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G20 Research Group
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at the National Research University Higher School of Economics, Moscow
present

2013 St. Petersburg G20 Summit Final Compliance Report

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Prepared by
Stacey Bocknek, Vera V. Gavrilova, Krystal Montpetit, Theodora Mladenova, Taylor Grott and
Antonia Tsapralis
G20 Research Group, Toronto,
and
Andrei Sakharov, Andrey Shelepov and Mark Rakhmangulov
International Organisations Research Institute, Moscow

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www.g20.utoronto.ca
g20@utoronto.ca

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9. Labour and Employment: Vocational Training Programs

“We are committed to creating vocational training programs.”

G20 St. Petersburg Leaders' Declaration

Assessment

	Lack of Compliance	Work in Progress	Full Compliance
Argentina			+1
Australia			+1
Brazil			+1
Canada			+1
China			+1
France			+1
Germany			+1
India			+1
Indonesia		0	
Italy			+1
Japan			+1
Korea			+1
Mexico		0	
Russia			+1
Saudi Arabia			+1
South Africa			+1
Turkey		0	
United Kingdom			+1
United States			+1
European Union			+1
Average Score		+0.85	

Background

The 2013 St. Petersburg Summit marked the first time that the Ministers of Labour were in attendance and active participation, attesting to the importance with which they viewed addressing unemployment challenges. This also represents the collaboration and coordination in labour, social, macroeconomic and financial policies.

Though there are variances across regions, jittery investors and employers have held back from hiring due to the continuously bleak economic outlook and insufficient policy responses. The job market has remained especially difficult for some segments of the population, such as youth and other vulnerable groups. The G20 members plan to improve these groups' employability through job search assistance, work experience, and public employment programs, as well as hiring subsidies and conditional transfers as per country's circumstances.

Commitment Features

The G20 members committed to creating apprenticeship and vocational training programmes to encourage hiring. The G20 governments plan to invest in people's skills, education and continued learning to give them skill portability and better prospects, to facilitate mobility and enhance employability.

Where appropriate, these programmes would find innovative ways to reduce non-wage labour costs, moving towards early intervention measures and effective job-search assistance for different groups of youth, and motivating youth entrepreneurship and business start-ups. Tailored strategies including

youth guarantee approaches, developing school and university curricula that support entrepreneurship, and facilitating exchange of best practices among the G20 members and the social partners are deemed crucial in this respect.

The target groups for these programs are youth, women, long-term unemployed, low skilled workers, single parents, people with disabilities and older workers.

Scoring Guidelines

-1	Member takes no active steps to create vocational training programs AND declares no intent to do so.
0	Member declares its intent to create vocational training programs for one or more of the defined target groups but does not begin doing so.
+1	Member declares its intent to create vocational training programs AND begins creating them for one or more of the defined target groups.

Lead Analyst: Rui Kelly Li

Argentina: +1

Argentina has fully complied with its commitment to apprenticeship and vocational training programmes, particularly in regard to its efforts in the area of youth employment promotion and skills training.

In January 2014, President Christina Kirchner announced the launch of a new federal program called “ProgresAr,” which will contribute ARS80 million towards youth employment and training. Under the program, Argentinian youth between the ages of 18 and 24 who are unemployed, have informal jobs, receive a salary below minimum wage, or who are not enrolled in higher education will receive a universal stipend of ARS600 per month.¹⁵⁴² In return, beneficiaries of the stipend must regularly attend classes to graduate from primary or secondary school, enrol in a university course or participate in another type of formal education or training. The program also allows for access to job placement assistance through the Ministry of Labour, and care of dependent children through the Ministry of Social Development.¹⁵⁴³ Payments have begun and the registration process can be conducted online. The ProgresAr program will reach 1.5 million eligible youth and also provide support for vocational training, counselling and job placement through Argentina’s Ministry of Labour and Employment.¹⁵⁴⁴

On 6 October 2014, the government had reported 470,465 young people receiving payments from the ProgresAr program, with over 1 million enrolled through the www.progresar.anses.gob.ar web page. The Executive Director of the ANSES, Diego Bossio, stated that “the number of entries to PROGRESS exceeded all our expectations.” The numbers of registered individuals are distributed throughout the country as follows: 382,673 in the province of Buenos Aires; 72,451 in Skip; 68,779 in

¹⁵⁴²ProgresAr, El Nuevo Plan Del Gobierno Para Los Jóvenes “niVni”, La Nacion Argentina (Buenos Aires), 22 January 2014. Date of Access: 23 March 2014.

<http://www.lanacion.com.ar/1657619VprogresarVelVnuevoVplanVdelVgobiernoVparaVlosVjovenesVniVni>.

¹⁵⁴³ Calendario De Pagos Plan Progresar Septiembre 2014, 25 August 2014. Date of Access: 6 October 2014.

<http://calendariodepago.com.ar/calendario-de-pagos-plan-progresar/>

¹⁵⁴⁴“ANSES”receives 106,000 applications to enter ‘Progresar’ program, Buenos Aires Herald (Buenos“Aires), 30 January 2014. Date of Access: 23 March 2014. <http://www.buenosairesherald.com/article/150972/ansesVreceivesV106000VapplicationsVtoVenterV'progresar'Vprogram>.

Tucuman and 68,558 to 68,380 in Santa Fe and Córdoba. Of enrolled participants, 75% are between the ages of 19 and 22 and 73% are engaged in some form of education or training.¹⁵⁴⁵

At the municipal level, the Government of the City of Buenos Aires provides over two thousand free vocational training courses each year in technical fields such as construction, auto mechanics, graphic design, plumbing and textile-related trades. These programmes garner over 60,000 participants each year and assist them with skills building, technical knowledge, social inclusion and digital literacy. The City of Buenos Aires also provides separate and more targeted vocational training programmes to youth over 16 years of age. These vocational training centres are implemented through the Ministry of Education with the aim of providing greater employment prospects by helping Argentinians to develop skills that will meet domestic employment demand. A special emphasis has also been placed on social inclusion for vulnerable and marginalized groups.¹⁵⁴⁶

Thus, Argentina has fully complied with its commitment of establishing and implementing vocational training at various levels of government, particularly in regard to youth unemployment. Through its various initiatives, Argentina is aiming to provide its population with the necessary education and skills to become engaged in the workforce.

Argentina is awarded an overall score of +1.

Analysts: Stacey Bocknek and Ariel Sim

Australia: +1

Australia has fully complied with its commitment to provide significant additional funding for schools.

In addition to the above commitment, Australia also committed to provide AUD14.3 billion in additional funding over seven years from 2012-13 to move to full implementation of a national disability insurance scheme by 1 July 2019, and significant additional school funding will be provided over the next four years to strengthen education.

The Australian Department of Education website mentions that the Australian government will “provide over [AUD14 billion dollars] to higher education.”¹⁵⁴⁷ The funding will be administered through the Higher Education Support Act (HESA).

On 17 December 2013, the Australian government announced that “no further projects would be funded under the EIF Regional Priorities Round.”¹⁵⁴⁸ This announcement came after an assessment of “funding priorities as part of the Mid-Year Economic and Fiscal Outlook.” It is also mentioned that “the timing of any further Education Investment Fund (EIF) funding rounds is yet to be determined and is a matter for Government.”

¹⁵⁴⁵ Más de 470.000 Jóvenes Estudiantes" Acceden Al Cobro De Progresar En Septiembre (Buenos Aires), Date of Access : 6 October 2014. <http://www.progresar.anses.gob.ar/noticia/mas-de-jovenes-estudiantes-acceden-al-cobro-de-progresar-en-septiembre-12>.

¹⁵⁴⁶ La Ciudad ofrece más de 3500 cursos gratuitos de capacitación laboral, City of Buenos Aires (Buenos Aires), 21 February 2014, Date of Access: 23 March 2014. <http://www.buenosaires.gob.ar/noticias/cursosVgratuitosVdeVcapacitacionV>.

¹⁵⁴⁷ Funding, Australian Government Department of Education, 26 November 2013. Date of Access: 22 February 2014. <http://education.gov.au/funding>.

¹⁵⁴⁸ Education Investment Fund, Australian Government Department of Education, 29 January 2014. Date of Access: 22 February 2014. <http://education.gov.au/education-investment-fund>.

On 1 July 2014, the Australian Medical levy rose from one and a half to two per cent to help fund the national disability insurance scheme.¹⁵⁴⁹

On 26 August 2014, the Australian government announced the 2015 phase of the New Colombo Plan, which will add “approximately 60 scholarships and around \$8 million in mobility grants for Australian undergraduate students.”¹⁵⁵⁰ The New Colombo Plan aims to foster connections in the Indo-Pacific Region.

On 10 September 2014 the Australian Minister for Education declares that the government will commit a further AUD16.5 million to overseas studies to prepare tertiary students for “work in a global environment.”¹⁵⁵¹

On 11 September 2014, the G20 nations signed a Joint Declaration, formalizing a commitment to address issues youth, women, and handicapped people face in industries. The nations promise to ensure youth have solid foundations in literacy and numeracy, and to facilitate communication between schools, employers, and employment services to match workforce needs and training. Furthermore, the G20 nations promise to improve the participation of women in the workforce, with the goal of closing the gap between male and female participation by 25 per cent by 2025.¹⁵⁵²

On 6 September 2014, the National Skill Development Corporate (NSDC) of India and Australia’s Department of Industry signed a Memorandum of Understanding (MOU). Both countries agreed to strengthen their relationship in the area of technical vocational education and training. Both countries promise to exchange information and policy ideas on issues of mutual interest, with a focus on industry participation and training delivery. By November 2014, both countries aim to run a pilot in the automotive, healthcare, IT, and telecom sectors in order to “create transnational standards for both...countries.”¹⁵⁵³

The Australian Department of Education has also promised AUD209 million for round five of the Trades Skills Centres program.¹⁵⁵⁴ This funding would benefit 136 centres in more than 220 schools nationally, including Tasman District School.¹⁵⁵⁵

Australia has declared its intent to fund the creation of additional vocational training centres. The Australian government has also made steps to achieve its goal to provide AUD12.3 billion to the national disability insurance scheme. Although Australia has announced the end of funding under the EIF for the foreseeable future, it declared significant additional funding for tertiary education.

¹⁵⁴⁹ Federal budget feels pain as savings measures slated for July 1 delayed by Senate, 1 July 2014. Date of Access: 6 October 2014. <http://www.abc.net.au/news/2014-07-01/budget-hole-as-savings-measures-delayed-by-senate/5561118>.

¹⁵⁵⁰ 2015 Round. Date of Access: 6 October 2014. <http://www.dfat.gov.au/new-colombo-plan/current-round.html>.

¹⁵⁵¹ \$16.5 million to help 5000 Australians study overseas, 10 September 2014. Date of Access: 6 October 2014. <http://ministers.education.gov.au/pyne/165-million-help-5000-australians-study-overseas>.

¹⁵⁵² G20 Labour and Employment Ministerial Declaration, 11 September 2014. Date of Access: 6 October 2014. https://www.g20.org/sites/default/files/g20_resources/library/2014%20LEMM%20Declaration.pdf.

¹⁵⁵³ India, Australia come together to collaborate on skill development, 6 September 2014. Date of Access: 6 October 2014. http://www.indiablooms.com/ibns_new/news-details/N/3989/india-australia-come-together-to-collaborate-on-skill-development.html.

¹⁵⁵⁴ Trade Training Centres in Schools Program, Australian Government Department of Education, 23 January 2014. Date of Access: 22 February 2014. <http://education.gov.au/trade-training-centres-schools-program>.

¹⁵⁵⁵ Tasman District School Gets New Trade Skills Centre, Eric Hutchinson MP, 31 January 2014. Date of Access: 22 February 2014. <http://www.eric-hutchinson.com.au/wp-content/uploads/2014-01-31-money-for-new-trades-skills-centre-at-Tasman-District-School.pdf>.

Furthermore, the government has stated intent to address workforce challenges faced by the target groups.

Australia is awarded an overall score of +1.

