Department of Labor (Washington D.C.) 15 March 2022. Access Date: 14 May 2022. <https://www.dol.gov/newsroom/releases/osec/osec20220315>

¹²⁸² US Department of Labor Announces Proposed Rule on Classifying Employees, Independent Contractors; Seeks to Return to Longstanding Interpretation, U.S. Department of Labor (Washington D.C.) 11 October 2022. Access Date: 4 November 2022. <https://www.dol.gov/newsroom/releases/WHD/WHD20221011-0>

Analyst: Thomas Yue

European Union: +1

The European Union has fully complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 9 December 2021, the European Commission proposed a Directive that includes new measures to improve the working conditions of platform work.¹²⁸³ The measures focus on employment status, algorithmic management, enforcement, transparency and traceability. This Director proposes to give legal employment status to platform workers and extend rights to minimum wage, collective bargaining, pensions, benefits and work time and health protections.

On 16 December 2021, the European Commission announced an investment of greater than EUR1 billion to improve digital connectivity infrastructures for three years.¹²⁸⁴ This investment will contribute to allowing Europe's citizens to access new jobs and compete in new markets.

On 20 January 2022, President of the European Commission Ursula von der Leyen announced at the European Women on Boards' Gender Diversity Award that she would continue to push for Women on Boards to become an EU law.¹²⁸⁵

On 1 March 2022, the European Commission announced the 50 women-led companies will be selected for the Women TechEU pilot programme.¹²⁸⁶ The programme is a new initiative which offers grants and mentoring to push for more women in tech.

On 18 May 2022, the EU, as part of the Union for the Mediterranean Member States agreed to addressing employment challenges faced by vulnerable members of the population, with a focus on youth and women.¹²⁸⁷ One of the goals is to ensure an inclusive, green, digital and sustainable recovery for all.

On 30 June 2022, the European Commission introduced a new digital strategy, with a focus on the next generation.¹²⁸⁸ Among the strategic objectives is support for the access to a digital workplace.

¹²⁸³ Commission proposals to improve the working conditions of people working through digital labour platforms, The European Commission (Brussels) 9 December 2021. Access Date: 16 May 2022.

https://ec.europa.eu/commission/presscorner/detail/en/ip_21_6605

¹²⁸⁴ Commission to invest more than €1 billion under the Connecting Europe Facility for innovative and secure connectivity, The European Commission (Brussels) 16 December 2021. Access Date: 16 May 2022.

https://ec.europa.eu/commission/presscorner/detail/en/ip_21_6830

¹²⁸⁵ Speech by President von der Leyen at the European Women on Boards' Gender Diversity Award, The European Commission (Brussels) 20 January 2022. Access Date: 16 May 2022.

https://ec.europa.eu/commission/presscorner/detail/en/SPEECH_22_404

¹²⁸⁶ Commission selects first 50 women-led companies to boost deep-tech innovation in Europe, The European Commission (Brussels) 1 March 2022. Access Date: 16 May 2022.

https://ec.europa.eu/commission/presscorner/detail/en/ip_22_1336

¹²⁸⁷ Union for the Mediterranean (UfM) Member States commit to tackling the employment and employability challenges of the most vulnerable, especially among youth and women, The European Commission (Marrakesh) 18 May 2022. Access Date: 15 June 2022. https://ec.europa.eu/commission/presscorner/detail/en/ip_22_3087

¹²⁸⁸ Commission releases a new strategy to drive its internal digital transformation, The European Commission (Brussels) 30 June 2022. Access Date: 10 August 2022.

https://ec.europa.eu/commission/presscorner/detail/en/ip_22_4199

On 14 July 2022, the European Commission announced a new policy programme Path to the Digital Decade that would foster increased digital transformation in the EU.¹²⁸⁹ The programme would support digitalization of businesses, as well as respect of digital rights.

On 2 August 2022, the European Commission announced implementation of new rules that would improve work-life balance in the EU.¹²⁹⁰ The rules would entitle parents, who are primarily women, to increased parental leave, as well as options to take flexible leaves.

The European Union has fully complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities. The European Union has adapted its regulatory framework to platform work through its proposed Directive to confer legal employment status to platform workers and provide standards that govern platform work. In addition, the European Union has adapted its regulatory framework to make structural changes that would encourage remote work. It has also addressed the digital gender divide by increasing welfare for women.

Thus, the European Union receives a score of +1.

Analyst: Joseph Muqin Shen

¹²⁸⁹ Commission welcomes political agreement on the Digital Decade policy programme driving a successful digital transformation in Europe, The European Commission (Brussels) 14 July 2022. Access Date: 10 August 2022.

https://ec.europa.eu/commission/presscorner/detail/en/ip_22_4503

¹²⁹⁰ New rights to improve work-life balance in the EU enter into application today, The European Commission (Brussels) 2 August 2022. Access Date: 10 August 2022.

https://ec.europa.eu/commission/presscorner/detail/en/ip_22_4785
