

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

## **2018 G20 Buenos Aires Summit Final Compliance Report**

2 December 2018 to 10 May 2019

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26 June 2019

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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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## 4. Employment: Skills Development

[We remain committed to building an inclusive, fair and sustainable Future of Work by promoting...] vocational training and skills development, [including reskilling workers and improving labour conditions in all forms of employment, recognizing the importance of social dialogue in this area, including work delivered through digital platforms, with a focus on promoting labour formalization and making social protection systems strong and portable, subject to national law and circumstances.]

*Buenos Aires Leaders' Declaration*

### Assessment

	No Compliance	Partial Compliance	Full Compliance
Argentina		0	
Australia			+1
Brazil		0	
Canada			+1
China		0	
France			+1
Germany			+1
India			+1
Indonesia			+1
Italy		0	
Japan	-1		
Korea		0	
Mexico		0	
Russia			+1
Saudi Arabia		0	
South Africa		0	
Turkey		0	
United Kingdom		0	
United States			+1
European Union			+1
Average Score		+0.40	

### Background

Despite a growing body of research in this area, there is no universally accepted definition of what exactly the “Future of Work” encompasses<sup>545</sup> nor of how to best prepare or build for it.<sup>546</sup> G20 members came together at a time of financial crisis in order to coordinate their efforts to boost the global economy as the US financial crisis spread into Europe and Asia. With high unemployment and instability across all sectors, the ‘Future of Work’ has been a focus for leaders since their initial meeting, though the term was not yet used.<sup>547</sup> Today, with the economic crisis no longer affecting

<sup>545</sup> The Future of Work: A Literature Review, International Labour Organization (Geneva) 1 March 2018. Access Date: 11 January 2019. [https://www.ilo.org/wcmsp5/groups/public/---dgreports/---inst/documents/publication/wcms\\_625866.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---inst/documents/publication/wcms_625866.pdf).

<sup>546</sup> The Future of Work: A Literature Review, International Labour Organization (Geneva) 1 March 2018. Access Date: 11 January 2019. [https://www.ilo.org/wcmsp5/groups/public/---dgreports/---inst/documents/publication/wcms\\_625866.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---inst/documents/publication/wcms_625866.pdf).

<sup>547</sup> London Summit – Leader’s Statement (London) 2 April 2009. Access Date: 5 January 2019. <http://www.g20.utoronto.ca/2009/2009communique0402.pdf>.

millions globally, the ‘Future of Work’ is impacted by broader trends such as technology, climate change, globalization, and demography. Each are contributing challenges to a stable labour force.<sup>548</sup>

One method to prepare a labour force to face these challenges is through vocational training.<sup>549</sup> Promoting education on the roles that technology, climate change, globalization, and demography play in the global economy is essential, as is teaching about how to protect those most at risk of these challenges. These present a strategy for all members of the G20 at a time when job security and economic stability are not guaranteed.

The links between the economy and human members of the labour forces being affected by the 2008 global financial crisis was recognized in the 2009 London Summit G20 Action Plan for Recovery and Reform.<sup>550</sup> There is clear mention of the “human dimension” of the crisis, and members supported employment “by stimulating growth, investing in education and training.”<sup>551</sup>

At the 2009 Pittsburgh Summit, the summit chair invited relevant ministers to review the International Labour Organization (ILO) findings for “the impact of policies [that have been] adopted, report on whether further measures are desirable, and consider medium-term employment and skills development policies, social protection programs, and best practices to ensure workers are prepared to take advantage of advances in science and technology.”<sup>552</sup>

With global unemployment rates still high, G20 members acknowledged in their statement that “it is no longer sufficient to train workers to meet their specific current needs; we should ensure access to training programs that support lifelong skills development and focus on future market needs”<sup>553</sup> and that it is up to developed countries to support developing ones to build their capacity in this area.<sup>554</sup>

By the 2010 Toronto Summit, the meetings requested in Pittsburgh for relevant labour and employment ministers had occurred, of whom agreed to “place quality jobs at the heart of the recovery.”<sup>555</sup> Retraining and skills development for advanced economies was listed as a labour market reform priority in the 2010 Framework for Strong, Sustainable and Balanced Growth.<sup>556</sup>

At the 2010 Seoul Summit, jobs continued to be “at the heart of the recovery,” with greater focus on accelerating the recovery and growth of low-income countries (LICs).<sup>557</sup> Contrary to the Toronto Summit, vocational training and skills development was mostly described as a strategy for LICs in the

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<sup>548</sup> The Future of Work: A Literature Review, International Labour Organization (Geneva) 1 March 2018. Access Date: 11 January 2019. [https://www.ilo.org/wcmsp5/groups/public/---dgreports/---inst/documents/publication/wcms\\_625866.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---inst/documents/publication/wcms_625866.pdf).

<sup>549</sup> G20 Leaders' Declaration: Building Consensus for Fair and Sustainable Development, G20 Research Group (Toronto) 1 December 2018. Access Date: 7 January 2019. <http://www.g20.utoronto.ca/2018/2018-leaders-declaration.html>.

<sup>550</sup> London Summit – Leader’s Statement (London) 2 April 2009. Access Date: 5 January 2019. <http://www.g20.utoronto.ca/2009/2009communique0402.pdf>.

<sup>551</sup> London Summit – Leader’s Statement (London) 2 April 2009. Access Date: 5 January 2019. <http://www.g20.utoronto.ca/2009/2009communique0402.pdf>.

<sup>552</sup> G20 Leaders Statement: The Pittsburgh Summit, G20 Research Group (Toronto) 24-25 September 2009. Access Date: 6 January 2019. <http://www.g20.utoronto.ca/2009/2009communique0925.html>.

<sup>553</sup> G20 Leaders Statement: The Pittsburgh Summit, G20 Research Group (Toronto) 24-25 September 2009. Access Date: 6 January 2019. <http://www.g20.utoronto.ca/2009/2009communique0925.html>.

<sup>554</sup> G20 Leaders Statement: The Pittsburgh Summit, G20 Research Group (Toronto) 24-25 September 2009. Access Date: 6 January 2019. <http://www.g20.utoronto.ca/2009/2009communique0925.html>.

<sup>555</sup> Draft G20 Toronto Summit Declaration, G20 Research Group (Toronto) 27 June 2010. Access Date: 6 January 2019. <http://www.g20.utoronto.ca/2010/to-leakedcommunique.html>.

<sup>556</sup> Draft G20 Toronto Summit Declaration, G20 Research Group (Toronto) 27 June 2010. Access Date: 6 January 2019. <http://www.g20.utoronto.ca/2010/to-leakedcommunique.html>.

<sup>557</sup> The G20 Seoul Summit Leaders’ Declaration, G20 Research Group (Toronto) 11 November 2010. Access Date: 6 January 2019. <http://www.g20.utoronto.ca/2010/g20seoul.pdf>.

Seoul Development Consensus for Shared Growth and its Multi-Year Action Plan on Development.<sup>558</sup> A High-Level Panel was established for the purpose of providing infrastructure financing recommendations and reviews for Multilateral Development Banks (MDBs) as they implement their policy frameworks, of which may include plans for skill development.<sup>559</sup>

At the 2011 Cannes Summit, the High-Level Panel chaired by Mr. Tidjane Thiam was responsible for finding new measures to scale-up and diversify sources of financing for infrastructure as requested by MDBs in developing a joint action plan to address bottlenecks.<sup>560</sup> G20 members recommended supporting the development of local capacities to improve supply and quality of projects, make them bankable and enhance knowledge sharing on skills for employment in low income countries.<sup>561</sup> However, vocational training and skills development all but remained off of the key priorities in addressing the slower-than-expected recovery of the West or ‘Future of Work’.

Education, vocational training and skills development to improve labour conditions was reintroduced by the host, Mexico, at the 2012 Los Cabos Summit. The G20 made commitments to “intensify our efforts to strengthen cooperation in education, skills development and training policies.”<sup>562</sup> The commitments in the issue area of employment sought to achieve greater social protection systems and addressed youth and minority populations.<sup>563</sup>

At the 2013 St. Petersburg Summit, members advocated for “coordinated and integrated public policies” covering macroeconomic, financial, fiscal, education, skills development, innovation, employment and social protection issues to increase the quality and productivity of jobs, with the exchange of country-specific plans or sets of actions, developed as appropriate according to our different constitutional circumstances.<sup>564</sup> Members also promoted continued investment in people’s skills, quality education and life-long learning programs to give them skill portability and better prospects, to facilitate mobility and enhance employability.

