

ANNEX IV:

G20 Framework on Promoting Quality Jobs

The quality of jobs that people hold is an essential element of their quality of life, since most people spend a substantial part of their time at work and work for a significant part of their life. At the same time, job quality can be an important driver of increased labour force participation and commitment, thus enhancing productivity and improve aggregate economic performance. As a result, creating more jobs and improving the quality of employment can be complementary and mutually reinforcing.

Therefore, to achieve these twin goals of more and better jobs it is critical for policy action to focus not only on how many jobs an economy generates, but also on how good those jobs are. We are committed to enhancing job quality in our own economies and around the world. In this regard, we acknowledge the importance of having a comprehensive and actionable framework for job quality, which offers flexibility and adaptability to our different country circumstances.

In order to facilitate policy efforts to improve job quality in G20 economies, we endorse the *G20 job quality framework*, which identifies three key dimensions of job quality: *earnings*, *labour market security* and *working environment*. This framework is consistent with applicable international labour standards and will contribute to the UN overall post-2015 development agenda, notably in terms of its contribution to foster inclusive growth and decent work.

While recognizing the specific geographic, macroeconomic and institutional environments faced by our economies, we are determined to take action to improve job quality along these three dimensions, as follows:

- 1. Promote the quality of earnings:** taking into account the average level of earnings and their distribution, we will consider minimum wage policies and wage setting policies in the context of our collective agreement institutions and will engage in dialogue with our social partners. We are also committed to equality of opportunity, including through investment in skills to improve earning capacity of all, by improving access to and quality of education, training and apprenticeship systems.
- 2. Reduce labour market insecurity:** Aware of the importance of making workers' trajectories more secure in the labour market, either in mitigating their risk of unemployment, underemployment or their risk of extreme low pay, we are determined to enhance support through unemployment benefits schemes or other adequate social protection/assistance programmes, according to national circumstances. We reiterate our commitment to provide effective support to job-seekers via active labour market policies. Depending on national circumstances, we are also committed to support the transition to the formal economy through tailored policies that help overcome the specific local and sectoral drivers of informality.

3. Promote good working conditions and healthy work places. We are committed to promote measures that improve the quality and security of the working environment, such as improvements in occupational safety and health and working time regulations, as well as improving their enforcement. In this regard, we refer to our statement on promoting safer and healthier workplaces as part of our Declaration in Melbourne last September.

We recognize the importance of making further progress to better characterize labour market performances and acknowledge the need for more consistent statistical information on job quality across socio-economic groups, countries and over time.

This framework for job quality was originally developed by the OECD in collaboration with the ILO and we look forward to their support in our review of progress and identification of good practices.