Analyst: Andy Li

Brazil: +1

Brazil has complied with its commitment to invest in educating its labourers to enhance mobility and increase employability. Brazil has complied with its commitment to maintain scholarship programs for undergraduate students to encourage labour productivity.

The Organization of American States (OAS) and the Coimbra Group of Brazilian Universities (CGBU), with the support of the Brazilian Foreign Ministry's Division of Educational Topics, opened the 2014 round of OAS-GCUB scholarships. This includes 500 plus scholarships opportunities for citizens of OAS member states. The scholarships provide tuition for masters and doctoral candidates to study in Brazil.¹⁵⁵⁶

Brazil extended the Science without Borders to a further 100 000 scholarships for 2015. This extension includes provisions for foreign senior researchers to perform joint research projects in Brazil.¹⁵⁵⁷

On 22 October 2013, OECD Secretary-General Angel Gurría made a speech at Brasilia, evaluating and congratulating Brazil's progress in improving support for its youth. Her speech also launched the Investigating in Youth: Brazil report, which highlighted initiatives that have produced and continue to produce results. Advances mentioned include the "large increases in funding," the increase in vocational training programmes due to the PRONATEC programme, and the aid provided to school drop-outs to help them acquire necessary workplace skills.¹⁵⁵⁸

On 4 November 2013, Education Ministers from the BRICS — Brazil, Russia, India, China and South Africa — countries met and agreed to coordinate and collaborate at the higher education level. Issues discussed include "strengthening collaboration between BRICS universities, partnerships and knowledge exchanges on technical and vocational education and training."¹⁵⁵⁹

On 22 July 2014, the Brazilian President signs the new ten-year National Education Plan (PNE). The plan establishes a goal to invest 10 per cent of the country's GDP to education by 2024. The main objectives are to increase school attendance among the poor and to erase illiteracy.¹⁵⁶⁰

According to the government of Canada, Brazilian government will "be implementing a national program to support access to technical and vocational training by vulnerable women." Programs

¹⁵⁵⁶ External Award: OAS-GCUB Scholarship in Brazil, 30 June 2014. Date of Access: 6 October 2014. <http://www.sfu.ca/dean-gradstudies/blog/year/2014/06/OAS-GCUB.html>.

¹⁵⁵⁷ Brazil extends Science Without Borders with 100,000 new scholarships, 4 July 2014. Date of Access: 6 October 2014. <http://monitor.icef.com/2014/07/brazil-extends-science-without-borders-with-100000-new-scholarships/>.

¹⁵⁵⁸ Brazil should continue efforts to boost education and improve young people's job prospects, OECD, 22 October 2013. Date of Access: 21 February 2014. <http://www.oecd.org/education/brazilshouldcontinueeffortstoboosteducationandimproveyoungpeoplesjobprospects.html>.

¹⁵⁵⁹ BRICS ministers agree on high-level HE collaboration, University World News, 8 November 2013. Date of Access: 21 February 2014. <http://www.universityworldnews.com/article.php?story=20131107163621596>.

¹⁵⁶⁰ Brazil's 10-year Education Plan Sanctioned by Rousseff, 22 July 2014. Date of Access: 6 October 2014. <http://riotimesonline.com/brazil-news/rio-politics/brazils-10-year-education-plan-sanctioned-by-rousseff/>.

developed though the Knowledge Exchange for Equity Program (KEEP) help women acquire skills in fields related to “tourism, food production and processing, crafts and design, and fisheries.”¹⁵⁶¹

Brazil has and plans to continue increasing labour productivity through funding undergraduate studies. It is anticipated that by 2015 over “10 million students will be in universities,” supported by federal loans given through government programs such as PROUNI and FIES. The “government’s Scientific Mobility Program” will continue to provide 101,000 scholarships to aid university students who wish to study at foreign universities.¹⁵⁶²

Although Brazil has not formally declared its intent to continue creating vocational training programs, Brazil has continued to maintain vocational training programs for the specified target groups. Furthermore, Brazil has committed to increasing investment in education for the target groups. With regards to Brazil’s country specific commitments, Brazil has maintained its scholarship programmes for tertiary level students.

Brazil has received a +1 for complying with stated commitments.

Analyst: Andy Li

Canada: +1

Canada has fully complied with its commitment to create vocational training programmes and has been working actively towards its implementation.

Canada also committed to fund businesses to train unemployed or underemployed people through the Canada Job Grant, negotiating distinct agreements with its provinces and territories. When fully implemented in 2017-18, approximately 130 000 people will have access to training each year.¹⁵⁶³ The CJG is designed to match employer and provincial contributions up to a maximum of \$5000 in order to provide employers with more flexibility on the ways in which this training funding is spent in educational institutions.¹⁵⁶⁴

Canada’s progress was most evident on 11 February 2014, when Finance Minister Jim Flaherty tabled the budget. It contained the following initiatives. To help offset the apprenticeship costs of those registered in the Red Seal trades, it created the Canada Apprentice Loan to provide those individuals with interest-free loans of over CAD 100 million. To support entrepreneurs, it invested CAD 40 million into the Canada Accelerator and Incubator Program, which provides mentorship and other resources to help Canadians start and develop new businesses.¹⁵⁶⁵

Canada announced CAD 26.4 million in funding over four years to help expand two training programs connecting youth and other working-age people with intellectual disabilities and employers. Of this funding, CAD 15 million over three years is earmarked for the Canadian Association for Community Living’s Ready, Willing and Able initiative. Recognizing the challenges faced by those with autism

¹⁵⁶¹ Brazil, Foreign Affairs, Trade and Development Canada (Ottawa) 6 September 2013. Date of Access: 21 February 2014. <http://www.acdi-cida.gc.ca/cidaweb/cpo.nsf/fWebCSAZEN?ReadForm&idx=01&CC=BR>.

¹⁵⁶² Education and Training, Export.gov. Date of Access: 22 February 2014. http://export.gov/brazil/static/CC_BR_DoingBusiness_CCG_PDF_Chap4_EducationandTraining_Latest_eg_br_062843.pdf

¹⁵⁶³ St. Petersburg Leaders’ Declaration, G20 Information Centre (Toronto) September 2013. Access Date: 1 February 2014. https://www.g20.org/sites/default/files/g20_resources/library/Saint_Petersburg_Declaration_ENG.pdf.

¹⁵⁶⁴ The myths about Canada’s skills gap, Maclean’s (Toronto) 30 September 2014. Chris Soerenson. Access Date: 30 September 2014. <http://www.macleans.ca/work/jobs/the-myths-about-canadas-skills-gap/>.

¹⁵⁶⁵ Connecting Canadians with available jobs, Government of Canada (Ottawa) February 2014. Access Date: 19 February 2014. <http://www.budget.gc.ca/2014/docs/plan/ch3---1---eng.html>.

spectrum disorder, Canada set aside CAD 11.4 million over four years to support their vocational training.¹⁵⁶⁶

Additionally, Canada introduced the Flexibility and Innovation in Apprenticeship Technical Training pilot project for apprentice technical training. In discussions with premiers in September 2014, federal employment Minister Jason Kenney suggested that provinces direct more fiscal transfers to polytechnic institutions and vocational schools with programs in skilled trades.¹⁵⁶⁷

Addressing the vulnerable seniors' employment difficulties, Canada invested CAD 75 million in the Targeted Initiative for Older Workers to help them transition into the job market.¹⁵⁶⁸

Canada adhered to its commitments at St. Petersburg by creating vocational training and apprenticeship programmes to help vulnerable groups such as youth, seniors and those with disabilities to participate in the labour force.

Thus, for its efforts, Canada has been awarded the score of +1.

Lead Analyst: Rui Kelly Li

China: +1

China has fully complied with both its commitment to enhance the “social safety net” and “promote” reform by opening up its market, and the Final St. Petersburg Summit Declaration to create vocational training programs. It has supported widespread vocational training programs, and has made steps to target vulnerable groups. It is working multilaterally with other nations to achieve this goal.

A background paper, published April 2014, also by the OECD for the 2014 Melbourne G20 Summit notes that China is accelerating the development of a modern vocational education system. In particular, the papers commends China for the development of short and long term vocational training schools, amounting in 3075 skilled workers' schools, with subsidies attracting students to these programs.¹⁵⁶⁹

A partnership workshop on vocational education was held on May 5, 2014 between China and Myanmar, organised by the ASEAN-China centre. Experts from both sides were able to share knowledge on vocational education.¹⁵⁷⁰

Premier Li Keqiang stated at a National vocational educational conference in Beijing on June 23, 2014 the importance of having a highly skilled vocational labour workforce. A guideline implemented by the

¹⁵⁶⁶ Job training for Canadians with intellectual disabilities gets boost in federal budget, Toronto Star (Toronto) 11 February 2014. Alex Boutilier and Joel Eastwood. Access Date: 19 February 2014.

http://www.thestar.com/news/canada/2014/02/11/job_training_for_canadians_with_intellectual_disabilities_gets_boost_in_federal_budget.html.

¹⁵⁶⁷ Jason Kenney: Provinces who want TFWs should invest more in vocational schools, Macleans (Toronto) 30 September 2014. Canadian Press. Access Date: 30 September 2014. <http://www.macleans.ca/news/canada/jason-kenney-provinces-who-want-tfws-should-invest-more-in-vocational-schools/>.

¹⁵⁶⁸ Building Canada one budget at a time: Brietkreuz, News Review (Yorkton) February 2014. Access Date: 19 February 2014. <http://www.yorktonnews.com/article/20140219/YORKTONNEWS0101/302199997/building---canada---one---budget---at---a---time---brietkreuz>.

¹⁵⁶⁹ G20-OECD-EC Conference on Quality Apprenticeships for Giving Youth a Better Start in the Labour Market, Organisation for Cooperation and Development (Paris), 9 April 2014, http://www.oecd.org/els/emp/G20-OECD-EC%20Apprenticeship%20Conference_Issues%20Paper.pdf

¹⁵⁷⁰ ASEAN-China Centre Organized Myanmar-China Partnership Workshop on Vocational Education in Yangon, Myanmar, ASEAN-China Centre (Beijing), 8 May 2014. Date Accessed: 6 October 2014. http://www.asean-china-center.org/english/2014-05/08/c_133319033.htm

Chinese State Council on June 22, 2014, plans to increase the amount of students in vocational institutions from the current 29.34 million to 38.3 million by 2020. Already, China has the largest number of vocational institutions in the world.¹⁵⁷¹

In September 2014, a joint International Labour Organisation, World Bank and the OECD report prepared for the G20 Labour and Employment Ministerial meeting in Melbourne commended China for “aggressively raising” minimum wages. In addition, the report also noted expansion in social protection, and that working poverty has declined particularly in China.¹⁵⁷² This corresponds with its St. Petersburg commitment to “strengthen the social safety net.”

China’s national advisors recommended on September 12, 2014 that China implement vocational training programs as a means of combating the unemployment in regions highly populated by minorities.¹⁵⁷³ This indicates that vocational training is a priority for the Chinese economic leaders negotiating the trade.

On September 11, 2014, Britain’s Finance ministry announced that they were about to sign commercial deals with China worth 2.4 billion pounds, 200 million pounds of which would go towards the development of vocational training schools and nursing homes in China.¹⁵⁷⁴

China has taken active steps to meet its St. Petersburg commitments by continuing to fund the creation of vocational schools and improving their accessibility to minorities, youth and in rural areas.

Thus, China is awarded a score of +1.

Analyst: Madeline Torrie

France: +1

France has fully complied with its commitment to create vocational training programs.

