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G20 Research Group  
at Trinity College at the Munk School of Global Affairs  
in the University of Toronto  
presents the

## **2016 G20 Hangzhou Summit Interim Compliance Report**

6 September 2016 to 17 February 2017

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8 April 2017

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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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## 10. Employment: Gender

“We will further develop the G20 employment plans in 2017 to address these commitments and monitor progress in a systemic and transparent manner in achieving the G20 goals especially on youth employment and female labor participation.”

*G20 2016 Hangzhou Leaders’ Communiqué*

### Assessment

|                | No Compliance | Partial Compliance | Full Compliance |
|----------------|---------------|--------------------|-----------------|
| Argentina      | -1            |                    |                 |
| Australia      |               | 0                  |                 |
| Brazil         | -1            |                    |                 |
| Canada         |               |                    | +1              |
| China          | -1            |                    |                 |
| France         |               | 0                  |                 |
| Germany        |               | 0                  |                 |
| India          |               | 0                  |                 |
| Indonesia      | -1            |                    |                 |
| Italy          |               | 0                  |                 |
| Japan          |               | 0                  |                 |
| Korea          |               | 0                  |                 |
| Mexico         | -1            |                    |                 |
| Russia         |               | 0                  |                 |
| Saudi Arabia   |               | 0                  |                 |
| South Africa   |               | 0                  |                 |
| Turkey         |               | 0                  |                 |
| United Kingdom |               |                    | +1              |
| United States  |               | 0                  |                 |
| European Union |               |                    | +1              |
| Average        |               | -0.10              |                 |

### Background

Around the world, the labour force continues to grow faster than the number of jobs created. The International Labour Organisation (ILO), in *World Employment and Social Outlook: Trends 2015*, notes that “by 2019, more than 212 million people will be out of work, up from 201 million now.” Reversing these trends and creating quality jobs remains the G20’s highest priority and comprehensive growth strategies will assist with this. At the 2014 Brisbane Summit, the G20 members developed member-specific Employment Plans to address individual employment challenges and future strategies to combat them.

In addition to the Employment Plans, the G20 during the Brisbane Summit for the first time declared a goal with a specific timeline to reduce the inequality in the labour force between men and women. G20 members specifically stated, “We agree to the goal of reducing the gap in labour force participation rates between men and women in our countries by 25 per cent by 2025, taking into account national circumstances. This will bring more than 100 million women into the labour force [and] significantly increase global growth.” Individual actions to lift employment and participation are outlined in each G20 member’s Employment Plans. All G20 members committed to taking action to raise female participation and tackle youth unemployment.

At the 2015 G20 Antalya Summit, leaders recommitted to the country-specific Employment Plans and to reduce the gender participation gap, as well as to monitor the implementation of these goals. G20 members also published individual reports detailing country-specific growth strategies and the status of the implementation of Employment Plan strategies.

As of 18 October 2015, all G20 members albeit Indonesia submitted self-reports regarding the implementation status of member-specific Employment Plans.<sup>1356</sup> Reports were based on a template developed by the G20 Employment Working Group (EWG) consisting of five sections: employment and labour market trends; checklist of implementation; short notes reporting on key policy commitments in the Employment Plan; reporting on multi-year collective commitments; any new policy commitments.<sup>1357</sup> On 16 November 2015, the Synthesis Paper of Self-Reports on the Implementation of G20 Country Employment Plans was published alongside the 2015 G20 Antalya Summit communiqué, summarizing the findings of those reports.<sup>1358</sup> The Synthesis Report is available to the public. However, the country-specific reports are not.

In 2016, under the Chinese Presidency, the self-assessment template was developed further by the G20 EWG within the G20 established assessment framework. On 28-29 April 2016, delegates from G20 member governments, G20 guest countries, World Bank, International Monetary Fund, International Labour Organization, Organization for Economic Co-operation and Development and the L20 and B20 took part in the Second G20 EWG Meeting, held in Shanghai. Other “Consultation Groups,” the W20, the T20 and the Y20 also attended.<sup>1359</sup> The status of the self-assessments is ongoing but reports have not been made public as of yet.

On 27 September 2016, at the G20 Labour and Employment Ministerial Meeting, the ministers reiterated their commitment to further develop and implement Employment Plans and monitor progress in a systematic and transparent manner.

### **Commitment Features**

This commitment has three parts 1) develop employment plans in 2017 to address new commitments and 2) monitor the implementation of employment plans and 3) specifically monitor youth employment and female labor participation goals.

#### **Part One: Develop Employment Plans**

At the 2016 Hangzhou Summit, G20 members reaffirmed that generating quality employment is indispensable for sustainable development and that this is at the center of the G20's domestic and global agenda. The G20 endorsed the Sustainable Wage Policy Principles as well as strategies, action plans and initiatives developed by G20 labor and employment ministers to enhance the growth and development agenda by taking effective actions to address changes in skill needs, support entrepreneurship and employability, foster decent work, ensure safer workplaces including within global supply chains and strengthen social protection systems. The G20 recognized entrepreneurship as an important driver for job creation and economic growth and reinforced its commitments in the G20 Entrepreneurship Action Plan, and welcomed China's contribution in the establishment of an Entrepreneurship Research Center on G20 Economies. The G20 also endorsed the G20 Initiative to Promote Quality Apprenticeship with policy priorities of increasing the quantity, quality and diversity of apprenticeships. G20 members therefore committed to further developing employment

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<sup>1356</sup> Synthesis Paper of Self-Reports on the Implementation of G20 Country Employment Plans, G20 16 November 2015. Access Date: 7 March 2016. <http://g20.org.tr/wp-content/uploads/2015/11/Synthesis-Paper-of-Self-Reports-on-the-Implementation-of-G20-Country-Employment-Plans-2015.pdf>

<sup>1357</sup> G20 National Employment Plans: Proposed Self-Reporting Template, OECD Access Date: 7 March 2016. <http://www.oecd.org/g20/topics/employment-and-social-policy/G20-National-Employment-Plan-proposed-self-reporting-template.pdf>

<sup>1358</sup> Synthesis Paper of Self-Reports on the Implementation of G20 Country Employment Plans, G20 16 November 2015. Access Date: 7 March 2016. <http://g20.org.tr/wp-content/uploads/2015/11/Synthesis-Paper-of-Self-Reports-on-the-Implementation-of-G20-Country-Employment-Plans-2015.pdf>

<sup>1359</sup> Second G20 Employment Working Group meeting – Main L20 Take-Aways, International Trade Union Confederation 19 May 2016. Access date: 6 August 2016. <http://www.ituc-csi.org/second-g20-employment-working?lan>

plans in 2017 to address these commitments. “Develop G20 employment plans” is defined as amending or reissuing member-specific employment plans. G20 members committed to develop employment plans within 2017. Please note that this assessment only takes actions between 6 September 2016 and 13 January 2017 despite the fact that the commitment extends beyond the compliance cycle of this report.

#### Part Two: Monitor implementation of employment plans

Monitoring includes, but is not limited to, issuing reports, collecting data, and conducting surveys. Monitoring can also include public consultation and/or an internal bureaucratic assessment in which staff are assigned to an oversight body. Monitoring can be done directly by the government and its agencies or in partnership with other actors such as non-governmental or international organizations.<sup>1360</sup> The G20 member must monitor the implementation of all goals laid out in each member-specific employment plan. The monitoring of any implementation of the goals and strategies of the member’s plan will be assessed for compliance. Transparent is defined as the monitoring process is accessible to the public, civil societies, and non-governmental organizations. A systemic assessment would not include a tangential report on employment levels or a report on levels of female unemployment, but instead is an action will evident roots in the government’s system.

#### Part Three: Monitor youth and female participation goals

The youth aspect of this goal is to evaluate if youth’s involvement in labour force is being monitored transparently and systematically, when looking specifically at the aforementioned G20 2017 employment plans. Youth will be defined in accordance with the International Labour Organization (ILO) standards, which identify Youth as individuals between the age 15 to 24.<sup>1361</sup>

Each G20 member has committed to the goal of reducing the gap in labour force participation rates between men and women in G20 countries by 25 per cent by 2025. Monitoring of actions or inaction surrounding the advancement of the goal to reduce the gender participation gap will count towards compliance. Monitoring of previously implemented policies, policy reviews and consultations, collecting of gender employment data, and reports relating to the status of women’s employment and are some examples.

Full compliance is achieved if the G20 complies with all three parts of the commitment. The G20 member both monitors its employment plan goals as well as specifically monitors its youth and female participation goals as well as develops its employment plan. The G20 member must develop its employment plan to address new commitments in 2017. Partial compliance will be achieved if the G20 member complies with two parts of the commitment but not all. No compliance will result if the G20 member has complied with one or no part of the commitment.

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<sup>1360</sup> 2015 Antalya Compliance Report, G20 Research Group (Toronto). 3 September 2016. Access Date: 23 October 2016. <http://www.g20.utoronto.ca/compliance/2015antalya-final/index.html>.