With skills and training unmentioned, the 2014 Brisbane Summit emphasized education in two ways: 1) as a tool for young people and members ability to reduce youth unemployment<sup>565</sup> and 2) in its relationship to financial security and anti-corruption.<sup>566</sup> This approach was inconsistent with commitments and priorities made by the previous two hosts, where vocational training and skills development was interpreted as a means to improving labour conditions and strengthening social systems.

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<sup>558</sup> The Seoul Summit Document, G20 Research Group (Toronto) 11 November 2010. Access Date: 6 January 2019. <http://www.g20.utoronto.ca/2010/g20seoul-doc.pdf>.

<sup>559</sup> The Seoul Summit Document, G20 Research Group (Toronto) 11 November 2010. Access Date: 6 January 2019. <http://www.g20.utoronto.ca/2010/g20seoul-doc.pdf>.

<sup>560</sup> Cannes Summit Final Declaration – Building Our Common Future: Renewed Collective Action for the Benefit of All, G20 Research Group (Toronto) 4 November 2011. Access Date: 6 January 2018. <http://www.g20.utoronto.ca/2011/2011-cannes-declaration-111104-en.html>.

<sup>561</sup> Cannes Summit Final Declaration – Building Our Common Future: Renewed Collective Action for the Benefit of All, G20 Research Group (Toronto) 4 November 2011. Access Date: 6 January 2018. <http://www.g20.utoronto.ca/2011/2011-cannes-declaration-111104-en.html>.

<sup>562</sup> G20 Leaders’ Declaration, G20 Research Group (Toronto) 19 June 2012. Access Date: 6 June 2019. <http://www.g20.utoronto.ca/2012/2012-0619-loscabos.html>.

<sup>563</sup> G20 Leaders’ Declaration, G20 Research Group (Toronto) 19 June 2012. Access Date: 6 June 2019. <http://www.g20.utoronto.ca/2012/2012-0619-loscabos.html>.

<sup>564</sup> G20 Leaders’ Declaration, G20 Research Group (Toronto) 6 September 2013. Access Date: 6 January 2019. <http://www.g20.utoronto.ca/2013/2013-0906-declaration.html>.

<sup>565</sup> G20 Leaders’ Communiqué, G20 Research Group (Toronto) 16 November 2014. Access Date: 6 January 2019. <http://www.g20.utoronto.ca/2014/2014-1116-communiqué.html>.

<sup>566</sup> 2014 Financial Inclusion Action Plan, G20 Research Group (Toronto) 2 September 2014. Access Date: 6 January 2019. [http://www.g20.utoronto.ca/2014/2014\\_g20\\_financial\\_inclusion\\_action\\_plan.pdf](http://www.g20.utoronto.ca/2014/2014_g20_financial_inclusion_action_plan.pdf).

At the 2015 Antalya Summit, the G20 Skills Strategy for Developing and Using Skills for the 21st Century was released in partnerships with the Organization for Economic Cooperation and Development (OECD) and with feedback from the ILO.<sup>567</sup> The strategy invited the investment of skills for both the macroeconomic gains of G20 GDP and reduction of inequality and poverty, and was a supporting document of the summit.<sup>568</sup> This robust understanding of what skills development and vocational training can provide at its relationship to social inclusion and labour formalization is very aligned with the current commitments in 2019.

At the 2016 Hangzhou Summit, the G20 recognized “that the digital economy may pose risks and challenges in terms of skills shortages and mismatches and rising inequality for those who might be left behind because they lack skills”<sup>569</sup> and that it is “important to promote the dissemination of digital skills and more competitive workforces through cooperation among academic institutions and technical schools, libraries, businesses and community organizations.”<sup>570</sup>

At the 2017 Hamburg Summit, digitalization as an enabler of new and better jobs but for skills and social protection was recognized, with vocational training and skills development at the forefront of the Leaders’ Declaration.<sup>571</sup> Few commitments were made in the area of employment, with less linking education to secure social systems or digitization as an enabler of this education.

Finally, the 2018 Buenos Aires Summit focused on the following three pillars; the future of work, infrastructure for development, a sustainable food future and incorporated a gender mainstreaming strategy. The commitment under review falls under the Future of Work category as a response to unsynchronized global economic growth and financial and geopolitical vulnerabilities being caused.<sup>572</sup>

### **Commitment Features**

As part of a longer and broader statement, the G20 committed to building an inclusive, fair and sustainable Future of Work by promoting vocational training and skills development. This includes the reskilling of workers and improving labour conditions in all forms of employment, recognizing the importance of social dialogue in this area, including work delivered through digital platforms, with a focus on promoting labour formalization and making social protection systems strong and portable, subject to national law and circumstances.

This commitment should be read and broken down into two parts: vocational training and skill development.

The commitment upon members is to promote vocational training and skills development, including through the following three methods;

1. Reskilling workers;

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<sup>567</sup> The G20 Skills Strategy for Developing and Using Skills for the 21<sup>st</sup> Century, OECD (Paris) 23 July 2015. Access Date: 7 July 2019. <http://www.g20.utoronto.ca/2015/The-G20-Skills-Strategy-Policies-for-Developing-and-Using-Skills-for-21st-Century.pdf>.

<sup>568</sup> G20 Leaders’ Communiqué, G20 Research Group (Toronto) 16 November 2015. Access Date: 7 January 2019. <http://www.g20.utoronto.ca/2015/151116-communique.html>.

<sup>569</sup> Hangzhou Action Plan, G20 Research Group (Toronto) 5 September 2016. Access Date: 7 January 2019. <http://www.g20.utoronto.ca/2016/160905-action.html>.

<sup>570</sup> G20 Digital Economy Development and Cooperation Initiative, G20 Research Group (Toronto) 5 September 2016. Access Date: 7 January 2019. <http://www.g20.utoronto.ca/2016/160905-digital.html>.

<sup>571</sup> G20 Leaders’ Declaration: Shaping an Interconnected World, G20 Research Group (Toronto) 8 July 2017. Access Date: 7 January 2019. <http://www.g20.utoronto.ca/2017/2017-G20-leaders-declaration.html>.

<sup>572</sup> G20 Leaders’ Declaration: Building Consensus for Fair and Sustainable Development, G20 Research Group (Toronto) 1 December 2018. Access Date: 7 January 2019. <http://www.g20.utoronto.ca/2018/2018-leaders-declaration.html>.

2. Improving labour conditions in all forms of employment;
3. Recognizing the importance social dialogue in this area, including work delivered through digital platforms

To “promote” commits members to support or renew old efforts or create new efforts in the area of vocational training and skills development.<sup>573</sup>

### **Part One: Vocational Training**

Vocational, of education or training, is directed at a particular occupation and its skills.<sup>574</sup> A vocational or technical school program can provide training that is concentrated solely on developing occupation-specific skills and knowledge, often to pursue careers in skilled trades.<sup>575</sup>

Actions toward compliance can include supporting programs that reskill workers in a changing industry, veterans, or workers recovering from injuries to join the labour force in new ways.

With regards to improving labour conditions in all forms of employment, members may support institutions providing vocational training and effective apprenticeship programs in the effort of helping students become and remain employed.<sup>576</sup>

In recognizing the importance of social dialogue in this area, including work delivered through digital platforms, actions that count toward compliance include the creation of accessible online training. Additionally, actions may include creating digital spaces that promote vocational training.

### **Part Two: Skill Development**

The Future of Work is one in which a skilled human labour force interacts with technology on a regular basis in some capacity. Rapid technological change and globalization are accelerating the need to learn and develop new skills; automation, robotics and artificial intelligence are a few examples of technologies that are part of the changing nature of work.<sup>577</sup> Specifically digitalization disproportionately affects young people entering the workforce.<sup>578</sup>

Actions toward compliance in the area of reskilling workers include offering accessible courses on digital skills in public institutions or entrepreneurships training to adapt to an economy that is increasingly reliant on short-term work.<sup>579</sup>

Actions to improve labour conditions in all forms of employment through skills development can include promoting alternative wage benefits motivated by human rights, such as profit-sharing and

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<sup>573</sup> Compliance Coding Manual for International Institutional Commitments, G20 Research Group (Toronto) 2 May 2016. Access Date: 11 January 2019. <http://www.g7.utoronto.ca/compliance/compliance-coding-manual-2016.pdf>.

<sup>574</sup> Vocational, Oxford University Press (Oxford) 2019. Access Date: 11 January 2019. <https://en.oxforddictionaries.com/definition/vocational>.