Boundaries to employment removed included the reform of current training contribution requirements. Companies were previously required to make payments towards three separate agencies totalling 0.9 per cent of their mass salary for the purpose of training.¹⁵⁷⁵ This was replaced by a “duty to train” framework which has levels of contribution determinant on company size while ensuring that the funds

¹⁵⁷¹ China wants fewer college grads, more skilled workers. Sound familiar? Bloomberg Businessweek (New York), 24 June 2014. Date Accessed: 6 October 2014. <http://www.businessweek.com/articles/2014-06-24/china-wants-more-vocational-students-fewer-universities>

¹⁵⁷² G20 Labour Markets: Outlook, Key Challenges, and Policy Responses, The International Labour Organisation (Switzerland), Organisation for Cooperation and Development (Paris), and the World Bank Group (New York), 9 September 2014. Date Accessed: 6 October 2014. http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_305421.pdf

¹⁵⁷³ Political Advisors Discuss Ethnic Minority Employment, People’s Daily (Beijing), 12 September 2014. Date Accessed: 6 October 2014. <http://english.peopledaily.com.cn/n/2014/0912/c90785-8781535.html>

¹⁵⁷⁴ UK says to sign nearly \$4 billion in trade deals with China, Reuters (London), 11 September 2014. 2014. Date Accessed: 6 October 2014. <http://www.reuters.com/article/2014/09/11/us-britain-china-trade-idUSKBN0H62L220140911>

¹⁵⁷⁵ Address by Minister Labour, Employment and Social Affairs Michel Sapin at the French National Assembly (Paris) 26 February 2014. Date of Access 28 February 2014. <http://travail-emploi.gouv.fr/actualite-presse,42/discours,2142/discours-de-michel-sapin-projet-de,17558.html>.

collected go to only one source, the “Organisme paritaire collecteur agréé.” Additionally, the proposed 24 hour minimum work week for part-time employees was temporarily suspended for six months.¹⁵⁷⁶

The Government of France has cited interest in continuing its “jobs of the future” program. On 25 October 2013 it published its 2014 target of creating 150,000 jobs for future positions, a 50 per cent increase from its 2013 target.¹⁵⁷⁷ On 29 September 2014 France announced it had met the target and proceeded to increase the 2014 goal by an additional 44,000.¹⁵⁷⁸ The program, which provides training for youth without postsecondary education, ended 2013 just shy of reaching its target.¹⁵⁷⁹

On 5 March 2014, France passed a vocational training law intended to implement far-reaching reforms in order to increase the number of apprentices in France. Indeed the promotion and growth of apprenticeship programmes is among the main components of France’s youth employment policy; the government aims to increase the number of apprenticeships in the country from 430,000 to 500,000 by 2017.¹⁵⁸⁰ This law will also remove bureaucratic boundaries and non-wage costs to employment, while providing more mentorship to individual’s skill training.¹⁵⁸¹ The bill would also provide support services for individuals through training and employee mentorship. Moreover, under the February 2014 legislation on vocational training, employment and social democracy, the apprenticeship levy was reformed whereby the levy would be split in order to allocate more resources to apprenticeships programmes through French Apprentice Training Centres.

The legislation also affords more protection to the status of “apprentice,” by reforming the apprenticeship contract, which will offer the apprentice the protection and status of a permanent contract of employment without calling their status into question. This provision affords more protection to apprentices by making it easier for them to obtain bank loans or to secure accommodation. It also reflects some employers’ desire to retain the apprentices they train.

These initiatives fall within the context of France’s framework on the restructuring of France’s schools that was implemented on 8 July 2013, as well as the law of 22 July 2013 regarding higher education and research. These aim to improve the integration of young people into the workforce by making sandwich placements and internships a mandatory component of vocational masters and degrees. In this regard, the target is to double the number of students completing internships and course-related work by 2020.

¹⁵⁷⁶ Formation professionnelle : la réforme définitivement adoptée, MYTF1 News. 27 February 2014. Date of Access : 4 March 2014. <http://ci.tf1.fr/economie/entreprise/formation-professionnelle-la-reforme-definitivement-adoptee-8373981.html>.

¹⁵⁷⁷ Budget 2014: l’essentiel de l’effort de redressement repose sur des économies, View Publique. 20 February 2014. Date of Access 4 March 2014. <http://www.vie-publique.fr/actualite/dossier/budget-2014/budget-2014-essentiel-effort-redressement-repose-economies.html>.

¹⁵⁷⁸ Le chiffre de 150 000 emplois d’avenir a été atteint aujourd’hui, Ministère du Travail, de l’Emploi, de la Formation Professionnelle et du Dialogue Social (Paris) 29 September 2014. Date of Access : 5 October 2014. <http://travail-emploi.gouv.fr/actualite-presse,42/communiqués,2138/emplois-d-avenir,2189/actualités,2264/le-chiffre-de-150-000-emplois-d,18042.html>.

¹⁵⁷⁹ Sapin: succès dans le dialogue social, revers sur l’emploi, Le Monde. 26 February 2014. Date of Access: 4 March 2014. http://www.lemonde.fr/politique/article/2014/02/26/le-bilan-de-michel-sapin-succes-dans-le-dialogue-social-revers-sur-l-emploi_4373444_823448.html.

¹⁵⁸⁰ Apprentissage : 500 000 apprentis d’ici 2017 en France, Ministère de la ville, de la jeunesse et des sports (Paris) 22 September 2014. Date of Access: 21 October 2014. <http://www.jeunes.gouv.fr/actualites/actualites-interministerielles/article/apprentissage-500-000-apprentis-d>

¹⁵⁸¹ Loi relative à la formation professionnelle, à l’emploi et à la démocratie sociale : une adoption expresse pour des réformes d’envergure, Ministère du Travail, de l’Emploi, de la Formation Professionnelle et du Dialogue Social (Paris) 27 February 2014. Date of Access: 4 March 2014. <http://travail-emploi.gouv.fr/actualite-presse,42/communiqués,2138/loi-relative-a-la-formation,17563.html>.

After taking the above measures into account, one can conclude that France has complied with its commitment to vocational training and apprenticeships, both through its recently-passed vocational training law, as well as through the continued success of its “jobs for the future” initiative.

Thus, France has been rewarded a score of +1.

Analyst: M. Iain McCauley

Germany: +1

Germany has fully complied with its commitment. It has both declared its intent to adhere to its commitment and has followed through in creating and maintaining programs for the specified target groups.

In addition to the above commitment, Germany also committed to continue to implement its “Skilled Workers Strategy” to promote the availability of highly qualified workers through its immigration policy.

On 1 November 2013, Germany makes changes to their “Promotion of occupational mobility of interested in training young people and unemployed young professionals from Europe” program to increase vocational training support for youth in the EU. The program, “The Job of my Life,” now provides up to 16 weeks of German language classes as well as up to twelve weeks of multi-language support during the preparatory training placement. Furthermore, the new guidelines provide support to aid youth with previous vocational training in finding placement in a similar field.¹⁵⁸²

On 3 December 2013, the German Federal Ministry of Labour and Social Affairs reaffirms its intent to “increase vocational training rates” through special initiatives such as the Perspective 50 plus programme. The ministry will also lead in utilizing the European Social Fund to improve gender equality in the labour market as well as “create incentives for more part-time training” with particular focus on older or less skilled individuals.¹⁵⁸³

On 8 January 2014, German Federal Labour Minister Andrea Nahles makes a press release reaffirming Germany’s commitment to aiding those with difficulties finding employment either due to insufficient qualifications or as a “result of having been without work for many years.”¹⁵⁸⁴

On 11 September 2014, the G20 nations sign a Joint Declaration, formalizing a commitment to address issues youth, women, and handicapped people face in industries. The nations promise to ensure youth have solid foundations in literacy and numeracy, and to facilitate communication between schools, employers, and employment services to match workforce needs and training. Furthermore, the G20 nations promise to improve the participation of women in the workforce, with the goal of closing the gap between male and female participation by 25 per cent by 2025.¹⁵⁸⁵

¹⁵⁸² Seit 1.11.2013 gibt’s was Neues, Bundesagentur für Arbeit (Berlin) 1 November 2013. Date of Access: 18 February 2014. <http://www.thejobofmylife.de/de/neuigkeiten.html>.

¹⁵⁸³ Initial and continuing training, Federal Ministry of Labour and Social Affairs (Berlin) 3 December 2013. Date of Access: 18 February 2014. <http://www.bmas.de/EN/Our-Topics/Initial-and-Continuing-Training/start-initial-and-continuing-training.html?nn=45510>.

¹⁵⁸⁴ “Create new opportunities on the labour market,” Federal Ministry of Labour and Social Affairs (Berlin) 8 January 2014. Date of Access: 19 February 2014. <http://www.bmas.de/EN/Service/Press/press-releases/labour-market-figures-december-2013.html?nn=46168>.

¹⁵⁸⁵ G20 Labour and Employment Ministerial Declaration, 11 September 2014. Date of Access: 6 October 2014. https://www.g20.org/sites/default/files/g20_resources/library/2014%20LEMM%20Declaration.pdf.

Germany has been awarded a +1 for adhering to its commitments and has declared its commitment to future support for the target groups.

Analyst: Andy Li

India: +1

India has fully complied with its commitment to create vocational training programs. India has increased expenditures for skill development, continued to provide support in its partnership with the National Skill Development Corporation (NSDC), and created stronger institutions to prevent non-wage labour costs through the National Skills Qualification Framework (NSQF).

In addition to the above commitment, India also committed to set a target that 50 million people will acquire necessary skills by 2017, including 9 million youth in 2013-14. In addition, the National Skill Development Corporation will set the curriculum and standards for training in different skills and provides monetary incentives for youths to acquire their skill certification for which budget provision of about USD1 billion is made for 2013-14.

On 19 December 2013 the Government of India passed the NSQF.¹⁵⁸⁶ This program is meant to simplify vocational training through the creation of a credit accumulation and transfer system integrated into existing programs that allows individuals to move more easily between education, vocational training and work. The program's intent is to minimize non-cost barriers vocational training that exist currently.

On 17 February 2014 the Government of India released their interim budget for 2014-15. In this budget they allocated INR17.89 billion in new funding towards Social Security for Unorganized Workers and Skill Development.¹⁵⁸⁷

The budget provided further funding for the NSDC allowing to expand its job training programmes significantly.¹⁵⁸⁸ The NSDC has provided training for 1,349,742 since 2011 and on 6 March 2014 announced that will have the capacity to train 75,000,000 in the next ten years.

On 13 August 2014 the Government of India passed amendments to the Apprentices Act of 1961. This added new apprenticeship designated trades including IT-services, and non-engineering graduate and diploma holders.¹⁵⁸⁹

India has declared its intent to follow through on the commitment and begun to follow through on this commitment through its budget allocations, passage of NSQF and partnership with the NSDC.

Thus, India has been rewarded a score of +1 for its commitment to vocational training programs.

Analyst: M. Iain McCauley

¹⁵⁸⁶ National Skills Qualifications Framework, Press Information Bureau (Mumbai) 19 December 2013. Date of Access: 4 March 2014. <http://pib.nic.in/newsite/erelease.aspx?relid=102050>.

¹⁵⁸⁷ Expenditure Budget, Ministry of Finance (New Delhi) 17 February 2014. Date of Access: 7 March 2014. <http://indiabudget.nic.in/ub2014-15/eb/sbe62.pdf>.

¹⁵⁸⁸ Address by Minister of Finance P. Chidambaram at Parliament of India (New Delhi) 17 February 2014. Date of Access: 7 March 2014. <http://indiabudget.nic.in/ub2014-15/bs/bs.pdf>.

¹⁵⁸⁹ LS passes Apprentices (Amendment) Bill, Business Standard (New Delhi) 15 August 2014. Date of Access: 5 October 2014. http://www.business-standard.com/article/pti-stories/lok-sabha-passes-apprentices-bill-114081400713_1.html.

Indonesia: 0

Indonesia has partially complied with its commitment to creating vocational training programs. The government has stated its intention to create and reform vocational programs. Additionally, it has undertaken measures to facilitate mobility, enhance employability and create jobs. However, Indonesia has not implemented a comprehensive vocational training program for target groups such as youth, women, low-skilled workers, etc.

