

**SYNTHESIS PAPER
OF SELF-REPORTS
ON THE IMPLEMENTATION
OF G20 COUNTRY
EMPLOYMENT PLANS
2015**

G20 Turkish Employment Team

Introduction:

This synthesis report that has been prepared following an evaluation of all data and statistics submitted by means of self-reports, aims to set forth the general outlook of labour markets as well as the overall progress of key and collective commitments of G20 members from the previous years based on members' feedback. The members have provided self-reports varying between 25-40 pages.

G20 Turkish Employment Team has received self-reports from 19 members plus from 1 permanent invitee and 1 invitee as of 18 October, 2015. The status of G20 members regarding the submission of self-reports can be found at the end of this report.

Corresponding data and statistics provided by international organizations (IOs) have been used, wherever available, in cases where certain data has not been provided by respective members.

Moreover, particular differences were observed to make multiple comparisons between the members over provided factual data and statistics. Accordingly, the need has emerged to harmonize the measurement criteria and non-standard statistics, particularly those related to employment issues.

1. Key labour market and policy indicators

It was observed that some data indicated in the self –reporting templates have not been provided by a number of members; including “non-agricultural labour income share, informal employment as a share of total employment, temporary employment as a share of total employment, poverty (% below National poverty line), social protection (% of elders receiving pension), social protection (% of workers covered by unemployment benefits), minimum relative to average wages of full-time workers, collective bargaining coverage (% workers), and incidence of long-term unemployment”.

Only 7 members were able to indicate informal work rates changing between 33%-92%. To find a common, reliable and easy way to provide and measure this data seems essential to be discussed in the future works of the G20 EWG.

As regards to the labour market indicators of G20 members, it was faced with quite different pictures particularly for employment of all ages, unemployment and participation rates, GDP per capita, collective bargaining coverages, labour income share and school completion rates.

Meanwhile, a significant rise in the long-term unemployed was observed particularly following the 2008 global economic crisis and yet the situation has not reverted back to its pre-crisis levels in most of G20 economies.

When considering the sectoral employment variation in G20 economies, a similar outlook have been noticed in general, even though some members have different sectoral trends. While agriculture, construction and manufacturing sectors are losing

employees in general, services sector is the only one that seems to be in an upward trend.

Comparing the years 2007 and 2014 in terms of sectoral distribution of employment rates¹, there are only three countries that have an upward trend in agriculture sector while others have a downward trend. The average of this change has been measured as 1,9% according to the data of self-reports. Similarly, manufacturing, mining and utilities sector's share decreased trends with a rate of 0,8% during the same period in G20 members except for three countries. On the other hand some slight changes are observed in the construction sector with a descending tendency of 0,2% in average. However, the service sector has come to dominate employment in all G20 members except for one. The average rise of employment in this sector is almost 2,9% over the last 8 years.

2. Checklist of commitments

Experts from Turkish Employment Team also analysed the key commitments given by the members in their EPs, in terms of pending or cancelled, on-going and completed actions. Based on self-reports received from 19 members and 1 invitee country, a total number of 392 policy actions have been determined. While 72,5% of overall actions are ongoing or under implementation, 26,5% of them seem to be completed. 1% of the policy actions is pending or replaced with another one.

The topics underlying as commitments in EPs are mainly concentrated on actions as macroeconomic policy, labour market regulation, social protection, promoting youth employment via apprenticeships, vocational training and higher education, skills development, occupational health and safety (OSH), improving active labour market programs (ALMPs), promoting women employment and people with disabilities, struggling with long-term unemployment, supporting increased labour market participation of entrepreneurs, work incentives as well as labour productivity and quality job creation addressing segmentation of labour markets.

In addition, some members pledged commitments on promoting employment of specific groups of people and higher labour force participation among older workers based on demographic circumstances. Promoting higher labour force participation among immigrants, promoting the mobility of labour force, preventing unemployment from becoming structural, ensuring up-to-date labour market information and strengthening science, technology and innovation are the other subjects identified by some members.

¹ One country has not provided any statistics recorded on agriculture while another one has not given any data on construction sector. Meanwhile some of the data belong to 2008 or 2013 for some of the members as they have not kept any statistics for 2007 or 2014. The data in self-reports have been primarily considered.

