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The
G20 Research Group
at Trinity College at the Munk School of Global Affairs in the University of Toronto
with the
International Organisations Research Institute
at the National Research University Higher School of Economics, Moscow
present the

2014 Brisbane G20 Summit Final Compliance Report

17 November 2014 to 1 October 2015

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“The University of Toronto ... produced a detailed analysis to the extent of which each G20 country has met its commitments since the last summit ... I think this is important; we come to these summits, we make these commitments, we say we are going to do these things and it is important that there is an organisation that checks up on who has done what.”

— *David Cameron, Prime Minister, United Kingdom, at the 2012 Los Cabos Summit*

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6. Labour and Employment: Social Protection

“We remain focussed on addressing ... long-term unemployment, by ... having appropriate social protection systems.”

G20 Brisbane Leaders' Communiqué

Assessment

	No Compliance	Partial Compliance	Full Compliance
Argentina			+1
Australia			+1
Brazil		0	
Canada			+1
China			+1
France		0	
Germany			+1
India			+1
Indonesia		0	
Italy		0	
Japan		0	
Korea			+1
Mexico			+1
Russia			+1
Saudi Arabia			+1
South Africa		0	
Turkey		0	
United Kingdom		0	
United States			+1
European Union		0	
Average		+0.55	

Background

Labour and employment policies have been prioritized on the G20 agenda since the London Summit in 2009. At the London Summit, G20 leaders pledged to “do whatever is necessary to: restore confidence, growth and jobs.”⁸⁰⁴

The 2009 Pittsburgh Summit communiqué placed the creation of quality jobs at the heart of global economic recovery. The G20 leaders created the Framework for Strong, Sustainable, and Balanced Growth, which calls for “structural reforms to create more inclusive labour markets, active labour market policies, and quality education and training programs.”⁸⁰⁵

At the 2010 Toronto Summit, leaders reviewed and expanded upon the Framework for Strong, Sustainable and Balanced Growth. In the final communiqué, leaders agreed to follow through on fiscal stimulus and “growth-friendly” fiscal consolidation, strengthen social safety nets, enhance infrastructure spending and corporate governance reform, and to pursue structural reforms to increase and sustain growth.⁸⁰⁶ At the

⁸⁰⁴ Global Plan for Recovery and Reform, 2 April 2009. Access Date: 2 February 2015.

<http://www.g20.utoronto.ca/2009/2009communiqué0402.html>

⁸⁰⁵ G20 Leaders Statement: The Pittsburgh Summit, 25 September 2009. Access Date: 2 February 2015.

<http://www.g20.utoronto.ca/2009/2009communiqué0925.html>

⁸⁰⁶ The G20 Toronto Summit Declaration, 27 June 2010. Access Date: 2 February 2015. <http://www.g20.utoronto.ca/2010/to-communiqué.html>

Toronto Summit, the importance of social protection systems became a priority of G20 labour and employment commitments, with the communiqué promising to strengthen social safety nets.

The 2010 Seoul Summit launched the Seoul Action Plan. The action plan called upon G20 members to undertake “labor market and human resource development reforms, including better targeted benefits schemes to increase participation; education and training to increase employment in quality jobs, boost productivity and thereby enhance potential growth” along with reforms to strengthen social safety nets.⁸⁰⁷

The 2011 Cannes Summit continued to foster employment and increase social protection policies. The communiqué set up a G20 Task Force on Employment, reporting to the G20 labour and employment ministers. The task force aims to target those most affected by the economic crisis, especially global youth, while recognizing the importance of social protection floors.⁸⁰⁸

At the 2012 Los Cabos Summit, leaders agreed upon the Los Cabos Growth and Jobs Action Plan. The Plan represents a coordinate effort among G20 nations to create high quality job opportunities globally, as well as a commitment to take concrete actions to eliminate barriers to women’s full economic and social participation.⁸⁰⁹ The action plan also committed G20 countries to “continue to foster inter-agency and international policy coherence, coordination, cooperation and knowledge sharing to assist low-income countries in capacity building for implementing nationally determined social protection floors.”

The 2013 St. Petersburg communiqué committed the G20 to create better quality jobs by creating “strong and supportive macroeconomic, trade, investment, and labour market policies, sustainable public finance, a sound and well-regulated financial system, and resilient and effective social protection systems.”⁸¹⁰ The document also extended the G20 Task Force on Employment’s mandate for one more year.

Throughout its history of action on labour and employment policies, the G20 has worked in a coordinated manner to combat unemployment and increase social protection programmes alongside the International Labour Organization (ILO), the Organisation for Economic Co-operation and Development (OECD), the International Monetary Fund (IMF) and World Bank.

Commitment Features

The commitment requires G20 members to continue working towards an integrated approach to reduce long-term unemployment by creating strong and stable social protection systems.

As defined by the OECD, long-term unemployment refers to people who have been unemployed for twelve months or more.⁸¹¹ An unemployed person is defined as one who reports having “worked in gainful employment for less than one hour in the previous week, who are available for work and who have sought employment in the past four weeks.”

⁸⁰⁷ The Seoul Summit Document, 12 November 2010. Access Date: 2 February 2015.

<http://www.g20.utoronto.ca/2010/g20seoul-doc.html>

⁸⁰⁸ Cannes Summit Final Declaration – Building Our Common Future: Renewed Collective Action for the Benefit of All, 4 November 2011. Access Date: 2 February 2015. <http://www.g20.utoronto.ca/2011/2011-cannes-declaration-111104-en.html>

⁸⁰⁹ G20 Leaders Declaration: Los Cabos, 19 June 2012. Access Date: 2 February 2015. <http://www.g20.utoronto.ca/2012/2012-0619-loscabos.html>

⁸¹⁰ G20 Leaders' Declaration: St. Petersburg, 6 September 2013. Access Date: 2 February 2015.

<http://www.g20.utoronto.ca/2013/2013-0906-declaration.html>

⁸¹¹ Unemployment: Long-term unemployment rate, Organisation for Economic Cooperation and Development (Paris) 2015.

Access Date: 2 February 2015. <http://data.oecd.org/unemp/long-term-unemployment-rate.htm>

A 2012 United Nations Report defined a social protection program as one that tackles “multiple dimensions of poverty and deprivation (decent work, education, health care, food security, income security) and can therefore be a powerful tool in the battle against poverty and inequality.”⁸¹²

The Brisbane Action Plan denotes that “supporting our citizens, particularly youth and women, to gain and maintain quality employment can also deliver important social benefits by lifting citizens’ living standards, enhancing social cohesion and reducing inequality. Significant welfare gains can be made by addressing informality and improving the health and safety of workplaces, and we will renew our efforts, appropriate to our national circumstances, in these areas.”⁸¹³

The action plan calls on G20 members to implement social programs targeting women and youth, but to also take initiative in developing social protection systems in the following areas:

- Introducing and strengthening policies that promote entrepreneurship and skills development, strengthening the linkages between education, training and workforce needs;
- Addressing the problems faced by disadvantaged groups, including people with disabilities and the long-term unemployed;
- Addressing long-term and structural unemployment, underemployment and low-quality, insecure jobs in the informal economy;
- Taking measures to improve occupational health and safety policies;
- Moving to establish or increase minimum wages, improve social dialogue and improve social safety nets; and
- Taking steps to streamline labour market regulation and reduce non-wage costs of labour.⁸¹⁴

A report prepared for the G20 Labour and Employment Ministerial Meeting of September 2014, calls for an increase in social protection expenditure, in particular, expenditure on active labour market programs (ALMPs). ALMPs are designed to get unemployed people back to work using initiatives that include job placement services, benefit administration, and labour market programs such as training and job creation.⁸¹⁵ The report states that it is “essential that adequate resources are devoted to cost-effective ALMPs that can both help and encourage the unemployed to find work and to strengthen their skills through training, as required. In particular, for the unemployed with low skills more in-depth and individualised support should be provided.”⁸¹⁶

The report cites areas of social protection that require further action, including changes to public employment services, the availability of relevant and quality training, direct job creation, employer or employee subsidies, entrepreneurship support programs, apprenticeship schemes, partnerships between education and training providers, minimum wages, collective bargaining, social dialogue and workers’ rights, school-to-work

⁸¹² Social protection: A development priority in the post-2015 UN development agenda, United Nations (New York) May 2012. Access Date: 2 February 2015. http://www.un.org/millenniumgoals/pdf/Think%20Pieces/16_social_protection.pdf

⁸¹³ Brisbane Action Plan, 2015 Turkey G20 (Turkey) November 2014. Access Date: 2 February 2015. https://g20.org/wp-content/uploads/2014/12/brisbane_action_plan.pdf

⁸¹⁴ Brisbane Action Plan, 2015 Turkey G20 (Turkey) November 2014. Access Date: 2 February 2015. https://g20.org/wp-content/uploads/2014/12/brisbane_action_plan.pdf

⁸¹⁵ Employment Policies Data: Active labour market policies and activation strategies, Organisation for Economic Cooperation and Development (Paris) 15 July 2014. Access Date: 2 February 2015. <http://www.oecd.org/employment/emp/activelabourmarketpoliciesandactivationstrategies.htm>

⁸¹⁶ G20 labour markets: outlook, key challenges and policy responses, International Labour Organization (Melbourne) 10 September 2014. Access Date: 2 February 2015. http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_305421.pdf

transition programs, workplace safety, access to health care, the formalization of informal jobs, and the availability of child and elder care.⁸¹⁷

The report also states that it is imperative that attention be paid to the quality of jobs created. For example, in countries with aging populations “policies to encourage female participation and to encourage older workers to stay active are key to at least partially compensate for the shrinking working-age population and its potential negative impact on growth” while countries with relatively youthful populations must create “sufficient employment opportunities to take advantage of the continuing surge in the working-age population.”⁸¹⁸ It is also critical that these initiatives are cost-effective and must be able to rapidly scale up or down in response to demand.

Therefore, an appropriate social protection system is one that seeks to create long-term quality employment, but also remains cost-effective in order to achieve long-term strength and stability.

Although countries should take actions to implement social protection policies targeting long-term unemployment that abide by the above criteria they should also adhere to the commitments made towards social protection in their respective G20 employment plans released at the Brisbane Summit.

To achieve full compliance the G20 member must take actions to address long-term unemployment by having appropriate social protection systems targeted at increasing quality jobs through active labour market programs (ALMPs) and relevant social protection measures.

Scoring Guideline

-1	Member does not take action to address long-term unemployment by implementing appropriate social protection systems.
0	Member takes action to address long-term unemployment by implementing appropriate social protection systems, but does not implement the policies during the compliance cycle.
+1	Member takes action to address long-term unemployment by implementing appropriate social protection systems during the compliance cycle.

Argentina: +1

Argentina has fully complied with its commitment to remain focused on addressing long-term unemployment by having appropriate social protection systems.

In 2014, Argentina committed to a plan to reduce poverty. The plan covers fiscal years 2015-2018. The World Bank Group developed a strategy based on three themes: sustained employment creation in farms and firms; improving the availability of assets for people and households; reducing environmental risks and safeguarding natural resources. The World Bank will aid Argentina in achieving outcomes including contributing to reduce average transit time to city centres from poor neighbourhoods, increasing the gross value of agricultural production of small and medium-size farms in lower-income areas, and supporting an increase in effective national healthcare coverage.^{819,820}

⁸¹⁷ G20 labour markets: outlook, key challenges and policy responses, International Labour Organization (Melbourne) 10 September 2014. Access Date: 2 February 2015. http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_305421.pdf

⁸¹⁸ G20 labour markets: outlook, key challenges and policy responses, International Labour Organization (Melbourne) 10 September 2014. Access Date: 2 February 2015. http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_305421.pdf

⁸¹⁹ New WBG Strategy to Support Poverty Reduction & Inclusive Growth in Argentina, The World Bank (Washington) 9 September 2014. Access Date: 4 April 2015. <http://www.worldbank.org/en/news/press-release/2014/09/09/new-wbg-strategy-to-support-poverty-reduction-inclusive-growth-in-argentina>

On 15 January 2015, Argentina implemented the Youth Employment Support Project. The project aims to improve access for vulnerable youth to labour markets.⁸²¹ The project has three main objectives. First, to improve the quality and relevance of orientation and training services to ensure that applicants are fully qualified when applying for jobs. Second, to reach 200,000 youth every year of its implementation, reaching 390,000 after its completion (participants may return to the program). Third, to improve the ability of employment offices by incorporating new management practices into current and new offices.

On 24 September 2015, Argentina signed a joint agreement with CAD MIRA (Chamber of Wholesale and Industrial Commerce) and CAME (Argentinean Confederation of Medium Enterprises) to improve employment and vocational training.⁸²² The agreement aims to generate employment and improve vocational training tools, specifically in the small and medium enterprises sector.

On 29 September 2015, Argentina announced an increase of 28 per cent in labour market wages for women, 21 per cent as of September and 8 per cent as of December in the private homes sector.⁸²³ It marked the first time that women workers, employers and the state negotiated a wage increase.

On 16 October 2015, the Undersecretary for Policy on Science, Technology and Innovation Fernando Peirano signed a memorandum establishing an Advisory Council responsible for determining the appropriate means to incorporate technical degrees and diplomas to university offerings.⁸²⁴ The policy is aimed at incorporating the “invisible jobs” that have arisen in the technological industry into the formal economy by creating formal education opportunities in these industries.

Argentina has committed to reducing long-term unemployment through youth engagement and is set to begin implementing a World Bank aided plan through to 2018. Argentina has also targeted informal jobs, vocational training and wage disparities. Thus, Argentina is awarded a score of +1.

Analyst: Mercedes Fogarassy and Janelle Deniset

Australia: +1

Australia has fully complied with its commitment to remain focused on addressing long-term unemployment by having some appropriate social protection systems.

Australia’s Employment Plan cites “soft employment growth, a falling participation rate and a rising unemployment rate” as a call to action to implement much-needed reforms.⁸²⁵ The document underlines the understanding that long-term unemployment is a challenge to the overall prosperity of the country, with

⁸²⁰ New Strategy to Support Poverty Reduction in Argentina, United Nations Department of Economic and Social Affairs (Buenos Aires) 10 September 2014. Access Date: 5 March 2015. <http://unsdn.org/new-strategy-to-support-poverty-reduction-in-argentina/>

⁸²¹ Argentina - Youth Unemployment Support Project, The World Bank (Washington) 10 December 2014. Access Date: 5 March 2015. <http://documents.worldbank.org/curated/en/2014/12/23070909/argentina-youth-employment-support-project>

⁸²² Firma de Convenio entre Trabajo, CAD MIRA y CAME para la generación y mejora del empleo, Ministerio de Trabajo, Empleo y Seguridad Social (Buenos Aires) 24 September 2015. Access date: 11 October 2015. http://www.trabajo.gob.ar/downloads/otros/150924_came.pdf

⁸²³ Primera paritaria des sector de trabajadoras de casas particulares : 28% en dos tramos, Ministerio de Trabajo, Empleo y Seguridad Social (Buenos Aires) 29 September 2015. Access date: 11 October 2015. http://www.trabajo.gob.ar/ampliado.asp?id_nvd=3656

⁸²⁴ Nuevos títulos reconocerán oficios demandados en el mercado laboral, de Trabajo, Empleo y Seguridad Social (Buenos Aires) 16 October 2015. Access date: 17 October 2015. http://www.trabajo.gov.ar/ampliado.asp?id_nvd=3672

⁸²⁵ Employment Plan 2014: Australia, G20 (Brisbane) November 2014. Access Date: 3 March 2015. https://g20.org/wp-content/uploads/2014/12/g20_employment_plan_australia_0.pdf

previous successes in curbing long-term unemployment to a 20-year low in 2008 almost entirely erased by September 2014.⁸²⁶

On 4 February 2015, the Australian government released a white paper, proposing reform of the federal system in Australia. The reform is to be driven by horizontal fiscal equalization, in order to bring up to par the quality of services nationwide, including health care, schools, skills and workforce development, disability and affordable housing.⁸²⁷ This white paper will be released by the end of 2015.

On 25 February 2015, the Australian government released the Final Report of the Reference Group on Welfare Reform, which aims to make Australia's welfare system "fairer, more effective, coherent and sustainable, and encourage people to work."⁸²⁸ After a six-week period of consultations by a selected Reference Group, *A New System for Better Employment and Social Outcomes* was presented to the Minister of Social Services. The report recommends an integrated approach with four main pillars to improve the social welfare system: (1) simpler and sustainable income support system; (2) strengthening individual and family capacity; (3) engaging with employees; and (4) building community capacity.⁸²⁹ The report recommends a redesign of the payment architecture including: tiered working-age payments, supported living pensions, child and youth payments, carer payments, and age pension. Mainstream services such as "building capability for work; financial capability development; family support; services to improve outcomes for children; support to manage mental health conditions; and assistance to stabilise housing" are recommended to achieve long-term outcomes for families, individuals and communities. The report recommends support for employers including during the recruitment phase and placement and post placement support, initiatives that provide pathways from study to work, and wage subsidy schemes.

On 12 May 2015, the Government of Australia released its budget, including a Growing Jobs and Small Business package. The package focuses on "helping employers to create new jobs and assisting Australia's unemployed, particularly young people, to access the skills and opportunities they need to become job-ready."⁸³⁰ The budget includes new employment measures that aim to make job seekers more employable, to reduce the business costs of hiring new staff, and to ensure that job seekers are actively looking for work.⁸³¹ These measures include: a new Transition to Work programme to aid youth in becoming job-ready; a National Work Experience programme to create access to voluntary work experience for eligible job seekers; changes to wage subsidies; trial programmes aimed at reducing youth and young parents' risk of entering long-term welfare dependency; and more comprehensive obligations for job-seekers under the age of 25 in seeking work.

On 24 June 2015, Federal Treasurer Joe Hockey and Assistant Minister for Employment Luke Hartsuyker MP announced the creation of the Ambassador for Mature Age Employment, aimed at driving awareness in the Australian job market of the benefits of hiring mature workers.⁸³²

⁸²⁶ Employment Plan 2014: Australia, G20 (Brisbane) November 2015. Access Date: 3 March 2015. https://g20.org/wp-content/uploads/2014/12/g20_employment_plan_australia_0.pdf

⁸²⁷ Reform of the Federation White Paper, Commonwealth of Australia (Canberra) 4 February 2015. Access Date: 19 March 2015. https://federation.dpmc.gov.au/sites/default/files/issues-paper/issues-paper-5_COAG_FFR.pdf

⁸²⁸ Review of Australiadpmc.gov.au/sites, Australian Government Department of Social Services (Canberra) 25 February 2015. Access Date: 4 March 2015. <https://www.dss.gov.au/our-responsibilities/review-of-australias-welfare-system>

⁸²⁹ A New System for Better Employment and Social Outcomes, Ministry for Social Services (Canberra) 25 February 2015. Access Date: 19 March 2015.

https://www.dss.gov.au/sites/default/files/documents/02_2015/dss001_14_exec_summary_access_2_final_0.pdf

⁸³⁰ 2015-2016 Budget handed down, Government of Australia – Department of Employment (Canberra) 12 May 2015. Access Date: 17 October 2015. <https://employment.gov.au/news/2015-16-budget-handed-down>

⁸³¹ 2015-2016 Budget – Employment Overview, Government of Australia – Department of Employment (Canberra) 14 May 2015. Access Date: 17 October 2015. <http://www.employment.gov.au/2015-16-budget-employment-overview>

⁸³² New Ambassador to support mature-aged job seekers, Government of Australia – Department of Employment (Canberra) 25 June 2015. Access Date: 17 October 2015. <https://employment.gov.au/news/new-ambassador-support-mature-aged-job-seekers>

On 1 July 2015, the Australian government created a new employment service called JobActive, replacing the previous Job Services Australia system.⁸³³ JobActive is an attempt to reform employment services available in Australia by creating more efficient and practical means for job seekers to improve their job prospects, and employers to recruit more staff.⁸³⁴ Key features of this new system include an investment of AUD 1.2 billion in subsidies for employers to be able to afford hiring and training new employees, subsidies for eligible mature aged, long-term unemployed or Indigenous job seekers, as well as the implementation of Work Experience Programme and Work for the Dole programmes—mandatory sessions that develop the skills of job seekers that employers consider desirable.

On 30 July 2015, Senator the Hon Michaelia Cash and Elizabeth Broderick, Sex Discrimination Commissioner, Australian Human Rights Commission launched the Supporting Parents website and online resources.⁸³⁵ The website provides detailed information for employees and employers on “workplace rights and obligations in relation to pregnancy, parental leave and return to work.”