<sup>1361</sup> Youth Employment, International Labour Organization (Geneva). Access Date: 23 October 2016. <http://www.ilo.org/washington/areas/youth-employment/lang--en/index.htm>.

**Scoring Guidelines**

|    |   |
|----|---|
| -1 | The G20 member does not further develop employment plans, does not monitor the implementation of its employment plan in a systemic and transparent manner AND does not monitor youth and gender goals |
| 0  | The G20 member further develops employment plans OR monitors the implementation of its employment plan in a systemic and transparent manner OR monitors youth and gender goals.                       |
| +1 | The G20 member further develops employment plans, monitors the implementation of its employment plan in a systemic and transparent manner AND monitors youth and gender goals.                        |

*Lead Analyst: Julia Tops*

**Argentina: -1**

Argentina has not complied with its commitment on employment.

On 12 to 14 September 2016, the Argentinian Investment and Trade Promotion Agency hosted the Argentina Business & Investment Forum in Buenos Aires as a part of President Mauricio Macri's "strategies for invigorating the country's key economic sectors and presenting attractive opportunities to local, regional, and global investors."<sup>1362</sup>

On 27 October 2016, the Ministry of Work, Employment and Social published the Evolution of Employment Registered in private sector in major urban centers. The report recorded a 0.1 per cent increase in formal private employment comparing to the low level of 0.8 per cent in 2015 of the same month.<sup>1363</sup> The ministry identified the reasons for the increase in private sector employment as 0.8 per cent increase in construction and 0.5 per cent increase in trade, restaurants and hotels.<sup>1364</sup>

Argentina has not systematically and transparently monitored the implementation of its employment plan, specifically female and youth goals. Argentina has not developed its employment plan. Thus, Argentina is awarded with a -1.

*Analyst: Kaylee Mak*

**Australia: 0**

Australia has partially complied with its commitment on employment.

On 11 October 2016, the Department of Employment published a document titled "Innovation Framework," outlining the Department's aim to connect innovative individuals and ideas together to further develop their Employment Plan in order to create better economic conditions.<sup>1365</sup>

<sup>1362</sup> Government of Argentina Announces Argentina Business & Investment Forum during September in Buenos Aires, Ministerio de Relaciones y Culto 12 September 2016. Access date: 27 November 2016. <http://eisra.cancilleria.gov.ar/en/content/government-argentina-announces-argentina-business-investment-forum-during-september-buenos-0>

<sup>1363</sup> Evolución del empleo registrado del sector privado en los principales centros urbanos, Ministerio de Trabajo, Empleo y Seguridad Social Presidencia de la Nación 27 October 2016. Access date: 14 November 2016 [http://www.trabajo.gov.ar/left/estadisticas/descargas/eil/Mensual/Informe\\_Final\\_EIL\\_Septiembre\\_2016.pdf](http://www.trabajo.gov.ar/left/estadisticas/descargas/eil/Mensual/Informe_Final_EIL_Septiembre_2016.pdf)

<sup>1364</sup> Evolución del empleo registrado del sector privado en los principales centros urbanos, Ministerio de Trabajo, Empleo y Seguridad Social Presidencia de la Nación 27 October 2016. Access date: 14 November 2016 [http://www.trabajo.gov.ar/left/estadisticas/descargas/eil/Mensual/Informe\\_Final\\_EIL\\_Septiembre\\_2016.pdf](http://www.trabajo.gov.ar/left/estadisticas/descargas/eil/Mensual/Informe_Final_EIL_Septiembre_2016.pdf)

<sup>1365</sup> Innovation Framework 2016-2018, Australian Government Department of Employment (Canberra) 11 October 2016. Access Date: 28 January 2017. [https://docs.employment.gov.au/system/files/doc/other/innovation\\_framework\\_2016-18.pdf](https://docs.employment.gov.au/system/files/doc/other/innovation_framework_2016-18.pdf)

On 12 October 2016, the Department of Employment published its annual report for 2015-2016. The 196-page report outlines its performance for the year and explains in detail different aspects of their capability and accountability on monitoring various aspects of their employment plan, with specific sections focusing on youth and women.<sup>1366</sup>

The Australian Bureau of Statistics continues to release employment monthly reports that track monthly changes in the employment labour force. The latest report was released on 19 January 2016.<sup>1367</sup> The report outlines the changing trend in employed persons, unemployed persons, unemployment rate and participation rate between November 2016 and December 2016.<sup>1368</sup> In addition, the report lists the November key points, such as an increase in employment by 3,100 and decrease in unemployment by 700.<sup>1369</sup> The report also tracks trends in unemployment rate among different Australian state and territories.

On 8 December 2016, the Australian Department of Employment issued a report projecting the expected changes in employment levels of the country by 2020, titled Employment Projections. The report states that employment is projected to increase in 16 out of 19 broad industries and provides predictions on fluctuations in employment levels across industries, occupations, states, territories, and regions.<sup>1370</sup>

Australia has systematically and transparently monitored the implementation of its employment plan, specifically female and youth goals. Australia has not developed its employment plan. Thus, Australia receives a score of 0.

*Analyst: Mary Zelenova*

#### **Brazil: -1**

Brazil has not complied with its commitment on employment.

On 15 December 2016, the Ministry of Education (MEC) and Labour, in their announcement of the key themes for the Inter-Sectoral Seminar on Youth Employment: Articulation between Education and Labor, cited the National Institute of Applied Economic Research (Ipea) report,

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<sup>1366</sup> Department of Employment Annual Report 2015--2016, Australian Government Department of Employment (Canberra) 12 October 2016. Access Date: 28 January 2017.

[https://docs.employment.gov.au/system/files/doc/other/final\\_department\\_of\\_employment\\_annual\\_report\\_2015-16\\_accessible.pdf](https://docs.employment.gov.au/system/files/doc/other/final_department_of_employment_annual_report_2015-16_accessible.pdf)

<sup>1367</sup> 6202.2 - Labour Force, Australia, Dec 2016, Australian Bureau of Statistics, 19 January 2017. Access Date: 28 January 2017. <http://www.abs.gov.au/ausstats/abs@.nsf/0/F756C48F25016833CA25753E00135FD9?Opendocument>

<sup>1368</sup> 6202.2 - Labour Force, Australia, Dec 2016, Australian Bureau of Statistics, 19 January 2017. Access Date: 28 January 2017. <http://www.abs.gov.au/ausstats/abs@.nsf/0/F756C48F25016833CA25753E00135FD9?Opendocument>

<sup>1369</sup> 6202.2 - Labour Force, Australia, Nov 2016, Australian Bureau of Statistics, 12 December 2017. Access Date: 28 January 2017.

<http://www.abs.gov.au/AUSSTATS/abs@.nsf/allprimarymainfeatures/3A50CD6078367859CA2580AC0013485C?opendocument>

<sup>1370</sup> Employment Projections, Australian Government Department of Employment, 8 December 2016. Access Date: 7 January 2016. <http://lmip.gov.au/default.aspx?LMIP/GainInsights/EmploymentProjections>

which was published on 8 November 2016.<sup>1371</sup> This report reveals that the unemployment rate between 14 and 24 years of age [increased to] 26.5% in the [first half] of this year.”<sup>1372</sup>

Brazil has not systematically and transparently monitored the implementation of its employment plan, specifically female and youth goals. Brazil has not developed its employment plan. Thus, Brazil received a score of -1.

*Analyst: Grace Marshall*

#### **Canada: +1**

Canada has fully complied with its commitment on employment.

On 5 December 2016, Statistics Canada published a new report that indicated that there are less young Canadians, who are not full-time students, working in full-time jobs today than in 1976. The report also indicated that male worker between the age of 17-24 experienced a 15 per cent drop of their buying power, while women of the same age group experienced a 10 per cent drop.<sup>1373</sup>

On 3 January 2017, the Canadian government issued an updated guideline to the First Nations and Inuit Youth Employment Strategy. The new guidelines focuses on assisting First Nations and Inuit youth acquire required skills and overcome barriers to employment for employment. Furthermore, in order to ensure funding recipients act in accordance with the provisions, “activities including audits, evaluations, as well as desk and on-site compliance reviews will be conducted with all funding recipients.”<sup>1374</sup> During the compliance period, Statistics Canada has continued to publish various employment statistics.<sup>1375</sup>

On 6 January 2017, Statistics Canada issued a Labour Force Survey detailing the fluctuations in employment statistics of the country in the past year. The survey states that employment increased by 0.6 per cent in the last quarter of 2016.<sup>1376</sup> The survey also specifically outlines employment increases for women aged 25 to 54, stating that in December, employment for women in this category increased by 31,000 and unemployment rate also increased by 0.2 per cent to 5.4 per cent.<sup>1377</sup> The survey also analyzes fluctuations in employment levels in different provinces of the country and states