An article published on 26 October 2013 noted the Jakarta Education Agency signed an agreement to include retail management in the curriculum of vocational schools in the city. Jakarta's Deputy Governor stated this agreement was important in ensuring vocational graduate are qualified to work in modern stores.¹⁵⁹⁰

On November 6, 2013, the Ministry of Manpower and Transmigration (MOMT) proposed building a cooperative framework with the Japan International Training Cooperation Organization in order to enhance advance training for technical intern trainees at vocational training facilities.¹⁵⁹¹

On 7 November 2013, MOMT Spokesman Suhartono said Indonesia's government was "currently preparing a job creation program" that "would include developing workforce skills through training, helping the workforce set up small and medium enterprises and carrying out an emergency job creation program."¹⁵⁹²

On 13 — 14 November 2013, the Indonesian Coordinating Ministry for Economic Affairs, the MOMT, International Labour Organization, The National Development Planning Agency, the Indonesian Economy Council, and the Indonesian Employers Association jointly hosted the Indonesia Employment Forum. Stated objectives included: facilitating coordination among Indonesian stakeholders on current policy initiatives, formulating strategies for achieving inclusive economic growth, and following up on G20 commitments to promote job creation.¹⁵⁹³

On 20 November 2013, the Republic of Indonesia secured a USD \$400,000,000 development policy loan from the World Bank.¹⁵⁹⁴ The main objective for the money was to "enhance Indonesia's capacity and institutions for reducing poverty and boosting shared prosperity." Specific goals included: strengthening the public sector's fiscal stability, protecting the vulnerable by expanding social assistance, empowering communities to take charge of their development needs, enhancing skills and technology, and improving public financial management for improved service delivery. Examples of implementation

¹⁵⁹⁰ Students to learn about retail management, The Jakarta Post (Jakarta), 26 October 2013. Date of Access: 21 February 2014. <http://www.thejakartapost.com/news/2013/10/26/students-learn-about-retail-management.html>.

¹⁵⁹¹ Regular Discussion Held with Indonesian Government Liaison. Date of Access: 24 February 2014. http://www.jitco.or.jp/english/engagement_sending_out/indonesia/2013/1210/.

¹⁵⁹² Economic slowdown drives up unemployment rate, The Jakarta Post (Jakarta), 7 November 2013. Date of Access: 21 February 2014. <http://www.thejakartapost.com/news/2013/11/07/economic-slowdown-drives-unemployment-rate.html>.

¹⁵⁹³ Indonesia Employment Forum, International Labour Organization, 13 – 14 November 2013. Date of Access: 21 February 2014. http://www.ilo.org/jakarta/whatwedo/eventsandmeetings/WCMS_229967/lang--en/index.html.

¹⁵⁹⁴ Official Documents- Loan Agreement, L8304-ID (Closing Package), World Bank (Washington, DC), 20 November 2013. Date of Access: 21 February 2014. <http://documents.worldbank.org/curated/en/2013/11/18674831/official-documents--loan-agreement-l8304-id-closing-package>.

would be subsidized fuel price increase and implementation of new national social security system (Sistem Jaminan Sosial Nasional).¹⁵⁹⁵

In report published on 17 December 2013, the International Labour Organization pointed out “limited linkages and synergies between various AMLPs [active labour market policies and programmes],” while also noting limited connections between ALMP programs and the needs or demands of the labour market. They cite that ALMPs rarely identify youth as a beneficiary of such program. Additionally, the ALMPs are short term and do not link beneficiaries to job search facilities or other post-training support options. The lack of synergy limits the overall effectiveness of ALMP interventions.¹⁵⁹⁶

On 17 January 2014, Better Work Indonesia held a business forum with both MOMT and the recently established Social Security Agency. The forum intended to inform employers on amendments to social security and health insurance laws, enhancing communication among companies and other stakeholders (such as the government and labour unions) on employee rights.¹⁵⁹⁷

On 25 January 2014, the Jakarta Post reported that local non-governmental organizations believe there must be more “empowerment” training for women in Greater Manggarai and Flores. Specifically, thousands of women are unemployed due to lack of entrepreneurial skills, so the government must “develop creative programs on topics such as organic farming, plantations and other economic activities.”¹⁵⁹⁸

On 12 February 2014, Soekarno was re-elected as East Java’s governor. In his inauguration speech, Soekarno promised to develop more vocation schools in order to reduce unemployment in the next five year. Additionally, he committed to strengthening East Java’s economy by providing “assistance to businesses through cooperatives or community groups.”¹⁵⁹⁹

1-2 April 2014 marks the dates for the Technical Vocational Education and Training (TVET) conference in Jakarta. Several ministries — the Indonesian Ministry of Education and Culture, the MOMT, the Ministry of Industry, National Development and Planning Agency and the German Ministry for Economic Cooperation and Development — jointly agreed to host the conference in order to exchange good TVET practices while stimulating TVET networking within member countries of the Association of South East Asian Nations.¹⁶⁰⁰

On 22 April 2014, the Embassy of India in Jakarta organized a meeting in which H.E. Mr. Gurjit Singh, Ambassador of India, said India was planning to open another vocational training in Papua. Mr. Suryo

¹⁵⁹⁵ Second Institutional Strengthening for Social Inclusion (Second Institutional, Tax Administration, Social and Investment) Development Policy Loan Project. World Bank (Washington, DC), 21 October 2013. Date of Access: 21 February 2014. <http://documents.worldbank.org/curated/en/2013/10/18459911/indonesia-second-institutional-strengthening-social-inclusion-second-institutional-tax-administration-social-investment-development-policy-loan-project>.

¹⁵⁹⁶ Labour and social trends in Indonesia in 2013: Reinforcing the role of decent work in equitable growth, World Bank, 17 December 2013. Date of Access: 21 February 2014. http://www.ilo.org/jakarta/whatwedo/publications/WCMS_233249/lang--en/index.html.

¹⁵⁹⁷ Enterprise Forum, Better Work Indonesia, 4 February 2014. Date of Access: 25 February 2014. <http://betterwork.org/indonesia/?p=4622>

¹⁵⁹⁸ More training for women needed in Manggarai, Jakarta Post, Jakarta, 25 January 2014. Date of Access: 6 October 2014. <http://www.thejakartapost.com/news/2014/01/25/more-training-women-needed-manggarai.html>.

¹⁵⁹⁹ Soekarno inaugurated as E. Java governor, The Jakarta Post (Surabaya, East Java), 13 February 2014. Date of Access: 29 February 2014. <http://www.thejakartapost.com/news/2014/02/13/soekarno-inaugurated-e-java-governor.html>.

¹⁶⁰⁰ Ensuring TVET Quality, 10 January 2014. Date of Access: 25 February 2014. <https://www.regional-tvet-conference-indonesia.org/en/article/67.ensuring-tvet-quality.html>.

Sulisto, the Chairman of the Indonesian Chamber of Commerce, welcomed India's investment, "especially participation in focused trade fairs."¹⁶⁰¹

On 11 June 2014, the secretary-general of the Indonesian Employers Association (Apindo), Suryadi Sasmita, said that tertiary education was still too academic and did not equip graduates with the relevant skills for the workplace.¹⁶⁰²

In August 2014, the Republic of Indonesia and United Nations established a collaboration to foster knowledge exchange about best sustainable development strategies. Specifically, that committed to identifying 1 million "green youth ambassadors" in schools by 2017.¹⁶⁰³

In September 2014, the Asian Development Bank warned that there appears to be an "education and skills mismatch with jobs" that poses challenges for local corporations to expand their business. The Jakarta Post report the incoming president Joko Widodo is aware of this problem and has vowed to push "revamping of character-building programs for Indonesian schoolchildren."¹⁶⁰⁴

On 2 October 2014, protestors rallied in front of the state palace, calling upon the government to do more "to end the outsourcing of workers," in which employers use temporary contracts to avoid high severance payments and minimum wage labour laws.¹⁶⁰⁵

Although Indonesia has expressed interest in creating more effective vocational training programs, it has not acted substantially on its declarations. In particular, the government has not taken visible steps to organize programs for target groups. Thus, Indonesia has partially complied with its vocational training commitment and is awarded a score of 0.

Analysts: Victoria Wicks and Derek Cuddington

Italy: +1

Italy has fully complied with its St. Petersburg G20 Summit commitments in regards to labour and employment, specifically dealing with vocational training programs.

On October 9th 2013, the International Labour Office financed by the European Commission released a working paper title "Coping with the crisis in Italy: Employment relations and social dialogue amidst the recession." It praised Italy for its reactive economic policies in relation to the economic crisis which effected that country. It credited them with being "successful in retaining employment and demonstrated the ability to address challenges through social concentration."¹⁶⁰⁶

¹⁶⁰¹ India Business Forum and KADIN Indonesia call for more business collaboration. Date of Access: 5 Oct 2014. <http://www.theglobeandmail.com/community/work-at-the-globe-how-to-apply-for-the-2015-summer-program/article20916555/>.

¹⁶⁰² Education must prepare students for employment, Jakarta Post, Jakarta, 11 June 2014. Date of Access: 5 October 2014. <http://www.thejakartapost.com/news/2014/06/11/education-must-prepare-students-employment.html>.

¹⁶⁰³ Green education promoted for sustainable development, Jakarta Post, Jakarta, 31 August 2014. Date of Access: 4 October 2014. <http://www.thejakartapost.com/news/2014/08/31/green-education-promoted-sustainable-development.html>.

¹⁶⁰⁴ RI needs major change in education to spur growth, Jakarta Post, Jakarta, 13 September 2014. Date of Access: 4 October 2014. <http://www.thejakartapost.com/news/2014/09/13/ri-needs-major-change-education-spur-growth.html>.

¹⁶⁰⁵ Workers rally in Jakarta ahead of Wage negotiations, Jakarta Globe, Jakarta, 2 October 2014. Date of Access: 5 October 2014. <http://thejakartaglobe.beritasatu.com/news/jakarta/workers-rally-jakarta-ahead-wage-negotiations/>.

¹⁶⁰⁶ "Coping with the crisis in Italy: Employment relations and social dialogue amidst the recession", International Labour Office (Geneva) 9 October 2014. Date of Access: 7 March 2014. http://www.ilo.org/ifpdial/information-resources/publications/WCMS_223695/lang--en/index.html.

On January 15th 2014, the European Union acknowledged it received Italy's Youth Guarantee Implementation Plan. With an allocation of 530.18 million Euros to begin the process of instating such policies, Italy is expected to match those funds dolled to them by the European Social Fund. Now, member states will receive feedback in-order to ensure their plans are realistic and verified to succeed.¹⁶⁰⁷

In 2013, Ernest and Young published The EY G20 Entrepreneurship Barometer 2013 describing Italy's efforts to reduce the tax wedge present in that country. Businesses previously cited a complicated tax regime and regulatory system as key barriers to their success. Italy phased in tax incentives for businesses who hire young workers and began to simplify their tax and regulatory systems allowing for improvements in business start-up time.¹⁶⁰⁸

On July 11th 2014, the European Commission accepted Italy's national Operational Programme for the Youth Employment Initiative, only the second in Europe after France. This plan will be one part of a multifaceted effort to meet the Youth Guarantee. 1.5 billion Euros are now at the government's disposal and will begin to be dolled out. Also, Italy announced it will include those under 29, not just 25 as the European Union originally put forward in their plans, in their efforts to secure employment for young people as part of the Youth Guarantee.¹⁶⁰⁹

As demonstrated by these initiatives, Italy is actively working towards a European Union wide initiative to make a Youth Guarantee in hopes of curbing the bleak youth employment market.

Italy receives a score of +1 as it has also taken concrete measures to begin the elimination of the strong tax wedge present in the country, the second part of its commitment at the G20 summit.

Analyst: Max Stern

Japan: +1

Japan has fully complied with its commitment to create vocational training programs. Japan implemented employment service programs aimed at the youth demographic and is scheduled to move ahead on policies which develop employment opportunities for elderly persons. Furthermore, Japan expanded its Equal Employment Opportunity Law. However, Japan has not created new policies or opportunities for the disabled, advanced new curricula involving entrepreneurship, or new structures offering support to single parents.

Scheduled for the fiscal year (FY) of 2013, Japan will create university-affiliated job support/consultation "Hello Work" (Japan's employment service centre) locations for graduates and current students, provide "Intensive Support for Unemployed Graduates 2013" for students who do not receive a job offer prior to graduating, create a network of small to medium-sized companies interested in recruiting young people, create a special designation for companies proactive about hiring younger people, and increase the number of "Regional Youth Support Stations" designed to enhance

¹⁶⁰⁷ Press Release, European Commission (Brussels) 15 January 2014. Date of Access: 7 March 2014. http://europa.eu/rapid/press-release_MEMO-14-13_en.html.