On 5 October 2015, Minister for Employment Michaelia Cash launched the National Work Experience Programme, aimed at connecting young job seekers with work-type roles that will allow them to gain on-the-job experience as well as an entry point into the job market.⁸³⁶ The programme will allow young workers to develop practical skills while providing them a subsidy of AUD 6,500 per year.

Australia has taken comprehensive actions to comply with its commitment to reduce long-term unemployment through the creation of some appropriate social protection systems. Therefore, Australia receives a compliance score of +1.

Analysts: Max Stern, Caitlin Gillespie and Roeshawn Davidson

Brazil: 0

Brazil has partially complied with its commitment to remain focused on addressing long-term unemployment by having appropriate social protection systems.

On 7 June 2011, Brazil launched a national social welfare scheme, Brazil Without Poverty, which sought to lift 16.2 million Brazilians out of extreme poverty. It defined individuals in extreme poverty as those living on less than BRL70 a month.⁸³⁷ This framework was aimed at improving public services such as education, broadening the scope of Bolsa Familia payments, and enhancing productive inclusiveness by giving poor Brazilians the means to escape poverty through quality job opportunities, vocational training, and micro-credit.⁸³⁸ The Brazil Without Poverty initiative took the 2003 Bolsa Familia Program, a conditional cash transfer program instituted by former president Luiz Inácio Lula da Silva, as its central pillar.⁸³⁹ This social protection program of monthly allowances offer up to BRL242 to families on the condition that their

⁸³³ JobActive, Australian Government Department of Employment (Australia) 10 September 2015. Access Date 4 October 2015 <http://www.employment.gov.au/jobactive>

⁸³⁴ JobActive Open for Business Across Australia, The Nationals. (Kingston) 2 July 2015. Access Date: 7 October 2015. <http://www.nationals.org.au/News/tabid/60/articleType/ArticleView/articleId/8647/jobactive-open-for-business-across-Australia.aspx>

⁸³⁵ Supporting Working Parents website and online resources, Government of Australia – Department of Employment (Canberra) 30 July 2015. Access Date: 17 October 2015. <https://employment.gov.au/news/supporting-working-parents-website-and-online-resources>

⁸³⁶ Work experience to help job seekers into work, Government of Australia – Department of Employment (Canberra) 6 October 2015. Access Date: 17 October 2015. <http://ministers.employment.gov.au/work-experience-help-job-seekers-work-0>

⁸³⁷ Brazil launches scheme to lift millions out of poverty, BBC News (London) 2 June 2011. Access Date: 26 February 2015. <http://www.bbc.co.uk/news/world-latin-america-13626951>

⁸³⁸ Brazil declares war on “chronic poverty,” The Guardian (London) 7 June 2011. Access Date: 26 February 2015. <http://www.theguardian.com/world/2011/jun/07/brazil-dilma-rousseff-poverty-eradication>

⁸³⁹ Brazil’s bolsa familia scheme marks a decade of pioneering poverty relief, The Guardian (London) 17 December 2013. Access Date: 25 February 2015. <http://www.theguardian.com/global-development/2013/dec/17/brazil-bolsa-familia-decade-anniversary-poverty-relief>

children attend school and receive vaccinations. The program's primary goals concern reducing poverty as well as breaking its transmission onto later generations. It has been proven to be cost-effective, yielding a return of BRL1.78 to the economy for every BRL1 spent.⁸⁴⁰ To date, it has benefited 46 million people.

On 22 December 2014, President Dilma Rousseff pledged to take drastic measures in 2015 to revive the country's economy while insisting that social programs will not be affected.⁸⁴¹ On 27 January 2015, Rousseff made another statement reaffirming that changes in the economic area will not jeopardize the continuity of social policies, rising incomes, or employment.

On 4 February 2015, following an interministerial meeting alongside union representatives, the federal government and unions announced their intention to broaden the dialogue on Brazil's labour market, emphasizing in particular the need to address informality.⁸⁴² The government also plans to implement a tripartite commission in order to improve labour relations and job quality while protecting workers' rights.

On 9 February 2015, the Organisation for Economic Co-operation and Development published its Going for Growth 2015 key findings on Brazil in which it stated that Brazil has continuously expanded its vocational training programs for low-skilled workers as well as the scholarships given for tertiary education.⁸⁴³ Moreover, the report removed "encourage formal labour participation" as a reform priority for Brazil since the country has streamlined its social security procedures, lowered the required social contributions of small and medium enterprises, and reduced hiring costs, all of which have combined to increase Brazilians' participation in the formal sector.

On 11 February 2015, the Ministry of Labour and Employment pledged BRL2.6 million to combat tax evasion and another BRL2.5 to fight against informality in the labour market.⁸⁴⁴ Preparation for this second phase in Brazil's fight against informality have included improving surveillance tools, training workplace inspectors, and a proposal to raise the fine for employers who fail to register their employees through contracts.⁸⁴⁵ In turn, the government hopes to generate revenues towards its Severance Indemnity Fund for workers.⁸⁴⁶ These measures follow the launch of Brazil's National Plan for Combating Informality on 22 May 2014.

On 26 February 2015, the Minister of Labour and Employment, Maonel Dias, took part in the first meeting of the National Apprenticeship Forum. The forum is meant to act as a consultative body that encourages employers and representatives of various economic sectors to promote young people's right to vocational

⁸⁴⁰ Brazil's bolsa familia scheme marks a decade of pioneering poverty relief, The Guardian (London) 17 December 2013. Access Date: 25 February 2015. <http://www.theguardian.com/global-development/2013/dec/17/brazil-bolsa-familia-decade-anniversary-poverty-relief>

⁸⁴¹ Rousseff pledges to take drastic measures and not affect social programs, Agencia Brasil (Brazil) 12 December 2014. Access Date: 27 February 2015. <http://agenciabrasil.ebc.com.br/en/economia/noticia/2014-12/rousseff-pledges-take-drastic-measures-and-not-affect-social-programs>

⁸⁴² Government and central expand dialogue and incorporate debate on the labour market, social security and industry, Ministry of Labour and Employment (Brazil) 4 February 2015. Access Date: 26 February 2015. <http://portal.mte.gov.br/imprensa/governo-e-centrais-ampliam-dialogo-e-incorporam-debate-sobre-mercado-de-trabalho-previdencia-e-industria/palavrachave/reuniao-centrais-seguro-desemprego.htm>

⁸⁴³ Economic Policy Reforms 2015: Going for Growth, Organisation for Economic Cooperation and Development (Paris) 9 February 2015. Access Date: 27 February 2015. http://www.keepeek.com/Digital-Asset-Management/oced/economics/economic-policy-reforms-2015/brazil_growth-2015-10-en#page1

⁸⁴⁴ Brazil to do battle against tax evasion and underground economy, International Business Times (New York) 11 February 2015. Access Date: 28 February 2015. <http://www.ibtimes.co.uk/brazil-do-battle-against-tax-evasion-underground-economy-1487594>

⁸⁴⁵ MTE spear fighting informal measures, Ministry of Labour and Employment (Brazil) 11 February 2015. Access Date: 28 February 2015. <http://portal.mte.gov.br/imprensa/mte-lanca-medidas-de-combate-a-informalidade-e-sonegacao-do-fgts.htm>

⁸⁴⁶ Brazil to do battle against tax evasion and underground economy, International Business Times (New York) 11 February 2015. Access Date: 28 February 2015. <http://www.ibtimes.co.uk/brazil-do-battle-against-tax-evasion-underground-economy-1487594>

training.⁸⁴⁷ Dias stated the ministry's focus is to improve the quality of employment and strengthen measures that enhance professional qualifications.

On 6 July 2015, the Brazilian government announced a new employee protection program, *Programa de Proteção ao Empregado* (PPE), to allow eligible companies to temporarily reduce working time in order to reduce labor costs and retain staff in lieu of layoffs or collective dismissals.⁸⁴⁸ The plan was enacted by Presidential Decree with immediate effect but must still be approved by the National Congress of Brazil to remain in force beyond 120 days.

In September 2015, Minister of Social Development and Fight Against Hunger, Tereza Campello, announced that there will be no cuts in the program known as Bolsa Família, which has helped to improve the lives of millions of impoverished families and has directly contributed to significant, statistically validated advances in childhood nutrition, schooling and healthcare.⁸⁴⁹

Brazil has worked on proposals and has taken part in forums regarding social protection systems aimed at targeting long-term unemployment, and has also pledged funds to fight informality. However, Brazil's action towards implementing social protection systems during this compliance cycle as not yet been implemented. Therefore, Brazil receives a score of 0.

Analyst: Yinan Yang and Dharini Vijendran

Canada: +1

Canada has fully complied with its commitment to remain focused on addressing long-term unemployment by having appropriate social protection systems.

Canada has continued to promote the social protection measures it announced in early 2014 through the Economic Action Plan 2014.⁸⁵⁰ Through statements and public announcements the government sought to promote its existing social protection measures and encourage the participation of women, people with disabilities and Aboriginal people in the labour market.

Minister of Labour Kellie Leitch has been actively promoting an increasing representation of women on corporate boards as a way to increase gender balance and create more economic opportunities. On 17 December 2014, she addressed the Vernon Chamber of Commerce. On 11 February 2015, she addressed the Tri-Cities Chamber in Coquitlam, British Columbia.⁸⁵¹

⁸⁴⁷ Dias opens 1st meeting of the National Apprenticeship Forum, Ministry of Labour and Employment (Brazil), 26 February 2015. Access Date: 27 February 2015. <http://portal.mte.gov.br/imprensa/dias-abre-1-reuniao-do-forum-nacional-de-aprendizagem/palavrachave/forum-de-aprendizagem.htm>

⁸⁴⁸ Brazil: New Program Adopted to Help Companies Avoid Layoffs, Towers Watson (Brazil) 23 July 2015. Access Date: 30 September 2015. <https://www.towerswatson.com/en/Insights/Newsletters/Global/global-news-briefs/2015/07/brazil-new-program-adopted-to-help-companies-avoid-layoffs>

⁸⁴⁹ Brazil to keep allowances for the poor, The New York Times (New York) 18 September 2015. Access Date: 30 September 2015. <http://www.nytimes.com/2015/09/19/world/americas/brazil-to-keep-allowances-for-the-poor.html>

⁸⁵⁰ Economic Action Plan 2014: The Road to Balance, Government of Canada (Ottawa) 11 February 2014. Access Date: 15 March 2015. <http://www.budget.gc.ca/2014/docs/themes/road-voie-eng.html>

⁸⁵¹ Minister Leitch speaks to Tri-Cities Chamber of Commerce in Coquitlam, British Columbia, about strong labour relations, Employment and Social Development Canada (Coquitlam) 11 February 2015. Access Date: 14 March 2015. <http://news.gc.ca/web/article-en.do?nid=930319>

On 29 January 2015 Minister Leitch met with provincial and territorial ministers to address the protection of young workers and encourage provincial governments to ratify bill C238, which promotes decent work and sets minimum age standards for young workers.⁸⁵²

Promoting existing social protection programs, the Minister of State for Social Development Candice Bergen announced on 1 December 2014 reforms to the Opportunities Fund for Persons with Disabilities Program — a fund to help people with disabilities obtain and maintain employment. She also announced the launch of a new call for applications for the program in early 2015.⁸⁵³

On 15 December 2014 the government of Canada announced nearly CAD 4 million in funding to Prince Edward Island for two projects aimed at helping young people and newcomers find work in their fields and renewed two previous agreements that help seniors and persons with disabilities connect to jobs.⁸⁵⁴ Funded through the Youth Employment Strategy, the first initiative, called Career Prep Program, will receive CAD 3 million to aid 400 students in finding placement in small and medium-sized enterprises. The second initiative, called Building Bridges for Immigrants, will receive nearly CAD 1 million to aid qualified foreign workers within the province to have their international credentials recognized. The governments of Canada and Prince Edward Island pledged CAD 1.3 million each to the Labour Market Agreement for Persons with Disabilities, to help those with disabilities gain employment.

On 17 December 2014 Minister of Employment and Social Development Kenney, working to ensure Canadians are aware of available programs and funding through ongoing programs (such as the Canada Job Grant, the Youth Employment Strategy, apprenticeship grants and the government's initiatives for Aboriginal skills training), discussed the "importance of enhancing the participation of under-represented groups in the workforce, such as youth and Aboriginal people." He also highlighted the challenge of jobs mismatch and reiterated the government's priorities of skills training harmonization, improved labour mobility, and faster foreign credential recognition for internationally trained professionals.⁸⁵⁵

On 18 December 2015, the governments of Canada and Manitoba announced a joint pledge of over CAD 100,000 to aid the youth of Winnipeg to transition from education to the workforce through the federal Skills Link program.⁸⁵⁶ The program will also offer workers to gain industry certifications.

On 8 January 2015, fulfilling a commitment from the 2014 Economic Action Plan, Prime Minister Harper announced the launch of the Canada Apprentice Loan, a program that allows apprentices registered in a Red Seal trade apprenticeship to get up to CAD 4,000, per period of technical training, in interest-free loans.⁸⁵⁷

⁸⁵² Closing Remarks at the Videoconference with Provincial and Territorial Ministers Responsible for Labour on Protection of Young Workers, Employment and Social Development Canada (Gatineau) 29 January 2015. Access Date: 14 March 2015. <http://www.labour.gc.ca/eng/resources/news/speeches/leitch/2015/20150129B.shtml>

⁸⁵³ Minister Bergen recognizes International Day of Persons With Disabilities, Employment and Social Development Canada (Ottawa) 3 December 2014. Access Date: 14 March 2015. <http://news.gc.ca/web/article-en.do?nid=911439>

⁸⁵⁴ Governments of Canada and Prince Edward Island take action to help Islanders get jobs faster, Employment and Social Development Canada (Summerside) 15 December 2014. Access Date: 14 March 2015. <http://news.gc.ca/web/article-en.do?nid=914389>

⁸⁵⁵ Minister Kenney addresses the Canadian Club of Calgary on the Government of Canada's Jobs Agenda, Employment and Social Development Canada (Calgary) 17 December 2014. Access Date: 15 March 2015. <http://news.gc.ca/web/article-en.do?nid=915329>

⁸⁵⁶ The Government of Canada helps youth in Winnipeg get jobs, Employment and Social Development Canada (Winnipeg) 18 December 2014. Access Date: 14 March 2015. <http://news.gc.ca/web/article-en.do?nid=915559>

⁸⁵⁷ Harper urges employers to take on apprentices, announces loan at BCIT, The Globe and Mail (Toronto) 8 January 2015. Access Date: 15 March 2015. <http://www.theglobeandmail.com/news/british-columbia/harper-urges-employers-to-take-on-apprentices-announces-loan-at-bcit/article22372545/>

This initiative complements existing measures such as apprenticeship grants, Employment Insurance benefits for apprentices taking technical training, and tax incentives for employers.⁸⁵⁸

On 5 March 2015 the Globe and Mail reported that several studies indicated the Canadian job market quality was in decline, with a rise in jobs in low-paying industries, part time jobs as well as self-employment, generally seen as more precarious.⁸⁵⁹

On 18 March 2015, the government announced a new grant of CAD 125,000 to improve workplace diversity and inclusion in the logistics, transportation and supply chain industry under the Workplace Opportunities: Removing Barriers to Equity (WORBE) program, which provides up to CAD 500,000 annually for projects that aim to improve the representation of people with disabilities, women, Aboriginal people, and members of visible minorities in federally regulated workplaces.⁸⁶⁰ On 9 April 2015 Minister Leitch announced another CAD 125,000 grant from the WROBE program for an initiative to support employees return to work following a disabling injury or health issue.⁸⁶¹

On 16 April 2015 Minister Leitch announced a new federal initiative entitled It Starts with One — Be Her Champion to encourage mentorships and championing of women entrepreneurs.⁸⁶² This initiative, part of the 2015 federal budget, will receive CAD 700 million through the Business Development Bank of Canada and along with the federal government's new Action Plan for Women Entrepreneurs is aimed at supporting female entrepreneurs to help grow their business.⁸⁶³

On 21 April 2015, the Federal Government unveiled its 2015 Budget,⁸⁶⁴ which included a significant increase in childcare benefits (from CAD 100 monthly to CAD 160 for a child under the age of six) and higher childcare expense tax deductions (from CAD 7000 to CAD 8000 per child yearly).⁸⁶⁵ Moreover, compassionate-care benefits under the employment insurance system were extended from six weeks to six months for individuals caring for gravely ill family members⁸⁶⁶ and a pilot program to give access to federal loans for newcomers for professional training was made permanent.⁸⁶⁷

On 14 May 2015 the Minister of Labour tabled the International Labour Organization's (ILO) Convention 138 Concerning Minimum Age for Admission to Employment in the House of Commons, signalling the

⁸⁵⁸ PM announces that the Canada Apprentice Loan program is now accepting applications, Government of Canada (Ottawa) 8 January 2015. Access Date: 15 March 2015. <http://pm.gc.ca/eng/news/2015/01/08/pm-announces-canada-apprentice-loan-program-now-accepting-applications>

⁸⁵⁹ Job market quality in decline with lower wages, higher self-employment, Tavia Grant, Bill Curry And David Kennedy, The Globe and Mail (Toronto), 5 March 2015. Access Date 6 October 2015. <http://www.theglobeandmail.com/report-on-business/economy/job-quality-in-canada-sinks-to-all-time-low-cibc-index-shows/article23303996/>

⁸⁶⁰ Government of Canada invests to improve workplace diversity in the Canadian logistics, transportation and supply chain sectors, Government of Canada (Ottawa) 18 March 2015. Access Date: 6 October 2015. <http://news.gc.ca/web/article-en.do?nid=950729>

⁸⁶¹ Harper Government helps employees with disabilities return to work, Government of Canada (Ottawa) 9 April 2015. Access Date: 6 October 2015. <http://news.gc.ca/web/article-en.do?nid=959849>

⁸⁶² Minister Leitch challenges leaders to become champions for women, Government of Canada (Ottawa) 16 April 2015. Access Date: 6 October 2015. <http://news.gc.ca/web/article-en.do?nid=964469&tp=1>

⁸⁶³ Status of Women minister promoting action plan, Melissa Villeneuve, Lethbridge Herald (Lethbridge) 16 July 2015. Access Date: 6 October 2015 <http://lethbridgeherald.com/news/local-news/2015/07/16/status-of-women-minister-promoting-action-plan/>

⁸⁶⁴ Budget 2015, The Government of Canada (Ottawa) 21 April 2015. Access Date: 9 October 2015. <http://www.budget.gc.ca/2015/docs/plan/toc-tdm-eng.html>

⁸⁶⁵ What the 2015 federal budget means for Canadian families, Global Nes (Toronto) 21 April 2015. Access Date 9 October 2015. <http://globalnews.ca/news/1952493/what-the-2015-federal-budget-means-for-canadian-families/>

⁸⁶⁶ Highlights of the 2015-16 federal budget, The Toronto Star (Toronto) 21 April 2015. Access Date: 9 October 2015. <http://www.thestar.com/news/canada/2015/04/21/highlights-of-the-2015-16-federal-budget.html>

⁸⁶⁷ Budget will make pilot immigrant loan program permanent, The Canadian Press (Toronto) 21 April 2015. Access Date: 9 October 2015. <http://www.citynews.ca/2015/04/21/budget-will-make-pilot-immigrant-loan-program-permanent/>

government's intent to ratify it. The convention requires member states to set a minimum age for employment at 15 years of age and prohibits hazardous work for workers under the age of 18.⁸⁶⁸

On 7 July 2015, the Organization for Economic Cooperation and Development (OECD) released a report *Back to Work: Canada — Improving the Re-employment Prospects of Displaced Workers* in which it assessed the country's policies with respect to workers who face involuntary job loss due to economic reasons. The report found that although around half of displaced workers were re-employed within a year, many faced significant wage cuts, a reality that was more prevalent among older, long-tenured displaced workers. The report found that, on balance, Canada has sound policies and programs to assist unemployed workers to return to work (through the federal Employment Insurance program and skills training initiatives), but that the effectiveness of early intervention services in cases of mass dismissals could be improved as well as better coordination mechanisms between federal and provincial government to provide re-employment assistance early.⁸⁶⁹

On 30 July 2015 Minister Bergen announced the government's plans to provide CAD 10 Million over three years to the Canadian Mental Health Association (CMHA)⁸⁷⁰ and on 31 July 2015, announced funding of CAD 35 million over three years to other organizations for projects aimed at helping Canadians with disabilities gain the necessary job skills to prepare for the job market.⁸⁷¹

On 31 July 2015 the government announced funding through the WORBE program for additional organization to address barriers to employment for Aboriginal peoples, develop strategies for the long-term career development of employees with disabilities and educate employers on how to make workplaces more accessible and inclusive.⁸⁷²

Canada has taken actions to combat unemployment and offer opportunities to youth by extending or renewing funding to existing social protection programs and providing funding to initiatives to support women entrepreneurs. The Government of Canada has also exhibited an initiative to work with provinces on an individual basis to develop appropriate social protection systems and signalled its intent to begin ratifying an international convention to protect young workers. Therefore, Canada has been awarded a compliance score of +1.