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<sup>1371</sup> Unemployment among young people up to 24 years old, says ipea, EBC, 8 November 2016. Access Date: 31 January 2017. <http://agenciabrasil.ebc.com.br/economia/noticia/2016-11/cresce-desemprego-entre-os-jovens-de-ate-24-anos-diz-ipea>

<sup>1372</sup> Formação de jovens e oportunidades de trabalho são temas de seminário em Brasília, Ministério da Educação (Brasília). 15 December 2016. Access Date: 17 December 2016. <http://portal.mec.gov.br/component/content/article?id=43171>

<sup>1373</sup> Youth Job Quality Has Declined, Unemployment Rate Unchanged: StatCan, Huffington Post (Toronto) 5 December 2016. Access Date: 29 January 2017. [http://www.huffingtonpost.ca/2016/12/05/statcan-study-highlights-drop-in-wage-job-quality-for-young-workers\\_n\\_13432378.html](http://www.huffingtonpost.ca/2016/12/05/statcan-study-highlights-drop-in-wage-job-quality-for-young-workers_n_13432378.html)

<sup>1374</sup> First Nations and Inuit Youth Employment Strategy - Skills Link Program - National Program Guidelines 2016-2017, Government of Canada, 3 January 2017. Date of Access: 7 January 2017. <https://www.aadnc-aandc.gc.ca/eng/1450118413943/1450118431958#chp2>

<sup>1375</sup> First Nations and Inuit Youth Employment Strategy - Skills Link Program - National Program Guidelines 2016-2017, Government of Canada, 3 January 2017. Date of Access: 7 January 2017. <https://www.aadnc-aandc.gc.ca/eng/1450118413943/1450118431958#chp2>

<sup>1376</sup> Labour and Force Survey, December 2016, Statistics Canada, 6 January 2017. Access Date: 10 January 2017. <http://www.statcan.gc.ca/daily-quotidien/170106/dq170106a-eng.htm>

<sup>1377</sup> Labour and Force Survey, December 2016, Statistics Canada, 6 January 2017. Access Date: 10 January 2017. <http://www.statcan.gc.ca/daily-quotidien/170106/dq170106a-eng.htm>

in 2016, employment gains totalled 1.2 per cent.<sup>1378</sup> Lastly, the survey states that employment grew by 2.8 per cent among people aged 55 and older.<sup>1379</sup>

Canada has systematically and transparently monitored the implementation of its employment plan, specifically female and youth goals. Canada has developed its employment plan. Thus, Canada received a score of +1.

*Analyst: Mary Zelenova*

#### **China: -1**

China has not complied with its commitment on employment.

On 26 October 2016, the state council of China released statistical progress of 2016. In the first nine months of 2016, 10.67 million new jobs were created and surpassed the annual target of 10 million. The report detailed numbers in several sectors such as tourism, culture, sports, health and elderly care.<sup>1380</sup>

China has not systematically and transparently monitored the implementation of its employment plan, specifically female and youth goals. China has not developed its employment plan. Thus, China receives a score of -1.

*Analyst: Xun (Sean) Gong*

#### **France: 0**

France has not complied with its commitment on employment.

On 7 October 2016, Minister of Families, Children and Women's Rights Laurence Rossignol launched the first regional network of companies for equality as part of Equality Week in Provence Alpes Côte D'Azur (PACA). This network of companies and administrations for equality brings together 120 French companies who have a shared interest in measuring their results of reaching equality with the support of the Ministry of Families, Children and Women's Rights.<sup>1381</sup>

On 31 January 2017, an Action Plan on gender diversity in the digital sector was signed between the Ministry of National Education, Higher Education and Research; the Ministry of Families, Children and Women's Rights; and the State Secretariat for Digital Affairs, Economy and Finance. The plan is a commitment to implement actions to increase opportunities for women in the digital professions, particularly in male-dominated areas. Each signatory is charged with a unique plan of implementation. It is also a public-private initiative as it engages private actors to mobilize and act to promote gender equality in the digital sector. Measures by these actors cover fighting cybersexism and cyberviolence, working on the representations associated with digital jobs at the initial training stages, such as working with youth, promoting diversity and the attractiveness of digital jobs to women, and

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<sup>1378</sup> Labour and Force Survey, December 2016, Statistics Canada, 6 January 2017. Access Date: 10 January 2017. <http://www.statcan.gc.ca/daily-quotidien/170106/dq170106a-eng.htm>

<sup>1379</sup> Labour and Force Survey, December 2016, Statistics Canada, 6 January 2017. Access Date: 10 January 2017. <http://www.statcan.gc.ca/daily-quotidien/170106/dq170106a-eng.htm>

<sup>1380</sup> China sees growth in employment, structure upgrading, The State Council of the People's Republic of China (Beijing) 26 October 2016. Access Date: 11 November 2016. [http://english.gov.cn/policies/policy\\_watch/2016/10/26/content\\_281475475626275.htm](http://english.gov.cn/policies/policy_watch/2016/10/26/content_281475475626275.htm)

<sup>1381</sup> Laurence Rossignol lance le 1er Réseau des Entreprises pour l'Égalité en PACA (Paris) Access Date: November 13, 2016. <http://www.familles-enfance-droitsdesfemmes.gouv.fr/laurence-rossignol-lance-le-1er-reseau-des-entreprises-pour-egalite-en-paca/>

supporting women entrepreneurs in the digital sector. The plan also provides statistics on the gender gap in specific labour sectors.<sup>1382</sup>

France has provided some data on labour force participation rates between men and women, but has not systematically and transparently monitored the implementation of its employment plan, specifically female and youth goals. France has developed its employment plan. Thus, France receives a score of 0.

*Analyst: Mojann Zibapour*

### **Germany: 0**

Germany has partially complied with its commitment on employment.

Throughout the compliance period, Destatis, the Federal Statistical Office, has continued to report employment statistics and trends. On 27 September 2016, Destatis announced that the employment rate of 65 to 69-year-olds is markedly higher between 2005 to 2015, from 6.5 per cent to 14.5 per cent.<sup>1383</sup> On 2 November 2016, Destatis published a press release reporting that employment is up 0.9 per cent in September 2016 since the previous year.<sup>1384</sup> On 3 January 2017, Destatis announced that 43.8 million persons were in employment in November 2016, a 0.7 per cent increase from the year before.<sup>1385</sup> In the same report, Destatis reported that the youth unemployment rate decreased to 6.7 per cent.<sup>1386</sup> The German unemployment rate decreased to 3.9 per cent.<sup>1387</sup>

Germany has systematically and transparently monitored the implementation of its employment plan, however, not specifically female and youth goals. Germany has not developed its employment plan. Thus, Germany receives a score of 0.

*Analyst: Briana MacLeod*

### **India: 0**

India has partially complied with its commitment on employment.

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<sup>1382</sup> Signature du plan sectoriel mixité numérique, 31 January 2017, Government of France. Date of Access: 04 April 2017. <http://www.familles-enfance-droitsdesfemmes.gouv.fr/wp-content/uploads/2017/01/DP-Plan-sectoriel-mixite-numerique.pdf>

<sup>1383</sup> Press release: Employment rate of 65 to 69-year-olds markedly higher, Destatis (Wiesbaden) 27 September 2016. Access Date: 13 January 2017. [https://www.destatis.de/EN/PressServices/Press/pr/2016/09/PE16\\_343\\_122.html](https://www.destatis.de/EN/PressServices/Press/pr/2016/09/PE16_343_122.html)

<sup>1384</sup> Press release: Employment up 0.9% in September 2016 on a year earlier, Destatis (Wiesbaden), 2 November 2016. Access Date: 14 November 2016.

[https://www.destatis.de/EN/PressServices/Press/pr/2016/11/PE16\\_390\\_132.html;jsessionid=B199BC36A94A48CDE92BDF2159DF3607.cae3](https://www.destatis.de/EN/PressServices/Press/pr/2016/11/PE16_390_132.html;jsessionid=B199BC36A94A48CDE92BDF2159DF3607.cae3)

<sup>1385</sup> Press release: 43.8 million persons in employment in November 2016, Destatis (Wiesbaden) Access Date: 3 January 2017.

[https://www.destatis.de/EN/PressServices/Press/pr/2017/01/PE17\\_002\\_132.html;jsessionid=DA9CC441C5EB9A5E31551E7FECE23BD0.cae2](https://www.destatis.de/EN/PressServices/Press/pr/2017/01/PE17_002_132.html;jsessionid=DA9CC441C5EB9A5E31551E7FECE23BD0.cae2)

<sup>1386</sup> Press release: 43.8 million persons in employment in November 2016, Destatis (Wiesbaden) Access Date: 3 January 2017.

[https://www.destatis.de/EN/PressServices/Press/pr/2017/01/PE17\\_002\\_132.html;jsessionid=DA9CC441C5EB9A5E31551E7FECE23BD0.cae2](https://www.destatis.de/EN/PressServices/Press/pr/2017/01/PE17_002_132.html;jsessionid=DA9CC441C5EB9A5E31551E7FECE23BD0.cae2)

<sup>1387</sup> Press release: 43.8 million persons in employment in November 2016, Destatis (Wiesbaden) Access Date: 3 January 2017.