¹⁶⁰⁸ "The EY G20 Entrepreneurship Barometer 2013", Ernest and Young (United Kingdom) 2013. Date of Access: 7 March 2014. [http://www.ey.com/Publication/vwLUAssets/EY-G20-country-report-2013-Italy/\\$FILE/EY-G20-country-report-2013-Italy.pdf](http://www.ey.com/Publication/vwLUAssets/EY-G20-country-report-2013-Italy/$FILE/EY-G20-country-report-2013-Italy.pdf)

¹⁶⁰⁹ Press Release, European Commission (Brussels) 11 July 2014. Date of Access: 5 October 2014. http://europa.eu/rapid/press-release_IP-14-826_en.html.

the vocational independence of young people, including NEETs (young people “Not in Education, Employment, or Training”), from 110 to 160.^{1610,1611}

Scheduled for FY2013, Japan will implement the ageless society realization model project, increasing consultations with business operators on employment management that aims towards an ageless society and provide subsidies for business operators that develop employment environments for the elderly.

From 3 June 2014, the Ministry of Health, Labour and Welfare, and Annual Health created an online portal which contains assistance for companies with employee management, job-matching, and skills development.¹⁶¹² In September 2014, “Hello Work” made its resources available online to target private businesses and local governments to increase the likelihood of matching job-seekers with employers.¹⁶¹³

Effective 1 July 2014, Japan expanded its Equal Employment Opportunity Law to include clauses protecting against same-sex sexual harassment and protecting against companies who refuse to promote employees to management positions based on their marital status, possibility of taking maternity leave, or one’s family situation.¹⁶¹⁴ Japan is underutilizing its educated women, but the Prime Minister promotes a target of 30 per cent of senior management positions to be filled by women by 2020.^{1615,1616,1617}

As of September 2014, there has been little change in the institutional resources available to persons with disabilities (e.g., vocational ability development schools numbers have stayed at 19 for five years).

261 facilities existed nationwide for vocational training in 2013. This number decreased from 275 in FY 2008-2009, to 269 in FY 2009-2010, to 264 in FY 2010-2011, and 265 in 2011-2012.¹⁶¹⁸

Japan has complied with its commitment to create vocational and training programs.

Therefore, Japan received a score of +1.

Analysts: Rui Kelly Li and Derek Cuddington

¹⁶¹⁰ Labour and Welfare Report 2012-2013, Japan Ministry of Health, Labour and Welfare, Annual Health. Access Date: 5 October 2014. <http://www.mhlw.go.jp/english/wp/wp-hw7/dl/05e.pdf>.

¹⁶¹¹ Human Resources Development Report, Japan Ministry of Health, Labour and Welfare, Annual Health. Access Date: 5 October 2014. <http://www.mhlw.go.jp/english/wp/wp-hw7/dl/06e.pdf>.

¹⁶¹² Company Assistance Online Portal Information, Japan Ministry of Health, Labour and Welfare, Annual Health. Access Date: 5 October 2014. <http://www.mhlw.go.jp/stf/seisakunitsuite/bunya/0000053276.html>.

¹⁶¹³ Labour and Welfare Human Resources Press Release, Japan Ministry of Health, Labour and Welfare, Annual Health. Access Date: 5 October 2014. <http://www.mhlw.go.jp/stf/houdou/0000033347.html>.

¹⁶¹⁴ Equal Employment Opportunity Law Revisions, Japan Ministry of Health, Labour and Welfare, Annual Health. Access Date: 5 October 2014. <http://www.mhlw.go.jp/stf/houdou/0000033232.html>.

¹⁶¹⁵ The Global Gender Gap Report, World Economic Forum. Access Date: 5 October 2014. <http://www.weforum.org/reports/global-gender-gap-report-2013>.

¹⁶¹⁶ Education in 2013: An ‘A’ for Ambition, but Japan will Have to Do Better, The Japan Times, 29 December 2013. Teru Cavel. Access Date: 5 October 2014. <http://www.japantimes.co.jp/community/2013/12/29/issues/education-in-2013-an-a-for-ambition-but-japan-will-have-to-do-better/>.

¹⁶¹⁷ "Japan will implement labour reform measures, such as increasing the capacities of childcare services, to raise the employment rate of women (age 25-44) to 73% by 2020.", St. Petersburg Action Plan. Access Date: 5 October 2014. <http://www.oecd.org/g20/meetings/saint-petersburg/St-Petersburg-Action-Plan.pdf>.

¹⁶¹⁸ Labour and Welfare Reports 208-13, Japan Ministry of Health, Labour and Welfare. Access Date: 5 October 2014. <http://www.mhlw.go.jp/english/wp/>.

Korea: +1

Korea has fully complied with its commitment to enhance labour participation for women, youth, and older workers by strengthening childcare support, launching an apprenticeship system, and providing incentives and subsidies for small and medium-sized enterprises (SMEs) to hire these targeted individuals. These measures are part of an overall strategy to increase Korea's employment rate from 64 per cent to 70 per cent by 2017.¹⁶¹⁹

On 28 November 2013, the Korean Research Institute for Vocational Education and Training (KRIVET) hosted a seminar on labour mobility as part of the Global HR Forum 2013, during which it reaffirmed its intent to implement an apprenticeship system in response to youth unemployment and skills mismatch.¹⁶²⁰ Korea officially launched the Work-Study Dual System, modelled after the German apprenticeship program, in January 2014. This measure to promote youth employment puts companies in charge of teaching recruits the necessary job skills on top of their academic education.¹⁶²¹

On 19 December 2013, President Park Geun-hye introduced a more flexible system of working hours.¹⁶²² This measure responds to the many Korean women who found it difficult to shoulder both workplace and child-caring responsibilities.

On 10 January 2014, President Park pledged to create 1.65 million jobs for women and to increase the female employment rate from 53.5 per cent to 61.9 per cent before February 2018.¹⁶²³ Park appointed Minister of Gender Equality and Family Cho Yoon Sung to coordinate all government ministries towards meeting this target. Cho followed the Organization for Economic Cooperation and Development's advice of using peer pressure to press companies into hiring more women, such as praising Samsung Electronics and Lotte Group while calling on Hyundai Motor Co. to create more flexible part-time jobs for women.¹⁶²⁴

On 4 February 2014, the Ministry of Strategy and Finance (MOSF) reiterated its commitment to support female employment and outlined four areas of focus: maternity care, daycare, reemployment support and flexible work hours, and family-friendly markets. Support measures include creating a temporary database of workers to fill in for women on maternity leave, introducing flexible and

¹⁶¹⁹ MOEL pledges to implement 4 policy goals and 11 strategies in 2014 to achieve 70% employment rate, Ministry of Employment and Labour (Sejong) 11 February 2014. Access Date: 3 October 2014. http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1041.

¹⁶²⁰ Cedefop presents European VET in South Korea, European Centre for the Development of Educational Training (Seoul) November 2013. Access Date: 11 March 2014. <http://www.cedefop.europa.eu/EN/news/22145.aspx>.

¹⁶²¹ Column by Vice Minister Jung Hyun-ok on Enterprise- and industry-led vocational training, Ministry of Employment and Labour (Sejong) 7 April 2014. Access Date: 29 September 2014. http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1046.

¹⁶²² S. Korea's youth unemployment rate rises, China Daily (Beijing) 19 December 2013. Access Date: 11 March 2014. http://www.chinadaily.com.cn/world/2013-12/19/content_17184429.html.

¹⁶²³ South Korea Shuns Moms at Peril as Workforce Shrinks, Bloomberg (New York) 23 January 2014. Access Date: 4 October 2014. <http://www.bloomberg.com/news/2014-01-23/south-korea-shuns-moms-at-peril-as-workforce-shrinks.html>.

¹⁶²⁴ Samsung Seen Leading Hyundai as Family Friendly Employer, Bloomberg (New York) 13 March, 2014. Access Date: 4 October 2014. <http://www.bloomberg.com/news/2014-03-13/samsung-seen-leading-hyundai-as-family-friendly-employer.html>.

extended daycare services, offering monetary support to companies that extend employment contracts for women, and promoting flexible work hours in large firms.¹⁶²⁵

On 27 March 2014, the Ministry of Education (MOE) and the Ministry of Employment and Labour (MOEL) signed a Declaration of Intent (DOI) with Germany's Federal Ministry of Education and Research on Vocational & Education Training (VET) following President Park's visit to the country. The two countries agreed to enhance collaboration in research and policy in addition to holding annual joint conferences to further VET development.¹⁶²⁶

On 20 May 2014 at the 39th Employment Policy Council Meeting in Seoul, Employment and Labour Minister Phang Ha-nam announced the MOEL's plan to foster 3000 prospective work-based learning providers this year. The ministry will offer consulting to companies on both the Work-Study Dual System and the youth internship project to facilitate their development into suitable work-based learning providers.¹⁶²⁷

On 10 June 2014, the Ministry of Employment and Labour (MOEL), the Ministry of Education (MOE), the Ministry of Science, ICT and Future Planning (MSIP), software-related schools, and 11 large and medium-sized firms signed "the MOU for the realization of a competency-oriented society in the software sector."¹⁶²⁸ Under the MOU, students will be trained according to the National Competency Standards (NCS), a set of standardized knowledge and skills for a specific job developed by the state in consultation with industries, while software firms agree to hire workers based on their competency levels.¹⁶²⁹ Lastly, technical colleges and specialized high schools will reform their vocational curricula to reflect new NCS standards. Moreover, the Korean government and relevant ministries will provide financial support for the implementation of measures in order to increase youths' employability in Korea's software industry.

On 12 June 2014, Gyeonggi Technopark was selected by the "industrial complex-based joint childcare centre support project" to become Korea's first technopark to have a joint workplace childcare center. This project belongs to a larger initiative between the Ministry of Trade, Industry and Energy (MOTIE), the Ministry of Employment and Labour (MOEL), and the Ministry of Gender Equality and Family (MOFEG) to expand the female research and development workforce and prevent women from experiencing career-interruptions as a result of child-rearing. The Korean government will subsidize up

¹⁶²⁵ Support Focuses on Working Mothers, Returning to Work and Flexible Work Hours, Ministry of Strategy and Finance (Sejong) 4 February 2014. Access Date: 6 October

2014. <http://english.mosf.go.kr/pre/view.do?bcd=N0001&seq=3519&bPage=9>.

¹⁶²⁶ MOE and MOEL sign DOI on cooperation for VET, Ministry of Education (Sejong) 27 March 2014. Access Date: 5 October 2014. <http://english.moe.go.kr/web/42208/en/board/enview.do?bbsId=265&boardSeq=53364&mode=view>.

¹⁶²⁷ MOEL plans to foster 3,000 prospective work-based learning providers this year, Ministry of Employment and Labour (Sejong) 21 May 2014. Access Date: 29 September 2014.

http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1053.

¹⁶²⁸ Software industry, schools and government agree to cooperate to realize competency-oriented society, Ministry of Employment and Labour (Sejong) 10 June 2014. Access Date: 29 September 2014.

http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1057.

¹⁶²⁹ Column by Vice Minister Jung Hyun-ok on Enterprise- and industry-led vocational training, Ministry of Employment and Labour (Sejong) 7 April 2014. Access Date: 29 September 2014.

http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1046.

to 90 per cent of the cost for establishing the center in addition to offering partial support for operating costs up to KRW1.2 million per childcare teacher.¹⁶³⁰

On 21 July 2014, the Ministry of Education and the Human Resources Development Service of Korea launched a redesigned web portal to assist workers and students in designing long-term career paths online. Four hundred sixty-eight learning modules, guidebooks that outline both theoretical and practical skills to help individuals prepare for specific jobs, are available in addition to hiring, assignment, promotion checklists, training criteria, and 245 NCS.¹⁶³¹

On 24 September 2014, the MOEL announced comprehensive employment measures for older workers that centered on issues of employment insecurity, low-quality re-employment, and retirement income worries. To prepare older workers for future employment opportunities, it plans to offer career planning and skills upgrading programs such as the “compass project for older workers.” The Korean government will issue “second career subsidies” of KRW10 million per person to employers who willingly provide job placements for soon-to-be retirees as well as up to KRW30 million per company to help them create age-friendly jobs. Moreover, governmental measures to combat employment insecurity will include supporting talent exchange between large companies and SMEs in addition to extending internship support for older workers wishing to transfer to start-up companies.¹⁶³²

Korea has adhered to its commitment of implementing vocational training programmes and curricula reform for youth, strengthening childcare support and introducing flexible work hours for women, as well as improving older workers’ employability and job security.