Analyst: Sabina Mihaescu

China: +1

China has fully complied with its commitment to remain focused on addressing long-term unemployment by having appropriate social protection systems.

In June 2014, the State Council released the *Decision to Push Ahead the Development of Modern Vocation Education*, establishing a vocational program capable of producing 38.3 million graduates by 2020.⁸⁷³ By way of the policy reform, 600 Chinese universities will be transformed into vocational schools with greater

⁸⁶⁸ Minister Leitch tables International Labour Organization's Convention 138 in House of Commons, Government of Canada (Ottawa) 14 May 2015. Access Date: 6 October 2015. <http://news.gc.ca/web/article-en.do?nid=974469>

⁸⁶⁹ *Back to Work: Canada - Improving the Re-employment Prospects of Displaced Workers*, The Organization for Economic Cooperation and Development (Paris) 7 July 2015. Access Date: 9 October 2015. <http://www.oecd.org/employment/back-to-work-canada-9789264233454-en.htm>

⁸⁷⁰ Harper Government helps Canadians with disabilities gain job skills, Government of Canada (Ottawa) 30 July 2015. Access Date: 6 October 2015. <http://news.gc.ca/web/article-en.do?nid=1012159>

⁸⁷¹ Harper Government helps Canadians with disabilities gain job skills, Government of Canada (Ottawa) 31 July 2015. Access Date: 6 October 2015. <http://news.gc.ca/web/article-en.do?nid=1014199>

⁸⁷² Government of Canada helps increase employment opportunities for persons with disabilities and Aboriginal peoples, Government of Canada (Ottawa) 31 July 2015. Access Date: 6 October 2015. <http://news.gc.ca/web/article-en.do?nid=1012579>

⁸⁷³ *Employment Plan 2014: China*, G20 (Brisbane) 2014. Access Date: 14 February 2015. https://g20.org/wp-content/uploads/2014/12/g20_employment_plan_china.pdf

emphasis on applied skills to better match students' higher learning with demands of China's major industrial sectors.^{874,875} The Ministry of Education predicts that enrolment in vocational colleges will reach 13.9 million by 2015.⁸⁷⁶

On 7 January 2015 the Ministry of Labour urged municipal governmental authorities to extend unemployment benefits to residents outside urban Hukou registrations.⁸⁷⁷ The Ministry of Human Resources and Social Security stated that a lack of local registration should not be used to practice discrimination in providing workers' unemployment benefits. These decisions are in addition to developments in early October 2014, when the Chinese government simultaneously announced its intention to provide training and skills upgrading to approximately 20 million rural labourers annually until 2020 as well as resettling 100 million individuals without urban identification records in cities.⁸⁷⁸ Moreover, local governments are also called upon by the central government to offer free career counselling and job seeking services to further workers' career and skills development.⁸⁷⁹

On 14 January 2015, the State Council, China's chief policy body, announced its intention to allocate CNY 40 billion towards creating a new venture capital fund to support business start-ups as a means of promoting domestic entrepreneurship and innovation.⁸⁸⁰ This move fulfills a promise made by the government in May 2014, proposing to double the government-led fund capital in support of emerging industries.

On 16 January 2015, the State Council announced a new national pension plan that will require previously exempt public sector employees to pay for benefits. Prior to this revision, the dual-track state pension program saw corporate employees contribute eight per cent of their salaries, while civil servants did not contribute any.⁸⁸¹ The change seeks to address the gap in pension benefits favouring the public sector whereby government workers receive pension benefits equivalent to 80 or 90 per cent of their pre-retirement salary while others often receive benefits below 50 per cent.

On 27 January 2015, Chinese Premier Li Keqiang pledged to create ten million new jobs in 2015 despite a slowdown in economic growth.⁸⁸² Li stated that "large amounts of unemployment ... could lead to social instability if the economy cools down too fast."

On 5 February 2014, the State Council issued a document aimed at promoting the well-being of disabled people by enhancing employment opportunities and ensuring public services.⁸⁸³ The council pledges to

⁸⁷⁴ Economic Policy Reforms: Going for Growth 2015, Organisation for Economic Cooperation and Development (Paris) 9 February 2015. Access Date: 27 February 2015. http://www.keepeek.com/Digital-Asset-Management/oced/economics/economic-policy-reforms-2015/china_growth-2015-13-en#page1

⁸⁷⁵ Employment Plan 2014: China, G20 (Brisbane) 2014. Access Date: 14 February 2015. https://g20.org/wp-content/uploads/2014/12/g20_employment_plan_china.pdf

⁸⁷⁶ School-to-Work Transition, Center on International Education Benchmarking (Washington) 2014. Access Date: 25 February 2015. <http://www.ncee.org/programs-affiliates/center-on-international-education-benchmarking/top-performing-countries/shanghai-china/shanghai-china-school-to-work-transition/>

⁸⁷⁷ China Urges Cities Expand Unemployment Benefits to Migrant Workers, CRI News (Beijing) 8 January 2015. Access Date: 7 October 2015. <http://english.cri.cn/11114/2012/09/21/1261s723419.htm>

⁸⁷⁸ Central Government Offers More High Quality Jobs to Migrant Workers, Shenzhen Standard (Shenzhen) 2 October 2014. Access Date: 7 October 2015. <http://www.shenzhen-standard.com/2014/10/02/central-government-offers-more-high-quality-jobs-to-migrant-workers/>

⁸⁷⁹ China to expand unemployment benefits to lure migrants to cities, Reuters (Beijing) 7 January 2015. Access Date: 7 October 2015. <http://ca.reuters.com/article/topNews/idCAKBN0KG11Z20150107>

⁸⁸⁰ Startup fund to allocate assets more widely, The State Council of the People's Republic of China (Beijing) 15 January 2015. Access Date: 7 October 2015. http://english.gov.cn/premier/news/2015/01/15/content_281475039641414.htm

⁸⁸¹ China pension reform targets civil servant privileges, Financial Times (Shanghai) 15 January 2015. Access Date: 6 October 2015. <http://www.ft.com/intl/cms/s/0/3141eb64-9c97-11e4-a730-00144feabdc0.html#axzz3TGhhOm5o>

⁸⁸² China's Li Keqiang says to create 10 million jobs in 2015, International Business Times (United Kingdom) 27 January 2015. Access Date: 6 October 2015. <http://www.ibtimes.co.uk/chinas-li-keqiang-says-create-10-million-jobs-2015-1485293>

improve social assistance, pensions, and basic medical insurance. If implemented, these measures could affect up to 85 million disabled people, 12.3 million of which currently live below the poverty in rural areas.

On 26 February 2015, in line with goals outlined in China's G20 Employment Plan 2014, Guangdong Province's Human Resources and Social Security Department announced that it would increase its minimum wage by an average of 19 per cent on 1 May 2015.⁸⁸⁴ This follows minimum wage increases in the cities of Beijing, Shanghai, and Tianjin in March 2014.⁸⁸⁵ However, different cities within the province will see their wages increase at different rates. In Shenzhen, workers can expect the hourly wage rate to increase to CNY 18.5 and monthly wages to reach CNY 2030. In Guangzhou, the province's capital, wages will increase to CNY 18.3 per hour and reach CNY 1895 per month.⁸⁸⁶ In second and third tier cities, monthly wages will increase to CNY 1510 and CNY 1350 respectively.

On 15 October 2015, China's Ministry of Human Resources and Social Security announced that it will gradually increase its statutory retirement age in order to relieve growing pressure on the country's pension and social security systems.⁸⁸⁷

China has initiated several actions to reduce long-term unemployment through the implementation of appropriate social protection systems. Such policies include those targeted at increasing minimum wages, training and vocational programs, pension and benefits reforms and those aimed at stimulating small and medium-sized enterprises. Therefore, China has been awarded a compliance score of +1.

Analysts: Yinan Yang and Michael Thomas

France: 0

France has partially complied with its commitment to remain focused on addressing long-term unemployment by having appropriate social protection systems.

Following his success in creating 150,000 jobs between 2013 and 2014 through the program "Jobs of the Future," Prime Minister François Hollande committed to continuing the program, designed to increase youth employment, for 2015.⁸⁸⁸

On 1 January 2015, the government of France opened up Training Staff Accounts (CPF), replacing the previous Individual Right to Training (DIF) for new public sector employees. These accounts will monitor training hours. Each employee will be required to complete and record training hours, thereby increasing their eligibility within the job market.⁸⁸⁹

On 9 February 2015, François Rebsamen, member of the French Senate, announced an action plan to fight against long-term unemployment. It aims to assist all applicants who have lost jobs in the economic

⁸⁸³ China pledges to promote well-being of disabled people, China Daily (Xinhua) 5 February 2015. Access Date: 7 October 2015. http://www.chinadaily.com.cn/china/2015-02/05/content_19501703.htm

⁸⁸⁴ Guangdong finally announces plans to increase minimum wage of 19 percent, China Labour Bulletin (Hong Kong) 27 February 2015. Access Date: 7 October 2015. <http://www.clb.org.hk/en/content/guangdong-finally-announces-plans-increase-minimum-wage-19-percent>

⁸⁸⁵ China raises minimum wages in Beijing, Shanghai, Tianjin: Report, Reuters (Shanghai) 31 March 2014. Access Date: 6 October 2015. <http://www.reuters.com/article/2014/04/01/us-china-salary-idUSBREA3004H20140401>

⁸⁸⁶ Guangdong finally announces plans to increase minimum wage of 19 percent, China Labour Bulletin (Hong Kong) 27 February 2015. Access Date: 7 October 2015. <http://www.clb.org.hk/en/content/guangdong-finally-announces-plans-increase-minimum-wage-19-percent>

⁸⁸⁷ China to increase retirement age to tackle demographic crisis, The Economic Times (Haryana) 15 October 2015. Access Date: 17 October 2015. <https://search.yahoo.com/yhs/search?p=Haryana&ei=UTF-8&hspart=mozilla&hsimp=yhs-001>

⁸⁸⁸ Les Emplois D'avenir, Department of Emploi et Travail (Paris) 17 December 2014. Access Date: 18 March 2015. <http://www.gouvernement.fr/action/les-emplois-d-avenir>

⁸⁸⁹ Les Emplois D'avenir, Department of Emploi et Travail (Paris) 17 December 2014. Access Date: 18 March 2015. <http://www.gouvernement.fr/action/les-emplois-d-avenir>

downturn to return to work, whatever their field may be.⁸⁹⁰ This policy covers youth, seniors, and long-term job seekers. The action plan also aims to create 275,000 places in daycare for children 0-3 years old, enabling mothers to return to work.

On 4 March 2015, Manuel Valls, The Prime Minister of France, presented the key measures of the multi-annual social inclusion and anti poverty plan.⁸⁹¹ The action plan aims to allow for an activity bonus, which will come into effect in January 2016, replacing the employment tax credit and providing the right to free job training for all job seekers in the state.

On 9 June 2015, the Government of France announced a new package, encouraging SMEs and VSEs to increase hiring rates. The package includes 18 measures aimed at bolstering “the Government’s pro-business economic initiatives that favour VSEs and SMEs, in particular the Competitiveness and Employment Tax Credit (CICE) and the Responsibility and Solidarity Pact, which are designed to bring down labour costs.”⁸⁹² SMEs and VSEs that hire their first employee will now receive a hiring bonus of EUR 2,000. The package also introduces an initiative to “ensure that when small businesses expand into the next size class, their obligations will remain unchanged for three years.” The initiative also addresses the unfair exploitation of posted workers. Under the new package, companies who fail to provide the proper worker documentation upon inspection will be sanctioned as harshly as if it had failed to declare the posted workers.

On 5 October 2015, the Government of France tabled the 2016 Budget Bill. The bill proposes the creation of 12,500 jobs in 2016 and emphasizes the importance of education, including a benefit of EUR 500 million.⁸⁹³

France has taken some actions to comply with its commitment to reduce long-term unemployment through the creation of appropriate social protection systems. Therefore, France receives a compliance score of 0.

Analyst: Mercedes Fogarassy and Mojann Zibapour

Germany: +1

Germany has fully complied with its commitment to address long-term unemployment and strengthen social protection systems by effectively activating employment policies and improving social security measures for disadvantaged people.

On 15 December 2014, Federal Minister of Labour Andrea Nahles met with representatives of the German Association for Public and Private Welfare, social partners and charities to discuss long-term unemployment and opportunities for social participation. At the meeting Minister Nahles stated that despite the German economy reaching an all-time-high employment of 43 million, the long term unemployed experienced few benefits from the economic prosperity yet they deserved to be given a chance, “time and again.”⁸⁹⁴

⁸⁹⁰ Le gouvernement promet des formations gratuites aux chômeurs de longue durée, Le Parisien (Paris) 9 February 2015. Access Date: 18 March 2015. [http://www.leparisien.fr/flash-actualite-politique/rebsamen-tous-les-chomeurs-auront-droit-a-une-formation-qualifiante-gratuite-09-02-2015-4519479.php#xtref=http%3A%2F%2Fwww.google.ca%2Furl%3Fsa%3Dt%24rct%3Dj%24q%3D%24esrc%3Ds%24source%3Dweb%24cd%3D2%24ved%3D0CCgQFjAB%24url%3Dhttp%253A%252F%252Fwww.leparisien.fr%252Fflash-actualite-politique%252Frebsamen-tous-les-chomeurs-auront-droit-a-une-formation-qualifiante-gratuite-09-02-2015-4519479.php#xtref=http%3A%2F%2Fwww.google.ca%2Furl%3Fsa%3Dt%24rct%3Dj%24q%3D%24esrc%3Ds%24source%3Dweb%24cd%3D2%24ved%3D0CCgQFjAB%24url%3Dhttp%253A%252F%252Fwww.leparisien.fr%252Fflash-actualite-politique%252Frebsamen-tous-les-chomeurs-auront-droit-a-une-formation-qualifiante-gratuite-09-02-2015-4519479.php%24ei%3DF8kJVduuEsmfNouogsAL%24usg%3DAFQjCNGDBWfNXqRRZE-oX3Nie2myub8EFA%24sig%3Dcxwao1aw1X7i37ElgYk9kg%24bvm%3Dbv.88198703%2Cd.eXY](http://www.leparisien.fr/flash-actualite-politique/rebsamen-tous-les-chomeurs-auront-droit-a-une-formation-qualifiante-gratuite-09-02-2015-4519479.php#xtref=http%3A%2F%2Fwww.google.ca%2Furl%3Fsa%3Dt%24rct%3Dj%24q%3D%24esrc%3Ds%24source%3Dweb%24cd%3D2%24ved%3D0CCgQFjAB%24url%3Dhttp%253A%252F%252Fwww.leparisien.fr%252Fflash-actualite-politique%252Frebsamen-tous-les-chomeurs-auront-droit-a-une-formation-qualifiante-gratuite-09-02-2015-4519479.php%24ei%3DF8kJVduuEsmfNouogsAL%24usg%3DAFQjCNGDBWfNXqRRZE-oX3Nie2myub8EFA%24sig%3Dcxwao1aw1X7i37ElgYk9kg%24bvm%3Dbv.88198703%2Cd.eXY)

⁸⁹¹ The fight against poverty: "The challenge is to preserve our social model and its underlying values", Government of France (Paris) 4 March 2015. Access Date: 3 October 2015. <http://www.gouvernement.fr/en/the-review-of-the-plan-to-combat-poverty-conducted-two-years-after-its-launch-is-positive-overall>

⁸⁹² Measures to stimulate businesses and employment in VSEs and SMEs, Government of France (Paris) 9 June 2015. Access Date: 17 October 2015. <http://www.gouvernement.fr/en/measures-to-stimulate-business-and-employment-in-vses-and-smes>

⁸⁹³ The 2016 Budget Bill, Government of France (Paris) 5 October 2015. Access Date: 17 October 2015.

<http://www.gouvernement.fr/en/the-2016-budget-bill>

⁸⁹⁴ Langzeitarbeitslosigkeit bekämpfen, Federal Ministry of Labour and Social Affairs (Berlin) 15 December 2014. Access Date: 28 February 2015. <http://www.bmas.de/DE/Themen/Arbeitsmarkt/Meldungen/zweites-gespraech-langzeitarbeitslosigkeit.html>

On 1 January 2015, Germany's first national minimum wage came into effect.⁸⁹⁵ The minimum wage, adopted earlier in 2014 by parliament, came in effect at the hourly rate of EUR 8.5 with plans for an independent commission of trade union and business representatives to become responsible for future adjustments to the rate.⁸⁹⁶ The minimum-wage commission met for the first time on 27 February 2015 and is expected to advise in 2016 on how much to adjust the national minimum hourly rate effective January 2017.⁸⁹⁷

On 26 January 2015, Minister Nahles launched a wide-ranging job creation scheme to tackle long term unemployment with joint funding from the German government (EUR 4.3 billion) and from the European Commission's European Social Fund (EUR 2.7 billion).⁸⁹⁸ Up to 38 percent of the total resources allocated will be devoted to the promotion of social inclusion and combating poverty. Moreover, the scheme is expected to help 73,000 long-term unemployed people, 150,000 migrants, and 100,000 youth from socially disadvantaged backgrounds to get the qualifications they need to secure employment.⁸⁹⁹

On 25 February 2015, the European Commission adopted the national operational programmes for the Fund for European Aid to the Most Deprived (FEAD; "EHAP" in German) for 2014-2020, supporting efforts to help Europe's most vulnerable people. The Fund allows each Member State to define the target group of 'most deprived persons' in its national Operational Programme.⁹⁰⁰ Germany's operational program for 2015 aims its focus on assistance for people suffering from (or threatened by) homelessness and the most deprived of EU migrants (e.g. access to early education and social inclusion for migrant children), by improving their access to material support and social services.⁹⁰¹ The FEAD in Germany will act as a bridge-mechanism, providing enhanced guidance and orientation services to help socially disadvantaged people to better reach existing social support measures. Germany has thus used the Fund to strengthen its national social protection framework.