[https://www.destatis.de/EN/PressServices/Press/pr/2017/01/PE17\\_002\\_132.html;jsessionid=DA9CC441C5EB9A5E31551E7FECE23BD0.cae2](https://www.destatis.de/EN/PressServices/Press/pr/2017/01/PE17_002_132.html;jsessionid=DA9CC441C5EB9A5E31551E7FECE23BD0.cae2)

On 15 September 2016, Labour Bureau, the labour statistics organization functioning under the Ministry of Labour and Employment, published the “Report on Fifth Annual Employment-Unemployment Survey (2015-2016).”<sup>1388</sup> This report, the first of four volumes to be published, reported statistics on parameters including Labour Force Participation Rate (LFPR), worker population ratio, unemployment rate, distribution of employment, extent of underemployment, etc.<sup>1389</sup> The LFPR was 50.3 per cent, female LFPR was 23.7 per cent, and male LFPR was 75 per cent, at the national level.<sup>1390</sup> The unemployment rate was 5 per cent, female unemployment rate was 8.7 per cent, and male unemployment rate was 4 per cent, at the national level.<sup>1391</sup> Separate statistics for rural and urban areas were reported as well.

On 16 December 2016, the Ministry of Labour and Employment introduced a new scheme by the Employee’s State Insurance Corporation (ESCI) which aims to provide social protection to more workers.<sup>1392</sup> Operating for a period of three months from 1 January 2017 to 31 March 2017, the scheme will provide employers as well as employees who were left out of coverage, to register themselves.<sup>1393</sup>

India has systematically and transparently monitored the implementation of its employment plan, specifically female and youth goals. India has not developed its employment plan. Thus, India receives a score of 0.

*Analyst: Nishita Agrawal*

#### **Indonesia: -1**

Indonesia has not complied with its commitment on employment.

No actions were registered during the compliance period.

Indonesia has not systematically and transparently monitored the implementation of its employment plan, specifically female and youth goals. Indonesia has not developed its employment plan. Thus, Indonesia receives a score of -1.

*Analyst: Xun (Sean) Gong*

#### **Italy: 0**

Italy has partially complied with its commitment on employment.

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<sup>1388</sup> Report on Fifth Annual Employment-Unemployment Survey (2015-2016), Labour Bureau (Chandigarh) 15 September 2016. Access Date: 10 November 2016. [http://labourbureaunew.gov.in/UserContent/EUS\\_5th\\_1.pdf](http://labourbureaunew.gov.in/UserContent/EUS_5th_1.pdf)

<sup>1389</sup> Report on Fifth Annual Employment-Unemployment Survey (2015-2016), Labour Bureau (Chandigarh) 15 September 2016. Access Date: 10 November 2016. [http://labourbureaunew.gov.in/UserContent/EUS\\_5th\\_1.pdf](http://labourbureaunew.gov.in/UserContent/EUS_5th_1.pdf)

<sup>1390</sup> Report on Fifth Annual Employment-Unemployment Survey (2015-2016), Labour Bureau (Chandigarh) 15 September 2016. Access Date: 10 November 2016. [http://labourbureaunew.gov.in/UserContent/EUS\\_5th\\_1.pdf](http://labourbureaunew.gov.in/UserContent/EUS_5th_1.pdf)

<sup>1391</sup> Report on Fifth Annual Employment-Unemployment Survey (2015-2016), Labour Bureau (Chandigarh) 15 September 2016. Access Date: 10 November 2016. [http://labourbureaunew.gov.in/UserContent/EUS\\_5th\\_1.pdf](http://labourbureaunew.gov.in/UserContent/EUS_5th_1.pdf)

<sup>1392</sup> ESIC introduces a new Scheme to promote Registration of Employers/Employees, Ministry of Labour and Employment 16 December 2016. Access Date: 7 January 2017. <http://pib.nic.in/newsite/pmreleases.aspx?mincode=21>

<sup>1393</sup> ESIC introduces a new Scheme to promote Registration of Employers/Employees, Ministry of Labour and Employment 16 December 2016. Access Date: 7 January 2017. <http://pib.nic.in/newsite/pmreleases.aspx?mincode=21>

On 27 October 2016, the Ministry of Labour and Social Policy announced its plan to record the gender percentage in sectors and professions.<sup>1394</sup>

On 9 January 2017, the Ministry of Labour and Social Policies announced the positive increase of the employment market since the previous check of the market in November 2016.<sup>1395</sup> The announcement also indicated that the youth employment rate was still low but would be continuously monitored and released.<sup>1396</sup>

Italy has systematically and transparently monitored the implementation of its employment plan, specifically female and youth goals. Italy has not developed its employment plan. Thus, Italy receives a score of 0.

*Analyst: Meagan Byrd*

### **Japan: 0**

Japan has partially complied with its commitment on employment.

On 13 September 2016, the Ministry of Health, Labor, and Welfare published statistics on job openings and recent high school and junior high school graduates in 2016 with a 1.75 job opening-to-application ratio for high school students.<sup>1397</sup>

On 7 October 2016, the Ministry of Health, Labor, and Welfare published a white paper on Prevention of Karoshi - death caused by overwork - for the first time.<sup>1398</sup> The white paper outlines the current status of karoshi, current and suggestive measures on preventing karoshi.<sup>1399</sup>

On 25 October 2016, the Ministry of Health, Labor, and Welfare published data on the status of job separation for students graduated in 2013.<sup>1400</sup>

On 31 October 2016, the Ministry of Health, Labor, and Welfare announced the opening of the portal site "Labor Conditions in Start-Ups" on 1 November 2016.<sup>1401</sup> This site assists new start-ups to self-diagnose on aspects such as, labor management and safety and health management.<sup>1402</sup>

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<sup>1394</sup> Sectors and occupations characterized by rate of woman man disparities, Ministry of Labour and Social Policies (Italy) 26 October 2016. Access date: 22 November 2016. <http://www.lavoro.gov.it/notizie/Pagine/Settori-e-professionisti-caratterizzati-da-tasso-di-disparita-uomo-donna.aspx>

<sup>1395</sup> Istat data on the employed and unemployed in November 2016, Ministry of Labour and Social Policy (Italy) 9 January 2017. Access date: 10 January 2017. <http://www.lavoro.gov.it/stampa-e-media/comunicati/pagine/dati-istat-relativi-ad-occupati-e-disoccupati-di-novembre-2016.aspx/>

<sup>1396</sup> Istat data on the employed and unemployed in November 2016, Ministry of Labour and Social Policy (Italy) 9 January 2017. Access date: 10 January 2017. <http://www.lavoro.gov.it/stampa-e-media/comunicati/pagine/dati-istat-relativi-ad-occupati-e-disoccupati-di-novembre-2016.aspx/>

<sup>1397</sup> What's New 2016, Ministry of Health Labour and Welfare 30 September 2016. Access date: 22 January 2017. <http://www.mhlw.go.jp/english/new-info/2016.html>

<sup>1398</sup> What's New 2016, Ministry of Health Labour and Welfare 7 October 2016. Access date: 22 January 2017. <http://www.mhlw.go.jp/english/new-info/2016.html>

<sup>1399</sup> The White Paper on Prevention of Karoshi published, Ministry of Health Labour and Welfare 7 October 2016. Access date: 22 January 2017. <http://www.mhlw.go.jp/stf/houdou/0000139008.html>

<sup>1400</sup> Status of Graduates, Ministry of Health Labor and Welfare 25 October 2016. Access dates: 22 January 2017. <http://www.mhlw.go.jp/stf/houdou/0000140526.html>

<sup>1401</sup> We will open a portal site "Start-Up Work Conditions" on November 1, Ministry of Health Labour and Welfare 31 October 2016. Access date: 22 January 2017. <http://www.mhlw.go.jp/stf/houdou/0000141133.html>

<sup>1402</sup> We will open a portal site "Start-Up Work Conditions" on November 1, Ministry of Health Labour and Welfare 31 October 2016. Access date: 22 January 2017. <http://www.mhlw.go.jp/stf/houdou/0000141133.html>

On 18 November 2016, the Ministry of Health, Labor, and Welfare published statistics on job openings and recent high school and junior high school graduates in 2016.<sup>1403</sup>

On 22 November 2016, the Ministry of Health, Labor, and Welfare published the Final Report of Monthly Labor Survey September 2016.<sup>1404</sup> This survey records, cash earnings, hours worked and days worked, regular employment and labor turnover, wage indices, hours worked indices, employment indices, and seasonally adjusted indices.<sup>1405</sup>

On 14 December 2016, the Bank of Japan release “Tankan,” a business short-term economic sentiment survey.<sup>1406</sup> This survey shows statistics related to the status of the Japanese economy with a specific section on employment condition and the number of new graduates hired.<sup>1407</sup>

On 21 December 2016, the Ministry of Health, Labor, and Welfare published the Special Monthly Labor Survey,<sup>1408</sup> recording statistics on:

- Wage rate of male and female categorized by occupation type<sup>1409</sup>
- Wage rate of male and female categorized by age<sup>1410</sup>
- Wage rate of male and female categorized by both age and occupation type<sup>1411</sup>
- Number of workdays categorized by both sex and occupation type<sup>1412</sup>
- Daily work hours categorized by both sex and occupation type<sup>1413</sup>

On 22 December 2016, the Ministry of Health, Labor, and Welfare published the Final Report of Monthly Labor Survey October 2016.<sup>1414</sup>

Japan has systematically and transparently monitored the implementation of its employment plan, specifically female and youth goals. Japan has not developed its employment plan. Thus, Japan receives a score of 0.