Thus, Korea is awarded a score of +1.

Analysts: Rui Li and Yinan Yang Li

Mexico: 0

Mexico partially complied with its St. Petersburg G20 Summit commitments in regards to labour and employment, specifically dealing with vocational training programs. It has made specific commitments towards legislating a labour reform bill which would work towards labour flexibility and efficiency. However, no movement towards these efforts can be found.

On November 29th 2012, the Mexican legislature passed a labour reform bill in hopes of improving working conditions and dealing with issues of: wage payments, employment contracts and temporary employment, discrimination, outsourcing, termination and back wages, productivity and training, and union elections and transparency. All of these issues remain part of Mexico’s commitments after the G20 Summit in St. Petersburg. Mexico’s first labour law was enacted in 1931 and this is one of two significant updates to it since that time. Though the bill became effective on December 1st 2012, its

¹⁶³⁰ Joint workplace childcare center to be set up for female researchers in Gyeonggi Technopark, Ministry of Employment and Labour (Sejong) 12 June 2014. Access Date: 29 September 2014.

http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1058.

¹⁶³¹ Integrated web portal for NCS and learning modules start its service Jul. 21st, Ministry of Employment and Labour (Sejong) 21 July 2014. Access Date: 29 September 2014.

http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1070.

¹⁶³² MOEL unveils comprehensive employment measures for older people, Ministry of Employment and Labour (Sejong) 24 September 2014. Access Date: 29 September 2014.

http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1077.

content was diluted in-order to pass it through the legislature. Labour reform still is a pressing issue the government is trying to address.¹⁶³³

Thus, Mexico is awarded a score of 0.

Analyst: Max Stern

Russia: +1

Russia has fully complied with the commitment on vocational training programs.

On 15 April 2014, the Russian government updated the State Program on Promotion of Employment, which includes the Development of the Labour Market Institutions subprogram. It creates conditions for increasing quality of labour force and its professional mobility development and improves labour conditions. The subprogram provides for the development of vocational training and professional mobility through training and skills improvement and the improvement of the national system of professional qualifications. RUB18.9 billion will be allocated in 2013-2020.¹⁶³⁴

On 16 April 2014, Russian President Vladimir Putin signed an executive order creating the Presidential National Council for Professional Qualifications. The council will work on “issues pertaining to creating and developing in Russia a system of professional qualifications.”¹⁶³⁵ It will coordinate the work of state authorities, organizations of employers, trade unions, civil society organizations, educational and scientific organizations in the sphere of professional education and training.¹⁶³⁶

To increase employment among women on leave for child care, Russia has introduced additional vocational training measures and other support measures. RUB153.1 million and RUB161.2 million are allocated for training of 12,700 and 13,100 women in 2014 and 2015 respectively.¹⁶³⁷

On 28 May 2014, the Russian Ministry of Labour and Social Protection reported that 5,800 persons of pre-retirement age were engaged in vocational training in 2013 as compared to 5,600 persons in 2012.¹⁶³⁸ The Ministry notes that the level of employment of senior people increased to 29.2 per cent in 2013, which is 1.5 percentage points higher than in 2012.¹⁶³⁹

Russia has taken actions to demonstrate its intent to comply the commitment and create vocational training programs for target groups. Thus, it has been awarded a score of +1.

Analyst: Mark Rakhmangulov

¹⁶³³ “Mexican Federal Labor Law Reform: Opportunities and Challenges for Employers with Operations in México”, Mondaq: Connecting People and Knowledge (London, New York City, Sydney) 8 January 2013. Date of Access: 7 March 2014. <http://www.mondaq.com/x/215108/Contract+of+Employment/Mexican+Federal+Labor+Law+Reform+Opportunities+And+Challenges+For+Employers+With+Operations+In+Mxico>.

¹⁶³⁴ Government Resolution No. 298 of 15 April 2014, Russian Ministry of Labour and Social Protection 29 April 2014. <http://www.rosmintrud.ru/docs/government/134>.

¹⁶³⁵ Presidential National Council for Professional Qualifications created, President of Russia 16 April 2014. <http://eng.kremlin.ru/acts/7032>.

¹⁶³⁶ Statute of the Presidential National Council for Professional Qualifications, President of Russia 16 April 2014. <http://state.kremlin.ru/council/39/statute>.

¹⁶³⁷ On the training of women on leave for childcare purposes, Russian Government 11 May 2014. <http://government.ru/orders/12269>.

¹⁶³⁸ Results of the monitoring of social and economic status of senior people, Russian Ministry of Labour and Social Protection 28 May 2014. <http://www.rosmintrud.ru/docs/mintrud/protection/93>.

¹⁶³⁹ Citizens of pre-retirement and retirement age can get free vocational training, Russian Ministry of Labour and Social Protection 29 May 2014. <http://www.rosmintrud.ru/employment/employment/379>.

Saudi Arabia: +1

Saudi Arabia has fully complied with the vocational Programmes Commitment by instituting apprenticeship and vocational training programmes that facilitate better prospects and enhance employability, with a focus on specific target groups.

On 25 February 2014 Niagara College won a bid to operate 26 vocational and technical training institutions in Saudi Arabia. The current focus of the colleges is to exclusively train young, male students. The college is exploring possibilities of including female students.¹⁶⁴⁰

On 28 February 2014 a Saudi Petroleum Services Polytechnic (SPSP) Construction and Drilling Training Centre was launched in Dammam. The SPSP institutions provide vocational training specific to petroleum industries.¹⁶⁴¹

On 7 March 2014 the Saudi Industrial Property Authority launched a project to establish an “industrial city for women workers” located in Yanbu. Initially, this will create 50 jobs for women. The purpose of this venture is to support the target group of women in industry, and will include technical training institutes for women. Currently 2000 plants are under construction.¹⁶⁴²

On 4 April 2014 the Technical Vocational Training Corporation (TVTC) announced that 300 new vocational training facilities are under construction, and are expected to be operational within three years. This skills and training program will reach approximately 450 000 trainees over a period of five years, and is targeted in a range of technical vocations for young women and men.¹⁶⁴³

On 16 September 2014 the Saudi Fund for Development (SFD) launched a program to construct nine new facilities for the Vocational Junior College in the northern province of Ha Nam. The focus of this program is youth training in human resources, and is expected to be complete in late 2017.¹⁶⁴⁴

Saudi Arabia has implemented training facilities, vocational programmes and is working to enhance the employability of women, a target group. Additional vocational programmes are in progress.

Thus Saudi Arabia has been awarded a score of +1.

Analyst: Alison Dillman

South Africa: +1

South Africa has fully complied with the commitment to support and implement quality vocational training programs. South Africa has displayed a commitment to the creation of vocational training programs, having launched new initiatives targeting youth and older workers.

On 16 January 2014, Minister of Higher Education B.E. Nzimande discussed the expansion of post-school education and training in his speech given at the launch of the White Paper for Post-School

¹⁶⁴⁰ College’s Taif classes for men only, St. Catharine’s Standard, 25 February 2014. Date Accessed: 4 March 2014. <http://www.stcatharinesstandard.ca/2014/02/25/colleges-taif-classes-for-men-only>.

¹⁶⁴¹ Polytechnic to build skills for petroleum services industry, Arab News, 28 February 2014. Date Accessed: 4 March 2014. <http://www.arabnews.com/news/532351>.

¹⁶⁴² Women-only industrial city to operate soon in Yanbu, Arab News, 7 March 2014. Date Accessed: 7 March 2014. <http://www.arabnews.com/news/536216>.

¹⁶⁴³ Vocational training program planned, 4 April 2014. Date Accessed: 4 October 2014. <http://www.arabnews.com/news/550426>.

¹⁶⁴⁴ Saudi Arabia invests in Vocational Junior College in Ha Nam, 17 September 2014. Date Accessed: 4 October 2014. <http://english.vietnamnet.vn/fms/education/112048/saudi-arabia-invests-in-vocational-junior-college-in-ha-nam.html>.

Education and Training. Nzimande specifically addressed the training needs of youth and of older workers. Nzimande noted that “the Post-School System will prioritize funding of the marginalised,” to increase access to these programs.¹⁶⁴⁵

Rob Davies, Minister of Trade and Finance, introduced the Itukise Internship Program for Unemployed Graduates at the Cape Peninsula University of Technology in Cape Town, South Africa.¹⁶⁴⁶ Implementation of the ZAR 71 million program commenced on 1 April 2014. Davies stated that, “the development of skills and the creation of opportunities for youth and graduates, will go a long way in reducing the levels of poverty and unemployment in South Africa.” He expressed the government’s objective to create opportunities for youth, while encouraging cooperation from the private sector. He noted that the Itukise program is also focused on marketing the manufacturing sector to young adults, and will enable labour force training, and learning “on and off the job.”

Nzimande further stated that the post-school system “will be responsive to the needs of individual citizens and employers in the public and private sectors, as well as serving broader developmental objectives.”

In his July 2014 budget speech, Deputy Minister of Education and Training, Mr. Mduzuzi Manana, reiterated the government’s commitment to addressing unemployment among South African youth, noting in particular that the government has provided training programs in the mining sector for vulnerable youth. Manana also noted that the Ministry of Education and Training is developing a policy framework targeted towards disabled persons.¹⁶⁴⁷

South Africa’s recent efforts reflect its commitment to the growth and improvement of vocational training programs. Since the St. Petersburg Summit, South Africa has consistently supported vocational programming for youth and older workers, and has indicated its intention to develop programming targeted towards persons with disabilities.

Thus, South Africa receives a score of +1 for full compliance.

Analyst: Kertia Johnson and Kirstyn Koswin

Turkey: 0

Turkey has partially complied with its commitment to create vocational training programs.

In May 2012, the Improving the Quality of Vocational Education and Training in Turkey (METEK) Project was launched in collaboration with the European Union.¹⁶⁴⁸ The objective of this project is to realize the multi-dimensional activities under the title of “Quality Education and Communication” in order to reach a qualified, measurable and sustainable vocational and technical education system to meet the needs of business and students. Set to run until May 2014, below are a variety of

¹⁶⁴⁵Speech by the Minister of Higher Education and Training Education, MP, Dr B.E. Nzimande at the Launch of the White Paper for Post-School Education and Training, Department of Higher Education and Training (Pretoria) 16 January 2014. Date of Access: 4 October 2014. <http://www.gov.za/speeches/view.php?sid=43020>.

¹⁶⁴⁶ Skills development is vital in reducing youth unemployment – Minister Davies, Department of Trade and Industry (Pretoria) 4 March 2014. Date of Access: 4 October 2014. <http://www.gov.za/speeches/view.php?sid=44130>.

¹⁶⁴⁷ Budget Vote Speech by the Deputy Minister of Education and Training, Department of Higher Education and Training (Cape Town) 22 July 2014. Date of Access: 4 October 2014. <http://www.gov.za/speeches/view.php?sid=46983>.

¹⁶⁴⁸“Project, METEK Project (Ankara)” Access Date: 10 May 2014 <http://metek.meb.gov.tr/index.php/en/project>.

activities that have taken place to improve vocational training in Turkey during the compliance cycle.¹⁶⁴⁹

From 10 to 18 April 2013, several informational seminars were held on “Vocational Guidance and Career Counseling” and “Vocational Guidance for Disadvantaged Groups” in several cities in the province of Gaziantep.¹⁶⁵⁰ Seminar participants had the opportunity to partake in a variety of sessions including; career counselor roles and competencies, career counseling paradigm shifts and results, the professional development process, stages of career development processes, and theories of career counselling.