On 26 March 2015, Germany presented a review on the country's progress since it ratified (in 2009) the United Nations *Convention on the Rights of Persons with Disabilities*, on advancing accessibility and promoting inclusive education and inclusive work. Parliamentary state secretary to the Labour Ministry Gabriele Lösekrug-Möller indicated Germany has further plans to draft federal legislation to increase political participation of people with disabilities and reform the *Equal Opportunities for People with Disabilities Act* to better align with the Convention and to ensure better integration assistance and to improve self-determination for people with disabilities.⁹⁰²

On 29 July 2015, the German government announced it was removing some legal hurdles — such as the process to verify whether no Germans or EU nationals were available to do the job — for certain foreign nationals to access internships in Germany. The measure is aimed at young asylum seekers and refugees

⁸⁹⁵ Minimum wage in effect! Federal Ministry of Labour and Social Affairs (Berlin) 1 January 2015. Access Date: 28 February 2015. <http://www.bmas.de/EN/Service/Press/recent-publications/minimum-wage-in-effect.html?nn=46180>

⁸⁹⁶ German Parliament Approves Minimum Wage From 2015, The Wall Street Journal (New York) 3 July 2014. Access Date: 28 February 2015. <http://www.wsj.com/articles/german-parliament-approves-minimum-wage-from-2015-1404386860>

⁸⁹⁷ Mindestlohn-Kommission stärkt die Tarifautonomie" Federal Ministry of Labour and Social Affairs (Berlin) 27 February 2014. Access Date: 28 February 2015. <http://www.bmas.de/DE/Service/Presse/Pressemitteilungen/milo-kommission-erste-sitzung.html>

⁸⁹⁸ Germany's Nahles launches big job scheme, Deutsche Welle (Bonn/Berlin) 26 January 2015. Access Date: 28 February 2015. <http://www.dw.de/germanys-nahles-launches-big-job-scheme/a-18215856>

⁸⁹⁹ In die Menschen in Europa investieren: Neue EU-Sozialfonds-Förderung in Deutschland gestartet, European Commission Representation in Germany (Berlin) 26 January 2015. Access Date: 28 February 2015. http://ec.europa.eu/deutschland/press/pr_releases/13028_de.htm

⁹⁰⁰ Fighting poverty: Commission commits €3.8 billion to help the most vulnerable in Europe, European Commission (Brussels) 26 February 2015. Access Date: 1 March 2015. http://europa.eu/rapid/press-release_IP-15-4513_en.htm

⁹⁰¹ Der EHAP kann starten, Federal Ministry of Labour and Social Affairs (Berlin) 27 February 2015. Access Date: 1 March 2015. <http://www.bmas.de/DE/Service/Presse/Pressemitteilungen/ehap-kann-starten.htm>

⁹⁰² Statement by Gabriele Lösekrug-Möller Parliamentary State Secretary of the Federal Minister of Labour and Social Affairs Policies for People with Disabilities in Germany on the Basis of the UNCRPD (Berlin) 26 March 2015. Access Date: 15 October 2015. <http://www.genf.diplo.de/contentblob/4491606/Daten/5292210/20150326statementloesekrugmoeller.pdf>

whose deportation has temporarily been suspended and who have “a good chance of staying in Germany” to gain access to the labour market.⁹⁰³

On 3 August 2015 details of the pilot program to tackle long term unemployment announced in early 2015 were posted on the website of the Federal Ministry of Labour and Social Affairs. The notice included details on the target group of the program (long term unemployed men and women over 35 years of age) and the program implementation (to be delivered through 342 job centres that will provide support and occupational integration services), which is expected to extend until 2020.⁹⁰⁴

On 19 August 2015, the German government announced it would ease access for newcomers on a *Duldung* immigration status (tolerated stay, i.e. under a suspension of deportation) to vocational training and to financial support from the federal government, as a way to assist disadvantaged youth and promote integration. The planned measures would also come in effect on 1 January 2016, rather than on 1 August 2016, as was originally planned.⁹⁰⁵ On 14 October 2015 the Bundestag (German Parliament) announced the legislative amendments to effect these changes to the federal social code.⁹⁰⁶

Germany has implemented initiatives targeting long term unemployment through social participation, the implementation of minimum wage legislation and improving access to social services. Therefore, Germany has been awarded a compliance score of +1.

Analyst: Sabina Mihaescu

India: +1

India has fully complied with the commitment to address long-term unemployment through social protection systems.

On 22 January 2015 Indian Prime Minister Narendra Modi implemented the Beti Bachao Bet Padhao scheme to improve the child sex ratio. This policy is being carried out by the Women and Child Development Ministry who are in charge of respecting, protecting, and fulfilling the rights of women and children. By closing the gender gap in India this policy will be able to improve gender equality in the labour force.⁹⁰⁷

In the Prime Minister’s 23 February 2015 address, he announced the presence of One Stop Crisis Centres which are now located in every state and are used as medical centres, for police assistance, temporary shelter,

⁹⁰³ Germany eases access to job market for refugees, Deutsche Welle (Bonn/Berlin) 29 July 2015. Access Date: 9 October 2015. <http://www.dw.com/en/germany-eases-access-to-job-market-for-refugees/a-18617055>

⁹⁰⁴ Programm zum abbau von Langzeitarbeitslosigkeit, Bundesministerium für Arbeit und Soziales (Berlin) 3 August 2015. Access Date: 9 October 2015. <http://www.bmas.de/DE/Themen/Arbeitsmarkt/Modellprogramme/esf-programm-abbau-langzeitarbeitslosigkeit.html>

⁹⁰⁵ Mehr Unterstützung für Flüchtlinge in der Berufsausbildung, Federal Ministry of Labour and Social Affairs (Berlin) 19 August 2015. Access Date: 16 October 2015. <http://www.bmas.de/DE/Presse/Pressemitteilungen/2015/mehr-unterstuetzung-fuer-fluechtlinge-in-berufsausbildung.html>

⁹⁰⁶ Leichterere BAföG-Bezug für Geduldete, German Bundestag (Berlin) 14 October 2015. Access Date: 15 October 2015. http://www.bundestag.de/presse/hib/2015_10/-/391842

⁹⁰⁷ PM Modi launches 'Beti Bachao, Beti Padhao' campaign, says female foeticide is a sign of 'mental illness', The Times of India (New Delhi), 23 January 2015. Access Date: 5 April 2015. <http://timesofindia.indiatimes.com/india/PM-Modi-launches-Beti-Bachao-Beti-Padhao-campaign-says-female-foeticide-is-a-sign-of-mental-illness/articleshow/45985741.cms>

and counselling services.⁹⁰⁸ A further initiative to ensure women's safety in New Delhi was launched as a mobile application — Himmat — and includes many features to ensure women's safety.⁹⁰⁹

On 23 February 2015, Prime Minister Modi stated that creating food processing infrastructure in rural areas was of the utmost importance. India has pledged “to provide affordable credit to the units in 72 ... food parks,” with two of the major ones, Tumkur and Fazilka to provide employment to 30,000 people.⁹¹⁰

Modi also announced the promotion of micro, small and medium enterprises. He announced his commitment to expanding the Indian job market, and ensuring the welfare of all workers. In his address, Modi also raised India's statutory wage ceiling and the minimum pension to ensure fair compensation for casual workers.

In April 2015, Prime Minister Narendra Modi's government slashed the allocation for the Women and Child Development Ministry by more than 50% from last year's allocation. Finance Minister Arun Jaitley allocated INR10,382 crore for the ministry. Last year, the allocation was INR21,193 crore of which the ministry managed to spend INR18,588 crore. The allocation left the ministry flummoxed given that the expenditure on the flagship Integrated Child Development Scheme (ICDS) alone is in the INR16,000 crore range. The allocation for ICDS has come down to about INR8,000 crore. The drastic cut will now mean that several plans including an INR900 crore National Nutrition Mission and a proposal to hike the honorarium paid to anganwadi workers will have to wait till a more financially opportune time.⁹¹¹

In March 2015, the government announced that it is looking to replicate the success of the Jan Dhan Yojana with an ambitious social security scheme, which aims to protect the old in their sunset years and provide life and accident covers to the poor to deal with vulnerabilities.⁹¹²

On 9 May 2015, Prime Minister Narendra Modi launched three social security systems relating to the insurance and pension sector, intended at widening the process of financial inclusion. On his first visit to West Bengal after taking over as Prime Minister, he kickstarted the “Pradhan Mantri Suraksha Bima Yojana” (accident insurance), “Pradhan Mantri Jeevan Jyoti Yojana” (life insurance) and “Atal Pension Yojana” at a programme in Nazrul Manch. The Jan Suraksha Yojana, under which the schemes were launched countrywide, is expected to reduce the number of zero balance bank accounts created under the Jan-Dhan Yojana. The schemes target the poor and unorganized sector who are neither covered by any form of insurance nor get pension. The three schemes were simultaneously launched at 112 centres in different states and union territories attended by respective chief ministers/governors and the union ministers.⁹¹³

India has taken several measures to create appropriate social protection systems in order to comply with its commitment to long-term unemployment. These systems include those aimed at creating gender equality in

⁹⁰⁸ Full Text of President Pranab Mukherjee's Budget address, The Times of India (New Delhi) 23 February 2015. Access Date: 18 March 2015. <http://timesofindia.indiatimes.com/india/Full-text-of-President-Pranab-Mukherjees-Budget-address/articleshow/46340874.cms>

⁹⁰⁹ Delhi police give 'Himmat' to women, launch safety app, The Times of India (New Delhi) 1 January 2015. Access Date: 18 March 2015. <http://timesofindia.indiatimes.com/city/delhi/Delhi-police-give-Himmat-to-women-launch-safety-app/articleshow/45716222.cms>

⁹¹⁰ Full Text of President Pranab Mukherjee's Budget address, The Times of India (New Delhi) 23 February 2015. Access Date: 18 March 2015. <http://timesofindia.indiatimes.com/india/Full-text-of-President-Pranab-Mukherjees-Budget-address/articleshow/46340874.cms>

⁹¹¹ Activists cry foul as WCD ministry funds slashed by half, The Indian Express (New Delhi) 1 March 2015. Access Date: October 2 2015. <http://indianexpress.com/article/business/budget/activists-cry-foul-as-wcd-ministry-funds-slashed-by-half/>

⁹¹² Govt plans a Jan-Dhan for social security, The Times of India (Sidhartha) 2 March 2015. Access Date: 2 October 2015. <http://timesofindia.indiatimes.com/business/india-business/Govt-plans-a-Jan-Dhan-for-social-security/articleshow/46425391.cms>

⁹¹³ PM Narendra Modi launches three mega social security schemes-2 on insurance, 1 on pension, The Times of India (Kolkata) 9 May 2015. Access Date: 3 October 2015. <http://timesofindia.indiatimes.com/india/PM-Narendra-Modi-launches-three-mega-social-security-schemes-2-on-insurance-1-on-pension/articleshow/47214960.cms>

the workplace, counselling services, the promotion of small and medium-sized enterprises, raising the wage ceiling and the implementation of the three social security systems. Therefore, India receives a compliance score of +1.

Analyst: Mercedes Fogarassy and Dharini Vijendran

Indonesia: 0

Indonesia has partially complied with its commitment.

In its Individual Employment Plan, released at the Brisbane Summit, Indonesia set its core commitments to battle unemployment as enhancing the mobility of workers from the informal to the formal sector, enhancing the capacity of training institutions, improving skills development, adjusting labour relations and ensuring sufficient training to enhance the negotiation skills of both employers and employees.⁹¹⁴

On 8 January 2015, President Joko Widodo signed the Presidential Decree No. 2 of 2015, entitled the National Medium Term Development Plan (RPJMN) for the period 2015-2019.⁹¹⁵ The RPJMN reaffirms Indonesia's efforts through RPJN 2005-2025 to implement social protection systems reform by addressing areas including, but not limited to, expansion of benefits coverage, improving the quality of benefits, and the financial sustainability of social security schemes.⁹¹⁶ Through this initiative, Indonesia plans to double the number of workers in its employment social security program in the formal sector (from 30 million to 60 million people) and to increase the coverage in the informal sector (from 1.3 million to 3.5 million people).

On 23 February 2015, the Bank Negara Indonesia (BNI), the country's central bank, opened its House of Education for Indonesia Migrant Workers, a pilot project to empower and educate Indonesia's migrant workers and their families.⁹¹⁷ The initiative is a part of BNI's wider commitment to support programmes carried out by Financial Services Authority, Bank Indonesia and the Ministry of Women Empowerment and Child Protection.

On 1 July 2015, the Indonesian government launched the Workers' Social Security Agency (BPJS Ketenagakerjaan) aimed at providing universal social security for workers through a pension scheme, old-age benefits, workplace injury benefits and death benefits.⁹¹⁸ With the creation of the BPJS Ketenagakerjaan, pension benefits will be expanded to all workers, both salaried and non-salaried, from previously only experienced by retired civil servants, military and law enforcement personnel, and employees of major companies.

Indonesia has implemented few social protection policies within the compliance period targeting long-term unemployment. Therefore, Indonesia receives a compliance score of 0.

Analysts: Max Stern, Caitlin Gillespie and Zachary Skeith

⁹¹⁴ Employment Plan 2014: Indonesia, G20 (Brisbane) November 2015. Access Date: 5 March 2015. https://g20.org/wp-content/uploads/2014/12/g20_employment_plan_indonesia.pdf

⁹¹⁵ Government has issued Medium Term Development Plan 2015-2019, Sekretariat Kabinet Republik Indonesia (Jakarta) 15 January 2015. Access Date: 19 March 2015. <http://setkab.go.id/en/government-has-issued-medium-term-development-plan-2015-2019/>

⁹¹⁶ Indonesia: The third National Medium Term Development Plan 2015-2019 has been released with provisions for the expansion of the social protection system, International Labour Office (Geneva) 12 February 2015. Access Date: 19 March 2015. <http://www.socialsecurityextension.org/gimi/gess/ShowNews.action;jsessionid=7ebd1e69880a75e291867be72ebaea9b87732aa01356be93e1c21e79cc67dcb3.e3aTbhulbNmSe34MchaRahaKbNz0?id=20170>

⁹¹⁷ BNI builds house of education for Indonesian migrant workers, Jakarta Globe (Jakarta) 24 February 2015. Access Date: 19 March 2015. <http://thejakartaglobe.beritasatu.com/press-release/bni-built-house-education-indonesian-migrant-workers/>

⁹¹⁸ Social security for all workers, Jakarta Post (Jakarta) 7 July 2015. Access Date: 2 October 2015. <http://www.thejakartapost.com/news/2015/07/07/social-security-all-workers.html>

Italy: 0

Italy has partially complied with the commitment to address long-term unemployment through social protection systems.

At the 2014 G20 Brisbane Summit, Italy released an Individual Employment Plan, outlining a number of new social policy measures directed at improving economic growth conducive to reducing the unemployment rate.⁹¹⁹ The key objectives include: rationalizing and extending social welfare coverage to all workers in both temporary layoffs and involuntary unemployment, and increasing female employment, while pursuing effective gender equality in the workforce by reconciling work and family life.

On 3 December 2014, Prime Minister Matteo Renzi gained the confidence vote of the Italian Senate and passed the Jobs Act.⁹²⁰ The Jobs Act focuses on four areas that include: weakening employment protection to reduce unemployment and increasing the employment rate; reducing dualism in the labour market; strengthening social security through an unemployment benefits program; and improving training and job-finding services.⁹²¹

On 31 December 2014, employment statistics compiled by Italy's Comprehensive Growth Plan indicate an anticipated drop in the unemployment rate from 12.6% in January 2014 to 12.5% in 2015.⁹²²

On 7 January 2015, statistics revealed that the Italian unemployment rate has risen to a record high of 13.4%.⁹²³

On 7 July 2015, the International Monetary Fund commended the Italian government for its work on the Jobs Act noting that its full implementation will help reduce market segmentation and dualism, and the reallocation of facilitating workers across jobs.⁹²⁴

On 4 September 2015, Prime Minister Renzi completed Italy's labour reform policy, the Jobs Act. The final reforms aim to make job centers more efficient, broaden unemployment benefits and give employers greater power in monitoring their employees.⁹²⁵

Italy has taken action to combat long-term unemployment by having appropriate social protection systems that aim to create long-term quality jobs. Italy has taken action to implement policies focusing on job security, particularly towards youth, yet has failed to implement policies focusing on improving women or other under privileged groups' participation in the workforce within the compliance cycle. Thus, Italy receives a compliance score of 0.

Analyst: Frances Kessler

⁹¹⁹ Employment Plan 2014: Italy, G20 (Brisbane) November 2014. Access Date: 27 February 2015. https://g20.org/wp-content/uploads/2014/12/g20_employment_plan_italy.pdf

⁹²⁰ Italy's Renzi wins confidence vote on Jobs Act, Financial Times (London) 3 December 2014. Access Date: 27 February 2015. <http://www.ft.com/intl/fastft/245611/renzi-labour-reform-passes-italian-senate>

⁹²¹ Italy's Job Act: where is the evidence?, Open Democracy (Italy) 13 December 2014. Access Date: 28 February 2015. <https://www.opendemocracy.net/can-europe-make-it/andrea-capussela-vito-intini/italy%27s-jobs-act-where-is-evidence>

⁹²² Comprehensive Growth Strategy: Italy, G20 (Brisbane) 2014. Access Date: 28 February 2015. https://g20.org/wp-content/uploads/2014/12/g20_comprehensive_growth_strategy_italy.pdf

⁹²³ Italy Unemployment Rises to New High, Showing Europe Divergence, Bloomberg Business (Rome) 7 January 2015. Access Date: 28 February 2015. <http://www.bloomberg.com/news/articles/2015-01-07/italy-jobless-rate-reaches-record-amid-growth-outlook-concerns>

⁹²⁴ IMF praises Italy for Jobs Act, full implementation to help, Italy24 (Italy) 8 July 2015. Access Date: 9 October 2015. <http://www.italy24.ilssole24ore.com/art/government-policies/2015-07-07/imf-praises-italy-for-jobs-act-full-implementation-to-help-165100.php?uuid=ACuHaRN>

⁹²⁵ Italy's Renzi completes labour reform, growth needed for jobs, Reuters (Rome) 4 September 2015. Access Date: 18 October 2015. <http://www.reuters.com/article/2015/09/04/italy-economy-reform-idUSL5N11A2IE20150904>

Japan: 0

Japan has partially complied with its commitment to remain focused on addressing long-term unemployment by having appropriate social protection systems.

At the 2014 Brisbane Summit, Japan released an Individual Employment plan for social protection reform. It focuses on the safety net system and includes a proposal for substantial expansion in job assistance and independence support for needy households.⁹²⁶ The proposed programs aim to help welfare recipients leave assistance programs by taking on stable jobs, as well as providing comprehensive consultation and training to prepare for employment.

On 12 February 2015, Prime Minister Shinzo Abe delivered a policy speech to the 189th session of the Diet that outlined a number of measures related to social protection plans. These measures include: assistance for medical expenses for people suffering from incurable diseases and low-income earners; new childcare services for low-income households raising families, the promotion of men's participation in childcare services; and the encouragement of women's participation in the workforce.⁹²⁷

Prime Minister Abe has addressed the importance of women's participation in a number of speeches since the 2014 Brisbane Summit, in addition to the 189th session of the Diet. On 7 December 2014, Prime Minister Abe announced he will be pursuing "womenomics" as a core part of social and economic policies that focuses on raising the participation of women in the workforce.⁹²⁸

On 28 August 2015, Japan's upper house approved legislation to implement policies towards "womenomics."⁹²⁹ The legislation will require companies with 301 or more employees to set numerical targets for a percentage of female hires and promotions into managerial positions. The companies are required to meet these targets which must also be made publicly accessible. The failure to comply or to provide false information will result in government fines. The legislation is to be fully implemented in April 2016.

In September 2015, education minister Hakuban Shimomura urged Japan's universities to take "active steps to abolish [social science and humanities] organisations or to convert them to serve areas that better meet society's needs."⁹³⁰ As of 14 September 2015, 26 universities have confirmed that they will either scale back or close these faculties based on the government's recommendations.

On 24 September 2015, Shinzo Abe announced three more "arrows" related to his programme of reform, "Abenomics."⁹³¹ The third proposed reform aims to increase social security by increasing access to old-age care for Japan's ageing population. Abe contends that this policy will aid young workers in remaining in the job market rather than having to stop work to care for older family members.

Japan has announced actions to combat long-term unemployment through social protection programs, and has made the encouragement of women in the workforce and gender equality key parts of its economic growth plan. However, Japan has not been able to start implementing these policies during the compliance

⁹²⁶ Employment Plan 2014: Japan, G20 (Brisbane) 2014. 22 November 2014. Access Date: 28 February 2015. https://g20.org/wp-content/uploads/2014/12/g20_employment_plan_japan.pdf

⁹²⁷ Policy Speech by Prime Minister Shinzo Abe to the 189th Session of the Diet, Prime Minister and his Cabinet (Tokyo) 12 February 2015. Access Date: 27 February 2015. http://japan.kantei.go.jp/97_abe/statement/201502/policy.html

⁹²⁸ Japan leans in: Shinzo Abe's push for womenomics, World Finance (London) 21 January 2014. Access Date: 27 February 2015. <http://www.worldfinance.com/strategy/japan-leans-in-shinzo-abes-push-for-womenomics>

⁹²⁹ A Step Forward for 'Womenomics' in Japan, The Wall Street Journal (United States) 28 August 2015. Access Date: 10 October 2015. <http://www.wsj.com/articles/a-step-forward-for-womenomics-in-japan-1440729418>

⁹³⁰ Social sciences and humanities faculties 'to close' in Japan after ministerial intervention, Times Higher Education (Japan) 14 September 2015. Access Date: 20 October 2015. <https://www.timeshighereducation.com/news/social-sciences-and-humanities-faculties-close-japan-after-ministerial-decree>

⁹³¹ Shinzo Abe vows to boost Japan output by 22% with new reforms, Financial Times (Tokyo) 24 September 2015. Access Date: 20 October 2015. <http://www.ft.com/cms/s/0/6a3a8db0-62bf-11e5-9846-de406ccb37f2.html#axzz3p82ssLFh>

period and has promoted the scaling back of higher education opportunities. Thus, Japan has been awarded a score of 0.