*Analyst: Lam Ho Ching (Crystal)*

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<sup>1403</sup> Summary of Heisei 28, Ministry of Health Labour and Welfare 18 November 2016. Access date: 22 January 2017. <http://www.mhlw.go.jp/stf/houdou/0000142666.html>

<sup>1404</sup> Final Report of Monthly Labour Survey, Ministry of Health Labour and Welfare 22 November 2016. Access date: 22 January 2017. <http://www.mhlw.go.jp/english/database/db-l/28/2809re/2809re.html>

<sup>1405</sup> Final Report of Monthly Labour Survey, Ministry of Health Labour and Welfare 22 November 2016. Access date: 22 January 2017. <http://www.mhlw.go.jp/english/database/db-l/28/2809re/2809re.html>

<sup>1406</sup> Tankan (Summary) from 2016, Bank of Japan 14 December 2016. Access date: 22 January 2017. <http://www.boj.or.jp/en/statistics/tk/gaiyo/2016/index.htm/>

<sup>1407</sup> Tankan (Summary) from 2016, Bank of Japan 14 December 2016. Access date: 22 January 2017. <http://www.boj.or.jp/en/statistics/tk/gaiyo/2016/index.htm/>

<sup>1408</sup> Monthly Labour Survey [Special Survey] 2016, Ministry of Health Labour and Welfare 22 December 2016. Access date: 22 January 2017. <http://www.mhlw.go.jp/toukei/itiran/roudou/monthly/tokubetu/16/28maitoku.html>

<sup>1409</sup> Monthly Labour Survey [Special Survey] 2016, Ministry of Health Labour and Welfare 22 December 2016. Access date: 22 January 2017. <http://www.mhlw.go.jp/toukei/itiran/roudou/monthly/tokubetu/16/28maitoku.html>

<sup>1410</sup> Monthly Labour Survey [Special Survey] 2016, Ministry of Health Labour and Welfare 22 December 2016. Access date: 22 January 2017. <http://www.mhlw.go.jp/toukei/itiran/roudou/monthly/tokubetu/16/28maitoku.html>

<sup>1411</sup> Monthly Labour Survey [Special Survey] 2016, Ministry of Health Labour and Welfare 22 December 2016. Access date: 22 January 2017. <http://www.mhlw.go.jp/toukei/itiran/roudou/monthly/tokubetu/16/28maitoku.html>

<sup>1412</sup> Monthly Labour Survey [Special Survey] 2016, Ministry of Health Labour and Welfare 22 December 2016. Access date: 22 January 2017. <http://www.mhlw.go.jp/toukei/itiran/roudou/monthly/tokubetu/16/28maitoku.html>

<sup>1413</sup> Monthly Labour Survey [Special Survey] 2016, Ministry of Health Labour and Welfare 22 December 2016. Access date: 22 January 2017. <http://www.mhlw.go.jp/toukei/itiran/roudou/monthly/tokubetu/16/28maitoku.html>

<sup>1414</sup> Final Report of Monthly Labour Survey, Ministry of Health Labour and Welfare 22 December 2016. Access date: 22 January 2017. <http://www.mhlw.go.jp/english/database/db-l/28/2810re/2810re.html>

## **Korea: 0**

Korea has partially complied with its commitment on employment.

On 12 October 2016, Statistics Korea publishes the Economically Active Population Survey, with September data.<sup>1415</sup> The survey includes:

- Economically active population and labor force participation rate, with specification on female participation rate and unemployment rate<sup>1416</sup>
- Employed persons and employment-population ratio<sup>1417</sup>
- Unemployed persons and unemployment rate<sup>1418</sup>
- Economically inactive population<sup>1419</sup>

On 16 October 2016, the Ministry of Employment and Labor released analysis on the labor market and characteristics of older people.<sup>1420</sup> This document outlines the current employment and reemployment situation of older people aged between their 50s and 60s.<sup>1421</sup>

On 9 November 2016, 14 December 2016 and 11 January 2017 Statistics Korea published the Economically Active Population Survey, with October, November and December data which monitored the active population, labor force participation rate, employed and unemployed population ratio and rate, and the economically inactive population.<sup>1422</sup>

On 7 December 2016, the Ministry of Employment and Labor announces results of “interim survey on private sector’s compliance with the obligation to establish workplace childcare center,”<sup>1423</sup> a key work-life balance policy.

On 27 December 2016, the Ministry of Employment and Labor announces the tightening of monitoring system on management of work environment starting in 2017,<sup>1424</sup> through:

- “Conducting a survey on the actual state of chemical management mainly in manufacturing businesses”<sup>1425</sup>
- Establish an on-going detection system<sup>1426</sup>

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<sup>1415</sup> Total, Statistics Korea 12 October 2016. Access date: 22 January 2017.  
<http://kostat.go.kr/portal/eng/pressReleases/5/1/index.board?rowNum=10>

<sup>1416</sup> Total, Statistics Korea 12 October 2016. Access date: 22 January 2017.  
<http://kostat.go.kr/portal/eng/pressReleases/5/1/index.board?rowNum=10>

<sup>1417</sup> Total, Statistics Korea 12 October 2016. Access date: 22 January 2017.  
<http://kostat.go.kr/portal/eng/pressReleases/5/1/index.board?rowNum=10>

<sup>1418</sup> Total, Statistics Korea 12 October 2016. Access date: 22 January 2017.  
<http://kostat.go.kr/portal/eng/pressReleases/5/1/index.board?rowNum=10>

<sup>1419</sup> Total, Statistics Korea 12 October 2016. Access date: 22 January 2017.  
<http://kostat.go.kr/portal/eng/pressReleases/5/1/index.board?rowNum=10>

<sup>1420</sup> Employment Policy, Ministry of Employment and Labor 16 October 2016. Access date: 22 January 2017.  
[https://www.moel.go.kr/english/poli/poliLaw\\_view.jsp?idx=1295](https://www.moel.go.kr/english/poli/poliLaw_view.jsp?idx=1295)

<sup>1421</sup> Employment Policy, Ministry of Employment and Labor 16 October 2016. Access date: 22 January 2017.  
[https://www.moel.go.kr/english/poli/poliLaw\\_view.jsp?idx=1295](https://www.moel.go.kr/english/poli/poliLaw_view.jsp?idx=1295)

<sup>1422</sup> Total, Statistics Korea 9 November 2016. Date of Access: 22 January 2017.  
<http://kostat.go.kr/portal/eng/pressReleases/5/1/index.board?rowNum=10>

<sup>1423</sup> Employment Policy, Ministry of Employment and Labor 7 December 2016. Access date: 20 January 2017.  
[https://www.moel.go.kr/english/poli/poliLaw\\_view.jsp?idx=1318](https://www.moel.go.kr/english/poli/poliLaw_view.jsp?idx=1318)

<sup>1424</sup> Employment Policy, Ministry of Employment and Labor 27 December 2016. Access date: 20 January 2017.  
[https://www.moel.go.kr/english/poli/poliLaw\\_view.jsp?idx=1313](https://www.moel.go.kr/english/poli/poliLaw_view.jsp?idx=1313)

<sup>1425</sup> Employment Policy, Ministry of Employment and Labor 27 December 2016. Access date: 20 January 2017.  
[https://www.moel.go.kr/english/poli/poliLaw\\_view.jsp?idx=1313](https://www.moel.go.kr/english/poli/poliLaw_view.jsp?idx=1313)

- Taking action against those which fail to comply<sup>1427</sup>

Korea has systematically and transparently monitored the implementation of its employment plan, specifically female and youth goals. Korea has not developed its employment plan. Thus, Korea receives a score of 0.

*Analyst: Lam Ho Ching (Crystal)*

#### **Mexico: -1**

Mexico has not complied with its commitment on employment.

In 18 January 2017, the Secretariat of Labor and Social Welfare updated the statistical report for monitoring the gender-gap participation rate of national formal labor by branch of economic activity. According to the employment rate by gender statistic, there are currently 61.7 percentage point of men and 38.3 percentage point of women participated in the formal economy.<sup>1428</sup>

Mexico has not systematically and transparently monitored the implementation of its employment plan, specifically female and youth goals. Mexico has not developed its employment plan. Thus, Mexico receives a score of -1.