<sup>575</sup> Youth Apprenticeship Programs, Careers in Trades Canada (Ottawa) 11 October 2018. Access Date: 24 January 2019. <http://careersintrades.ca/whats-an-apprenticeship/youth-apprenticeship-programs/>.

<sup>576</sup> Responses to the Challenges of the Labour Market and the Work-Place, UNESCO (Bonn) 10 September 2005. Access Date: 24 January 2019. [https://unevoc.unesco.org/fileadmin/user\\_upload/docs/8-Park.pdf](https://unevoc.unesco.org/fileadmin/user_upload/docs/8-Park.pdf).

<sup>577</sup> Backgrounder: Future Skills, Government of Canada (Ottawa) 24 May 2018. Access Date: 24 January 2019. <https://www.canada.ca/en/employment-social-development/news/2018/05/backgrounder-future-skills.html>.

<sup>578</sup> Futureproof: Preparing young Canadians for the Future of Work, Brookfield Institute (Toronto) March 2017. Access Date: 24 January 2019. [http://www.rbc.com/community-sustainability/\\_assets-custom/pdf/FINAL-FP-report-Online.pdf](http://www.rbc.com/community-sustainability/_assets-custom/pdf/FINAL-FP-report-Online.pdf).

<sup>579</sup> Futureproof: Preparing young Canadians for the Future of Work, Brookfield Institute (Toronto) March 2017. Access Date: 24 January 2019. [http://www.rbc.com/community-sustainability/\\_assets-custom/pdf/FINAL-FP-report-Online.pdf](http://www.rbc.com/community-sustainability/_assets-custom/pdf/FINAL-FP-report-Online.pdf).

collective bargaining. These are assets employers may need to develop and implement in order to adjust for a changing world of work.<sup>580</sup>

Regarding the importance of social dialogue in this area, actions include work delivered through digital platforms to engage in conversations around the technological changes affecting members of the workforce and collaborating with educators, workers and skills development providers to address the changing nature of work.<sup>581</sup> Some effective policies that come out of these conversations may include slowing the adoption of technology to protect workers.<sup>582</sup>

To achieve full compliance, members must support, renew or create new efforts to support vocations training and skills development especially in the following two of the three areas: 1) reskilling workers; 2) improving labour conditions in all forms of employment and; 3) recognizing the importance social dialogue in this area, including work delivered through digital platforms with the purpose recognizing the importance of labour formalization and making social protection systems strong and portable.

Members can achieve partial compliance in two ways. The first is by promoting both vocations training and skills development, but only take action in one key area. The second way is by promoting either vocational training or skills development, in only one key area.

Negative compliance entails not promoting vocational training or skills development, and thus fails to take action in any of the key areas.

#### Scoring Guidelines

-1	Member does not promote vocational training OR skills development and fails to take action in any of the key areas.
0	Member promotes vocational training AND skills development in only one key area OR member promotes either vocational training OR skills development in only one key area.
+1	Member must promote vocational training AND skills development in at least two of the key areas.

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#### Argentina: 0

Argentina has partially complied with its commitment to building an inclusive, fair and sustainable Future of Work by promoting vocational training and skills development.

On 12 January 2019, Production and Labour Minister Dante Sica spoke about his plans for Argentina's economic recovery.<sup>583</sup> Sica recommended that retraining workers affected by the

<sup>580</sup> The Future of Work We Want: A Global Dialogue, International Labour Organization (Geneva) 17 August 2017. Access Date: 26 January 2019. [https://www.ilo.org/wcmsp5/groups/public/---dgreports/---cabinet/documents/publication/wcms\\_570282.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---cabinet/documents/publication/wcms_570282.pdf).

<sup>581</sup> The Future of Work We Want: A Global Dialogue, International Labour Organization (Geneva) 17 August 2017. Access Date: 26 January 2019. [https://www.ilo.org/wcmsp5/groups/public/---dgreports/---cabinet/documents/publication/wcms\\_570282.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---cabinet/documents/publication/wcms_570282.pdf).

<sup>582</sup> The Future of Work We Want: A Global Dialogue, International Labour Organization (Geneva) 17 August 2017. Access Date: 26 January 2019. [https://www.ilo.org/wcmsp5/groups/public/---dgreports/---cabinet/documents/publication/wcms\\_570282.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---cabinet/documents/publication/wcms_570282.pdf).

<sup>583</sup> Sica: 'Crisis hit us but we are more competitive today than in 2015', Buenos Aires Times (Buenos Aires) 12 January 2019. Access Date: 3 February 2019. <http://www.batimes.com.ar/news/economy/the-crisis-hit-us-but-we-are-more-competitive-today-than-in-2015.phtml>.



economic downturn is one motor of recovery.<sup>584</sup> He also acknowledged the impact demographic mobility has had on the country and said he hoped workers seize the niche job opportunities available to them in remote areas, rather than flooding the capital.<sup>585</sup> This action represents a social dialogue on employment trends in the country and is promoting retraining programs for the unemployed.

On 4 February 2019, the Labour Advisory Council was established within the Ministry for Labour and Production to assist Minister Sica.<sup>586</sup> The Council's remit includes issues related to the fundamental rights of workers, identifying local and global labour trends and providing advice on policies to generate employment and increase the productivity and equitable distribution of work.<sup>587</sup>

On 11 February 2019, Undersecretary of Institutional Evaluation, María Guillermina D'Onofrio presented a government webpage dedicated to "Gender Equity in Science, Technology and Innovation."<sup>588</sup> The objective is to publicize information about the role of women in science, technology and innovation, as well as raise awareness about gender gaps in these labour conditions.<sup>589</sup> Furthermore, the page aims to aid the dissemination of policy instruments in science and technology that incorporate a gender perspective.<sup>590</sup>

On 15 February 2019, President Mauricio Macri raised the non-taxable minimum paid by employers to those employees on salaries of up to ARS17,500, benefitting 200,000 workers and 19,500 companies.<sup>591</sup> The decision aims to promote labour competitiveness, employment and the reduction in labour informality.<sup>592</sup> This action represents a specific policy to encourage labour formalization as well as a more general effort to improve labour conditions across a variety of sectors.

Argentina has made some progress towards building an inclusive, fair and sustainable Future of Work. There have been continuous efforts to improve social dialogue on the matter as well as an attempt to enhance inclusivity. The member has promoted skills development in one key area of reskilling workers.

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<sup>584</sup> Sica: 'Crisis hit us but we are more competitive today than in 2015', Buenos Aires Times (Buenos Aires) 12 January 2019. Access Date: 3 February 2019. <http://www.batimes.com.ar/news/economy/the-crisis-hit-us-but-we-are-more-competitive-today-than-in-2015.phtml>.

<sup>585</sup> Sica: 'Crisis hit us but we are more competitive today than in 2015', Buenos Aires Times (Buenos Aires) 12 January 2019. Access Date: 3 February 2019. <http://www.batimes.com.ar/news/economy/the-crisis-hit-us-but-we-are-more-competitive-today-than-in-2015.phtml>.

<sup>586</sup> Dante Sica arma un consejo para que lo asesore en temas laborales sensibles, Clarín (Buenos Aires). 9 February 2019. Access Date: 26 February 2019. [https://www.clarin.com/politica/dante-sica-arma-consejo-asesorarlo-temas-laborales-sensibles\\_0\\_s4fL0IK3Y.html](https://www.clarin.com/politica/dante-sica-arma-consejo-asesorarlo-temas-laborales-sensibles_0_s4fL0IK3Y.html).

<sup>587</sup> Dante Sica arma un consejo para que lo asesore en temas laborales sensibles, Clarín (Buenos Aires). 9 February 2019. Access Date: 26 February 2019. [https://www.clarin.com/politica/dante-sica-arma-consejo-asesorarlo-temas-laborales-sensibles\\_0\\_s4fL0IK3Y.html](https://www.clarin.com/politica/dante-sica-arma-consejo-asesorarlo-temas-laborales-sensibles_0_s4fL0IK3Y.html).

<sup>588</sup> Información abierta sobre mujeres en ciencia y tecnología, Ministerio de Educación, Cultura, Ciencia y Tecnología (Buenos Aires) 15 February 2019. Access Date: 31 March 2019. <https://www.argentina.gob.ar/noticias/informacion-abierta-sobre-mujeres-en-ciencia-y-tecnologia>.

<sup>589</sup> Información abierta sobre mujeres en ciencia y tecnología, Ministerio de Educación, Cultura, Ciencia y Tecnología (Buenos Aires) 15 February 2019. Access Date: 31 March 2019. <https://www.argentina.gob.ar/noticias/informacion-abierta-sobre-mujeres-en-ciencia-y-tecnologia>.