Analyst: Frances Kessler

Korea: +1

Korea has taken steps to address long-term unemployment and to create an appropriate social protection system.

In its 2015 *Going for Growth* report evaluating structural reforms of members, the Organisation for Economic Development and Co-operation (OECD) advised Korea to increase women's participation in the labour market so as to mitigate the negative impact of the rapid population aging.⁹³² The OECD also noted Korea's low productivity while having some of the longest working hours in the organization as a problem and criticized the large gap in wages, job protection and social insurance between regular and non-regular contracts.⁹³³

On 22 December 2014, the Ministry of Strategy and Finance released the 2015 *Economic Policy Directions*, which focuses on fostering customized job training and improving education to ease discrepancies in supply and demand for workers.⁹³⁴

On 23 December 2014, the Economic and Social Development Commission (ESDC), a national social dialogue body with participation from labour, management, government and public interest groups, agreed to resolve by March 2015 priority issues such as "increasing flexibility in the labour market, improving the social safety net and solving income polarization between regular and non-regular workers." Finance Minister Choi Kyung-hwan highlighted the importance of reforms but was also quoted as saying the "overprotection of permanent workers, especially those at well-unionized companies" was one of the root causes of income polarization.⁹³⁵ His remarks drew wide-spread criticism for suggesting that in order to enhance the rights of temporary workers regular workers would have to make some sacrifices.⁹³⁶

On 30 December 2014, at the Special Labour Market Restructuring Committee of the Korean Tripartite Committee, a presidential advisory body on labour, the Ministry of Employment and Labour presented proposed changes to improve non-regular work conditions.⁹³⁷ The measures included increasing the length of non-regular contracts from two to a maximum of four years and tackling other differences in working conditions between regular and non-regular contract employees which are widely seen as a source of

⁹³² Economic Policy Reforms 2015 - Going for Growth, Organization for Economic Development and Cooperation (Paris) 9 February 2015. Access Date: 27 February 2015. http://www.keepeek.com/Digital-Asset-Management/oced/economics/economic-policy-reforms-2015_growth-2015-en#page235

⁹³³ OECD recommends encouraging female employment, The Korea Times (Seoul) 9 February 2015. Access Date: 27 February 2015. http://koreatimes.co.kr/www/news/biz/2015/02/602_173319.html

⁹³⁴ 2015 Economic Policy Directions, Ministry of Strategy and Finance (Sejong-si) 22 December 2014. Access Date: 27 February 2015. <http://english.mosf.go.kr/pre/view.do?bcd=N0001&seq=3750&bPage=1>

⁹³⁵ Labor market reform agreed, The Korea Times (Seoul) 23 December 2014. Access Date: 27 February 2015. http://koreatimes.co.kr/www/news/nation/2014/12/113_170410.html

⁹³⁶ Finance Ministry seeks easy way out of labor divide, The Korea Herald (Seoul) 1 December 2014. Access Date: 27 February 2015. <http://www.koreaherald.com/view.php?ud=20141201001016>

⁹³⁷ Non-regular worker policy, The Korea Times (Seoul) 30 December 2014. Access Date: 27 February 2015. http://koreatimes.co.kr/www/news/opinon/2014/12/137_170821.html

inequality.⁹³⁸ Industry observers highlighted the fact that issues of employee termination had not yet been discussed and strong opposition from the Korean Confederation of Trade Unions was anticipated.⁹³⁹

On 30 December 2014, the government indicated it would increase fines for employers who do not comply with minimum wage laws.⁹⁴⁰ On 9 January 2015, the Ministry of Employment and Labour signed an agreement with several large employers who employ sub-contract workers, regularizing social protection measures for them, such as employment security, improved health and safety in their working conditions and welfare provisions.⁹⁴¹

On 31 December 2014, the Korean government announced the launch of Swiss-inspired dual vocational schools and expanded apprenticeship schemes to promote youth employment. The government also committed to increase funding for employers who adopt the wage peak system, an income-averaging scheme to extend the de facto retirement age of older workers, thus allowing the option for workers to remain in the labour force longer.⁹⁴²

On 11 January 2015, the government announced that it would launch a crackdown on the so-called “passion pay” practice whereby employers exploit young people as cheap labour, expecting them to work for their “passion” at below the minimum wage levels.⁹⁴³

On 18 February 2015, the Ministry of Employment and Labour announced higher penalties for employers who delay paying their employees for more than four months (from 50 percent of the owed payment to double the owed wages).⁹⁴⁴

On 20 January 2015, the state-run Industrial Bank of Korea announced it will double its number of new recruits this year, in an effort to support the government’s plan to reduce a record-high unemployment rate.⁹⁴⁵

On 24 February 2015, President Park Geun-hye stated that economic revival will be the top priority over the upcoming months, with core agenda items to include labour market reform.⁹⁴⁶

On 16 March 2015, the government announced it would implement a Second Career Program, with a budget of KRW2 billion, to assist older workers prepare for a career transition and reemployment post-retirement.

⁹³⁸ Irregular staff offered better terms, The Korea Times (Seoul) 29 December 2014. Access Date: 27 February 2015.

http://koreatimes.co.kr/www/news/nation/2014/12/113_170727.html

⁹³⁹ The Asia Employment Law Landscape in 2015 - South Korea: proposed refinement of the labor market, Freshfields Bruckhaus Deringer LLP (London) 4 February 2015. Access Date: 27 February 2015.

http://www.freshfields.com/en/knowledge/The_Asia_Employment_Law_Landscape_in_2015/?LangId=2057#southkorea:proposedrefinementofthelabormarket

⁹⁴⁰ Ministry to slap fine on firms violating minimum wage law, The Korea Herald (Seoul) 30 December 2014. Access Date: 27 February 2015. <http://www.koreaherald.com/view.php?ud=20141230001079>

⁹⁴¹ MOEL hears opinions of field experts to seek ways to promote employment security and reduce gap for non-regular workers, Ministry of Employment and Labor (Sejong-si) 9 January 2015. Access Date: 27 February 2015.

<http://m.moel.go.kr/EngNewsView?seq=1087>

⁹⁴² Old, young to get more job opportunities, The Korea Herald (Seoul) 31 December 2014. Access Date: 27 February 2015.

<http://www.koreaherald.com/view.php?ud=20141230001021>

⁹⁴³ Gov’t to crack down on possible abuse of young workers, The Korea Herald (Seoul) 11 January 2015. Access Date: 27 February 2015. <http://www.koreaherald.com/view.php?ud=20150111000258>

⁹⁴⁴ Late-paying employers face bigger fines Lee Ji-hye, The Korea Times (Seoul) 18 February 2015. Access Date: 27 February 2015. http://koreatimes.co.kr/www/news/nation/2015/02/113_173846.html

⁹⁴⁵ IBK to double recruitment this year: CEO Kwon, The Korea Herald (Seoul) 20 January 2015. Access Date: 27 February 2015. <http://www.koreaherald.com/view.php?ud=20150120000959>

⁹⁴⁶ President prioritizes economic revival, Korean Culture and Information Service (Sejong-si) 24 February 2015. Access Date: 27 February 2015. <http://www.korea.net/NewsFocus/Policies/view?articleId=125801&pageIndex=1>

Many older workers, who retire due to a retirement age limit, are re-employed in low-paying, poor quality jobs.⁹⁴⁷

On 10 April 2015, talks over labour reforms within the Tripartite Committee were at risk of breaking down when union representatives walked out of the negotiations and announced the intention to call for general strike to protest the proposed reforms.⁹⁴⁸ On 24 April 2015 members of the Korean Confederation of Trade Union participated in anti-government protests across Korea, denouncing the labour market reforms.⁹⁴⁹

On 20 April 2015, the government agreed to plans to actively expand the dual work-study apprenticeship system, which had so far begun as a pilot project mainly focused on recent graduates, to a total of 41 national industrial complexes by bringing more formal education courses for high school, junior college and university students.⁹⁵⁰

On 7 May 2015, the Ministry of Employment and Labour, held working-level consultations to hear public opinions in Seoul and Gangwon province before establishing the *Act on the Employment Improvement, etc., of Domestic Workers*, a plan to institutionalize employment of domestic service workers, so that they may enjoy employment protection as workers. The consultations, part of the legislative procedure for preparing the bill, were scheduled to continue across various Korean cities until the end of May 2015.⁹⁵¹

On 9 June 2015, Cabinet passed legislative amendments to allow for better access for workers to substitute payments — payments that the State makes to the employee on behalf of an employer if the employer is unable to pay wages or retirement pay to a worker wages due to bankruptcy or other reasons.⁹⁵²

On 29 June 2015, President Park Geun-hye received updates from officials of the Ministry of Education and the Ministry of Employment and Labour on the uptake of new National Competency Standards (NCS) tools among companies. These measures are aimed at hiring employees based on key skills rather than educational background and on hiring 'learning employees', who then receive systematic education in the field. The president urged closer cooperation among the ministries to ensure the new system is adapted quickly and to continue to push for a "competence centred society."⁹⁵³

On 6 August 2015, in her Address to the Nation on Economic Resurgence, President Pak Geun-hye reiterated her focus on reform of the labour sector reform, which she identifies as her "first task" and vowing to solve the issue of youth unemployment by creating "more jobs for youth by extending the retirement age and by adopting a salary peak system in which workers make few concessions in terms of their wage." The president also extended a plea to older generation to "share the pain and to make a few concessions in terms

⁹⁴⁷ MOEL plans to support 2,000 prospective retirees this year through Second Career Program, The Ministry of Employment and Labour (Sejong-si) 16 March 2015. Access Date 4 October 2015.

http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1108

⁹⁴⁸ Labor reform in crisis, The Korea Herald (Seoul) 10 April 2015. Access Date: 30 September 2015.

<http://www.koreaherald.com/view.php?ud=20150410000686>

⁹⁴⁹ South Koreans protest government's labor policies, Al Jazeera America (New York) 24 April 2015. Access Date: 30 September 2015. <http://america.aljazeera.com/articles/2015/4/24/south-koreans-protest-labor-policies.html>

⁹⁵⁰ Government to actively expand Work-Study Dual System to students currently attending school, The Ministry of Employment and Labour (Sejong-si) 21 April 2015. Access Date: 4 October 2015.

http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1119

⁹⁵¹ MOEL hears field-level opinions to institutionalize employment of domestic service workers, The Ministry of Employment and Labour (Sejong-si) 7 May 2015. Access Date: 4 October 2015.

http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1123

⁹⁵² Amendment to the Enforcement Decree of the Wage Claim Guarantee Act passed at cabinet meeting on Jun. 9 The Ministry of Employment and Labour (Sejong-si) 9 June 2015. Access Date: 4 October 2015.

http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1133

⁹⁵³ Realizing 'competency-based society' is a core task: president, Korean Culture and Information Service (Sejong-si) 30 June 2015. Access Date: 4 October 2015. <http://www.korea.net/NewsFocus/Policies/view?articleId=128425>

of their vested interests,” stating that the ongoing reforms are “a desperate task that will determine the future of the whole nation and of [its] descendants.”⁹⁵⁴

On 11 August 2015, The Financial Times reported that Park’s labour reforms received a boost by the announcement of the country’s biggest carmaker’s group, Hyundai Motors, that it was introducing in 2016 a wage-peak system aimed at lowering the cost of retaining older workers, whereby workers aged 56 and above would receive lower wages each year in return for an extended retirement age of 60.⁹⁵⁵ The wage peak system, which dozens of other companies such as Samsung Electronics, LG Electronics and Kookmin Bank have also introduced, pushes the retirement age of workers back, thus giving them extended job security; the trade-off, however, is that older workers must accept lower wages just before retirement, with companies using the money saved in this way to hire new, potentially younger employees in a kind of work-sharing arrangement.⁹⁵⁶

On 25 August 2015, the Ministry of Employment and Labour announced and began a program of subsidies to every company which takes “win-win” measures, such as introducing a wage peak scheme and supports the labour market entry of young people as regular workers. This program will be temporarily operated until the end of 2018 and pay KRW10.8 million per year to SMEs and middle-standing enterprises and KRW5.4 million per year to large companies and public institutions for two years.⁹⁵⁷

Korea has taken steps to improve the social protection system as well as make labour market reform one of its top priority for the upcoming year. Thus, it has been awarded a score of +1.

Analyst: Sabina Mihaescu

Mexico: +1

Mexico has complied with its commitment to address long-term unemployment by implementing appropriate social protection systems.

On 21 November 2014, President Enrique Peña Nieto, announced the opening of the City for Women’s Health services centre. It will provide healthcare services, protection and aid to sexual violence victims in addition to prevention services.⁹⁵⁸

On 26 November 2014, the labour ministers and representatives of governments at the Latin American meeting of ministers of labour declared their support for the Mexican government’s actions to develop the economy through social development. They stressed the importance of dialogue about social protection programs. The ministers agreed to a Bank of Good Practices on Labour Inspection in Latin America, which would allow the transfer of information between nations to develop better strategies. They also signed the Latin American and the Caribbean Free Child Labour Regional Initiative to combat child labour.⁹⁵⁹

On 19 December 2014, the Council of Representative of the National Minimum Wage Commission (CONASAMI) agreed to an increase in minimum wage in two different geographical regions starting on 1

⁹⁵⁴ President emphasizes reform in 4 sectors, Korean Culture and Information Service (Sejong-si) 7 August 2015. Access Date: 4 October 2015. <http://www.korea.net/NewsFocus/Policies/view?articleId=129184>

⁹⁵⁵ South Korea labour reform push gains traction, Song Jung-a, The Financial Times (London) 11 August 2015 . Access Date: 4 October 2015. <http://www.ft.com/cms/s/0/e55b8bec-3ffc-11e5-9abe-5b335da3a90e.html#axzz3nHYmq1WR>

⁹⁵⁶ Public-sector wage peak system gains momentum: ministry, The Yonhap News Agency (Seoul) 24 August 2015. Access Date: 4 October 2015. <http://english.yonhapnews.co.kr/news/2015/08/24/0200000000AEN20150824007300320.html>

⁹⁵⁷ MOEL sets out to support inter-generational win-win employment, The Ministry of Employment and Labour (Sejong-si) 25 August 2015. Access Date: 4 October 2015. http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1146

⁹⁵⁸ Inauguration of the City for Women’s Health, The President of Mexico Information Bulletin (Mexico City) 11 November 2014. Access Date: 17 February 2015. <http://en.presidencia.gob.mx/inauguration-of-the-city-for-womens-health/>

⁹⁵⁹ Ministros Iberoamericanos Respaldan Reformas Estructurales Impulsadas Por El Gobierno Federal, Mexican Secretariat of Labour and Social Welfare Information Bulletin (Cancún) 26 November 2014. Access Date: 17 February 2015. http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/noviembre/bol_332.html

January 2015. In one region, the new minimum wage will be 70.10 pesos a day, and in the other, 66.45 pesos per day.⁹⁶⁰

On 7 January 2015, the President, Enrique Peña Nieto, and US President Barack Obama signed a letter of intent for the Mexico-United States Internship Program. This program encourages student internships in both countries and encourages the link between education and job prosperity.⁹⁶¹

On 19 January 2015, Alfonso Navarrete Prida, the Secretary of Labour and Social Welfare, signed a General Collaboration Agreement for Persons with Disabilities with the Director General of the Institute of National Housing Fund for Workers (INFORAVIT). It promotes the “Home Made Measure” program that would provide housing for workers with disabilities. It would also offer tax incentives to companies that hire people with disabilities.⁹⁶²

On 9 February 2015, the Mexican Social Security Institute (IMSS) and the Institute for Social Security and Services for State workers (ISSSTE) introduced a voucher program for pharmaceutical drugs. The program would provide the public with access to safe medicines.⁹⁶³

On 16 February 2015, Paula Hernandez Olmos, the National Coordinator of the PROSPERA Social Inclusion Programme, announced a change in tactics in the Opportunity Program. She stressed the change from simply providing assistance to promoting the accumulation of income.⁹⁶⁴

On 25 February 2015, Ruby Ignacio Salazar, the Secretariat of Labour and Social Welfare, called for workplaces to follow the Family Friendly Company 2015, that aims to provide better living conditions for workers and encourages a work-family balance. The goal for 2015 is to get 350 companies to commit.⁹⁶⁵

On 4 March 2015, the Department of the Secretary of Labour and Social Welfare, presented the “Family Friendly Company” program with 340 job centers that focus on better living conditions for workers. This program encourages a family-work balance. Companies are now committed by Federal Labour Law to ensure decent jobs that provide services and benefits to those with families.⁹⁶⁶

On 17 March 2015, President Peña Nieto announced the success of education reforms throughout the country. These programs provide more technology for schools, food services for students and post-secondary

⁹⁶⁰ Boletín Informativo. Comisión Nacional De Los Salarios Mínimos (CONASAMI) Salarios Mínimos 2015, The Mexican Secretariat of Labour and Social Welfare Information Bulletin (México) 19 December 2014. Access Date: 17 February 2015.

http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/diciembre/bol_conasami.html

⁹⁶¹ Mexico and United States, Committed to Joint Prosperity, The President of Mexico Information Bulletin (Mexico City) 7 January 2015. Access Date: 17 February 2015. <http://en.presidencia.gob.mx/mexico-and-the-united-states-committed-to-joint-prosperity/>

⁹⁶² Firmán STPS E Infonavit Convenio De Colaboración en favor de personas con discapacidad, Mexican Secretariat of Labour and Social Welfare Information Bulletin (Mexico City) 19 January 2015. Access Date: 17 February 2015.

http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2015/enero/bol_362.html

⁹⁶³ Voucher Program Medicines for IMSS and ISSSTE, Mexican Social Security Institution (Mexico City) February 2015. Access Date: 17 February 2015. <http://www.imss.gob.mx/prensa/archivo/201502/012>

⁹⁶⁴ PROSPERA encourage productive capacities, the best way to end poverty, PROSPERA Social Inclusion Programme (Veracruz) 16 February 2015. Access Date: 17 February 2015.

https://www.prospera.gob.mx/Portal/wb/Web/prospera_fomenta_las_capacidades_productivas

⁹⁶⁵ Emite STPS Convocatoria Para Obterner El “Distintivo Empresa Familiarmente Responsable 2015”, Mexican Secretariat of Labour and Social Welfare Information Bulletin (Mexico City) 25 February 2015. Access Date: 28 February 2015.

http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2015/febrero/bol_383.html

⁹⁶⁶ Entrega STPS Distintivo “Empresa Familiarmente Responsable,” The Mexican Secretariat of Labour and Social Welfare Information Bulletin (México) 4 March 2015. Access Date: 27 September 2015.

http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2015/marzo/bol_386.html

scholarships and job opportunities. These also included the construction of multiple centers for disable student services.⁹⁶⁷

On 26 March 2015, President Peña Nieto introduced the Actions to Support Employment as a part of the Strategy for the Development of Southern Mexico. This program encourages young people to gain work experience in Mexico's tourism and agriculture industries.⁹⁶⁸

On 26 April 2015, the Department of the Secretary of Labour and Social Welfare announced the National Program for Human Development and Emotional Welfare at Work (PRONABET.) This program focuses on improving the overall workplace condition by developing worker's capabilities to make businesses more competitive. It will also work with the Self-Management Program, Safety and Health at Work (PASST) to address factors that cause emotional distress.⁹⁶⁹

On 11 May 2015, the Department of the Secretary of Labour and Social Welfare reported the success of their Distance Learning Program for Workers (PROCAD IST) which is committed to providing accessible education and promoting labour productivity. This program offers free online training for many jobs.⁹⁷⁰

On 3 June 2015, the Department of the Secretary of Labour and Social Welfare announced job guarantees to seniors and people with disabilities through the "Making Room" strategy. This strategy involves job fairs and job posting websites to aid Mexico's elderly and disabled peoples find formal jobs.⁹⁷¹

On 21 September 2015, the Secretary of Labour and Social Welfare, Alfonso Navarrete Prida, announced the reversion of the minimum wage. The Council of Representative of the National Minimum Wage Commission (CONASAMI) stated that they were in the progress of agreeing upon a general minimum for the whole country.⁹⁷²

Mexico has implemented a number of social protection programs, including those targeted at living conditions, access to healthcare services, minimum wage increases and international internship partnership agreements. Mexico has fully complied with its commitment and is thus awarded a score of +1.

Analyst: Emily Shaw

Russia: +1

Russia has fully complied with the commitment on addressing long-term unemployment.

