

G20 DEVELOPMENT WORKING GROUP

**A MULTI-YEAR FRAMEWORK FOR
POLICY COHERENCE AND
COORDINATION ON HUMAN
RESOURCE DEVELOPMENT
BETWEEN THE DEVELOPMENT
WORKING GROUP AND THE
EMPLOYMENT WORKING GROUP OF
THE G20**

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Background and rationale

This Multi-Year Framework is developed under the Turkish G20 Presidency at the request of the co-facilitators of the Human Resource Development (HRD) pillar of the Development Working Group (DWG) of the G20: the Russian Federation, the Republic of Korea and the People's Republic of China. It seeks to: (i) identify common areas of work on skills development and employment between the DWG and the Employment Working Group (EWG) that are key priorities for both groups; and (ii) suggest ways in which the two groups can work together in support of human resource development in both G20 (lead: EWG) and low income and developing countries during subsequent G20 Presidencies (lead: DWG). It builds on the non-paper endorsed by DWG in June 2015.

The parallel development of the DWG and the EWG

HRD is one of the five pillars of the Seoul Multi-year Action Plan that was retained in the Saint Petersburg Development Outlook and the Brisbane Development Update for the forward agenda of the DWG. Over the past four years, HRD has been a recurring topic of the DWG, with its focus on Low-Income Countries (LICs), and extensive work was completed supporting skills development in such countries. Among these was the development of the G20 Training Strategy by the ILO to assist governments in developing robust training systems, establishment of a Knowledge Sharing Platform to provide countries with good practice examples in skills development (led by the ILO), and the World Indicators of Skills for Employment (WISE, led by the OECD) to provide benchmarks in education and training, as well as a number of in-country human resource development initiatives, such as new tools for skills forecasting, skills for trade and economic diversification and managing Technical and Vocational Education and Training (TVET) institutions. Through technical cooperation programmes funded by the Russian Federation and the Republic of Korea, and in collaboration with the ILO, HRD initiatives are being undertaken in Armenia, Kyrgyzstan, Jordan, Nepal, Mozambique, Tajikistan and Vietnam. Other G20 countries also provide technical assistance in developing country contexts with a range of development partners.

Upon the agreement of G20 Leaders in 2014, the EWG was established in 2015, taking over the role of the G20 Task Force on Employment (TFE) that had met under the auspices of previous G20 presidencies, with a continued focus on promoting better employment outcomes in G20 countries. This has included collective action in the area of skills development, for example, agreeing key elements of quality apprenticeships in 2012 and holding related conferences in 2014 and 2015. Under the Australian presidency in 2014, each G20 member developed Employment Plans, including initiatives on skills development to support inclusive growth. The EWG is developing a multi-year work plan under the Turkish presidency, including a G20 Skills Strategy with broader employment linkages. From the perspective of promoting more inclusive labour markets, there has also been a strong focus on human resource development and the skills of member countries' population. This has been reflected in a policy agenda to promote better youth employment outcomes, greater participation of women in the labour market, address skills mismatch and improvements in job quality, including improving Occupational Safety and Health (OSH) standards promoting due diligence for responsible global supply chains by multinational companies. Tackling

inequalities through skills development and more inclusive labour markets have also been recognized among key priorities for action.

Scope for greater coordination and coherence

The experience to date suggests that there is value-added in promoting greater synergies between the EWG and DWG, while ensuring a clear division of labour and effective implementation of their respective programmes of work. The work of the G20 in skills development will support many of the Sustainable Development Goals and the 2030 Agenda.

In terms of common themes, building inclusive labour markets and promoting quality jobs, especially for youth and women, is a key concern for both G20 and low-income countries. For example, in many regions in the world, in Africa and Latin America in particular, there exist wide gaps between the increasing youth population and the number of quality jobs that need a set of requirements and preparation for the job. It is expected that the well-coordinated policy mix of the skills strategy and the employment policies will be able to transform youth in the region to meet the labour market needs by putting them in place for addressing the youth unemployment issues contributing to economic growth and resilience.