*Analyst: Kaylee Mak*

#### **Russia: 0**

Russia has partially complied with its commitment on employment.

As of 12 September 2016, the Russian Ministry of Labour and Social Security has publically posted the draft order “On approval of the target forecast indicators in the field of employment promotion.”<sup>1429</sup> Indicators will be approved annually and will be used as minimums for the entire Russian Federation. The Ministry of Labour and Social Security believes that the introduction of performance per employment service measures will increase the level of responsibility of each individual employee and positively impact performance. The draft order document entered into force on 1 January 2017.<sup>1430</sup>

On 14 October 2016, the Director of the Department of Demographic Policy and Social Welfare Svetlana Petrova announced a national strategy to benefit women will be launched at a meeting organized by the Commission of the Civic Chamber of the Russian Federation, with the Public Council under the Ministry of Labour and Social Protection. The meeting had the goal of discussing supports for the family, children, and motherhood. Petrova recognized that although the Convention on the Elimination of All Forms of Discrimination against Women had been ratified in Russia, women’s rights remain an issue. One of the three central themes of the strategy will be to “to identify tools that will ensure the effectiveness of the involvement of women in the economy and to increase

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<sup>1426</sup> Employment Policy, Ministry of Employment and Labor 27 December 2016. Access date: 20 January 2017. [https://www.moel.go.kr/english/poli/poliLaw\\_view.jsp?idx=1313](https://www.moel.go.kr/english/poli/poliLaw_view.jsp?idx=1313)

<sup>1427</sup> Employment Policy, Ministry of Employment and Labor 27 December 2016. Access date: 20 January 2017. [https://www.moel.go.kr/english/poli/poliLaw\\_view.jsp?idx=1313](https://www.moel.go.kr/english/poli/poliLaw_view.jsp?idx=1313)

<sup>1428</sup> Estado de Mexico, Secretariat For Employment And Labor Productivity. January 2017. Access Date 29 January 2017 <http://www.stps.gob.mx/gobmx/estadisticas/pdf/perfiles/perfil%20nacional.pdf>

<sup>1429</sup> Минтруд России установит для регионов показатели по трудоустройству, Министерство труда и социальной защиты РФ (Moscow). 12 September 2016. Access Date: 19 December 2016. <http://www.rosmintrud.ru/employment/employment/559>

<sup>1430</sup> Минтруд России установит для регионов показатели по трудоустройству, Министерство труда и социальной защиты РФ (Moscow). 12 September 2016. Access Date: 19 December 2016. <http://www.rosmintrud.ru/employment/employment/559>

their representation in various decision-making levels,” according to Petrova.<sup>1431</sup> As a third theme, Petrova aims to address the problem of the gender wage gap and the conflicting responsibilities women have, professionally and domestically. This meeting pertains to the further development of Russia’s 2014 employment plan, which made the new commitment “To increase economic incentives for employers to hire the disabled and women with children.”<sup>1432</sup>

Russia has systematically and transparently monitored the implementation of its employment plan, specifically female and youth goals. Russia has not developed its employment plan. Thus, Russia received a score of 0.

*Analyst: Grace Marshall*

### **Saudi Arabia: 0**

Saudi Arabia has partially complied with its commitment on employment.

During the compliance period, the General Authority for Statistics (GAS), has continued to publish employment statistics. According to the GAS, there was an 12.7 per cent increase in the number of expatriates in Saudi Arabia. According to GAS data, there were a total of 1,419,905 expatriates, and the women expatriates population increased by 13.59 per cent. In terms of employment, expatriates occupied 72 per cent of jobs in the tourism and hospitality sector against 28 percent Saudis. According to GAS surveys, Saudi Arabian total unemployment number is 693,784, with 254,108 being men and 439,676 being women.<sup>1433</sup>

On 12 December 2016, Labour Minister, Ali Al Ghafis, was quoted as saying that the ministries were informed by the Deputy Crown Prince to develop a strategy within the next three months to lower unemployment. Labour Minister Al Ghafis explained the new strategy “should aim to link higher education and vocational training with the labour market to reduce joblessness among young Saudis.”<sup>1434</sup>

Saudi Arabia has systematically and transparently monitored the implementation of its employment plan, specifically female and youth goals. Saudi Arabia has not developed its employment plan. Thus, Saudi Arabia receives a score of 0.

*Analyst: Meagan Byrd*

### **South Africa: 0**

South Africa has partially complied with its commitment on employment.

On 9 November 2016, the Department of Labour of South Africa issued a report titled Annual Performance Plan, 2016/2017. The report outlines the challenges to the performance in the

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<sup>1431</sup> Директор департамента Светлана Петрова: До конца года будет подготовлена Национальная стратегия действий в интересах женщин на 2017-2022 годы, Министерство труда и социальной защиты РФ (Moscow). 14 October 2016. Access Date: 29 December 2016. <http://www.rosmintrud.ru/social/family/224>

<sup>1432</sup> G20 Employment Plan 2014 - Russia, Australia 2014 (Brisbane) November 2014. Access Date: 22 December 2016. [http://www.g20australia.org/sites/default/files/g20\\_resources/library/g20\\_employment\\_plan\\_russian\\_federation.pdf](http://www.g20australia.org/sites/default/files/g20_resources/library/g20_employment_plan_russian_federation.pdf)

<sup>1433</sup> Expats’ number rise by 12.17 percent in Saudi, Al Arabiya English (Riyadh) 28 November 2016. Access Date: 29 January 2017. <http://english.alarabiya.net/en/business/economy/2016/11/28/Expats-number-rise-by-12-17-percent-in-Saudi.html>

<sup>1434</sup> Saudi Arabia urges plan to cut youth unemployment, Arabian Business (Dubai) 12 December 2016. Access Date: 29 January 2017. <http://m.arabianbusiness.com/saudi-arabia-urges-plan-cut-youth-unemployment-655970.html>

workplace and the strategic goals for improving workplace environment.<sup>1435</sup> The report outlines that “four research reports in line with the Research, Monitoring and Evaluation agenda ... [are] aimed at assessing the impact of labour legislation and labour programmes to be produced.”<sup>1436</sup> The programs monitored are:

1. “Assessing the effectiveness of collective bargaining exemption process”<sup>1437</sup>
2. “Reduction of working hours to a 40 hour week”<sup>1438</sup>
3. “Analysis of the knowledge level of the public on the services of the Department of Labour”<sup>1439</sup>
4. “Evaluation of the attitude of work-seekers”<sup>1440</sup>

South Africa has systematically and transparently monitored the implementation of its employment plan, however, not specifically female and youth goals. South Africa has not developed its employment plan. Thus, South Africa has been awarded a score of 0.

*Analyst: Mary Zelenova*

### **Turkey: 0**

Turkey has partially complied with its commitment on employment.

On 15 December 2016, the Turkish Statistical Institute announced that the unemployment rate realized 11.3 per cent with one percentage point increase.<sup>1441</sup> Additionally, it announced that the youth unemployment rate including persons aged 15-24 was 19.9 per cent with a 1.4 percentage point increase.<sup>1442</sup>

During the compliance period, the Turkish Statistical Institute continued to publish employment statistics.

Turkey has systematically and transparently monitored the implementation of its employment plan, specifically youth goals, however not female participation. Turkey has not developed its employment plan. Thus, Turkey receives a score of 0.

*Analyst: Briana MacLeod*

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<sup>1435</sup> Annual Performance Plan, Department of Labour, December 2016. Access date: 8 January 2017.  
<http://www.labour.gov.za/DOL/downloads/documents/annual-reports/annual-performance-plan-2011-2012/2016-2017/app2016.pdf>

<sup>1436</sup> Annual Performance Plan, Department of Labour, December 2016. Access date: 8 January 2017.  
<http://www.labour.gov.za/DOL/downloads/documents/annual-reports/annual-performance-plan-2011-2012/2016-2017/app2016.pdf>

<sup>1437</sup> Annual Performance Plan, Department of Labour, December 2016. Access date: 8 January 2017.  
<http://www.labour.gov.za/DOL/downloads/documents/annual-reports/annual-performance-plan-2011-2012/2016-2017/app2016.pdf>

<sup>1438</sup> Annual Performance Plan, Department of Labour, December 2016. Access date: 8 January 2017.  
<http://www.labour.gov.za/DOL/downloads/documents/annual-reports/annual-performance-plan-2011-2012/2016-2017/app2016.pdf>

<sup>1439</sup> Annual Performance Plan, Department of Labour, December 2016. Access date: 8 January 2017.  
<http://www.labour.gov.za/DOL/downloads/documents/annual-reports/annual-performance-plan-2011-2012/2016-2017/app2016.pdf>

<sup>1440</sup> Annual Performance Plan, Department of Labour, December 2016. Access date: 8 January 2017.  
<http://www.labour.gov.za/DOL/downloads/documents/annual-reports/annual-performance-plan-2011-2012/2016-2017/app2016.pdf>

<sup>1441</sup> Press release: Labour Force Statistics, September 2016, 15 December 2016. Access Date: 13 January 2017.  
<http://web.turkstat.gov.tr/HbPrint.do?id=21575>

<sup>1442</sup> Press release: Labour Force Statistics, September 2016, 15 December 2016. Access Date: 13 January 2017.  
<http://web.turkstat.gov.tr/HbPrint.do?id=21575>

## United Kingdom: +1

The United Kingdom has partially complied with its commitment on employment.

