

G20 National Employment Plans: Proposed Self-Reporting Template

Introduction

The implementation of the G20 National Employment Plans developed by G20 countries in 2014 and adopted by the Leaders at Brisbane Summit in November 2014 is an important area of work for the EWG. The Leaders have repeatedly emphasized the need for implementation and monitoring of results, to ensure the credibility of the G20 and to achieve the strong, sustainable and balanced growth that is the goal.

While each country has its own implementation schedules and country specific reporting arrangements, it is essential for the EWG to contribute to the accountability and progress of the G20 by providing monitoring and progress reports of the commitments made in the Employment Plans. This is analogous to the role of the Framework Working Group (FWG) in tracking progress on other G20 commitments. It is also a foundation for exchange of information and experience on successes and challenges of the implementation process and a way to support collective progress toward goals.

Countries have agreed to self-report to G20 EWG on the implementation of their national Employment Plans. To simplify and facilitate the reporting and at the same time ensure that it is substantive and useful for Leaders, the following template is proposed. It has intentional similarities to the process adopted in the FWG, in order to bring more coherence to the tracking of Growth Strategies and Employment Plans.

The self-reporting template will consist of five sections:

- (1) Employment and labour market trends
- (2) Checklist of implementation
- (3) Short notes reporting on key policy commitments in the Employment Plan
- (4) Reporting on multi-year collective commitments:
 - gender
 - youth ?
 - OSH ?
- (5) Any new policy commitments

1. Economic, employment and labour market trends

This section would present key indicators to give an overview of developments in the economy and labour market. It generally follows Section 1 of the Employment Plan template, with some modifications. The list could be extended to cover additional indicators of progress on key collective commitments (in addition to the reporting proposed in point 4 below) or to add other EWG-agreed policy priorities (e.g., OSH).

Key indicator	2013 (base)	2014	2014	2016	2017
GDP growth (real)					
GDP per capita					
Employment growth					
Employment-population ratio					
Unemployment rate					
Incidence of long-term unemployment					
Youth unemployment rate					
Youth employment-population ratio					
Working-age (15-64) participation rate					
Female participation rate (15-64)					
Older worker participation rate (65 and over)					
Informal employment (as a share of total employment)					
Social protection coverage (% of elders covered by pension)					
Social protection coverage (% of workers covered by unemployment benefits)					
Social protection coverage (% of workers covered by occupation injury insurance or program)					
Gini coefficient (income Gini)					
Minimum wages (% of median wages)					
Collective bargaining coverage					
School completion rate (year 12 attainment)					

* The year 2013 is used as the base year to be consistent with the 2014 Employment Plan.

2. Checklist of commitments in the Employment Plan

The checklist would cover the full list of policy commitments included in the country's Employment Plan and allow an overview of implementation status by tracking what actions have already been taken and those are still pending.

	Policy commitment	Implementation status	Comments
1.	To develop occupational standards	Implemented	Impacts
2.	To organize apprenticeships	Progress	Extent of progress
		
N.	To increase minimum wages	Pending	Reasons for status

3. Key policy commitments in the Employment Plan

As in the FWG, it is proposed that each G20 country select five key policy commitments that it believes are particularly important in the context of national challenges and that hold promise to make significant improvements to the functioning of the labour market and to inclusive growth and creation of quality jobs. It will also contribute to EWG sharing of policy experiences and mutual learning.

Each country would choose five policies from its Employment Plan and prepare a brief (1-2 pages) note, identifying the challenge that is addressed, the policy commitment, the change(s) that were made and the outcomes that were achieved.

This could be done in a narrative form or could follow a template. Adapting a suggestion by the Russian delegation, an illustrative example of a possible template is provided below.

Key Policy (chosen by country)	Description
Nature of the Challenge	Population ageing
Policy planned to meet the challenge	To increase retirement age
Implementation timeline	Over 10 years
Result achieved	Labor force participation increased by 2 percent; resulted in acceleration of GDP growth by 0.5 percent; elder poverty decreased by 5 percent
Additional Information	
Coverage (number of persons affected)	200,000 persons over 10 years
Funds allocated	No funds allocated; sustainability of pension fund extended by 15 years

4. Multi-year collective commitments

This section would report on progress on multi-year collective commitments. Currently, there is a collective commitment to reduce the gender gap in labour force participation and quality of women's jobs. As the Leaders are expected to report progress on this and similar commitments, it is essential to provide a credible and comparable reporting effort.

The IOs have prepared a draft self-reporting template for gender gap commitments, to be discussed at the Second EWG meeting, which could be integrated into this section.

If the EWG decides to report separately on youth employment policies, OSH policies or other policy areas, the IOs could also propose templates for reporting on those commitments.

5. New policy commitments

This final section would allow countries to describe new or additional policy measures which are introduced in the future in order to address new or changing challenges. This is similar to the approach being taken by the FWG.

The following simple table could be used.

New policy measure(s)	Description	Rationale*
A.		
....		

* This column will briefly explain why such new policies are introduced and what impacts are expected.