3. Key policy commitments

Based on the overall assessment of the self-reports provided by G20 members, it is noted that key policy commitments and challenges in the EPs generally observed as very similar while there are some specific ones.

The most common challenges that have been put in priority lists of the members and some policies planned and/or already put into force cited in the reports are “long-term unemployment; low female labour force participation rates; high youth unemployment rates; high informality rates; skill gaps/shortages and mismatches; outdated and poor funded ALMPs; lack of social benefits for unemployed people; inadequacy in qualified professional training programs; need for more efficient employment programs and effective information systems including labour market statistics; need for support to disadvantaged individuals with specific barriers; ageing societies and highly segmented labour markets”.

Besides all these significant and common matters in the labour markets of most of the countries, some specific needs and challenges are also stood out based on the economic and social circumstances of G20 economies. Those could be stated as “the low income rates; need for more flexible, faster and responsive immigration systems to the changing needs of the economy and labour market; high dependency on foreign workers in some sectors; hidden employment with many discouraged workers and inadequate cooperation among institutions to link social benefit system and labour market”.

On the other hand, part-time work is stated as being a solution for increasing the participation of women in some economies, while it is considered as a problem that should be struggled in some certain countries. Job creation, apprenticeships and internship programs promoting effective school-to-work transition systems as well as supporting entrepreneurial skills of people and promoting SMEs in terms of financial assets and human resources management are other highlighted focal points that require new and sustainable policy principles in the labour markets.

4. Multiyear Collective Commitments

Increasing labour force participation is essential, particularly for underrepresented and vulnerable groups, to increase the growth potential of our economies and to achieve inclusive societies. In this regard, recommended goal by G20 Labour and Employment Ministers to reduce the share of young people who are most at risk of being permanently left behind in the labour market by 15 percent by 2025 has been quite timely and to the point. Also the previous commitment to reducing the labour force participation gap between men and women in our respective countries by 25 percent by 2025 needs to be reaffirmed.

In this sense, the policy measures on female participation laid down in the template are grouped under the four broad policy areas that cover the 11 policy principles set out by

G20 Ministers of Labour and Employment in their Melbourne Declaration. In case all the listed principles and actions are implemented in a sustainable way, it is considered that there will be no obstacle to reach the 25/2025 target.

Similarly, the policy measures on youth employment laid down in the template are grouped under the three broad policy areas. Meanwhile in line with the G20 Statement on Safer and Healthier Workplaces: Measures for Progress Review²; the information on policies to address occupational safety and health could cover measures in four broad policy priority areas.

4.1. Female participation, quality of employment and gender equity:

Policies and programs to increase women's employment and to reduce the gender gap, which had already started prior to G20 Brisbane Leaders' Communiqué seems to be ongoing. Besides, some new and specific programs, strategies, acts, laws and legislations which will be put into practice also seems to have come to the fore.

For ***addressing unequal treatment of men and women in the labour market***, outstanding actions are observed such as “awareness raising and training activities on anti-discrimination against women employment in work places; ensuring flexible, part-time, secure, distant and home-based employment options especially for pregnant employees; equal participation of women and men in senior positions both in public and private sectors; necessity of reporting on employees’ salaries for some specific companies; resolving the gender pay gaps during regular working and retirement periods; providing special benefits such as maternity, parental, sickness, compassionate care benefits and the benefit for parents of critically ill children; encouraging the share of parental responsibility; promoting participation of women in science and academic careers; and supporting companies for gender equity”.

Member states have been also taking measures to ***promote an enabling environment for gender equality in the labour markets***. The measures would be summarized as “investment in skills development and lifelong learning and support for projects of professional education of women; ensuring more flexible jobs for all employees and parental leave regulations; expanding childcare services and after-school childcare opportunities as well as reducing care responsibilities of women; strengthening maternity protection by subsidizing employers that allow fewer work hours during child care periods; encouraging women to return to work after maternity leaves; organization of competitions among enterprises which hire disabled and vulnerable persons by promoting equality and non-discrimination; increasing tax deductions for families with children; creating jobs from office-based to home-based; designing transportation models for employed women; raising awareness on adoption

² Annex C, G20 Labour and Employment Ministerial Declaration, Melbourne, 10-11 September 2014

of a paid leave system and social benefits; and cooperation with women organizations and associations to negotiate the ways for doing more for women at work by enabling and promoting gender equality in the labour markets”.