On 6 September 2013, Turkey and the European Union, funded by Ministry of National Education, in partnership with the Labour and Social Security Ministry of Human Resources Development Operational Programme, carried out a Vocational and Technical Education Quality Improvement Project.¹⁶⁵¹ The project will create nine curriculum development workshops in Mardin. The workshops under the Ministry of National Education will include 57 area teachers from secondary institutions, 78 academics, as well as public, private and civil society organizations, and two industry representatives.

On 30 September 2013, the Republic of Turkey and the European Union, funded by the Ministry of National Education and Labour and Social Security and the Ministry of Human Resources Development Operational Programme carried out a Vocational and Technical Education Quality Improvement Project on Career Guidance and Career Counseling Education.¹⁶⁵² The programme involved ten curriculum development workshops that were held in Gaziantep and had 110 participating educational institutions.

On 1-3 November 2013, during the Turkish Government’s Consultation and Evaluations meeting, the Prime Minister announced his determination to close down private tutoring schools, known as “dershane” in Turkish, suggesting that such schools violate the principle of equal opportunity in education.¹⁶⁵³ Education Minister Nabi Avci announced that during the 2014-2015 academic year no dershanes will be present in the education system and at least 20 percent will be converted into private schools. Recip Tayyip Erdogan also suggested employing the teachers who lose their jobs after the closure of the dershanes in public schools.

¹⁶⁴⁹ “Turkish government determined to close private tutoring schools, Hurriyet Daily News (Ankara)” 5 November 2015. Access Date: 10 May 2014. <http://www.hurriyetdailynews.com/turkishVgovernmentVdeterminedVtoVcloseVprivateVtutoringVschooIs.aspx?PageID=238&NID=57375&NewsCatID=338>.

¹⁶⁵⁰ “METEK Project, Vocational, Guidance, and Career, Counseling and Vocational Guidance for disadvantages groups “informational” seminars” Coru, Sivas, Pain, and was held in Gaziantep, METEK Project (Gzaiantep)” 21 April 2014. Access Date: 10 May 2014. <http://metek.meb.gov.tr/index.php/en/pressVroom/news/446VmetekVprojesiVmeslekiVrehberlikVveVkariyerVdanismanligiVveVdezavantajliVgruplaraVyonelikVmeslekiVrehberlikVkonuluVbilgilendirmeVseminerleriVcorumVsivasVagriVveVgaziantepVteVgerceklestirildi..>

¹⁶⁵¹ “METEK, Projesi Dokuzuncu Müfredat Geliştirme Çalıştayı Mardin de Yapıldı. 6 September 2014. Access Date: 10 May 2014. [http://metek.meb.gov.tr/index.php/en/trainingVperformedVactivities/234VmetekVprojesiVdokuzuncuVmufredatVgelistirmeVcalistayiVmardinVdeVyapildi.\(Accessed using Google Translate.\)](http://metek.meb.gov.tr/index.php/en/trainingVperformedVactivities/234VmetekVprojesiVdokuzuncuVmufredatVgelistirmeVcalistayiVmardinVdeVyapildi.(Accessed%20using%20Google%20Translate.))

¹⁶⁵² “METEK, Career, Guidance, and Career, Counseling, Project, Training, and Curriculum Development Workshop 10 Hotels in Gaziantep was held in Tugcan, METEK Project (Tugcan)” 30 September 2013. Access Date: 10 May 2014. <http://metek.meb.gov.tr/index.php/en/pressVroom/news/243VmetekVprojesiVmeslekiVrehberlikVveVkariyerVdanismanligiVvegitimivileV10VmufredatVgelistirmeVcalistayiVgaziantepVtugcanVotelVdeVyapildi>.

¹⁶⁵³ Turkish government determined to close private tutoring schools, Hurriyet Daily News (Ankara) 5 November 2015. Access Date: 10 May 2014. <http://www.hurriyetdailynews.com/turkishVgovernmentVdeterminedVtoVcloseVprivateVtutoringVschooIs.aspx?PageID=238&NID=57375&NewsCatID=338>.

On 6 November 2013, Gokhan Cetinsaya, President of the Council of Higher Education (YOK), announced Turkey's first academic freedom declaration.¹⁶⁵⁴ The declaration includes nine articles that relate to the academic freedom of faculty members and students. This is a major step as the YOK had previously been criticized for rigid and authoritarian policies such as banning headscarves on campuses, forcing some students to drop out of school, and its "coefficient" system that limited students learning opportunities in vocational and religious schools.

On 17 December 2013, the International Conference on "Building Mutual Trust between the Labour Market and Vocational Education and Training" was held in Istanbul.¹⁶⁵⁵ The objective of the conference was to create mutual trust between the labour market and vocational training entities by drawing attention to the quality system in vocational education and training. During the conference a variety of panels were held including; Employer's View on Vocation and Technical Education and Training, Quality-Oriented Vocational Education and Training, Key Actors in VET: Teachers, and Improving the Quality of Students to Meet the Needs of Qualified Graduates.

On 27 January 2014, the Ministry of National Education Associate Director General of Technical and Vocational Education, Omar Acikgoz and Cooks and Pastry Federation President Umit Yuksel signed the Protocol on Cooperation in Education.¹⁶⁵⁶ The Protocol will allow the directors of schools and institutions working in the food and beverages service area to develop teacher competence, update current programs, implement related Turkish cuisine joint work executions, increase students adequacy to be employed in the sector and develop competency certification programs.

On 6-7 March 2014, a national conference was held with the aim of discussing the problems and solutions regarding the structure of the post-secondary schools, quality of education and transition process from education to employment.¹⁶⁵⁷

On 30 March — 5 April 2014, vocational education representatives visited Vienne and Prague to exchange information training of trainers, training systems, vocational guidance and career counseling services. The visit included the "Austrian Federal Ministry of Education and Women's Affairs," "Euroguidance," "Czech Republic's Ministry of Education" and the "National Vocational Education and Training Institution." There were 10 participants including; representatives from the Minister of National Education, İŞKUR, the METEK Project and school principals and teachers.¹⁶⁵⁸

¹⁶⁵⁴ "Turkey's First Academic Freedom Declaration, Hurriyet Daily News (Ipek Coskun)" 11 November 2014. Access Date: 10 May 2014. <http://www.hurriyetdailynews.com/turkeysfirstacademicfreedomdeclaration.aspx?pageID=238&nID=57702&NewsCatID=396>.

¹⁶⁵⁵ "International Conference on Building Mutual Trust Between the Labour Market and Vocational Education held in Istanbul, METEK Project (Istanbul)" 17 December 2013. Access Date: 10 May 2014. <http://metek.meb.gov.tr/index.php/en/pressroom/news/315/internationalconferenceonbuildingmutualtrustbetweenthelabourmarketandvocationaleducationheldinistanbul>.

¹⁶⁵⁶ "With the Directorate General of Technical and Vocational Education and Pastry Cooks Federation between the Protocol on Cooperation in Education was signed, Republic of Turkey Ministry of National Education (Ankara)" 28 January 2014. Access Date: 10 May 2014. <http://mtegm.meb.gov.tr/www/meslekiVevetnikVegitimVgenelVmudurluguVileVascilarVveVpastacilarVfederasyonuVspafedVarasindaVegitimdeVisVbirligiVprotokoluVmzalandi/icerik/564>.

¹⁶⁵⁷ "Post-Secondary Education School Discussed "Quality" in Education and Training, METEK Project (Corum)" 10 March 2014. Access Date: 10 May 2014. <http://metek.meb.gov.tr/index.php/en/pressroom/news/397/postsecondaryeducationVschools/discussedVqualityVinVeducationVandVtraining>.

¹⁶⁵⁸ Study Visit to Austria and Czech Republic Made. METEK Project. Access Date: 6 October 2014. <http://metek.meb.gov.tr/index.php/en/press-room/news/450-study-visit-to-austria-and-czech-republic-made>.

On 7-9 May 2014, a METEK Project Curriculum Development Workshop was held in Mardin. Under the Project's Training Component, participants assembled at Mardin Artuklu Anatolian High School to develop training standards. Participants included vocation and technical education teachers, the Branch Manager of Mardin Provincial Directorate of National Education, the Directorate General of Vocational and Technical Education, the Acting Head of Social Partners and Projects Department, and staff from the fields of justice, marine, ship building, child development, food technology, nursing, livestock, agriculture, laboratory services and medical laboratories.¹⁶⁵⁹

On 12 May 2014, students of vocational high schools described the school of their dreams at the exhibition of the "My Perfect School" Competition initiated under the METEK Project by General Directorate of Vocational and Technical Education, held at Başkent Teacher's House. The competition ended in February 2014 and engaged 43 provinces. The top 10 student works from students in 10th, 11th and 12th grades described an ideal vocational school, to be shared with authorities from the Ministry of National Education. Ministry of National Education representatives and the Acting Director General of Vocational and Technical Education Osma Yıldırım were in attendance.¹⁶⁶⁰ A similar session was held on 17 — 21 February 2014 in Rize Dedeman Otel.

On 12-16 May 2014, a Teacher Training on Vocational Counselling and Career Guidance was held in Van, with 120 staff, teachers and academicians from secondary schools, vocational high school, post-secondary institutions and representatives from the Ministry of National Education in attendance. Topics included transforms in business life, the labour market, choice of profession, career guidance, assessment, career management and job seeking techniques. Van Provincial Directorate of National Education and METEK Project representatives also participated.¹⁶⁶¹

On 24-25 April and 5-7 May 2014, workshops were provided for vocational education representatives on quality system development in Ankara. The workshops also evaluated pilot programs and existing quality implementation measures in schools. Sponsored by the Ministry of National Education, the Council of High Education, İŞKUR, the Vocational Qualifications Authority, representatives from TOBB, TİSK, TESK, TÜRK-İŞ, HAK-İŞ, branch managers of provincial directorates of national education and school staff were in attendance.¹⁶⁶²

Although Turkey has taken many steps through the Improving the Quality of Vocational Education (METEK) Project and other initiatives, its programs have not targeted vulnerable groups.

Turkey is awarded a score of 0 for partial compliance.

Analysts: Antonia Tsapralis and Ariel Sim

¹⁶⁵⁹ "METEK Project Curriculum Development Workshop Held in Mardin. METEK Project." Access Date: 6 October 2014. <http://metek.meb.gov.tr/index.php/en/press-room/news/454-metek-project-curriculum-development-workshop-held-in-mardin>.

¹⁶⁶⁰ "Students of Vocational High Schools Described the School of their Dreams..., METEK Project." Access Date: 6 October 2014. <http://metek.meb.gov.tr/index.php/en/press-room/news/456-students-of-vocational-high-schools-described-the-school-of-their-dreams>.

¹⁶⁶¹ "Teacher Training on Vocational Counselling and Career Guidance Held in Van, METEK Project." Access Date: 6 October 2014. <http://metek.meb.gov.tr/index.php/en/press-room/news/477-teacher-training-on-vocational-counselling-and-career-guidance-held-in-van>.

¹⁶⁶² "National Quality Development System Evaluation of Pilot Implementation Workshops Held in Ankara. METEK Project. Access Date: 6 October 2014. <http://metek.meb.gov.tr/index.php/en/press-room/news/452-national-quality-development-system-evaluation-of-pilot-implementation-workshops-held-in-ankara>.

United Kingdom: +1

The United Kingdom has fully complied with the commitment to creating an educated workforce through vocational and training programs. Consistent efforts have been made to improve technical education and funding has been allocated to this endeavor, with particular attention paid to the needs of youth in vocational programming.

Skills Minister Matthew Hancock spoke on technical and vocational training on 28 January 2014. Minister Hancock addressed the 1944 Butler Education Act, and the importance of “equal prestige for vocational and academic routes.”¹⁶⁶³ Hancock expressed the need for a refocusing on the vocational system in order to increase the prospect of success for youth. He outlined key focus areas such as the responsiveness of the system and better standards for apprenticeships. Efforts are focused on a variety of industries including the food, finance and aerospace industries. Hancock called for an increase in standards, which will allow for an equally valued vocational education system as compared to academic education.