<sup>590</sup> Información abierta sobre mujeres en ciencia y tecnología, Ministerio de Educación, Cultura, Ciencia y Tecnología (Buenos Aires) 15 February 2019. Access Date: 31 March 2019. <https://www.argentina.gob.ar/noticias/informacion-abierta-sobre-mujeres-en-ciencia-y-tecnologia>.

<sup>591</sup> Macri anunció un alivio para las economías regionales y los empresarios piden más medidas, La Nación (Buenos Aires). 14 February 2019. Access Date: 15 February 2019. <https://www.lanacion.com.ar/2220063-macri-anuncio-alivio-economias-regionales-empresarios-piden>.

<sup>592</sup> Contribuciones Patronales Decreto 128/2019, Boletín Oficial de la República Argentina (Buenos Aires) 14 February 2019. Access Date: 15 February 2019. <https://www.boletinoficial.gob.ar/#!DetalleNorma/201706/20190215>.

Thus, Argentina has received a score of 0.

*Analyst: Max Somer*

### **Australia: +1**

Australia has fully complied with its commitment to building an inclusive, fair and sustainable Future of Work by promoting vocational training and skills development.

On 17 December 2018, Senator Michaelia Cash reaffirmed the Government of Australia's continued investment in Australia's Vocational Education and Training (VET) and Apprenticeship sectors.<sup>593</sup> The renewed funding is intended to support a range of new initiatives, including a job-match program to deliver training for around 160 school-based apprentices, the delivery of five mobile welding simulators for Burnie, the establishment of a new Apprenticeships Scholarships Pilot for priority industry sectors which will provide up to 200 scholarships, and an agriculture skills initiative for up around 150 workers in the sector.<sup>594</sup>

On 1 January 2019, the Department of Jobs and Small Business launched the new Skills and Training Incentive which aims to assist older Australians to update their skills to remain in the workforce. It also aims to help individuals and businesses by providing up to AUD2200 to fund training for those aged 45-70.<sup>595</sup>

As of 7 February 2019, the Australian government will be working with the Indonesian government to attract direct and foreign investment to expand employment opportunities within Indonesia.<sup>596</sup> The partnership will target employment issues and cooperate with policymakers to expand the labour market within Indonesia.<sup>597</sup>

On 13 February 2019, the Australian government pledged AUD3 million to launch a new National Career Education Strategy called Future Ready.<sup>598</sup> This program will promote the development of skills in young people to prepare them to join the workforce.<sup>599</sup> Future Ready will accomplish this by

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<sup>593</sup> More investment in Australian vocational education, skills and apprenticeships, Ministers for the Department of Education and Training Media Centre (Canberra) 17 December 2018. Access Date: 6 February 2019. <https://ministers.education.gov.au/cash/more-investment-australian-vocational-education-skills-and-apprenticeships>.

<sup>594</sup> More investment in Australian vocational education, skills and apprenticeships, Ministers for the Department of Education and Training Media Centre (Canberra) 17 December 2018. Access Date: 6 February 2019. <https://ministers.education.gov.au/cash/more-investment-australian-vocational-education-skills-and-apprenticeships>.

<sup>595</sup> Skills and Training Incentive, Department of Jobs and Small Business (Canberra) 22 February 2019. Access Date: 5 May 2019. <https://www.jobs.gov.au/skills-and-training-incentive>.

<sup>596</sup> Government teams up with Australia to improve employment, workforce, The Jakarta Post (Jakarta) 7 February 2019. Access Date: 9 February 2019. <https://www.thejakartapost.com/news/2019/02/07/government-teams-up-with-australia-to-improve-employment-workforce.html>.

<sup>597</sup> Government teams up with Australia to improve employment, workforce, The Jakarta Post (Jakarta) 7 February 2019. Access Date: 9 February 2019. <https://www.thejakartapost.com/news/2019/02/07/government-teams-up-with-australia-to-improve-employment-workforce.html>.

<sup>598</sup> Preparing young Australians for the jobs of the future, Ministers for the Department of Education and Training Media Centre (Canberra) 13 February 2019. Access Date: 19 February 2019. <https://ministers.education.gov.au/tehan/preparing-young-australians-jobs-future-0>.

<sup>599</sup> Preparing young Australians for the jobs of the future, Ministers for the Department of Education and Training Media Centre (Canberra) 13 February 2019. Access Date: 19 February 2019. <https://ministers.education.gov.au/tehan/preparing-young-australians-jobs-future-0>.

working with higher education and vocational institutions while placing equal value on both these options for young people.<sup>600</sup>

On 13 February 2019, the Government of Australia introduced legislation to Parliament to establish a right for all casual workers to request full or part-time employment from their employers.<sup>601</sup> By broadening this right, the proposed legislation aims to increase casual work conversion.<sup>602</sup> The legislation does not obligate employers to fulfill these requests, however employers may only refuse the requests on reasonable grounds.<sup>603</sup>

On 4 March 2019, the Government of Australia and the Government of Indonesia implemented the Indonesia-Australia Skills Development Exchange Pilot Project, which enables skilled individuals to engage in skills training through assigned work placements within multiple business sectors.<sup>604</sup> The Pilot Project will be held for a maximum duration of six months, as the individuals involved will be eligible to travel between both countries, while receiving training within sectors related to finance, engineering, telecommunication services and mining.<sup>605</sup>

On 19 March 2019, the Australian government announced a partnership with the National Rugby League (NRL) to encourage young players to engage in VET alongside their athletic pursuits.<sup>606</sup> In support of this initiative, the Australian government pledged AUD350,000 to the NRL's VET Apprenticeship Program.<sup>607</sup>

On 2 April 2019, Australia's Minister for Jobs and Industrial Relations and Minister for Women Kelly O'Dwyer announced that Budget 2019 invests AUD249.8 million over five years to "pilot transformational change to Australia's employment services model to deliver better outcomes for both job seekers and employers as part of our plan for a stronger economy."<sup>608</sup> In addition, the government will invest AUD24.1 million to encourage more seasonal work amongst Australians, will create a 12-month pilot project to help small farmers in regional areas address agricultural workforce

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<sup>600</sup> Future Ready: A student focused National Career Education Strategy, Department of Education and Training, (Canberra) 11 February 2019. Access Date: 19 February 2019. [https://docs.education.gov.au/system/files/doc/other/ed19-0029\\_-\\_sch\\_-\\_national\\_career\\_education\\_strategy\\_nces\\_accessible\\_pdf\\_acc.pdf](https://docs.education.gov.au/system/files/doc/other/ed19-0029_-_sch_-_national_career_education_strategy_nces_accessible_pdf_acc.pdf).

<sup>601</sup> Giving choice and flexibility to casual workers, Ministers' Media Centre (Canberra) 13 February 2019. Access Date: 19 February 2019. <https://ministers.jobs.gov.au/odwyer/giving-choice-and-flexibility-casual-workers>.

<sup>602</sup> Extending the right for casuals to convert to part-time or full-time employment, Ministers' Media Centre (Canberra) 11 December 2019. Access Date: 19 February 2019. <https://ministers.jobs.gov.au/odwyer/extending-right-casuals-convert-part-time-or-full-time-employment>.

<sup>603</sup> Extending the right for casuals to convert to part-time or full-time employment, Ministers' Media Centre (Canberra) 11 December 2019. Access Date: 19 February 2019. <https://ministers.jobs.gov.au/odwyer/extending-right-casuals-convert-part-time-or-full-time-employment>.

<sup>604</sup> Memorandum of Understanding on the Indonesia-Australia Skills Development Exchange Pilot Project, Australian Government | Department of Foreign Affairs and Trade (Canberra) 4 March 2019. Access Date: 12 April 2019. <https://dfat.gov.au/trade/agreements/not-yet-in-force/iacepa/iacepa-text/Pages/iacepa-mou-indonesia-aus-skills-development-exchange-pilot-project.aspx>.

<sup>605</sup> Memorandum of Understanding on the Indonesia-Australia Skills Development Exchange Pilot Project, Australian Government | Department of Foreign Affairs and Trade (Canberra) 4 March 2019. Access Date: 12 April 2019. <https://dfat.gov.au/trade/agreements/not-yet-in-force/iacepa/iacepa-text/Pages/iacepa-mou-indonesia-aus-skills-development-exchange-pilot-project.aspx>.

<sup>606</sup> Supporting NRL players gain real skills for real careers, Ministers' Media Centre (Canberra) 19 March 2019. Access Date: 20 April 2019. <https://ministers.education.gov.au/cash/supporting-nrl-players-gain-real-skills-real-careers>.