In order to ***make work pay, improve job quality and reduce informality***; a number of actions have been taken by the G20 members. “Investment on skills and trainings; minimum wage regulations for expanding purchasing power of workers; improving part-time workers’ rights and strengthening individual and collective rights of them; tax-free childcare schemes for working families; tax credit systems for parents sending their children to private childcare centres; providing employment assistance to females with difficulties in employment; encouraging enterprises and governments to create jobs; determination of quotas for female managers in public sector; setting up internet based instruments to facilitate the use of household related and family supporting services, thereby reducing informality and increasing job quality through providing information for private households and service providers; shared parental leave and pay; allowing fathers to play greater role in childcare; additional measures to increase tax credits for child care costs; development of a Child Care Fund; and improving coordination among different Ministries and Institutions” are the main actions taken so far in this policy area.

Last but not least, ***promoting entrepreneurship*** is another issue handled by G20 members. Remarkable actions and incentives seem to have been put into force for improving the entrepreneurship among women with a sustainable and tangible impact in G20 countries. “Arranging entrepreneurship trainings; constitution of national funds for supporting women with trainings, mentoring, financial and legal regulation guidance, loan/micro credits for establishment of small businesses; networking and business support clubs; meetings with role models who share passion and inspiration for being an entrepreneur; cross-sectoral advice and counselling services; running incubation centres involving offices, office equipment and special consultation services; lower entrepreneur social security contributions for women in older ages; awareness raising activities on micro-credit systems; special projects implemented with different funds; and cooperation among related organizations and institutions” are accomplished measures for promoting women for being entrepreneurs in G20 members.

4.2. Youth employment

The key policy measures that have been, or are planned to be put in place by each member were reported under three broad policy areas as “strengthen the education system and prepare all young people for the world of work, provide effective support to unemployed young people to find work, and improve job opportunities”.

For ***strengthening the education system and preparing all young people for the world of work***, it seems that all countries attach particular attention to education and skills development actions to have been taken for a long time. G20 members have been implementing a number of specific programs for different ages of

target groups including unemployed youth and students based on national circumstances and demographic and cultural structures. The main aim of these programs and actions, titled under various names, is to improve the employability of young people via different kinds of vocational education and training as well as counselling and guidance services. The actions of those could be listed as “new educational reforms to increase the quality of education systems; combating early-school leaving and encouraging academic effort & dedication; investing in vocational training and apprenticeship programs on future sectors and qualifying labour practices; arranging early-stage career orientations for students; generalization of public counselling and guidance services for youth at regional level; restructuring of vocational schools based on the changing needs of labour markets; designating super professional high schools to train professionals equipped with advanced knowledge and skills that meet changing social needs and industrial trends; organizing national employment fairs for unemployed and youth; strengthening field-oriented training based on industry-academia collaboration; establishing colleges of excellence that provides theoretical and practical training opportunities; delivering online self-assessment and e-learning services; setting up of funds for enabling university students to study abroad; establishing national and international networks for apprenticeships; career entry supports by mentoring target pupils likely to have difficulties in completing secondary school and coping with the transition to vocational training; providing right to return to education or training for early school leavers; accreditation of the new skills; and maintaining collaboration with advisory bodies including public sector, business, youth and non-profit organizations, unions, think tanks and academia representatives”.

Similar actions as mentioned above have also been taken by G20 members and invitees for **providing support to unemployed young people to find work**. Within this scope, “consultation and career planning supports for new graduate job-seekers; promoting self-employment and labour mobility programs; unemployment benefits to enable displaced workers to engage in job search activities during unemployment period; ALMPs targeting youth; promotion of creating jobs for youth in potential sectors; utilization of part-time jobs and honorary retirement to create jobs in the public sector; developing information systems that allow employers to search for applicants for the vacant posts among students and graduates of professional schools; job seekers assistance system for youth who are ineligible to receive unemployment benefits but need support; promotion of temporary employment of teenagers in their free time in order to upgrade vocational skills and provide financial support to them; encouraging business and industry associations to develop partnerships between employers and enthusiastic educational institutions to develop curricula and programs; employment promotion program for unemployed college graduates by collecting information about employment demand from unemployed college graduates and providing employment services, vocational training, and internship opportunities to them; designing cooperation between municipal structures and across agencies to

support young people in disadvantaged areas; developing stronger partnership between employment agency and local youth support services who provide social and professional support for vulnerable youth” are the highlighted actions and measures to facilitate finding a job for youth.