On 22 January 2015, Russian Government adopted the procedure of providing subsidies to the Russian regions aimed at reducing tensions in the labor market through active policies. The state budget provides for

⁹⁶⁷ Education Reforms Already Generating Benefits, The President of Mexico Information Bulletin (Mexico City) 17 March 2015. Access Date: 27 September 2015. <http://en.presidencia.gob.mx/financiam-reform-already-generating-benefits-3/>

⁹⁶⁸ Actions to Support Employment, The President of Mexico Information Bulletin (Mexico City) 26 March 2015. Access Date: 27 September 2015. <http://en.presidencia.gob.mx/actions-to-support-employment/>

⁹⁶⁹ Presenta STPS Programa Nacional De Bienstar Emocional y Desarrollo Humano en el Trabajo, The Mexican Secretariat of Labour and Social Welfare Information Bulletin (México) 26 April 2015. Access Date: 27 September 2015. http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2015/abril/bol_405.html

⁹⁷⁰ Fortalece Stps Capacitación En Línea Para Mejorar La Empleabilidad De Los Mexicanos, The Mexican Secretariat of Labour and Social Welfare Information Bulletin (México) 11 May 2015. Access Date: 27 September 2015. http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2015/mayo/bol_410.html

⁹⁷¹ Estrategia "Abriendo Espacios" Garantiza Inclusión Laboral De Personas Con Discapacidad Y Adultos Mayores, The Mexican Secretariat of Labour and Social Welfare Information Bulletin (México) 3 June 2015. Access Date: 27 September 2015. http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2015/junio/bol_junio_2015.html

⁹⁷² El Consejo De Representantes De La Comisión Nacional De Los Salarios Mínimos Resolvió Avanzar En El Proceso Para Fijar Un Solo Salario Mínimo General Para Todo El País, The Mexican Secretariat of Labour and Social Welfare Information Bulletin (México) 21 September 2015. Access Date: 27 September 2015. http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2015/septiembre/bol_conasami_2109.html

more than RUB52 billion to carry out these policies.⁹⁷³ On 28 March 2015, RUB1,870 of funds were allocated to help four Russian regions keep 35,000 people in employment.⁹⁷⁴ On 29 May 2015, additional RUB635 million were allocated to the other four regions benefitting more than 20,000 employed people.⁹⁷⁵

On 2 April 2015, Russian president Vladimir Putin held a meeting to discuss the situation in the labour market. The participants discussed the employment programmes implemented in the regions, measures to reduce unemployment and support for small and medium-sized enterprises implemented as part of the Government's action plan for sustainable development of the national economy and stability in the social sector in 2015. Russian Labor and Social Security minister Maksim Topilin mentioned that RUB15 billion had been reserved in the state budget to implement extraordinary measures, including the provision of additional unemployment benefits if the situation in the labor market worsens.⁹⁷⁶

On 9 July 2015, Vladimir Putin met with BRICS trade union representatives. He announced the first meeting of the BRICS labour ministers that will take place in January 2016 on Russia's initiative and focus on "creating new quality jobs, enhancing labour mobility and adjusting social integration processes." Additionally, he highlighted the Russian proposal to establish a single BRICS information resource on key labor indicators.⁹⁷⁷

On 13 October 2015, Russian president held a meeting with Government members. The participants discussed issues related to Transaero company that is likely to go bankrupt, in particular, resolving social issues dealing with the employment of its staff. Transport minister Maxim Sokolov informed that Transaero's training centre is already operating a special Moscow and Moscow Region employment office, jointly with federal executive agencies, the Federal Labour and Employment Service, and the Federal Air Transport Agency to help employ about 11,000 people.⁹⁷⁸

Russia has implemented policies to address long-term unemployment through both ALMPs and relevant social protection measures. Thus, it is awarded a score of +1.

Analyst: Andrey Shelepov

Saudi Arabia: +1

Saudi Arabia has complied with its commitment to remain focused on addressing long-term unemployment by having appropriate social protection systems.

At the 2014 Brisbane Summit, Saudi Arabia released an Individual Employment Plan stating that it would launch Telework, a program to establish a technological platform for long-distance work in sectors such as accounting, telemarketing, and customer support. This program would provide employment for women and people with disabilities in particular.⁹⁷⁹ The Saudi Arabian government followed through on the promised

⁹⁷³ On additional measures to reduce tensions in the labor market, Government of Russia 26 January 2015. Access date: 14 May 2015. <http://government.ru/docs/16603/>

⁹⁷⁴ On allocation of subsidies to the Russian regions in 2015 to implement additional measures in the labor market, Government of Russia 31 March 2015. Access date: 14 May 2015. <http://government.ru/docs/17466/>.

⁹⁷⁵ On allocation of subsidies to the Russian regions in 2015 to implement additional measures in the labor market, Government of Russia 3 June 2015. Access date: 16 June 2015. <http://government.ru/docs/18336/>.

⁹⁷⁶ Meeting on labour market, President of Russia 2 April 2015. Access date: 16 June 2015. <http://kremlin.ru/events/president/news/49059>.

⁹⁷⁷ Meeting with BRICS trade union representatives, President of Russia 9 July 2015. Access date: 21 October 2015. <http://en.kremlin.ru/events/president/news/49890>.

⁹⁷⁸ Meeting with Government members, President of Russia 13 October 2015. Access date: 21 October 2015. <http://en.kremlin.ru/events/president/news/50499>.

⁹⁷⁹ Employment Plan 2014: Saudi Arabia, G20 (Brisbane) November 2015. Access Date: 18 March 2015. https://g20.org/wp-content/uploads/2014/12/g20_employment_plan_saudi_arabia.pdf

project launch/trial at the end of 2014, with a full-scale roll out anticipated in 2015.⁹⁸⁰ Saudi Arabia's Individual Employment Plan stated that it would provide or subsidize daycare centres in order to allow mothers to work and to develop early childhood education. The plan commits to a pilot stage launched in 2015 and a full-scale roll out in 2016.

Saudi Arabia's Individual Employment Plan also promised to ease the costs of employee transportation on employers. Since women are not permitted to drive in Saudi Arabia, this assistance would allow more of them to enter the workforce. Draft policy options were promised for the first quarter of 2015 with implementation throughout the year.⁹⁸¹

In their Individual Employment Plan, Saudi Arabia also committed to facilitating a smooth transition from education to work through two career education programs: the Strategy Track and the Fast Track.⁹⁸² The Strategy Track is meant to develop a comprehensive career education and development system. According to their Individual Employment Plan, this program is still in development and is expected to trial in 2015. The Fast Track is meant to provide career education and development providers with the means to grow capacity and achieve "fast impact."

On 19 November 2014, the Ministry of Housing pledged SR2.5 billion to build 6,204 units of affordable housing.⁹⁸³ However, affordable housing and such programs are only intended for families. Single citizens are not eligible to apply for housing support programs.⁹⁸⁴

In December 2014, the Ministry of Labour announced new measures to decrease the number of barriers that prevent women from joining the work force. One prominent new measure allows breastfeeding in the workplace.⁹⁸⁵

On 4 January 2015, Minister of Labour Adel Fakeih announced that the government planned to create 300,000 private sector jobs and "launch 36 initiatives as part of the scheme."⁹⁸⁶ These include initiatives to employ women and summer training programs for university students.⁹⁸⁷ No roll out timeline has been announced.

The Saudi Arabian government added a measure to the existing Nitaqat program — a program geared towards incentivizing Saudi Arabia's private sector to create more job opportunities for nationals — that provides incentives for employers to hire people with disabilities.⁹⁸⁸

On 27 January 2015, Labour Minister Adel Fakeih stressed the need of reducing the country's dependence on expatriate workers and awarding more jobs to nationals at the Global Competitiveness Forum 2015 in Riyadh.

⁹⁸⁰ 'Work from Home' Project to Begin Next Month, Arab News (Riyadh) 6 December 2014. Access Date: 20 February 2015. <http://www.arabnews.com/saudi-araba/news/670456>

⁹⁸¹ Employment Plan 2014: Saudi Arabia, G20 (Brisbane) November 2015. Access Date: 18 March 2015. https://g20.org/wp-content/uploads/2014/12/g20_employment_plan_saudi_arabia.pdf

⁹⁸² Employment Plan 2014: Saudi Arabia, G20 (Brisbane) November 2015. Access Date: 18 March 2015. https://g20.org/wp-content/uploads/2014/12/g20_employment_plan_saudi_arabia.pdf

⁹⁸³ SR2.5bn to be Disbursed to Build 6204 Housing Units, Arab News (Riyadh) 20 November 2014. Access Date: 21 February 2015. <http://www.arabnews.com/news/662671>

⁹⁸⁴ For Housing Ministry, Families Are Top Priority, Arab News (Jeddah) 9 February 2015. Access Date: 24 February 2015. <http://www.arabnews.com/saudi-arabia/news/701791>

⁹⁸⁵ Breast-Feeding Break at Work, Arab News (Riyadh) 16 December 2014. Access Date: 20 February 2015. <http://www.arabnews.com/news/675171>

⁹⁸⁶ Govt To Create 300,000 Jobs for Saudis, Arab News (Jeddah) 4 January 2015. Access Date: 24 February 2015. http://www.arabnews.com/featured/news/684171?quicktabs_stat2=0

⁹⁸⁷ Saudi Arabia To Create 300,000 Private Sector Jobs For Locals, Gulf Business (Dubai) 4 January 2015. Access Date: 24 February 2015. <http://gulfbusiness.com/2015/01/saudi-arabia-create-300000-private-sector-jobs-locals/#.VO0MGYdN3zL>

⁹⁸⁸ Nitawat: Terms for the Disabled to be Counted As More Than One, Saudi Gazette (Riyadh) 30 November 2014. Access Date: 22 February 2015. <http://www.saudigazette.com.sa/index.cfm?method=home.regcon&contentid=20141201226130>

He stated that Saudi Arabia's focus was "to train the local manpower with the needed skills to phase out the foreign workers."⁹⁸⁹

On 7 January 2015, the Council of Saudi Chambers asked the labour minister to delay the third phase of the Nitaqat program, extending the deadline by two to three years from the initial start date of 20 April 2015. This request came after the previous phase of the program showed a low turnout of Saudi nationals pursuing private sector jobs. The council feared that this lack of participation would also be an issue for the next phase of the program.⁹⁹⁰

On 9 May 2015, the Ministry of Labor announced a job creation plan that would provide 8 million jobs, which would be mostly geared towards women and youth under 22 years old.⁹⁹¹

On 29 May 2015, the Human Resources Development Fund reported that while 1.86 million Saudi's have applied for the Taqat job placement program in place, there were only 11,300 jobs available. ⁹⁹²

On 29 June 2015, the Ministry of Commerce and Industry, and the Ministry of Education announced the "Your Job and Scholarship" program that provides 1,000 engineering scholarships and guarantees work in the engineering sector after post-secondary graduation.⁹⁹³

On 16 August 2015, the Ministry of Health announced a plan to create 20,000 jobs in the health sector by providing scholarships for both undergraduate and masters program students.⁹⁹⁴

On 16 August 2015, the Labor Ministry of Saudi Arabia identified 19 job titles that are off-limits to expat workers in an effort to create more job opportunities for Saudi nationals.⁹⁹⁵

On 16 August 2015, the Chamber of Commerce and Industry signed 39 agreements with various companies to hire Saudi women with disabilities. This would allow women with disabilities to do telecommunication and IT work from their home, and also provide them with medical insurance.⁹⁹⁶

On 1 September 2015, at the National Business Women Forum, Labour Minister Mufrej Al-Haqabani facilitated a discussion on how the government can provide and improve job opportunities for women.⁹⁹⁷ On 22 September 2015 a study conducted by the Saudization committee began that investigated the possibility of assigning more jobs to women in the Makkah region. ⁹⁹⁸

⁹⁸⁹ Skills Drive Needed to Boost Saudi Work Force, Arab News (Riyadh) 28 January 2015. Access Date: 21 February 2015. <http://www.arabnews.com/news/695841>

⁹⁹⁰ CSC Asks Labor Ministry to Delay 3rd Phase of Nitaqat By 3 Years, Arab News (Jeddah) 7 January 2015. Access Date: 20 February 2015. <http://www.arabnews.com/featured/news/685796>

⁹⁹¹ MoL Plans Jobs for 8 Million Citizens, Arab News (Jeddah) 9 May 2015. Access Date: 1 October 2015. <http://www.arabnews.com/saudi-arabia/news/744396>

⁹⁹² Over 1.8 million Saudis Vie for 11,300 Jobs, Arab News (Jeddah) 29 May 2015. Access Date: 30 September 2015. <http://www.arabnews.com/saudi-arabia/news/753736>

⁹⁹³ Scholarship Students Wont Have to Look for Jobs, Arab News (Riyadh) 29 June 2015. Access Date: 30 September 2015. <http://www.arabnews.com/saudi-arabia/news/769031>

⁹⁹⁴ Bid to Create 20,000 Jobs in the Health Sector, Arab News (Jeddah) 16 August 2015. Access Date: 1 October 2015. <http://www.arabnews.com/saudi-arabia/news/792041>

⁹⁹⁵ More Jobs Off-Limits to Expats, Arab News (Jeddah) 16 August 2015. Access Date: 30 September 2015. <http://www.arabnews.com/featured/news/792061>

⁹⁹⁶ Makkah Chamber Helps Women With Special Needs Find Jobs, Arab news (Jeddah) 16 August 2015. Access Date: 1 October 2015. <http://www.arabnews.com/saudi-arabia/news/791996>

⁹⁹⁷ Jobs for Women Top Priority, Arab News (Riyadh) 3 September 2015. Access Date: 1 October 2015. <http://www.arabnews.com/saudi-arabia/news/800866>

⁹⁹⁸ 200,000 Jobs to Be Set Aside For Women in Haj, Umrah Sector, Arab News (Jeddah) 22 September 2015. Access Date: 30 September 2015. <http://www.arabnews.com/saudi-arabia/news/809946>

Saudi Arabia has announced many initiatives for social protection programs, such as those targeting female labour force participation, training programs and increased transportation networks. Therefore, Saudi Arabia receives a compliance score of +1.

Analyst: Katerina Stamadianos

South Africa: 0

South Africa has partially complied with its commitment to remain focused on addressing long-term unemployment by having appropriate social protection systems.

On 25 November 2015, the labour minister and the Department of Labour developed a new wage structure for domestic workers allowing for the upward adjustment of the minimum wage. The minimum wage will now be between R9.80 and R10.59 if the workers work more than 27 hours per week and between R10.86 and R.12.40 if they work less than 27 hours per week, depending on geographical location.⁹⁹⁹

On 2 December 2015, Labour Deputy Minister iNkosi Phathekile Holomisa launched a new employment service for citizens of Richards Bay and nearby areas. It includes job training services and job search services. It also includes self-help kiosks facilities that will be free for employers and job seekers.¹⁰⁰⁰

On 7 January 2015, the Department of Labour implemented a new minimum wage for contract cleaners. They will now earn between R15.47 per hour and R16.98.¹⁰⁰¹

On 28 January 2015, Labour Minister Mildred Oliphant announced adjustments to farmworkers' minimum wage. They would now earn a wage of R2606.78 per month, with an hourly rate of R13.37. The policy is in effect as of 1 March 2015.¹⁰⁰²

On 3 February 2015, the Department of Labour held discussions with the private security sector to review minimum wage and to improve working conditions.¹⁰⁰³

On 3 February 2015, the Department of Labour increased the minimum wage for worker in the Wholesale and Retail sectors. The increase in wages is between 6.1% and 8.1% and it is under the terms of the Basic Conditions of Employment Act.¹⁰⁰⁴

On 17 February 2015, the Department of Labour stated that, under the Employment Service Act of 2014, private employment services are no longer able to charge for their services to those looking for work.¹⁰⁰⁵

⁹⁹⁹ Labour Minister Oliphant upwardly adjusts domestic workers; annual wages, The Republic of South Africa Department for Labour (Pretoria) 25 November 2014. Access Date: 17 February 2015. <http://www.labour.gov.za/DOL/media-desk/media-statements/2014/labour-minister-oliphant-upwardly-adjusts-domestic-workers2019-annual-wages>

¹⁰⁰⁰ Labour Deputy Minister iNkosi Holomisa to officially launch a self-help service in Richards Bay, The Republic of South Africa Department for Labour (Pretoria) 3 December 2014. Access Date: 17 February 2015. <http://www.labour.gov.za/DOL/media-desk/media-alerts/labour-deputy-minister-inkosi-holomisa-to-officially-launch-a-self-help-service-for-work-seekers-in-richards-bay>

¹⁰⁰¹ New minimum wage for contract cleaning in 2015. The Republic of South Africa Department for Labour (Pretoria) 7 January 2015. Access Date: 17 February 2015. <http://www.labour.gov.za/DOL/media-desk/media-statements/2015/new-minimum-wage-for-contract-cleaning-in-2015>

¹⁰⁰² Labour Minister Oliphant increases farmworkers wage by 7.7% percent in 2015/16, The Republic of South Africa Department of Labour (Pretoria) 28 January 2015. Access Date: 17 February 2015. <http://www.labour.gov.za/DOL/media-desk/media-statements/2015/labour-minister-oliphant-increases-farmworkers-minimum-wage-by-7-7-percent-in-2015-16>

¹⁰⁰³ Department of Labour invites private security stakeholders to public hearings to review minimum wage, The Republic of South Africa Department of Labour (Pretoria) 3 February 2015. Access Date: 17 February 2015. <http://www.labour.gov.za/DOL/media-desk/media-statements/2015/department-of-labour-invites-private-security-stakeholders-to-public-hearings-to-review-minimum-wage>

¹⁰⁰⁴ Wholesale and Retail Sector minimum wage adjusted upward from beginning of February, The Republic of South Africa Department of Labour (Pretoria) 3 February 2015. Access Date: 17 February 2015. <http://www.labour.gov.za/DOL/media-desk/media-statements/2015/wholesale-and-retail-sector-minimum-wage-adjusted-upward-from-beginning-of-february>

On 26 February 2015, the National Senior Commissioner, Winnie Evert, of the Commission for Conciliation, Mediation, and Arbitration announced that the discrimination of workers through unequal pay was officially prohibited under the Employment Equity Act.¹⁰⁰⁶

On 1 March 2015, the Department of Labour increased the minimum hourly wage of farm workers by 7.7%.¹⁰⁰⁷ This brings the minimum wage for farm workers to R2606.78 per month, a weekly minimum wage of R601.61, a daily rate of R120.32 and an hourly rate of R13.37.

On 11 March 2015, the Department of Labour was called by its stakeholders to create a single minimum wage for the entire nation, not just for single sectors of the economy. They claim this would reduce the exploitation of the workers in each sector.¹⁰⁰⁸

On 28 May 2015, the Department of Labour increased South Africa's Hospitality Sector minimum wage under the Basic Conditions of Employment Act (BCEA). But the new wage will be in effect until 30 June 2016.¹⁰⁰⁹ Hourly rates for employers with 10 or less employees will increase to R14.5 and for employers with 10 or more employees to R15.77.

On 5 August 2015, the Department of Social Development announced a social relief program to the De Doorns region of South Africa. Seasonal workers largely occupy this area and this program will provide assistance to these families. It will provide education and aims to result in an increase in long-term jobs for youths.¹⁰¹⁰

On 17 August 2015, the Labour Minister, Mildred Oliphant, announced the statement of the Employment Services Act, which came into effect on 9 August 2015. This act will help reduce the cost associated with finding a job and legalize the Sheltered Employment Factories, which provides jobs for disabled individuals.¹⁰¹¹

South Africa has implemented initiatives targeting minimum wage standards in various sectors of its economy, but has not taken action on other social protection systems aimed at combating long-term unemployment. Therefore, South Africa receives a compliance score of 0.

Analyst: Emily Shaw

¹⁰⁰⁵ Private employment agencies (PEAs) are prohibited from charging work seekers any fees for service rendered, The Republic of South Africa Department of Labour (Pretoria) 17 February 2015. Access Date: 17 February 2015.