<sup>607</sup> Supporting NRL players gain real skills for real careers, Ministers' Media Centre (Canberra) 19 March 2019. Access Date: 20 April 2019. <https://ministers.education.gov.au/cash/supporting-nrl-players-gain-real-skills-real-careers>.

<sup>608</sup> Budget 2019 — Significant reforms to boost Australian jobs, Ministers' Media Centre: For the Department of Jobs and Small Business (Canberra) 2 April 2019. Access Date: 10 May 2019. <https://ministers.jobs.gov.au/odwyer/budget-2019-significant-reforms-boost-australian-jobs>.

shortages, and will protect vulnerable workers. They will do this by boosting resources for the Fair Work Ombudsman to investigate and enforce workplace laws, establish a National Labour Hire Registration Scheme to ensure compliance and transparency, and implement an education campaign to raise awareness on migrant workers' labour rights.<sup>609</sup>

On 9 April 2019, Prime Minister Scott Morrison introduced the Energising Tasmania initiative, which will invest AUD17 million in providing vocational training in the renewable energy sector for young Tasmanians.<sup>610</sup> The initiative will eliminate upfront costs for courses in designated priority skills areas and will provide up to AUD1000 for costs associated with training in order to make participation more accessible.<sup>611</sup>

Australia has put resources toward vocational education and reshaping its programs for the modern workforce and has taken action to reskill workers and improve labour conditions.

Thus, Australia receives a score of +1.

*Analyst: Emi Yasuda*

### **Brazil: 0**

Brazil has partially complied with its commitment to building an inclusive, fair and sustainable Future of Work by promoting vocational training and skills development.

On 7 January 2019, President Jair Bolsonaro sanctioned the conversion into law of Provisional Measure 851/18, leading to the creation of endowment funds to secure private investment in projects for the public interest.<sup>612</sup> The objective is to establish a sustainable source of funding for government projects in areas including education, science, technology, research and innovation.<sup>613</sup>

On 10 January 2019, Minister for Science, Technology, Innovation and Communications Marcos Pontes outlined his objective to make science and technology more prevalent in elementary and middle school education.<sup>614</sup> Pontes stated that his department has “partnered with the Ministry of

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<sup>609</sup> Budget 2019 — Significant reforms to boost Australian jobs, Ministers' Media Centre: For the Department of Jobs and Small Business (Canberra) 2 April 2019. Access Date: 10 May 2019. <https://ministers.jobs.gov.au/odwyer/budget-2019-significant-reforms-boost-australian-jobs>.

<sup>610</sup> Skills and training for Tasmania's future, Ministers' Media Centre (Canberra) 9 April 2019. Access Date: 20 April 2019. <https://ministers.education.gov.au/morrison/skills-and-training-tasmanias-future>.

<sup>611</sup> Skills and training for Tasmania's future, Ministers' Media Centre (Canberra) 9 April 2019. Access Date: 20 April 2019. <https://ministers.education.gov.au/morrison/skills-and-training-tasmanias-future>.

<sup>612</sup> President sanctions law creating endowment funds, Presidency of the Republic of Brazil (Brasilia) 7 January 2019. Access Date: 16 February 2019. <http://www.brazil.gov.br/about-brazil/news/2019/01/president-sanctions-law-creating-endowment-funds>.

<sup>613</sup> President sanctions law creating endowment funds, Presidency of the Republic of Brazil (Brasilia) 7 January 2019. Access Date: 16 February 2019. <http://www.brazil.gov.br/about-brazil/news/2019/01/president-sanctions-law-creating-endowment-funds>.

<sup>614</sup> A technology-driven country will be the spearhead of development, Presidency of the Republic of Brazil (Brasilia) 10 January 2019. Access Date: 6 February 2019. [http://www.brazil.gov.br/about-brazil/news/2019/01/a-technology-driven-country-will-be-the-spearhead-of-development?TSPD\\_101\\_R0=085a4e86fe358c307acba86f270f182q1W00000000000000049f2338affff00000000000000000005c5b5e320085a8c39e08282a9212ab2000c3eef20e1e89a22869ece53e4e733f666ebc4de04342638ebc3f5cf8ff73328808d62810bb0a28003e7a4438cea33a5e7e4c1b89bec0ae61617fb91336232ed61db452db14844c3022370694a2631b45](http://www.brazil.gov.br/about-brazil/news/2019/01/a-technology-driven-country-will-be-the-spearhead-of-development?TSPD_101_R0=085a4e86fe358c307acba86f270f182q1W00000000000000049f2338affff00000000000000000005c5b5e320085a8c39e08282a9212ab2000c3eef20e1e89a22869ece53e4e733f666ebc4de04342638ebc3f5cf8ff73328808d62810bb0a28003e7a4438cea33a5e7e4c1b89bec0ae61617fb91336232ed61db452db14844c3022370694a2631b45).

Education to bring robotics, astronomy, amateur radio and electronics to public elementary schools throughout Brazil.”<sup>615</sup>

On 13 March 2019, the Brazilian Senate approved legislation that will introduce fines for employers that use age, sex, race, or family situation as a consideration when determining payment or opportunities for vocational training and career advancement.<sup>616</sup> The bill aims to cut the prominent gender wage gap present across Brazilian enterprises of all sizes.<sup>617</sup>

Brazil has made some progress towards building an inclusive, fair and sustainable Future of Work. There has been a focus on the Future of Work and social dialogue on the importance of technological skills. Additionally, the government has recognized the need for inclusivity within the labour market. Brazil has promoted skills development in only one key area.

Thus, Brazil has received a score of 0.

*Analyst: Max Somer*

### **Canada: +1**

Canada has fully complied with its commitment to building an inclusive, fair and sustainable Future of Work by promoting vocational training and skills development.

On 3 December 2018, the Government of Canada announced two new vocational training and skills development programs. Both the Labour Market Development Agreement (LMDA) and the Workforce Development Agreement (WDA) will provide funding to Nunavut,<sup>618</sup> New Brunswick<sup>619</sup> and Manitoba<sup>620</sup> to deliver training and services. The total investment of the government in these programs is approximately CAD20 billion.<sup>621</sup>

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<sup>615</sup> A technology-driven country will be the spearhead of development, Presidency of the Republic of Brazil (Brasilia) 10 January 2019. Access Date: 6 February 2019. <http://www.brazil.gov.br/about-brazil/news/2019/01/a-technology-driven-country-will-be-the-spearhead-of-development>.

<sup>616</sup> Brazil's Senate Approves Bill For Equal Wages, The Rio Times (Rio de Janeiro) 14 March 2019. Access Date: 8 April 2019. <https://riotimesonline.com/brazil-news/rio-politics/brazils-senate-approves-bill-for-equal-wages/>.

<sup>617</sup> Brazil's Senate Approves Bill For Equal Wages, The Rio Times (Rio de Janeiro) 14 March 2019. Access Date: 8 April 2019. <https://riotimesonline.com/brazil-news/rio-politics/brazils-senate-approves-bill-for-equal-wages/>.

<sup>618</sup> Governments of Canada and Nunavut announce agreements to give workers the tools they need to find and keep good jobs, Canada Newswire (Gatineau) 3 December 2018. Access Date: 9 February 2019. <https://www.newswire.ca/news-releases/governments-of-canada-and-nunavut-announce-agreements-to-give-workers-the-tools-they-need-to-find-and-keep-good-jobs-701781511.html>.

<sup>619</sup> Governments of Canada and New Brunswick announce agreements to give workers the tools they need to find and keep good jobs, Canada Newswire (Gatineau) 4 December 2018. Access Date: 9 February 2019. <https://www.newswire.ca/news-releases/governments-of-canada-and-new-brunswick-announce-agreements-to-give-workers-the-tools-they-need-to-find-and-keep-good-jobs-701878131.html>.

<sup>620</sup> Governments of Canada and Manitoba announce agreements to give workers the tools they need to find and keep good jobs, Canada Newswire (Gatineau) 5 December 2018. Access Date: 10 February 2019. <https://www.newswire.ca/news-releases/governments-of-canada-and-manitoba-announce-agreements-to-give-workers-the-tools-they-need-to-find-and-keep-good-jobs-701974061.html>.

<sup>621</sup> Governments of Canada and Nunavut announce agreements to give workers the tools they need to find and keep good jobs, Canada Newswire (Gatineau) 3 December 2018. Access Date: 9 February 2019. <https://www.newswire.ca/news-releases/governments-of-canada-and-nunavut-announce-agreements-to-give-workers-the-tools-they-need-to-find-and-keep-good-jobs-701781511.html>.