On 19 October 2016, the Office for National Statistics (ONS) released a statistical bulletin, “United Kingdom (UK) Labour Market: October 2016.”<sup>1443</sup> This bulletin reported employment statistics for the UK including the employment rate, unemployment rate, economic inactivity rate, etc.<sup>1444</sup> The employment and unemployment rate, from March 2016 to May 2016, was 74.5 per cent and 4.9 per cent respectively.<sup>1445</sup> The youth unemployment rate, for June to August 2016, was 13.7 per cent.<sup>1446</sup> The number of unemployed women, from April to June 2016, was 728,000.<sup>1447</sup>

On 26 October 2016, the Office for National Statistics released the “Annual Survey of Hours and Earnings.”<sup>1448</sup> Data from this survey is used to calculate the gender pay gap at the national level.<sup>1449</sup> The most recent data showed that in April 2016, the gender pay gap for full-time employees was 9.4 per cent compared to 9.6 per cent in 2015.<sup>1450</sup> For part-time employees, the gender pay gap in April 2016 was minus 6.0 per cent which showed that on average women were paid higher than men.<sup>1451</sup>

On 31 October 2016, the Department of Work and Pensions and the Department of Health jointly issued a press release proposing new plans to help citizens with long-term health conditions benefit from work and advance their health.<sup>1452</sup> The proposed plan included:

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<sup>1443</sup> UK Labour Market: October 2016, Office for National Statistics 19 October 2016. Access Date: 10 November 2016. <http://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/latest>

<sup>1444</sup> UK Labour Market: October 2016, Office for National Statistics 19 October 2016. Access Date: 10 November 2016. <http://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/latest>

<sup>1445</sup> UK Labour Market: October 2016, Office for National Statistics 19 October 2016. Access Date: 10 November 2016. <http://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/latest>

<sup>1446</sup> UK Labour Market: October 2016, Office for National Statistics 19 October 2016. Access Date: 10 November 2016. <http://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/latest>

<sup>1447</sup> UK Labour Market: October 2016, Office for National Statistics 19 October 2016. Access Date: 10 November 2016. <http://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/latest>

<sup>1448</sup> Annual Survey of Hours and Earnings: 2016 provisional results, Office for National Statistics 26 October 2016. Access Date: 10 November 2016. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2016provisionalresults#main-points>

<sup>1449</sup> Annual Survey of Hours and Earnings: 2016 provisional results, Office for National Statistics 26 October 2016. Access Date: 10 November 2016. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2016provisionalresults#main-points>

<sup>1450</sup> Annual Survey of Hours and Earnings: 2016 provisional results, Office for National Statistics 26 October 2016. Access Date: 10 November 2016. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2016provisionalresults#main-points>

<sup>1451</sup> Annual Survey of Hours and Earnings: 2016 provisional results, Office for National Statistics 26 October 2016. Access Date: 10 November 2016. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2016provisionalresults#main-points>

<sup>1452</sup> Work and health plan to help disabled people into employment, UK Government 31 October 2016. Access Date: 10 November 2016. <https://www.gov.uk/government/news/work-and-health-plan-to-help-disabled-people-into-employment#history>

- “A review of Statutory Sick Pay and GP fit notes to support workers back into their jobs faster, and for longer
- Encouraging Jobcentre Plus work coaches to signpost claimants to therapy
- The launch of a consultation on Work Capability Assessment reform
- Encouraging employers to work with their employees with long-term health conditions to stop them from falling out of work
- A wide-ranging debate about recognising the value of work as a health outcome”<sup>1453</sup>

On 14 December 2016, the Office for National Statistics (ONS) released a statistical bulletin, “UK Labour Market: December 2016.”<sup>1454</sup> The employment and unemployment rate, from August to October 2016, was 74.4 per cent and 4.8 per cent respectively.<sup>1455</sup> The youth unemployment rate, for August to October 2016, was 13.1 per cent.<sup>1456</sup> The number of unemployed women, from August to October 2016, was 728,000.<sup>1457</sup>

On 22 January 2017, the UK released its plan for a modern Industrial Strategy.<sup>1458</sup> The Strategy has 10 pillars. One of these pillars in developing skills in which the objective is to “build a proper system of technical education, and boost key skills in science, technology, engineering, maths and digital proficiency, to ensure people have the skills employers need now and in the future.”<sup>1459</sup> The green paper outlines areas in which the UK government will take further action to improve skills, including through further supporting apprenticeships. It states that the UK “will work with local areas to test new approaches to closing the skills gap.” It identifies improved pre-school education, new schemes to support the retention and attraction of graduates, and measures to increase the take up of apprenticeships, as examples of possible actions.<sup>1460</sup>

The UK has systematically and transparently monitored the implementation of its employment plan, specifically female and youth goals and has worked to develop its employment plan. Thus, UK receives a score of +1.

*Analyst: Nishita Agrawal*

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<sup>1453</sup> Work and health plan to help disabled people into employment, UK Government 31 October 2016. Access Date: 10 November 2016. <https://www.gov.uk/government/news/work-and-health-plan-to-help-disabled-people-into-employment#history>

<sup>1454</sup> UK Labour Market: December 2016, Office for National Statistics 14 December 2016. Access Date: 7 January 2016. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/dec2016>

<sup>1455</sup> UK Labour Market: December 2016, Office for National Statistics 14 December 2016. Access Date: 7 January 2016. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/dec2016>

<sup>1456</sup> UK Labour Market: December 2016, Office for National Statistics 14 December 2016. Access Date: 7 January 2016. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/dec2016>

<sup>1457</sup> UK Labour Market: December 2016, Office for National Statistics 14 December 2016. Access Date: 7 January 2016. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/dec2016>

<sup>1458</sup> PM unveils plans for a modern Industrial Strategy fit for Global Britain, 22 January 2017, UK Government. Date of Access: 04 April 2017. <https://www.gov.uk/government/news/pm-unveils-plans-for-a-modern-industrial-strategy-fit-for-global-britain>

<sup>1459</sup> Building our Industrial Strategy, HM Government. Date of Access: 04 April 2017. [http://www.coast2capital.org.uk/storage/downloads/industrial\\_strategy\\_10\\_pillars-1486469958.pdf](http://www.coast2capital.org.uk/storage/downloads/industrial_strategy_10_pillars-1486469958.pdf)

<sup>1460</sup> Building our Industrial Strategy, January 2017, UK Government. Date of Access: 04 April 2017. [https://beisgovuk.citizenspace.com/strategy/industrial-strategy/supporting\\_documents/buildingourindustrialstrategygreenpaper.pdf](https://beisgovuk.citizenspace.com/strategy/industrial-strategy/supporting_documents/buildingourindustrialstrategygreenpaper.pdf)

### **United States: 0**

The United States has partially complied with its commitment on employment.

On 6 January 2017, the US Bureau of Labor Statistics under the Department of Labor updated the unemployment rate of the population by age, sex, and marital status. The statistics are seasonally adjusted and are on a monthly basis. In the month of December 2016, the unemployment rate for male youths from the age of 16-19 was 17.1 per cent and from the age of 20-24 was 9.2 per cent. In the same month, female youths from the age of 16-19 was 12 per cent and from the age of 20-24 was 7 per cent. The unemployment rate of all women over the age of 16 was 4.6 per cent.<sup>1461</sup> As well, the Bureau of Labor Statistics published a news release explaining the employment situation as of December 2016, and more specifically, explaining the methodology behind data and statistics collection.<sup>1462</sup>

On 6 January 2017, the US Secretary of Labor Thomas E. Perez issued a statement about the December 2016 Employment Situation report which stated that December 2016 saw the strongest wage growth since 2009 and the economy added 156,000 jobs, raising the unemployment rate to 4.7 per cent.<sup>1463</sup>

The US has systematically and transparently monitored the implementation of its employment plan, specifically female and youth goals. The US has not developed its employment plan. Thus the US receives a score of 0.

*Analyst: Mojann Zibapour*

### **European Union: +1**

European Union has fully complied with its commitment on employment.