In terms of leveraging the work of each working group, the WISE database provides one example of how this can be achieved. Although intended to assist low income countries in benchmarking the performance of their educational, technical and vocational education and training (TVET) systems in equipping people with the skills needed to succeed in the labour market, it also contains information useful to G20 countries that might wish to compare their performance with those of other G20 countries. Similarly, developing an effective Skills Strategy is a common priority for both G20 and low income developing countries, even if there are substantial differences in the capacity and resources of governments and in the relative importance of the informal sector.

Common areas of interest

With both the DWG and the EWG focusing on HRD concerns, the question has arisen about identifying possible measures to enhance policy coherence between the two Groups.

A wide range of topics on HRD appear relevant and can be addressed jointly or separately by the DWG and the EWG as appropriate. HRD areas that G20 members have indicated as of particular interest include:

- Extending the G20 Skills Strategy to developing countries in cooperation with the IOs, building upon the main principles of the G20 Training Strategy
- Developing skills for the modern economies, including improving the acquisition of core skills and life skills for work, with a specific emphasis on skills for trade, infrastructure, green jobs and economic diversification.
- Ensuring safe and healthy working conditions in both G20 and developing countries, in particular by promoting better application of internationally recognized labour and social standards in global supply chains through increased transparency, prevention and remedy.
- Seeking ways to create quality jobs and enhance employment opportunities for youth and women both in LICs and G20 countries, including those living in rural areas, and to reduce gender inequality.

- Recognizing the importance of human resources development in attracting and promoting foreign trade and investment and creating jobs, and finding ways to enhance capacity building in developing countries.
- Creating partnership strategies between DWG and EWG to address skills development issues, with participation of engagement groups if necessary. In addition, the DWG and EWG will further discuss options for cooperation on labor mobility.

Proposed Multi-Year Framework

During forthcoming meetings of the DWG and EWG, delegates could select topics of most interest to their respective Groups and suggest a possible timeframe, workplan and deliverables for discussion. The concrete actions for the coherence between the DWG-HRD and the EWG will be conducted until member countries and the presidency decide on the termination of work. The Chairs of each Group could hold regular consultations on what actions are being taken, what topics are being discussed and these could be communicated to each Group

The experience with other DWG pillars highlights the advantage of a multi-year framework with a degree of flexibility to subsequent presidencies to focus on specific priorities. Given possible synergies between the DWG and EWG, such a framework should be articulated across the two groups, to ensure coherence and an effective division of labour as well as leveraging better the results of each group's work programme.

Principles for operationalization

- **Information sharing:** Sharing of work plans across DWG and EWG and regular reporting between two groups; close contacts of co-facilitators of the HRD pillar with the chair of the EWG; analytical supports provided by the ILO and the OECD to both groups and engagement of other IOs when appropriate are crucial factors for exchange of information between both Groups.
- **Synergies for impact are;**
 - Using tools and frameworks developed in one group, suitably adapted, to guide the relevant work in the other group whenever possible.
 - Organising joint events for knowledge sharing when needed and if possible.
 - Within the DWG: HRD issues in other pillars are adequately taken into account and the HRD pillar reflects results of other pillars (e.g. Food Security and Nutrition or infrastructure).
- **Flexibility:** A wide range of topics on HRD could be discussed jointly by the DWG and the EWG by future G20 presidencies, in consultation with Group Chairs. These activities would not need to be carried out in lock step but would build on the previous work carried out.
- **Partnership:** Creating additional partnership strategies between DWG and EWG to address skills development issues, with participation from engagement groups, in particular L20, B20, Y20 and W20 which is crucial to the design and delivery of TVET policies.

Conclusions

This Multi-Year Framework has identified a number of common areas of work on skills development and employment that are key priorities for both groups. It also elaborated the principles for operationalization through which the two groups can work more closely with each other and achieve specific outcomes in support of human resource development in both G20 and low income and developing countries during subsequent G20 Presidencies.