On 7 December 2018, the Canadian government pledged CAD762,000 to UA Piping Industry College of BC to support its Diversity in the Workplace program.<sup>622</sup> This program helps high school graduates enter a profession in skilled trades, particularly graduates from traditionally under-represented groups in the sector.<sup>623</sup>

On 11 December 2018, the Government of Canada announced a grant increase of CAD3000 annually for women in apprenticeship programs through the Apprenticeship Incentive Grant for Women.<sup>624</sup>

On 13 December 2018, the Canadian government enacted legislation for proactive pay equity, giving workers in federally-regulated industries equal pay for work of equal value.<sup>625</sup>

On 13 December 2018, the Canadian government enacted legislation to improve workers' work-life balance and paid leave.<sup>626</sup>

On 14 December 2018, the Canadian government funded CAD285,000 to Iron Workers Local 736 for the purchase of mobile training equipment to increase training opportunities for underrepresented groups.<sup>627</sup>

On 23 January 2019, Canada pledged CAD181,000 to the Labourers' International Union of North America (LIUNA) Local 607 for its Mobile Training Classroom: Removing Barriers to Train project.<sup>628</sup> This project will better enable 300 apprentices to access jobs in skilled trades by providing work-site training opportunities, with a particular emphasis on outreach to Indigenous peoples, women, and other groups who face obstacles in entering skilled trades.<sup>629</sup>

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<sup>622</sup> Government of Canada announces funding to help apprentices in British Columbia complete their skilled trades training, Canada Newswire (Gatineau) 7 December 2018. Access Date: 10 February 2019. <https://www.newswire.ca/news-releases/government-of-canada-announces-funding-to-help-apprentices-in-british-columbia-complete-their-skilled-trades-training-702182401.html>.

<sup>623</sup> Government of Canada announces funding to help apprentices in British Columbia complete their skilled trades training, Canada Newswire (Gatineau) 7 December 2018. Access Date: 10 February 2019. <https://www.newswire.ca/news-releases/government-of-canada-announces-funding-to-help-apprentices-in-british-columbia-complete-their-skilled-trades-training-702182401.html>.

<sup>624</sup> Government of Canada launches new Apprenticeship Incentive Grant for Women to help them get certified in Red Seal trades - apply today, Canada Newswire (Gatineau) 11 December 2018. Access Date: 10 February 2019. <https://www.newswire.ca/news-releases/government-of-canada-launches-new-apprenticeship-incentive-grant-for-women-to-help-them-get-certified-in-red-seal-trades---apply-today-702493931.html>.

<sup>625</sup> Historic proactive pay equity legislation receives Royal Assent, Canada Newswire (Ottawa) 13 December 2018. Access Date: 10 February 2019. <https://www.newswire.ca/news-releases/historic-proactive-pay-equity-legislation-receives-royal-assent-702728262.html>.

<sup>626</sup> Legislation to better protect workers and support good quality jobs receives Royal Assent, Canada Newswire (Ottawa) 13 December 2018. Access Date: 10 February 2019. <https://www.newswire.ca/news-releases/legislation-to-better-protect-workers-and-support-good-quality-jobs-receives-royal-assent-702728762.html>.

<sup>627</sup> Government of Canada funds project with Ironworkers Local 736 to help apprentices in Southern Ontario, Canada Newswire (Ancaster) 14 December 2018. Access Date: 10 February 2019. <https://www.newswire.ca/news-releases/government-of-canada-funds-project-with-ironworkers-local-736-to-help-apprentices-in-southern-ontario-702774592.html>.

<sup>628</sup> Government of Canada helping reduce barriers to training in the skilled trades, Canada Newswire (Thunder Bay) 23 January 2019. Access Date: 10 February 2019. <https://www.newswire.ca/news-releases/government-of-canada-helping-reduce-barriers-to-training-in-the-skilled-trades-856375193.html>.

<sup>629</sup> Government of Canada helping reduce barriers to training in the skilled trades, Canada Newswire (Thunder Bay) 23 January 2019. Access Date: 10 February 2019. <https://www.newswire.ca/news-releases/government-of-canada-helping-reduce-barriers-to-training-in-the-skilled-trades-856375193.html>.

On 25 January 2019, the Canadian government announced CAD900,000 in continued funding to the Y Opportunities Employment Support Program to support skills development for persons with disabilities entering the workforce.<sup>630</sup>

On 29 January 2019, the Canadian government announced it would spend CAD6.6 million to fund skills development training for 450 youth in Newfoundland and Labrador.<sup>631</sup>

On 7 February 2019, Canada pledged CAD145,000 to R2 Employment Solutions in New Brunswick.<sup>632</sup> The program will help 12 youth receive additional skills training.<sup>633</sup>

On 12 February 2019, the Canadian government announced renewed, undisclosed investments in support of additional skills training for young people facing barriers entering the workforce and promoted past investments of over CAD5.9 million.<sup>634</sup>

On 14 February 2019, the Canadian government announced the creation of the Future Skills Centre and Future Skills Council, to “fund projects across Canada that develop, test and measure new approaches to skills assessment and development.”<sup>635</sup>

On 20 February 2019, the Canadian government announced the creation of an expert panel to advise policy makers on the needs of a changing workforce in order to improve the Canadian Labour code.<sup>636</sup>

On 21 February 2019, Canada announced CAD3,141,000 to support the Canadian Builders’ Union’s Women in Trades initiative, which will provide training for 750 apprentices to receive their Red Seal certifications.<sup>637</sup>

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<sup>630</sup> Government of Canada supports projects and organizations creating more employment opportunities and improving accessibility for persons with disabilities in Windsor, Canada Newswire (Windsor) 25 January 2019. Access Date: 10 February 2019. <https://www.newswire.ca/news-releases/government-of-canada-supports-projects-and-organizations-creating-more-employment-opportunities-and-improving-accessibility-for-persons-with-disabilities-in-windsor-853504921.html>.

<sup>631</sup> Government of Canada provides skills training and job opportunities for 450 young Canadians in St. John's, Canada Newswire (Gatineau) 29 January 2019. Access Date: 6 February 2019. <https://www.newswire.ca/news-releases/government-of-canada-provides-skills-training-and-job-opportunities-for-450-young-canadians-in-st-john-s-866615177.html>.

<sup>632</sup> Government of Canada provides skills training and job opportunities for young Canadians in New Brunswick, Canada Newswire (Atholville) 7 February 2019. Access Date: 10 February 2019. <https://www.newswire.ca/news-releases/government-of-canada-provides-skills-training-and-job-opportunities-for-young-canadians-in-new-brunswick-842552838.html>.

<sup>633</sup> Government of Canada provides skills training and job opportunities for young Canadians in New Brunswick, Canada Newswire (Atholville) 7 February 2019. Access Date: 10 February 2019. <https://www.newswire.ca/news-releases/government-of-canada-provides-skills-training-and-job-opportunities-for-young-canadians-in-new-brunswick-842552838.html>.

<sup>634</sup> Government of Canada provides skills training and job opportunities for young Canadians in Quebec and Ontario, Canada Newswire (Sherbrooke) 12 February 2019. Access Date: 24 February 2019. <https://www.newswire.ca/news-releases/government-of-canada-provides-skills-training-and-job-opportunities-for-young-canadians-in-quebec-and-ontario-813359530.html>.

<sup>635</sup> Government of Canada takes action to ensure Canadian workers are prepared for the jobs of tomorrow, Canada Newswire (Toronto) 14 February 2019. Access Date: 24 February 2019. <https://www.newswire.ca/news-releases/government-of-canada-takes-action-to-ensure-canadian-workers-are-prepared-for-the-jobs-of-tomorrow-816233202.html>.

<sup>636</sup> Expert Panel to provide advice on complex workplace issues facing Canadians, Canada Newswire (Gatineau) 20 February 2019. Access Date: 24 February 2019. <https://www.newswire.ca/news-releases/expert-panel-to-provide-advice-on-complex-workplace-issues-facing-canadians-833688675.html>.