Efforts made towards this achievement includes the introduction of new fields of study, while encouraging 16 to 18 year old youth to choose programs and acquire qualifications that will lead to employment. Meanwhile, traineeships and extended work experience allows for a better integration of youth into the workforce.¹⁶⁶⁴ So far, over GBP7 billion has been spent on the education and training for 16 and 17 year olds within this year.

A total of GBP238 million has been made accessible to multiple companies within the UK, through government funding, with the aim of improving the skills base of the country to meet workforce needs. Corporations have also collaborated with government initiative to fund vocational training.¹⁶⁶⁵

The UK government has implemented policy for the improvement of the Further Education system. It is concerned with the supply of quality education and vocational training, and “creating the skilled workforce employers need.”¹⁶⁶⁶ Key areas of focus include but are not limited to the improvement of apprenticeships, introducing a new funding system, implementing a new traineeship programme, and introducing a Technical Baccalaureate allowing for high quality vocational qualifications. Between 12 September and 20 November 2013, consultations were held on improving the quality of further education and training, while cooperating with students, parents and education providers.¹⁶⁶⁷

On 5 August 2014, the Department of Education announced proposals for seven new university technical colleges. These new schools will create spaces for 5,000 14 to 19 year-olds to obtain a

¹⁶⁶³ The Skills Summit: importance of technical and vocational training, Department for Business, Innovation, and Skills; Department for Education (London) 28 January 2014. Date of Access: 13 October 2014.

<https://www.gov.uk/government/speeches/the-skills-summit-importance-of-technical-and-vocational-training>.

¹⁶⁶⁴ The Skills Summit: importance of technical and vocational training, Department for Business, Innovation, and Skills; Department for Education (London) 28 January 2014. Date of Access: 13 October 2014.

<https://www.gov.uk/government/speeches/the-skills-summit-importance-of-technical-and-vocational-training>.

¹⁶⁶⁵ Millions in government funding made available to target industrial strategy skills training, Department for Business, Innovation, and Skills (London) 9 September 2013. Date of Access: 13 October 2014.

<https://www.gov.uk/government/news/millions-in-government-funding-made-available-to-target-industrial-strategy-skills-training>.

¹⁶⁶⁶ Improving the Quality of Further Education and Skills Training, Government UK, Department for Business, Innovation and Skills and Department for Education (London) 01 October 2014. Access Date: 14 October 2014

<https://www.gov.uk/government/policies/improving-the-quality-of-further-education-and-skills-training>.

¹⁶⁶⁷ Improving the Quality of Further Education and Skills Training, Government UK, Department for Business, Innovation and Skills and Department for Education (London) 01 October 2014. Access Date: 14 October 2014

<https://www.gov.uk/government/policies/improving-the-quality-of-further-education-and-skills-training>.

technical or vocational based education, using programs designed by the universities and employers.¹⁶⁶⁸

On 20 August 2014 the Department for Business, Innovation and Skills announced the “Get In, Go Far” campaign. The campaigns launch corresponds with the announcement of 40 new apprenticeship positions designed by employers, which give youth an opportunity to earn income while learning vocational skills.¹⁶⁶⁹ The aim of the campaign is to encourage youth to take advantage of the apprenticeship opportunities available.

The UK government has allocated funds to technical/vocational training programs and facilities, with particular emphasis on creating opportunities for youth. The UK government has also taken significant steps towards the improvement of its educational system through a variety of reforms and policies, and increased partnerships with the private sector.

Therefore, the United Kingdom is given a +1 for compliance.

Analyst: Kirstyn Koswin

United States: +1

The United States has fully complied with the commitment to support and implement quality vocational training programs.

US President Barack Obama included funding for jobs training in his 2015 budget proposal.¹⁶⁷⁰ The budget proposed over USD7.7 billion in new spending for apprenticeship and skills training.¹⁶⁷¹ However, Republicans, including Speaker of the House of Representatives John Boehner, were strongly opposed to the proposed budget.¹⁶⁷²

The Workforce Innovation and Opportunity Act was passed on 22 July 2014. While all contents of Obama’s 2015 budget proposal have not been passed into law, the Workforce Innovation and Opportunity Act represents a significant step towards achieving the goals outlined in the proposed budget. The Act provides for additional employment and training support for youth and people with disabilities.¹⁶⁷³

The US has also provided additional funding for vocational training through several other programs.

¹⁶⁶⁸ New technical schools provide job boost for young people, Department of Education (London) 5 August 2014. Date of Access: 14 October 2014. <https://www.gov.uk/government/news/new-technical-schools-provide-job-boost-for-young-people>.

¹⁶⁶⁹ Get in and Go Far with new apprenticeships, Department for Business, Innovation, and Skills (London) 20 August 2014. Date of Access: 14 October 2014. <https://www.gov.uk/government/news/get-in-and-go-far-with-new-apprenticeships>.

¹⁶⁷⁰ The Budget for the Fiscal Year 2015, Department of Labor (Washington) Date of Access: 5 October 2014. <http://www.whitehouse.gov/sites/default/files/omb/budget/fy2015/assets/labor.pdf>.

¹⁶⁷¹ Obama budget would spend big on job training, Reuters (Washington) 4 March 2014. Date of Access: 5 October 2014. <http://www.reuters.com/article/2014/03/04/us-usa-fiscal-training-idUSBREA231WJ20140304>.

¹⁶⁷² John Boehner: ‘Most Irresponsible Budget Yet’, Politico (Arlington County) 4 March 2014. Date of Access: 5 October 2014. <http://www.politico.com/story/2014/03/john-boehner-budget-104237.html>.

¹⁶⁷³ H.R.803 - Workforce Innovation and Opportunity Act, 113th Congress (Washington) 22 July 2014. Date of Access: 5 October 2014. <https://www.congress.gov/bill/113th-congress/house-bill/803/text>.

On 23 December 2013 the US Department of Labour launched the “Self-Employment Training pilot program” in Los Angeles City and County, California.¹⁶⁷⁴ The program targets unemployed workers with the hopes that they can be trained to start businesses in their field of expertise. This is one of four pilot programs announced throughout the US.

On 19 November 2013 the Departments of Labour and Education launched the Youth CareerConnects Grants.¹⁶⁷⁵ This will make USD100 million available to provide high school students with programs that provide education and skill development relevant to industry needs.

On June 24 the Department of Labor announced USD1.9 million in grants to provide financial support for training in the Women in Apprenticeship and Nontraditional Occupations program.¹⁶⁷⁶

On 6 August 2014 the Department of Labor announced USD73.6 million in YouthBuild grants to support at-risk youth through academic and occupational skills training.¹⁶⁷⁷

The United States efforts, including the passing of the Workforce Innovation Opportunity Act and multiple other programs within the Department of Labor, reflects the commitment of the United States to supporting and implementing quality vocational programs.

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

Analysts: Iain M. McCauley and Kirstyn Koswin

European Union: +1

The European Union has fully complied with the commitment to support and implement quality vocational training programs. The EU has taken numerous steps and courses of action to continue in assisting members with the implementation of vocational training programs, particularly in regard to addressing the issue of youth unemployment.

The Copenhagen process that has begun in 2002 is on-going, and has aimed to improve the performance, quality and attractiveness of vocational education and training (VET) through enhanced cooperation at the European level. These goals have been established through mutually agreed priorities and are continuously reviewed.¹⁶⁷⁸

More specifically, the EU’s VET goals include improving the quality of training, teachers and other professionals in the sector, and improving the relevance of European VET courses to the labour market. These objectives are being achieved by improving national European vocational training systems through the European Quality Assurance Framework for Vocational Education and Training (EQAVET). Activities include supporting skills competitions, supporting an EU-wide “toolkit” to

¹⁶⁷⁴ US Department of Labor unveils Self-Employment Training pilot program to help unemployed workers create their own business, United States Department of Labor (San Francisco) 23 December 2013. Date of Access: 5 October 2014. http://www.doleta.gov/ETA_News_Releases/20132467.cfm.

¹⁶⁷⁵ Youth CareerConnects Grants, United States Department of Labor (Washington) 19 November 2013. Date of Access: 5 October 2014. http://www.doleta.gov/ETA_News_Releases/20132231.cfm.

¹⁶⁷⁶ \$1.9M in grants to support women in nontraditional occupations announced by US Labor Department, Department of Labor (Washington) 24 June 2014. Date of Access: 5 October 2014. <http://www.dol.gov/opa/media/press/eta/ETA20141177.htm>.

¹⁶⁷⁷ \$73.6M in YouthBuild grants awarded by the US Labor Department, Department of Labor (Washington) 6 August 2014. Date of Access: 5 October 2014. <http://www.dol.gov/opa/media/press/eta/ETA20141446.htm>.

¹⁶⁷⁸ The Copenhagen process: enhanced European cooperation in vocational education and training (Belgium) 8 April 2011. Date of Access: 4 October 2014. http://europa.eu/legislation_summaries/education_training_youth/vocational_training/ef0018_en.htm.

integrate the European Credit System for Vocational Education and Training (ECVET), and by implementing the Youth on the Move initiative — an EU campaign that helps young people gain the necessary knowledge and skills to gain employment.

Since the 2013 St. Petersburg Summit, the EU has reiterated its commitment to implement these aforementioned policies and programs.

On 28 January 2014, the EU Commission published a report that was sent to the European Parliament and Council on the progress of the 2009 EQAVET framework. The report notes the experience gained since the framework was initially implemented, and provides suggestions for improvements going into the future. For example, it notes that EU states should improve VET programs by increasing their attractiveness, embedding stronger work-based learning, enhancing labour market relevance, developing stronger career and education guidance, implementing teachers and trainers professional development, as well as improving the recognition and transparency of VET learning outcomes between countries.¹⁶⁷⁹

On 11 April 2014, Joachim Calleja, Director of the European Centre for the Development of Vocational Training (CEDEFOP) reiterated the importance of vocational training as a means to combat youth unemployment, and pledged further support to EU members for apprenticeships as a platform for building learning environments in workplaces. He also referred to EU-led initiatives that are being implemented to tackle youth unemployment, such as the youth guarantee and the use of structural funds and Erasmus+, initiatives that are being funded by the Commission between 2014-2020.¹⁶⁸⁰

While many of the EU's vocational programs are broadly targeted, it also has programs that specifically target youth. Youth guarantee and Erasmus+ are two such programs. Youth Guarantee aims to ensure youth under 25 find quality employment within four months of leaving formal education or becoming unemployed.¹⁶⁸¹ Erasmus+ is a seven-year, EUR14.7 billion program, currently being implemented by the EU to provide study, training, and work experience opportunities for youth.¹⁶⁸²

The European Commission's many efforts to provide vocational and skills programming, which include initiatives specifically targeted towards youth, reflects the commitment of the European Union to supporting and implementing quality vocational programs.

Thus, the EU receives a score of +1.

Analyst: Kirstyn Koswin

¹⁶⁷⁹ Report on the implementation of the recommendation of European Parliament and of the Council of 18 June 2009 on the establishment of a European Quality Assurance Framework for Vocational Education and Training (Brussels) 28 January 2014. Date of Access: 5 October 2014. http://ec.europa.eu/education/policy/vocational-policy/doc/eqavet_en.pdf.

¹⁶⁸⁰ European policies: catalysts for innovation and youth employment, European Centre for the Development of Vocational Training 30 April 2014. Date of Access: 4 October 2014. <http://www.cedefop.europa.eu/EN/news/22620.aspx>.

¹⁶⁸¹ Youth Guarantee, Employment, Social Affairs and Inclusions. Date of Access: 4 October 2014. <http://ec.europa.eu/social/main.jsp?catId=1079>.

¹⁶⁸² Erasmus+: The new program for Education, Training, Youth, and Sport for 2014-2020, EU Program for Education, Training, Youth, and Sport 2 October 2014. Date of Access: 4 October 2014. http://ec.europa.eu/programmes/erasmus-plus/discover/index_en.html.