<http://www.labour.gov.za/DOL/media-desk/media-statements/2015/private-employment-agencies-peas-are-prohibited-from-charging-work-seekers-any-fees-for-service-rendered>

¹⁰⁰⁶ Unfair remuneration and discriminatory treatment in the workplace illegal- delegates told the Department of Labour/CCMA roadshow, The Republic of South Africa Department of Labour (Pretoria) 26 February 2015. Access Date: 28 February 2015. <http://www.labour.gov.za/DOL/media-desk/media-statements/2015/unfair-remuneration-and-discriminatory-treatment-in-the-workplace-illegal-delegates-told-at-department-of-labour-ccma-roadshow>

¹⁰⁰⁷ Labour Minister Oliphant increases farmworkers wage by 7.7% percent in 2015/16, The Republic of South Africa Department of Labour (Pretoria) 28 January 2015. Access Date: 17 February 2015. <http://www.labour.gov.za/DOL/media-desk/media-statements/2015/labour-minister-oliphant-increases-farmworkers-minimum-wage-by-7-7-percent-in-2015-16>

¹⁰⁰⁸ Stakeholders call for a single National Sectoral Determination for Private Security in the Department of Labour public hearings, The Republic of South Africa Department of Labour (Pretoria) 11 March 2015. Access Date: 30 September 2015. <http://www.labour.gov.za/DOL/media-desk/media-statements/2015/stakeholders-call-for-a-single-national-sectoral-determination-for-private-security-in-the-department-of-labour-public-hearings>

¹⁰⁰⁹ Hospitality Sector has a new minimum wage, The Republic of South Africa Department of Labour (Pretoria) 28 May 2015. Access Date: 30 September 2015. <http://www.labour.gov.za/DOL/media-desk/media-statements/2015/hospitality-sector-has-a-new-minimum-wage>

¹⁰¹⁰ Over 4000 De Doorns Seasonal Farm Worker Families Benefit From Government Support, The Republic of South Africa Department of Social Development (Pretoria) 5 August 2015. Access Date: 30 September 2015. http://www.dsd.gov.za/index.php?option=com_content&task=view&id=734&Itemid=106

¹⁰¹¹ Landmark New Employment Services Act comes into operation, says Minister of Labour, The Republic of South Africa Department of Labour (Pretoria) 17 August 2015. Access Date: 30 September 2015. <http://www.labour.gov.za/DOL/media-desk/media-statements/2015/landmark-new-employment-services-act-comes-into-operation-says-minister-minister-of-labour>

Turkey: 0

Turkey has partially complied with its commitment to remain focused on addressing long-term unemployment by having appropriate social protections systems.

In its G20 Employment Plan 2014, Turkey outlined the country's goal to raise female participation in the labour force from 30.8% to 41% by 2023, while reducing the informal employment of women from 54.2% to 30% by the same year.¹⁰¹²

On 26-27 November 2014, the Turkish Employment Agency (İŞKUR) hosted an International Job and Vocational Counselling Congress in Antalya, Turkey. In his opening speech, the Director General of İŞKUR Dr. Nusret Yazıcı, pointed out that in the first 10 months of 2014, İŞKUR provided employment guidance and counselling services to approximately 1,540,000 people.¹⁰¹³ In the same time period, the İŞKUR visited 340,000 workplaces and gave employers information on vocational training and on-the-job training.

On 8 December 2014, the opening conference of “Financing and Counselling Support for Women Enterprises Programme,” a project aimed at promoting female entrepreneurship in Turkey, was jointly carried out by İŞKUR and the European Bank for Reconstruction and Development. Dr. Yazıcı stated that financial and counselling support for women enterprises marked a “significant milestone in economic and social development of the country,” and reaffirmed İŞKUR's role in this project of enhancing female entrepreneurship and employment.¹⁰¹⁴

On 30 December 2014, the Minister of Labour and Social Security Faruk Çelik announced that Turkey's minimum wage for workers over the age of 16 will be raised in two phases in 2015. Monthly wages will increase from YTL846 to YTL949 in the first half of 2015 before reaching YTL1000 by the year's end.¹⁰¹⁵ As a result, 5 million people's salaries will increase by approximately 12.3% in 2015.¹⁰¹⁶

On 27 February 2015, the Deputy Undersecretary of Turkey's Ministry for European Union Affairs, Ahmet Yucel, signed a 7-year employment plan with the EU Commission alongside Marianne Thyssen, the EU Commissioner for Employment, Social Affairs, Skills and Labour Mobility. The EUR 930 million “Employment and Social Innovation Program” aims to provide Turkey with long-term sustainable and quality employment, while combating poverty, improving work conditions, and ensuring decent social protection.¹⁰¹⁷ The program is part of Turkey's plan to accede to the EU and will be coordinated by the Turkish Ministry of Labour and Social Security.

On 2 April 2015, Prime Minister Ahmet Davutoglu announced a new employment plan to create 120,000 new jobs.¹⁰¹⁸ The programme will cost TRY7.5 billion. The employment plan includes a job-training program

¹⁰¹² Employment Plan 2014: Turkey, G20 (Brisbane) 2014. Access Date: 14 February 2015. https://g20.org/wp-content/uploads/2014/12/g20_employment_plan_turkey.pdf

¹⁰¹³ International Job and Vocation Counselling Congress held in Antalya on November 26-27, 2014, Turkish Employment Agency (Ankara) 8 December 2014. Access Date: 26 February 2015. <http://www.iskur.gov.tr/News/TabId/190/ArtMID/1300/ArticleID/459/II-International-Job-and-Vocational-Counselling-Congress-held-in-Antalya-on-November-26th-27th-2014.aspx>

¹⁰¹⁴ Opening Conference of “Financing and Counselling Support for Women Enterprises Programme,” Turkish Employment Agency (Ankara) 8 December 2014. Access Date: 26 February 2015. <http://www.iskur.gov.tr/News/TabId/190/ArtMID/1300/ArticleID/460/Opening-Conference-of-%E2%80%9CFinancing-and-Counselling-Support-for-Women-Enterprises-Programme%E2%80%9D.aspx>

¹⁰¹⁵ Turkish minimum wage to be set at TL 949 for early 2015, BGN News (Istanbul) 30 December 2014. Access Date: 25 February, 2015. <http://business.bgnnews.com/turkish-minimum-wage-to-be-set-at-tl-949-for-early-2015-haberi/2531>

¹⁰¹⁶ Five million Turkish workers to get higher minimum wage, Anadolu Agency (Ankara) 30 December 2014. Access Date: 25 February 2015. <http://www.aa.com.tr/en/s/443200--five-million-turkish-workers-to-get-higher-minimum-wage>

¹⁰¹⁷ Turkey, EU Commission agree on a 7-year employment program, Anadolu Agency (Ankara) 27 February 2015. Access Date: 28 February 2015. <http://www.aa.com.tr/en/turkey/471777--turkey-eu-commission-agree-on-7-year-employment-program>

¹⁰¹⁸ Turkish PM unveils measures to boost employment, TurkeyAgenda (Istanbul) 2 April 2015. Access Date: 10 October 2015. <http://www.turkeyagenda.com/turkish-pm-unveils-measures-to-boost-employment-2220.html>

in which private businesses pay minimum wage to their trainees during a period of 6 months of vocational training.¹⁰¹⁹ The Turkish government will cover the trainees' social security premiums for up to 42 months if the trainees are hired by same the company that trained them.

On 23 April 2015, the Turkish Parliament published Law No. 6645, expanding the scope of paid leave introduced in Labour Law No. 4857.¹⁰²⁰ Working parents are now allowed paid leave concerning adoption leave, paternity leave and shared parental leave for disabled child.

On 20 May 2015, the Turkish Employment Agency (İŞKUR) signed a cooperation agreement with the Macedonian Public Employment Agency for improved cooperation and information/experience exchange on employment issues.¹⁰²¹ The agreement targets “cooperation protocol that includes issues such as working conditions and standards, facilities to be provided for joint jobs and operations and communication, cooperation, information and experience exchange between agencies.”

On 5 May 2015, İSKUR signed a cooperation agreement with the Korean Employment Information Service for improved cooperation and information/experience exchange on employment issues.¹⁰²² The agreement is targeted at working life standards and conditions.

On 18 September 2015, İSKUR hosted a public employment services workshop in Ankara where Azerbaijan, Kazakhstan, Kyrgyzstan, Uzbekistan, Tajikistan and Turkmenistan were participants. The conference aimed to increase cooperation/information exchange amongst the participating states, examine labour market policies and analyze models of employment services and job placement.¹⁰²³

Turkey is committed to addressing long-term and structural unemployment, underemployment, and low-quality, secure jobs in the informal economy by introducing a new employment plan to create jobs, but has yet to implement this plan. Therefore, Turkey receives a compliance score of 0.

Analyst: Yinan Yang and Joy Aguilar

United Kingdom: 0

The United Kingdom has partially complied with its commitment to remain focused on addressing long-term unemployment by having appropriate social protection systems.

At the 2014 Brisbane Summit, the United Kingdom released an Individual Employment plan, stating that it would 1) develop passive strategies and redesign benefits to avoid distorting labour market behaviour; 2) create active strategies that would draw people closer to work as a condition of benefits; 3) Increase transparency, flexibility and mobility of job searches through The Public Employment Service (JobCentre

¹⁰¹⁹ Turkey Unveils Investment, Employment Plan to Boost Growth, The Wall Street Journal (New York City) 2 April 2015. Access Date: 10 October 2015. <http://www.wsj.com/articles/turkey-unveils-investment-employment-plan-to-boost-growth-1427974495>

¹⁰²⁰ New types of parental leave in Turkish labor law, Turkish Labour Law (Turkey) 29 April 2015. Access Date: 20 October 2015. <http://turkishlaborlaw.com/news/legal-news/323-new-types-of-parental-leave-in-turkish-labor-law>

¹⁰²¹ Cooperation Agreement signed with Macedonia, Turkish Employment Agency (Ankara) 20 May 2015. Access Date: 10 October 2015. <http://www.iskur.gov.tr/News/TabId/190/ArtMID/1300/ArticleID/501/Cooperation-Agreement-signed-with-Macedonia.aspx>

¹⁰²² İSKUR signs a Cooperation Agreement with South Korea, Turkish Employment Agency (Ankara) 4 June 2015. Access Date: 10 October 2015. <http://www.iskur.gov.tr/News/TabId/190/ArtMID/1300/ArticleID/509/%C4%B0%C5%9EKUR-signs-a-Cooperation-Agreement-with-South-Korea.aspx>

¹⁰²³ Turkic Republics Public Employment Services Workshop Organised Under the Leadership of İSKUR in Ankara, Turkish Employment Agency (Ankara) 18 September 2015. Access Date: 10 October 2015. <http://www.iskur.gov.tr/News/TabId/190/ArtMID/1300/ArticleID/534/Turkic-Republics-Public-Employment-Services-Workshop-Organised-Under-The-Leadership-Of-%C4%B0%C5%9EKUR-In-Ankara.aspx>

Plus); and 4) improve the employability of selected groups by linking supply and demand and overcoming barriers, such as work place adjustment for disabled people.¹⁰²⁴

On 25 November 2014, the Universal Credit welfare reforms were expanded to dual and single parent families. The credit allows families on the program to claim up to 70% of their childcare expenses, with a monthly limit for one child of GBP 532, and GBP 912 for two or more children. The program is accessible through job centres and merges benefits to simplify the system and encourage those on benefits to enter the workforce.¹⁰²⁵

On 1 December 2014, Shared Parental Leave (SPL) became available to parents. The new rules allow parents to choose if they want to share 50 weeks of leave and up to 37 weeks of pay, following the mother's two weeks maternity leave.¹⁰²⁶

On 18 December 2014, employment figures released by the Department of Work and Pensions accredited record employment to the Work Programme. The policy, launched in 2011, transfers claimants from JobCentre Plus to public or private companies to aid them find employment.¹⁰²⁷ The program pays companies for finding claimants long-term employment and has contributed to a significant decrease in the number of unemployed people.¹⁰²⁸

On 5 February 2015, The Department of Work and Pensions announced that hundreds of people previously on benefits have entered the work force as a result of the benefit cap. The policy was introduced in April 2013 and limits the amount of benefits, such as Housing Benefits, a household can receive to increase the incentives of claimants to work. Secretary of State for Work and Pensions, Iain Duncan Smith, said that this part of the government's long-term economic development plan had restored fairness to the system and saved the taxpayer money.¹⁰²⁹

On 16 February 2015, The Department of Work and Pensions released an assessment of the impact of the Universal Credit program on increasing employment. The report notes that the credit has been effective in incentivizing claimants to look for work and move towards greater financial independence. In 2015 the department will be expanding the program to single unemployed claimants and to benefits such as housing.¹⁰³⁰

On 20 February 2015, Department of Work and Pensions announced an increase in the number of disabled people working as a result of the government's Disability Confidence campaign. Minister of State for Disabled People, Mark Harper noted that it was encouraging to see an increasing number of disabled women

¹⁰²⁴ Employment Plan 2014: United Kingdom, G20 (Brisbane) November 2014. Access Date: 18 March 2015. https://g20.org/wp-content/uploads/2014/12/g20_employment_plan_united_kingdom.pdf

¹⁰²⁵ Welfare revolution rolls out to families: Universal Credit to be in a third of Jobcentres by spring, Department of Work and Pensions and The Rt Hon Iain Duncan Smith MP (London) 25 November 2014. Access Date: 28 February 2015. <https://www.gov.uk/government/news/welfare-revolution-rolls-out-to-families-universal-credit-to-be-in-a-third-of-jobcentres-by-spring>

¹⁰²⁶ Parents can now apply for Shared Parental Leave, Department for Business, Innovation & Skills, Jo Swinson MP and Advisory, Conciliation and Arbitration Service (London) 1 December 2014. Access Date: 1 March 2015. <https://www.gov.uk/government/news/new-shared-parental-leave-regulations-come-into-effect>

¹⁰²⁷ Work Programme statistics, Department for Work and Pensions (London) 18 December 2014. Access Date: 2 March 2015. <https://www.gov.uk/government/collections/work-programme-statistics--2>

¹⁰²⁸ The Work Programme has contributed to bringing the number of long-term unemployed people down to the lowest it has been for 5 years, Department of Work and Pensions and The Rt Hon Iain Duncan Smith MP (London) 18 December 2014. Access Date: 1 March 2014. <https://www.gov.uk/government/news/work-programme-contributes-to-record-employment>

¹⁰²⁹ Benefit cap: 200 people into work or off Housing Benefit every week, Department of Work and Pensions and The Rt Hon Iain Duncan Smith MP (London) 5 February 2015. Access Date: 28 February 2015. <https://www.gov.uk/government/news/benefit-cap-200-people-into-work-or-off-housing-benefit-every-week>

¹⁰³⁰ Universal Credit at Work Spring 2015, Department of Work and Pensions (London) February 2015. Access Date : 1 March 2015. https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/405921/uc-at-work-spring-2015.pdf

in employment. The campaign works to remove barriers of employment by tackling the misconceptions of employers.¹⁰³¹

On 5 April 2015, the Shared Parental Leave (SPL) law came into effect. The new rules allow parents to choose if they want to share 50 weeks of leave and up to 37 weeks of pay, following the mother's two weeks maternity leave.¹⁰³²

On 13 May 2015, the Department of Work and Pensions announced that unemployment has dropped to 5.5% and that more than half a million people are employed compared to last year.¹⁰³³ As a result of the Work Programme, long-term unemployment has experienced the largest annual fall in 17 years. The policy, launched in 2011, transfers claimants from JobCentre Plus to public or private companies to aid them find employment.¹⁰³⁴ The program pays companies for finding claimants long-term employment and has contributed to a significant decrease in the number of unemployed people.¹⁰³⁵

On 8 June 2015 the Universal Credit welfare program was made available at 50% of all Scottish job centres.¹⁰³⁶ The Universal Credit welfare reforms were expanded on 25 November 2014 to dual and single parent families, allowing families on the program to claim up to 70% of their childcare expenses, with a monthly limit for one child of GBP 532, and GBP 912 for two or more children.¹⁰³⁷

On 15 June 2015, the Universal Credit welfare program was made available through 6 more job centres.¹⁰³⁸

On 13 July 2015, the Universal Credit welfare program was made available through 14 more job centres.¹⁰³⁹

On 6 August 2015, the Department of Work and Pensions announced that over 25,000 people who had their benefits capped have moved into work, no longer claim housing benefit or have reduced their Housing Benefit claim.¹⁰⁴⁰ The policy was introduced in April 2013 and limits the amount of benefits, such as Housing Benefits, a household can receive to increase the incentives of claimants to work.

¹⁰³¹ 400 more disabled people in work every day, Department of Work and Pensions and Mark Harper MP (London) 20 February 2015. Access Date : 1 March 2015. <https://www.gov.uk/government/news/400-more-disabled-people-in-work-every-day>

¹⁰³² Shared parental leave law comes into effect, BBC (London) 5 April 2015. Access Date: 10 October 2015. <http://www.bbc.com/news/business-32183784>

¹⁰³³ Priti Patel: Employment at an all-time high, creating a more prosperous future for Britain, Department for Work and Pensions and The Rt Hon Priti Patel MP (London) 13 May 2015. Access Date: 10 October 2015. <https://www.gov.uk/government/news/priti-patel-employment-at-an-all-time-high-creating-a-more-prosperous-future-for-britain>

¹⁰³⁴ Work Programme statistics, Department for Work and Pensions (London) 18 December 2014. Access Date: 10 October 2015. <https://www.gov.uk/government/collections/work-programme-statistics--2>

¹⁰³⁵ The Work Programme has contributed to bringing the number of long-term unemployed people down to the lowest it has been for 5 years, Department of Work and Pensions and The Rt Hon Iain Duncan Smith MP (London) 18 December 2014. Access Date: 10 October 2015. <https://www.gov.uk/government/news/work-programme-contributes-to-record-employment>

¹⁰³⁶ Universal Credit now available at 50% of all Scottish Jobcentres, Department for Work and Pensions (London) 8 June 2015. Access Date: 10 October 2015. <https://www.gov.uk/government/news/universal-credit-now-available-at-50-of-all-scottish-jobcentres-from-today>

¹⁰³⁷ Welfare revolution rolls out to families: Universal Credit to be in a third of Jobcentres by spring, Department of Work and Pensions and The Rt Hon Iain Duncan Smith MP (London) 25 November 2014. Access Date: 10 October 2015. <https://www.gov.uk/government/news/welfare-revolution-rolls-out-to-families-universal-credit-to-be-in-a-third-of-jobcentres-by-spring>

¹⁰³⁸ Universal credit now available at 6 more Jobcentres in Cornwall and Newcastle, Department for Work and Pensions (London) 15 June 2015. Access Date: 10 October 2015. <https://www.gov.uk/government/news/universal-credit-now-available-at-6-more-jobcentres-in-cornwall-and-newcastle>

¹⁰³⁹ Universal Credit in 14 more Jobcentres in London, Cornwall and Wales, Department for Work and Pensions (London) 13 July 2015. Access Date: 10 October 2015. <https://www.gov.uk/government/news/universal-credit-in-14-more-jobcentres-in-london-cornwall-and-wales>

¹⁰⁴⁰ Benefit cap: thousands of people move into work or off Housing Benefit, Department for Work and Pensions and The Rt Hon Iain Duncan Smith MP (London) 6 August 2015. Access Date: 10 October 2015. <https://www.gov.uk/government/news/universal-credit-in-15-more-jobcentres-in-suffolk-berkshire-and-yorkshire>

On 28 September 2015, the Universal Credit welfare program was made available through 15 more job centres.¹⁰⁴¹

The United Kingdom has implemented a small number of social protection systems aimed at decreasing long-term unemployment, while noting the success of previously implemented social protection systems. Therefore, the United Kingdom receives a compliance score of 0.

Analyst: Joy Aguilar

United States: +1

The United States has fully complied with its commitment to remain focused on addressing long-term unemployment by having appropriate social protection systems.

At the 2014 Brisbane Summit, the United States released an Individual Employment Plan stating that they would take measures to combat long-term unemployment by “working with the private sector to develop a set of best practices for hiring and recruiting the long-term unemployed” and reforming federal hiring practices.¹⁰⁴² The United States released their “Best Practices For Recruiting and Hiring the Long-Term Unemployed” before the compliance cycle, in January 2014.¹⁰⁴³ Other important social protection measures implemented before the compliance period include the Affordable Care Act and paid leave initiatives.