On 5 March 2019, Canada announced CAD2 million in funding for a multi-year project for the creation of a web-based tool to assist those in rural and remote official language minority communities to receive the literacy training required to succeed in the workplace.<sup>638</sup>

On 5 March 2019, the Canadian government announced that an Indigenous Skills and Employment Training Program would launch on 1 April 2019 to help Indigenous people train for good quality jobs.<sup>639</sup> This is in support of Canada's goal to reduce the employment gap between Indigenous and non-Indigenous people by 25 per cent.<sup>640</sup>

On 8 March 2019, Canada announced an agreement with the provincial government of Saskatchewan to provide CAD500 million over six years to benefit roughly 16,000 workers in the province.<sup>641</sup> This funding will provide apprenticeship training, employment assistance for persons with disabilities, adult basic education, and employer-sponsored training with the goal of increasing participation in these training programs by traditionally under-represented groups.<sup>642</sup>

On 8 March 2019, the Government of Canada announced the creation of the Workplace Harassment and Violence Prevention Fund, which will give CAD3.5 million annually to projects that “prevent and address workplace harassment and violence” in federally-regulated workplaces.<sup>643</sup> These include projects that will create mandatory anti-harassment training and projects that empower vulnerable workers to speak up against workplace harassment.<sup>644</sup>

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<sup>637</sup> Government of Canada funds innovative project to help more women succeed in the skilled trades, Canada Newswire (Winnipeg) 21 February 2019. Access Date: 24 February 2019. <https://www.newswire.ca/news-releases/government-of-canada-funds-innovative-project-to-help-more-women-succeed-in-the-skilled-trades-827928674.html>.

<sup>638</sup> Canadians in official language minority communities receive help to improve their essential skills and literacy, Employment and Social Development Canada (Ottawa) 5 March 2019. Access Date: 21 April 2019. <https://www.canada.ca/en/employment-social-development/news/2019/03/canadians-in-official-language-minority-communities-receive-help-to-improve-their-essential-skills-and-literacy.html>.

<sup>639</sup> Government of Canada supports skills training for Indigenous people in central British Columbia, Employment and Social Development Canada (Kamloops) 5 March 2019. Access date: 21 April 2019. <https://www.canada.ca/en/employment-social-development/news/2019/03/government-of-canada-supports-skills-training-for-indigenous-people-in-central-british-columbia.html>.

<sup>640</sup> Government of Canada supports skills training for Indigenous people in central British Columbia, Employment and Social Development Canada (Kamloops) 5 March 2019. Access date: 21 April 2019. <https://www.canada.ca/en/employment-social-development/news/2019/03/government-of-canada-supports-skills-training-for-indigenous-people-in-central-british-columbia.html>.

<sup>641</sup> Governments of Canada and Saskatchewan announce agreements to give workers the tools they need to find and keep good jobs, Employment and Social Development Canada (Gatineau) 8 March 2019. Access Date: 21 April 2019. <https://www.canada.ca/en/employment-social-development/news/2019/03/governments-of-canada-and-saskatchewan-announce-agreements-to-give-workers-the-tools-they-need-to-find-and-keep-good-jobs.html>.

<sup>642</sup> Governments of Canada and Saskatchewan announce agreements to give workers the tools they need to find and keep good jobs, Employment and Social development Canada (Gatineau) 8 March 2019. Access Date: 21 April 2019. <https://www.canada.ca/en/employment-social-development/news/2019/03/governments-of-canada-and-saskatchewan-announce-agreements-to-give-workers-the-tools-they-need-to-find-and-keep-good-jobs.html>.

<sup>643</sup> On International Women's Day, Government of Canada announces program to provide \$3.5 million in annual funding to prevent workplace harassment and violence, Employment and Social Development Canada (Gatineau) 8 March 2019. Access Date: 21 April 2019. <https://www.canada.ca/en/employment-social-development/news/2019/03/on-international-womens-day-government-of-canada-announces-program-to-provide-35million-in-annual-funding-to-prevent-workplace-harassment-and-violence.html>.

<sup>644</sup> On International Women's Day, Government of Canada announces program to provide \$3.5 million in annual funding to prevent workplace harassment and violence, Employment and Social Development Canada (Gatineau) 8 March 2019. Access Date: 21 April 2019. <https://www.canada.ca/en/employment-social-development/news/2019/03/on-international-womens-day-government-of-canada-announces-program-to-provide-35million-in-annual-funding-to-prevent-workplace-harassment-and-violence.html>.



On 13 March 2019, the Government of Canada announced funding of CAD1,039,216 to the MAP Strategic Workforce Services Inc. (MAPSWs) for its First in Trades program.<sup>645</sup> The MAPSWs aims to increase diversity within New Brunswick's trade unions, and the First in Trades program in particular will open up 18-20 positions for Indigenous apprentices within New Brunswick's construction sector.<sup>646</sup> This program will also promote continued Indigenous participation in this sector by helping to "establish and refine effective workplace strategies and cultural requirements" for this group.<sup>647</sup>

Canada has fully complied with its commitment to prepare its workforce for the future of work. This conclusion is based on the Canadian government's funding of several skills training programs, its efforts to diversify the skilled trades, and its efforts to make further changes to the Canadian Labour Code in consultation with its newly-created expert panel on the subject.

Thus, Canada has received a score of +1.

*Analyst: Sarah Jevnikar*

### **China: 0**

China has partially complied with its commitment to building an inclusive, fair and sustainable Future of Work by promoting vocational training and skills development.

On 5 December 2018, China's State Council announced incentives to encourage firms to avoid layoffs as the government looks to head off employment uncertainty.<sup>648</sup> With these incentives, qualified enterprises can receive a 50 per cent refund on the total one per cent rate of unemployment insurance contributions made both by the employer and the employee.<sup>649</sup>

On 30 January 2018, the Ministry of Veterans Affairs announced that they would improve the education and training for veteran soldiers to make them more competitive in the job market.<sup>650</sup> The ministry plans to encourage veteran soldiers to receive academic education and better implement supporting policies including providing free education and training.<sup>651</sup> The ministry will cooperate

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<sup>645</sup> Government of Canada announces funding to help Indigenous apprentices in New Brunswick complete their training, Employment and Social Development Canada (St. John) 13 March 2019. Access Date: 19 April 2019. <https://www.canada.ca/en/employment-social-development/news/2019/03/government-of-canada-announces-funding-to-help-indigenous-apprentices-in-new-brunswick-complete-their-training.html>.

<sup>646</sup> Government of Canada announces funding to help Indigenous apprentices in New Brunswick complete their training, Employment and Social Development Canada (St. John) 13 March 2019. Access Date: 19 April 2019. <https://www.canada.ca/en/employment-social-development/news/2019/03/government-of-canada-announces-funding-to-help-indigenous-apprentices-in-new-brunswick-complete-their-training.html>.

<sup>647</sup> Government of Canada announces funding to help Indigenous apprentices in New Brunswick complete their training, Employment and Social Development Canada (St. John) 13 March 2019. Access Date: 19 April 2019. <https://www.canada.ca/en/employment-social-development/news/2019/03/government-of-canada-announces-funding-to-help-indigenous-apprentices-in-new-brunswick-complete-their-training.html>.

<sup>648</sup> China's Employment Incentives to Encourage Firms to Avoid Layoffs, China Briefing News (Beijing) 19 December 2018. Access Date: 7 February 2019. <https://www.china-briefing.com/news/china-incentives-employers-jobs-market/>.

<sup>649</sup> China's Employment Incentives to Encourage Firms to Avoid Layoffs, China Briefing News (Beijing) 19 December 2018. Access Date: 7 February 2019. <https://www.china-briefing.com/news/china-incentives-employers-jobs-market/>.

<sup>650</sup> China to Better Train Veterans for Employment, Chinadaily (Beijing) 30 January 2018. Access Date: 20 February 2019. <https://2018.www.chinadaily.com.cn/a/201812/30/WS5c27fd77a310d91214051c49.html>.

<sup>651</sup> China to Better Train Veterans for Employment, Chinadaily (Beijing) 30 January 2018. Access Date: 20 February 2019. <https://2018.www.chinadaily.com.cn/a/201812/30/WS5c27fd77a310d91214051c49.html>.

with both state-owned and private companies, organize regional job fairs for veterans, and set up information platforms to share job posts.<sup>652</sup>

On 13 February 2019, China committed to cultivating more quality labourers and skilled workers by reforming its vocational education systems, according to the State Council.<sup>653</sup> The plan details measures to improve national systems and policies relating to vocational education and lift the quality of both secondary and higher vocational education in the country.<sup>654</sup> A pilot program whereby students study for diploma plus skills certificates will be launched this year.<sup>655</sup> By 2020, it is expected that 50 high quality higher vocational schools and 150 core specialties will have been established.<sup>656</sup>

On 22 February 2019, the Ministry of Human Resources and Social Security, the Ministry of Education and other central departments issued a notice that forbids any gender discrimination against women in the workplace.<sup>657</sup> According to the notice, employers or companies focusing on providing human resource services cannot refuse to hire qualified female applicants or recruit them quid pro quo in a way that constrains them from having children.<sup>658</sup>

China has taken actions to promote vocational training to address two of three key areas.