Regarding **improvement of job opportunities** in G20 members, promoting entrepreneurship and financial supports for youth are the measures which stand out. Besides some specific policy measures have been observed related with the issue listed as “Integration of agriculture and industry by establishing Organized Industrial Zones based on agricultural specialization for boosting employment in agro-food industry; developing and promoting the competency-based recruitment system; providing financial or in kind support to boost training, self-employment or encouraging labour mobility to increase the opportunities for job seekers; establishing Job Placement Centres that provide job seekers with evaluation, training and communication skills and linking them with suitable vacancies; strengthening measures against companies suspected of unfairly driving youth into resignation; developing one-stop national labour market portal for youth; developing career tools to promote education in high-demanded fields and informing young people about these fields of study; implementing measures encouraging college graduates to work at grass-root level, to start up their own business and encouraging enterprises to create jobs for college graduates; implementing job commitment bonus providing a specific amount of payment to eligible young people who are long term unemployed if they find and keep a job and remain completely off welfare for a specific period of time; implementing introductory training for young people who cannot be integrated directly into vocational education and training or paid employment; and subsidized contracts encouraging long-term professional integration of no-skilled or low-skilled youth either in a business or in public or non-profit sector, with on-the-job support by a tutor and personalized individual support by the public employment services”.

4.3. Occupational safety and health (OSH):

Regarding the commitment to promote occupational safety and health (OSH), all member and invitee countries seem to have been making valuable efforts to struggle with unsafe work places and work accidents in general.

Based on the data submitted by the members, the percentages of workers covered by OSH legal protections and/or employment injury insurances is ranging between 54%-100%; even they are 100% in most of the advanced economies.

It was also observed that the statistics are not kept comprehensively and periodically in all countries, especially for the number of workers covered by OSH legal protections and employment injury insurances; number of inspectors responsible for OSH enforcement; and OSH training integrated in to job training and skills development programs.

Occupational injury and disease rates should have been standardized as common type of data. Yet, some members gave the number of affected workers while some others provided the rates of them.

There is an obvious need for a common and comparable statistics system as regards OHS. Experts' Network that has been established during Turkish G20 Presidency could seek to provide the establishment of a harmonized and comparable database and experience-sharing platform among members during subsequent Presidencies.

5. New policy commitments

In respect of the last section of self-reports, some of the members indicated their newly launched policies and programs aiming at better and improved labour markets.

These are mainly about “increasing employment of female, youth, long term unemployed and disabled by specific support programs and strategies”. Improvement of skills, dissemination of ALMPs and apprenticeship programs, support for companies' growth and extra funds for better workplaces in digital age are the other actions identified by G20 members under this section.

The status of G20 members regarding the submission of self-reports

	G20 MEMBERS	SELF-REPORT	UPDATED EMPLOYMENT PLAN
1	ARGENTINA	√	
2	AUSTRALIA	√	
3	BRAZIL	√	√
4	CANADA	√	√
5	CHINA	√	
6	EUROPEAN UNION	√	
7	FRANCE	√	√
8	GERMANY	√	
9	INDIA	√	
10	INDONESIA		
11	ITALY	√	√
12	JAPAN	√	
13	KOREA	√	
14	MEXICO	√	
15	RUSSIA	√	√
16	SAUDI ARABIA	√	√
17	SOUTH AFRICA	√ ³	
18	TURKEY	√	√
19	UNITED KINGDOM	√	√
20	UNITES STATES	√	√
	PERMANENT INVITEE		
21	SPAIN	√	√
	INVITEE		
22	AZERBAIJAN	√	√ ⁴

³ South Africa submitted only the data for the tables in the Self-reporting Template and did not provide fully filled in self-report.

⁴ Azerbaijan prepared a new Employment Plan as being the special invitee only for this year.