In accordance with their Individual Employment Plan, the United States granted USD 170 million to the Ready to Work Partnership, a project set up to help the long-term unemployed find jobs. This grant occurred outside of the compliance period, on 15 October 2014.¹⁰⁴⁴

On 15 September 2015 the United States Senate blocked the Paycheck Fairness Act that supported equal pay laws for women.¹⁰⁴⁵

On 11 December 2014, US President Barack Obama pledged USD 100 million to apprenticeships for American workers as a “path to the middle class.”¹⁰⁴⁶

On 21 January 2015, President Obama unveiled a plan to provide affordable childcare, which included expanding the access to childcare to all families with a child less than four years of age, and increasing the possible credit received from the government per child up to USD 3,000. The President also promised USD 100 million to childcare subsidy research.¹⁰⁴⁷

On 23 January 2015, in accordance with the USD 158 million investment for re-employment for insurance beneficiaries mentioned in the Individual Action Plan, the Department of Labor granted USD 4.6 million to

¹⁰⁴¹ Universal Credit in 15 more jobcentres in Norfolk, Suffolk, Berkshire and Yorkshire, Department for Work and Pensions (London) 28 September 2015. Access Date: 10 October 2015. <https://www.gov.uk/government/news/universal-credit-in-15-more-jobcentres-in-suffolk-berkshire-and-yorkshire>

¹⁰⁴² Employment Plan 2014: United States, G20 (Brisbane) November 2015. Access Date: 18 March 2015. https://g20.org/wp-content/uploads/2014/12/g20_employment_plan_united_states.pdf

¹⁰⁴³ Best Practices For Recruiting and Hiring the Long-Term Unemployed, White House (Washington) January 2014. Access Date: 25 February 2015. http://www.whitehouse.gov/sites/default/files/docs/best_practices_recruiting_longterm_unemployed.pdf

¹⁰⁴⁴ Nearly \$170M in Ready to Work Partnership Grants Awarded To Help Long-Term Unemployed Americans Find Work, Department of Labor (Washington) 15 October 2014. Access Date: 24 February 2015. <http://www.dol.gov/opa/media/press/eta/ETA20141956.htm>

¹⁰⁴⁵ Paycheck Fairness Act Blocked Again By Senate GOP, Huffington Post (United States) 15 September 2014. Access Date: 24 February 2015. http://www.huffingtonpost.com/2014/09/15/paycheck-fairness-act_n_5825644.html

¹⁰⁴⁶ President Obama Launches Competitions for New Manufacturing Innovation Hubs and American Apprenticeship Grants, White House (Washington) 11 December 2014. Access Date: 23 February 2015. <http://www.whitehouse.gov/the-press-office/2014/12/11/fact-sheet-president-obama-launches-competitions-new-manufacturing-innov>

¹⁰⁴⁷ Helping All Working Families With Young Children Afford Child Care, White House (Washington) 21 January 2015. Access Date: 23 February 2015. <http://www.whitehouse.gov/the-press-office/2015/01/21/fact-sheet-helping-all-working-families-young-children-afford-child-care>

Kentucky workers displaced by widespread layoffs of the Paducah Gaseous Diffusion Plant and GE Aviation. These funds will go towards providing these individuals with “comprehensive re-employment services.”¹⁰⁴⁸

On 28 January 2015, the United States Office of Federal Contract Compliance Programs proposed an update to the rules designed to prohibit workplace discrimination based on sex. This updates would tackle pay discrimination, sexual harassment, hostile work environments, the provision of workplace accommodations for pregnant women, discrimination based on gender identity, and family caregiving discrimination.¹⁰⁴⁹

On 29 January 2015, the United States Department of Labor announced that it would award USD 38 million in grants to enhancing their Short-Time Compensation program. This is intended to help states avoid layoffs by implementing measures such as work sharing, where workers are given less hours as an alternative to being laid off, but are also given a percentage of the unemployment compensation they would receive had they been laid off, due to their decrease in income.¹⁰⁵⁰ On 3 February 2015, the United States released “Recruiting, Hiring, and Promoting People with Disabilities,” a resource guide for employers and a product of the ‘Curb Cuts to the Middle Class Initiative,’ which works to provide employment opportunities and financial independence for those with disabilities.¹⁰⁵¹ This was an update to the creation of the “Curb Cuts to the Middle Class Initiative,” launched on 22 July 2014. Despite Congress failing to raise the minimum wage from USD 7.25 to USD 10.10 as proposed in their Individual Employment Plan, 21 states raised the minimum wage in January 2015.¹⁰⁵²

On 13 April 2015 the Department of Labor announced USD 4 million in job training grants for veterans to secure employment and avoid homelessness. On 23 June 2015, a further USD 35 million was awarded.¹⁰⁵³

On 13 April 2015, the Department of Labor announced USD 15 million in grants through the Disability Employment Initiative, which aims to increase the participation of people with disabilities in federally funded education and training programs.¹⁰⁵⁴

On 28 April 2015, the Obama Administration announced eight ‘Promise Zones’ where the federal government will team with local leaders to “increase economic activity, improve educational opportunities, leverage private investment, reduce violent crime, enhance public health, and address other priorities

¹⁰⁴⁸ Kentucky Workers Displaced by Paducah Gaseous Diffusion Plant and GE Aviation Layoffs Helped By \$4.6M Labor Department Re-Employment Grant, Department of Labor (Washington) 23 January 2015. Access Date: 23 February 2015.

<http://www.dol.gov/opa/media/press/eta/ETA20150131.htm>

¹⁰⁴⁹ OFCCP Proposes Updated Sex Discrimination Rule, Department of Labor (Washington) 28 January 2015. Access Date: 23 February 2015. <http://www.dol.gov/ofccp/SDNPRM/index.html>

¹⁰⁵⁰ Short-time Compensation Programs Expand in 13 States With Nearly \$38 in Grants to Prevent Layoffs, Department of Labor Employment and Training Administration (Washington) 29 January 2015. Access Date: 25 February 2015.

http://www.doleta.gov/ETA_News_Releases/20150155.cfm

¹⁰⁵¹ Recruiting, Hiring, Retraining, and Promoting People with Disabilities, Curb Cuts to the Middle Class Initiative, White House (Washington) 3 February 2015. Access Date: 25 February 2015.

http://www.whitehouse.gov/sites/default/files/docs/employing_people_with_disabilities_toolkit_february_3_2015_v4.pdf

¹⁰⁵² Forget Congress, These US States Raised the Minimum Wage on their Own, The Guardian (United States) 1 January 2015.

Access Date: 23 February 2015. <http://www.theguardian.com/money/2015/jan/01/forget-congress-states-raise-minimum-wage-2015>

¹⁰⁵³ \$4M in Job-Driven Training Grants Available to Help More than 2,000 Veterans Overcome Homelessness and Secure Employment, Department of Labor (Washington) 13 April 2015. Access Date: 30 September 2015.

<http://www.dol.gov/opa/media/press/vets/VETS20150638.htm>

¹⁰⁵⁴ \$15M in Disability Employment Initiative Grants to Better Serve the Needs of Youth and Adults With Disabilities Seeking Employment, Department of Labor (Washington) 13 April 2015. Access Date: 1 October 2015.

<http://www.dol.gov/opa/media/press/eta/ETA20150627.htm>

identified by the community.: These include Camden, Hartford, Indianapolis, Minneapolis, Sacramento, St Louis, the Pine Ridge Indian Reservation, and the South Carolina Low Country.¹⁰⁵⁵

On 29 April 2015, the Department of Labor announced USD 150 million to be available through the Sector Partnerships National Emergency Grant program which will “help states develop innovative employment and training services that focus on enhanced regional and industry-specific collaborations,” specifically for laid off workers looking to reenter the workforce.¹⁰⁵⁶

On 11 June 2015 The U.S. Department of Labor, as a part of the Partnerships for Opportunity and Workforce and Economic Revitalization, announced USD 35.5 million will go towards to helping communities and workers adapt to changes in the coal industry and power sector.¹⁰⁵⁷

On 25 June 2015, the Department of Labor awarded USD 59 million to developing programs that help integrate adults and youth with a history in the criminal justice system into the labor force. This includes: case management, mentoring, education and training.¹⁰⁵⁸

On 29 June 2015, the Department of Labor announced USD 80 million would go towards Unemployment Insurance benefits and state workforce agencies, and towards the implementation of the new Reemployment Services and Eligibility Assessments program. This will help individuals develop re-employment plans and provide information.¹⁰⁵⁹

On 24 August 2015, the Department of Housing announced USD 8 million will go towards providing housing for low-income victims of domestic violence living with HIV/AIDS.¹⁰⁶⁰

On 3 September 2015, the Department of Labor awarded USD 30.5 million in grants to the “Face Forward” initiative, which is geared towards helping youth with previous court experience “overcome barriers early on and provide occupational training and credentials that will help them open the door to career success.” Preference will be given to high-poverty and high-crime areas.¹⁰⁶¹

¹⁰⁵⁵ Obama Administration Announces Eight Additional Promise Zones to Build Community Prosperity, Department of Housing and Urban Development (Washington) 28 April 2015. Access Date: 30 September 2015.

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2015/HUDNo_15-049

¹⁰⁵⁶ \$150M Available to States to Strengthen and Expand Innovative Job Training and Reemployment Strategies for Laid-off Workers, Department of Labor (Washington) 29 April 2015. Access Date: 30 September 2015.

<http://www.dol.gov/opa/media/press/eta/ETA20150794.htm>

¹⁰⁵⁷ Up to \$35M in Grants Available to Assist Workers and Communities Affected by Changes in the Coal Industry and Energy Sector, Department of Labor (Washington) 11 June 2015. Access Date: 1 October 2015.

<http://www.dol.gov/opa/media/press/opa/OPA20150927.htm>

¹⁰⁵⁸ \$59M in Grants Will Improve Employment Opportunities for Formerly Incarcerated Adults and Youth, Department of Labor (Washington) 25 June 2015. Access Date: 1 October 2015. <http://www.dol.gov/opa/media/press/eta/ETA20151264.htm>

¹⁰⁵⁹ \$80M Awarded to Help Unemployment Insurance Beneficiaries Through Improved Reemployment Services, Eligibility Assessments, Department of Labor (Washington) 29 June 2015. Access Date: 30 September 2015.

<http://www.dol.gov/opa/media/press/eta/ETA20151289.htm>

¹⁰⁶⁰ Hud Offers \$9 Million To Provide Stable Housing To Low-Income Victims Of Domestic Violence Living With HIV/AIDS, Department of Housing and Urban Development (Washington) 24 August 2015. Access Date: 29 September 2015.

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2015/HUDNo_15-113

¹⁰⁶¹ \$30.5M In 'Face Forward' Grants Available To Help Youth With Juvenile Records Gain Job Skills And Start New Careers, Department of Labor (Washington) 3 September 2015. Access Date: 30 September 2015.

<http://www.dol.gov/opa/media/press/eta/ETA20150371.htm>

On 15 September 2015, the Office of Disability Employment Policy and the Administration for Community Living signed an agreement “to continue to jointly expand and promote competitive, integrated employment as the first employment option for individuals with significant disabilities.”¹⁰⁶²

On 22 September 2015, USD 39.3 million in federal grants was assigned to the enhancement of unemployment insurance programs in 45 states.¹⁰⁶³

On 29 September 2015, the Department of Labor awarded USD 1.55million to research on how paid leave programs can be improved and implemented. This includes caregiving for children and the seriously ill.¹⁰⁶⁴

On 30 September 2015, the Department of housing announced a USD 38 million grant that will go towards fighting housing discrimination with the Fair Housing Initiatives Program, aiming to ensure equal access to housing.¹⁰⁶⁵

The United States has implemented various social protection systems, including those targeted at access to childcare, minimum wage increases, employment and apprenticeship programs, and reemployment measures. Therefore, the United States receives a compliance score of +1.

Analyst: Katerina Stamadianos

European Union: 0

The European Union has partially complied with its commitment to remain focused on addressing long-term unemployment by having appropriate social protection systems.

At the 2014 Brisbane Summit, the European Union released an Individual Employment Plan stating its commitment to help member states in their recovery through social protections to address poverty and long-term unemployment. The 2014 European Semester package of Country Specific Recommendations: Building Growth, published on 2 June 2014 outlined the need to address inequalities and improve the performance of social protection systems. The EU is committed to helping its member states achieve the Europe 2020 strategy to bring 20 million people out of poverty by the end of the decade. In February 2013, the European Commission produced the Social Investment Package to provide guidance to member states. The 2014 priorities are the adequacy and design of employment benefits and social assistance in several member states.¹⁰⁶⁶

On November 28 2014, the European Commission published the 2015 Annual Growth Survey on the Union’s path to sustainable job creation and Economic growth. As part of the European Commission’s

¹⁰⁶² Joint Effort Expands Competitive, Integrated Employment Opportunities For People With Disabilities, Department of Labor (Washington) 15 September 2015. Access Date: 1 October 2015.

<http://www.dol.gov/opa/media/press/odep/ODEP20151813.htm>

¹⁰⁶³ More Than \$39 Million In Grants Awarded To Improve Performance, Integrity Of State Unemployment Insurance Programs And Reduce Worker Misclassification, Department of Labor (Washington) 22 September 2015. Access Date: 29 September 2015.

<http://www.dol.gov/opa/media/press/eta/ETA20151888.htm>

¹⁰⁶³ Department Awards \$1.55M To Study Paid Family, Medical Leave Implementation, Department of Labor (Washington) 29 September 2015. Access Date: 30 September 2015. <http://www.dol.gov/opa/media/press/wb/WB20151927.htm>

¹⁰⁶⁴ More Than \$39 Million In Grants Awarded To Improve Performance, Integrity Of State Unemployment Insurance Programs And Reduce Worker Misclassification, Department of Labor (Washington) 22 September 2015. Access Date: 29 September 2015.

<http://www.dol.gov/opa/media/press/eta/ETA20151888.htm>

¹⁰⁶⁴ Department Awards \$1.55M To Study Paid Family, Medical Leave Implementation, Department of Labor (Washington) 29 September 2015. Access Date: 30 September 2015. <http://www.dol.gov/opa/media/press/wb/WB20151927.htm>

¹⁰⁶⁵ Hud Awards \$38 Million To More Than 100 Groups To Fight Housing Discrimination, Department of Housing and Urban Development (Washington) 30 September 2015. Access Date: 1 October 2015.

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2015/HUDNo_15-221

¹⁰⁶⁶ Employment Plan 2014: European Union, G20 (Brisbane) November 2014.. Access Date: 1 March 2015. https://g20.org/wp-content/uploads/2014/12/g20_employment_plan_european_union.pdf

approach to support job creation, the survey proposes an investment plan to mobilise EUR 315 billion of public and private investment over the next three years. The commission recommends member state level reforms to make labour markets more dynamic and tackle unemployment, and ensure the efficiency and adequacy of social protection systems.¹⁰⁶⁷

On 13 January 2015, the European Commission provided guidance to member states as to the application of the stability and growth pact to strengthen links between structural reforms, investment and fiscal responsibility. The guidance has three aims 1) to encourage effective implementation of structural reforms; 2) to promote investment in the context of the new European Fund for Strategic Investments (EFSI); and 3) the fiscal responsibility of member states as a necessary condition of jobs and growth. The commission remains committed to steps towards pooled sovereignty in economic governance as outlined under the Work Programme for 2015.¹⁰⁶⁸

On 19 January 2015, the European Commission report on Employment and Social Developments in Europe 2014 emphasized the need for new jobs, skills, and social protections for the restoration of economic outcomes and employment creation following the recession. The report notes the need for investment and reforms in social protection systems to create human capital and labour market inclusion. The European Social Fund can provide support for member state reforms to stabilize social protection systems.¹⁰⁶⁹

On 30 January 2015, The European Commission delivered a legislative proposal for the European Fund for Strategic Investments in partnership with the European Investment Bank. The fund will mobilize EUR 315 billion in public and private investment to serve member states and industry sectors in most need of job creation and growth.¹⁰⁷⁰

On 13 February 2015, The European Commission committed EUR 66 billion to the Cohesion Policy to support 40 new programmes to boost economic competitiveness, enhance research and innovation, promote entrepreneurship, tackle unemployment, fight social exclusion and support the shift towards a low-carbon economy in Europe. Commissioner for Employment, Social Affairs, Skills and Labour Mobility, Marianne Thyssen announced that these investments would contribute to job creation, skills and education, and improving public administration.¹⁰⁷¹

On 19 February 2015, European Commission President Jean-Claude Juncker pledged support for the EU Investment Plan to boost job creation and growth, and commitment to cooperation with the European Economic and Social Committee in the context of the 2015 Work Programme. Published on 6 November 2014, the report found the need for greater convergence of social policies to implement Article 3 of the Treaty to avoid social and regional imbalances. The investment plan prioritizes education and skills acquisition, innovation, entrepreneurship, energy transition and the green economy, and includes the involvement of social partners and civil society in employment reforms.¹⁰⁷²

¹⁰⁶⁷ EU Annual Growth Survey 2015: A new Momentum for Jobs, Growth and Investment, European Commission (Brussels) 28 November 2014. Access Date: 2 March 2015. http://europa.eu/rapid/press-release_IP-14-2235_en.htm

¹⁰⁶⁸ Stability and Growth Pact: Commission issues guidance to encourage structural reforms and investment, European Commission (Strasbourg) 13 January 2015. Access Date: 2 March 2015 http://europa.eu/rapid/press-release_IP-15-3220_en.htm

¹⁰⁶⁹ Commission report highlights new jobs, new skills and social protection as drivers for restoring employment and incomes, European Social Fund (Brussels) 19 January 2015. Access Date: 2 March 2015. <http://ec.europa.eu/esf/main.jsp?catId=67&langId=en&newsId=8539>

¹⁰⁷⁰ Delivery of €315 billion Investment Plan on track: Commission presents law for the European Fund for Strategic Investments, European Commission (Strasbourg) 13 January 2015. Access Date: 2 March 2015. http://europa.eu/rapid/press-release_IP-15-3222_en.htm

¹⁰⁷¹ Cohesion Policy: Commission commits more than 66 billion euro to promote economic development across Europe, European Commission (Brussels) 13 February 2015. Access Date: 2 March 2015. http://europa.eu/rapid/press-release_IP-15-4425_en.htm?locale=en

¹⁰⁷² European Commission and EESC – Working hand in hand to deliver solutions for Europe, European Economic and Social Committee (Brussels) 19 February 2015. Access Date: 2 March 2015. <http://www.eesc.europa.eu/?i=portal.en.press-releases.34839>

On 23 September 2015, the European Platform for Investing in Children announced that it is beginning a new initiative entitled New Start “to modernise and adapt the current legal and policy framework of the European Union (EU) so that parents with children or those with dependent relatives can better balance their caring responsibilities and professional life.”¹⁰⁷³ The initiative also aims to increase the labour market participation of women across the European Union. The European Commission will create an Impact Assessment to evaluate the future of the directive by evaluating input from its Social Partners, SMEs, micro-businesses, stakeholders, EU Parliament, EU member states and non-governmental organizations.

On 14 October 2015, the European Commission announced a new trade and investment policy entitled “Trade for All: Towards a more responsible trade and investment policy.”¹⁰⁷⁴ The policy “will make trade agreements more effective and that will create more opportunities means supporting jobs in Europe.” The policy aims to mitigate jobs lost due to international competition and give Europeans confidence in social protection systems.¹⁰⁷⁵

On 19 October 2015, the European Commission launched a new phase of the EUR OSociAL+ programme. The programme will have a budget of EUR 32 million for the 2016-2021 period.¹⁰⁷⁶ The programme aims to target inequality through social policies and democratic governance, with a focus on gender equality.

The European Union has taken steps to improve long-term employment rates through social policy by announcing the initiation of several social protection policies, but has yet to concretely implement these policies, and thus receives a compliance score of 0.

Analyst: Alison Blagden and Caitlin Gillespie

¹⁰⁷³ NEW START to address the challenges of work-life balance faced by working families, European Platform for Investing in Children (Brussels) 23 September 2015. Access Date: 23 October 2015. http://europa.eu/epic/news/2015/20150923-new-start_en.htm

¹⁰⁷⁴ Trade for All: European Commission presents new trade and investment strategy, European Commission (Brussels) 14 October 2015. Access Date: 23 October 2015. <http://trade.ec.europa.eu/doclib/press/index.cfm?id=1381>

¹⁰⁷⁵ Trade of All- New EU Trade and Investment Strategy, European Commission (Brussels) 22 October, 2015. Access Date: 23 October 2015. <http://ec.europa.eu/trade/policy/in-focus/new-trade-strategy/>

¹⁰⁷⁶ New phase launched of EU programme to increase social cohesion in Latin America, NewEurope (Brussels) 19 October 2015. Access Date: 23 October 2015. <http://neurope.eu/wires/new-phase-launched-of-eu-programme-to-increase-social-cohesion-in-latin-america/>