On 4 October 2016, the European Commission adopted a Communication which highlights the achievements of the Youth Guarantee Scheme and the Youth Employment Initiative.<sup>1464</sup> In its employment plan issued at the 2014 Brisbane Summit, the EU specified the Youth Guarantee Scheme as a priority for implementation.<sup>1465</sup> Hence, the Communication provides updates to the results achieved due to the Scheme since its launch in 2013.<sup>1466</sup> The key statistic reported in the Communication was a reduction in the youth unemployment rate from 24.4 per cent in the first quarter of 2013 to 18.9 per cent in the second quarter of 2016.<sup>1467</sup> On the same day, the European Commission also adopted a proposal to revise the Europass which is a tool to improve transparency

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<sup>1461</sup> Labor Force Statistics from the Current Population Survey, United States Department of Labor (Washington D.C.) 6 January 2017. Access Date: 29 January 2017. <https://www.bls.gov/web/empsit/cpseea10.htm>

<sup>1462</sup> The Employment Situation - December 2016, Bureau of Labor Statistics - United States Department of Labor (Washington D.C.) 6 January 2017. Access Date: 29 January 2017. <https://www.bls.gov/news.release/pdf/empsit.pdf>

<sup>1463</sup> Statement of US Labor Secretary Perez on December employment numbers (Washington D.C.) Access date: January 12, 2017. <https://www.dol.gov/newsroom/releases/opa/opa20170106>

<sup>1464</sup> Questions and Answers: Communication on the Youth Guarantee and Youth Employment Initiative, European Commission (Strasbourg) 4 October 2016. Access Date: 1 December 2016. [http://europa.eu/rapid/press-release\\_MEMO-16-3215\\_en.htm](http://europa.eu/rapid/press-release_MEMO-16-3215_en.htm)

<sup>1465</sup> G20 Employment Plans, G20 Employment Working Group. Access Date: 1 December 2016. <http://www.g20ewg.org/index.php/2015-07-09-20-38-21/employment-plans>

<sup>1466</sup> Questions and Answers: Communication on the Youth Guarantee and Youth Employment Initiative, European Commission (Strasbourg) 4 October 2016. Access Date: 1 December 2016. [http://europa.eu/rapid/press-release\\_MEMO-16-3215\\_en.htm](http://europa.eu/rapid/press-release_MEMO-16-3215_en.htm)

<sup>1467</sup> Questions and Answers: Communication on the Youth Guarantee and Youth Employment Initiative, European Commission (Strasbourg) 4 October 2016. Access Date: 1 December 2016. [http://europa.eu/rapid/press-release\\_MEMO-16-3215\\_en.htm](http://europa.eu/rapid/press-release_MEMO-16-3215_en.htm)

of skills and qualifications across the European Union.<sup>1468</sup> Developing and improving such tools was another key theme in EU's 2014 Brisbane Summit Employment Plan.<sup>1469</sup>

On 11 October 2016, the European Foundation for the Improvement of Living and Working Conditions published a report titled 'The Gender Employment Gap: Challenges and Solutions'.<sup>1470</sup> The report highlighted statistics on women's and men's labour market participation. It also listed policies and measures which could help reduce the gender gap in the labour market.

- On 20 October 2016, the European Commission launched a public consultation to evaluate the EU Programme for Employment and Social Innovation (EaSI).<sup>1471</sup> This programme is a financing instrument which is used for:
- "guaranteeing adequate and decent social protection,
- combating social exclusion and poverty
- improving working conditions."<sup>1472</sup>

This consultation will obtain feedback from stakeholders, participants and beneficiaries involved in the programme during 2014-2016 to help monitor and assess the relevance, effectiveness and efficiency of the programme.<sup>1473</sup>

On 3 November 2016, a news release by Eurostat reported the Euro area seasonally-adjusted unemployment rate to be 10.0 per cent in September 2016.<sup>1474</sup> The news release also reported the youth unemployment rate which was 20.3 per cent in the Euro area.<sup>1475</sup> Unemployment rates and youth unemployment rates for individual member countries were also reported.

On 16 November 2016, the European Commission published the Annual Growth Survey 2017.<sup>1476</sup> EU's 2014 Brisbane Summit Employment Plan highlighted this survey as a tool to monitor the implementation of recommendations given by the European Commission to the various member

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<sup>1468</sup> A new Europass Framework: helping people make their skills and qualifications more visible, European Commission (Strasbourg) 4 October 2016. Access Date: 1 December 2016. [http://europa.eu/rapid/press-release\\_IP-16-3213\\_en.htm](http://europa.eu/rapid/press-release_IP-16-3213_en.htm)

<sup>1469</sup> G20 Employment Plans, G20 Employment Working Group. Access Date: 10 November 2016. <http://www.g20ewg.org/index.php/2015-07-09-20-38-21/employment-plans>

<sup>1470</sup> The gender employment gap: Challenges and Solutions, Eurofound 11 October 2016. Access Date: 1 December 2016. [http://www.eurofound.europa.eu/sites/default/files/ef\\_publication/field\\_ef\\_document/ef1638en\\_1.pdf](http://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef1638en_1.pdf)

<sup>1471</sup> Evaluating the EU programme for Employment and Social Innovation - launch of an open consultation, European Commission 20 October 2016. Access Date: 7 January 2017.

<http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=2650&furtherNews=yes>

<sup>1472</sup> Evaluating the EU programme for Employment and Social Innovation - launch of an open consultation, European Commission 20 October 2016. Access Date: 7 January 2017.

<http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=2650&furtherNews=yes>

<sup>1473</sup> Evaluating the EU programme for Employment and Social Innovation - launch of an open consultation, European Commission 20 October 2016. Access Date: 7 January 2017.

<http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=2650&furtherNews=yes>

<sup>1474</sup> Euro area unemployment at 10.0%, Eurostat 3 November 2016. Access Date: 1 December 2016.

<http://ec.europa.eu/eurostat/documents/2995521/7720354/3-03112016-AP-EN.pdf/bf3d493b-9596-4ac9-b5ff-4e078523622a>

<sup>1475</sup> Euro area unemployment at 10.0%, Eurostat 3 November 2016. Access Date: 1 December 2016.

<http://ec.europa.eu/eurostat/documents/2995521/7720354/3-03112016-AP-EN.pdf/bf3d493b-9596-4ac9-b5ff-4e078523622a>

<sup>1476</sup> Annual Growth Survey 2017, European Commission (Brussels) 16 November 2016. Access Date: 1 December 2016. [https://ec.europa.eu/info/sites/info/files/2017-european-semester-annual-growth-survey\\_en\\_0.pdf](https://ec.europa.eu/info/sites/info/files/2017-european-semester-annual-growth-survey_en_0.pdf)

states regarding their fiscal and structural reform policies.<sup>1477</sup> The 2017 Survey reported key employment statistics and amongst several recommendations it pledged additional funding to the Youth Guarantee Scheme along with the announcement of a new Youth Initiative.<sup>1478</sup>

On 20 December 2016, the latest annual review of Employment and Social Developments in Europe (ESDE) was published.<sup>1479</sup> The ESDE review is EU's primary report which provides evidence and analysis of employment and social trends and challenges.<sup>1480</sup> ESDE reported that about 3 million jobs were created, however unemployment remained high with 8.6 per cent of Europeans being unemployed.<sup>1481</sup> Youth unemployment was above 20 per cent and hence, remained a concern.<sup>1482</sup>

The EU has systematically and transparently monitored the implementation of its employment plan, specifically female and youth goals. The EU has developed its employment plan. Thus, EU receives a score of +1.

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<sup>1477</sup> G20 Employment Plans, G20 Employment Working Group. Access Date: 10 November 2016.

<http://www.g20ewg.org/index.php/2015-07-09-20-38-21/employment-plans>

<sup>1478</sup> Annual Growth Survey 2017, European Commission (Brussels) 16 November 2016. Access Date: 1 December 2016.

[https://ec.europa.eu/info/sites/info/files/2017-european-semester-annual-growth-survey\\_en\\_0.pdf](https://ec.europa.eu/info/sites/info/files/2017-european-semester-annual-growth-survey_en_0.pdf)

<sup>1479</sup> 2016 Review of Employment and Social Developments in Europe highlights more employment, less poverty and a changing world of work, European Commission 20 December 2016. Access Date: 7 January 2017.

<http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=2704&furtherNews=yes>

<sup>1480</sup> Review of Employment and Social Developments in Europe highlights more employment, less poverty and a changing world of work, European Commission (Brussels) 20 December 2016. Access Date: 7 January 2017.

[http://europa.eu/rapid/press-release\\_IP-16-4429\\_en.htm](http://europa.eu/rapid/press-release_IP-16-4429_en.htm)

<sup>1481</sup> 2016 Review of Employment and Social Developments in Europe highlights more employment, less poverty and a changing world of work, European Commission 20 December 2016. Access Date: 7 January 2017.

<http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=2704&furtherNews=yes>

<sup>1482</sup> 2016 Review of Employment and Social Developments in Europe highlights more employment, less poverty and a changing world of work, European Commission 20 December 2016. Access Date: 7 January 2017.

<http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=2704&furtherNews=yes>