Thus, China receives a score of 0.

*Analyst: Shubdeep Randhawa*

## France: +1

France has fully complied with its commitment to building an inclusive, fair and sustainable Future of Work by promoting vocational training and skills development.

On 18 December 2018, the Ministry of Labour and other private-sector companies in the wood products sector signed on to investigate the evolution of jobs, skills, and training for the French wood sector.<sup>659</sup> This includes distinguishing ways to further encourage and promote trades in the wood and construction sector, as abiding to the National Low Carbon Strategy, as well as analyzing areas in the sector that will require new skills training.<sup>660</sup>

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<sup>652</sup> China to Better Train Veterans for Employment, Chinadaily (Beijing) 30 January 2018. Access Date: 20 February 2019. <https://2018.www.chinadaily.com.cn/a/201812/30/WS5c27fd77a310d91214051c49.html>.

<sup>653</sup> Vocational Education Reform, Chinadaily (Beijing) 22 February 2019. Access Date: 22 February 2019. [www.chinadaily.com.cn/a/201902/19/WS5c6b412ca3106c65c34e9fc6.html](http://www.chinadaily.com.cn/a/201902/19/WS5c6b412ca3106c65c34e9fc6.html).

<sup>654</sup> State Council Releases Vocational Education Reform Implementation Plan, Xinhua (Beijing) 13 February 2019. Access Date: 22 February 2019. [www.xinhuanet.com/english/2019-02/13/c\\_137819109.html](http://www.xinhuanet.com/english/2019-02/13/c_137819109.html).

<sup>655</sup> Vocational Education Reform, Chinadaily (Beijing) 22 February 2019. Access Date: 22 February 2019. [www.chinadaily.com.cn/a/201902/19/WS5c6b412ca3106c65c34e9fc6.html](http://www.chinadaily.com.cn/a/201902/19/WS5c6b412ca3106c65c34e9fc6.html).

<sup>656</sup> Vocational Education Reform, Chinadaily (Beijing) 22 February 2019. Access Date: 22 February 2019. [www.chinadaily.com.cn/a/201902/19/WS5c6b412ca3106c65c34e9fc6.html](http://www.chinadaily.com.cn/a/201902/19/WS5c6b412ca3106c65c34e9fc6.html).

<sup>657</sup> New Rule Aims to Protect Female Employees, Chinadaily (Beijing) 22 February 2019. Access Date: 22 February 2019. <https://global.chinadaily.com.cn/a/201902/22/WS5c6f99ada3106c65c34eadb3.html>.

<sup>658</sup> New Rule Aims to Protect Female Employees, Chinadaily (Beijing) 22 February 2019. Access Date: 22 February 2019. <https://global.chinadaily.com.cn/a/201902/22/WS5c6f99ada3106c65c34eadb3.html>.

<sup>659</sup> Lancement du contrat d'études prospectives sur les métiers et les compétences pour le secteur des produits bois dans la construction et l'aménagement, Ministère de Travail (Paris) 17 January 2019. Access Date: 6 February 2019. <https://travail-emploi.gouv.fr/actualites/presse/communiqués-de-presse/article/lancement-du-contrat-d-etudes-prospectives-sur-les-metiers-et-les-competences>.

<sup>660</sup> Lancement du contrat d'études prospectives sur les métiers et les compétences pour le secteur des produits bois dans la construction et l'aménagement, Ministère de Travail (Paris) 17 January 2019. Access Date: 6 February 2019. <https://travail-emploi.gouv.fr/actualites/presse/communiqués-de-presse/article/lancement-du-contrat-d-etudes-prospectives-sur-les-metiers-et-les-competences>.

On 18 December 2018, the French Minister of Economy and Finance and the German Federal Minister for Economic Affairs and Energy met to discuss the continuation of industrial cooperation between Germany and France.<sup>661</sup> They aim to promote artificial intelligence (AI) technologies that allow for human interaction and innovation.<sup>662</sup> A joint working group was established to improve the ethical and technical standards of AI and the exchange of AI knowledge between businesses and people.<sup>663</sup>

On 1 February 2019, the Ministry of Work signed an accord with the Movement of the Enterprises of France and Opcalia to invest EUR1,046,100 to the development of skills related to AI.<sup>664</sup> This includes conducting a study on the impact of AI technologies in society and training enterprises to better understand the ethical and economic ramifications of AI.<sup>665</sup>

On 13 February 2019, various leading government officials signed the Industries for Construction contract with industry leaders and representatives from the construction sector.<sup>666</sup> This contract aims to increase competition, create new concepts, and develop skills and employment in the construction field.<sup>667</sup>

On 21 February 2019, the Ministry of Education announced a new plan to encourage students to enter the teaching field.<sup>668</sup> The plan will attempt to increase the attractiveness of the profession and create a new framework for the prerequisite skills required to become a teacher.<sup>669</sup>

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<sup>661</sup> Franco-German press release following the interview between Ministers Le Maire and Altmaier, Ministry of Finance and Economics (Paris) 18 December 2018. Access Date: 8 February 2019.

[https://www.gouvernement.fr/sites/default/files/locale/piece-jointe/2018/12/930\\_-\\_franco-german\\_relese.pdf](https://www.gouvernement.fr/sites/default/files/locale/piece-jointe/2018/12/930_-_franco-german_relese.pdf).

<sup>662</sup> Franco-German press release following the interview between Ministers Le Maire and Altmaier, Ministry of Finance and Economics (Paris) 18 December 2018. Access Date: 8 February 2019.

[https://www.gouvernement.fr/sites/default/files/locale/piece-jointe/2018/12/930\\_-\\_franco-german\\_relese.pdf](https://www.gouvernement.fr/sites/default/files/locale/piece-jointe/2018/12/930_-_franco-german_relese.pdf).

<sup>663</sup> Franco-German press release following the interview between Ministers Le Maire and Altmaier, Ministry of Finance and Economics (Paris) 18 December 2018. Access Date: 8 February 2019.

[https://www.gouvernement.fr/sites/default/files/locale/piece-jointe/2018/12/930\\_-\\_franco-german\\_relese.pdf](https://www.gouvernement.fr/sites/default/files/locale/piece-jointe/2018/12/930_-_franco-german_relese.pdf).

<sup>664</sup> Intelligence artificielle-une expérimentation en Hauts-de-France pour anticiper et accompagner la transformation des compétences, Ministère de Travail (Paris) 1 February 2019. Access Date: 12 February 2019. <https://travail-emploi.gouv.fr/actualites/l-actualite-du-ministere/article/intelligence-artificielle-une-experimentation-en-hauts-de-france-pour-anticiper>.

<sup>665</sup> Intelligence artificielle-une expérimentation en Hauts-de-France pour anticiper et accompagner la transformation des compétences, Ministère de Travail (Paris) 1 February 2019. Access Date: 12 February 2019. <https://travail-emploi.gouv.fr/actualites/l-actualite-du-ministere/article/intelligence-artificielle-une-experimentation-en-hauts-de-france-pour-anticiper>.

<sup>666</sup> Signature du contrat du Comité Stratégique de Filière <<Industries pour la construction >> 2018-2022, Federal Government (Paris) 13 February 2019. Access Date: 23 February 2019. [https://minefi.hosting.augure.com/Augure\\_Minefi/r/ContenuEnLigne/Download?id=FF00F3F4-41A1-431C-900F-CAC1E98EB303&filename=1034.pdf](https://minefi.hosting.augure.com/Augure_Minefi/r/ContenuEnLigne/Download?id=FF00F3F4-41A1-431C-900F-CAC1E98EB303&filename=1034.pdf).

<sup>667</sup> Signature du contrat du Comité Stratégique de Filière <<Industries pour la construction >> 2018-2022, Federal Government (Paris) 13 February 2019. Access Date: 23 February 2019. [https://minefi.hosting.augure.com/Augure\\_Minefi/r/ContenuEnLigne/Download?id=FF00F3F4-41A1-431C-900F-CAC1E98EB303&filename=1034.pdf](https://minefi.hosting.augure.com/Augure_Minefi/r/ContenuEnLigne/Download?id=FF00F3F4-41A1-431C-900F-CAC1E98EB303&filename=1034.pdf).

<sup>668</sup> Devenir enseignant: une meilleure formation initiale et des parcours plus attractifs pour entrer dans le métier, Ministry of Education (Paris) 21 February 2019. Access Date: 24 February 2019. <http://www.education.gouv.fr/cid139256/devenir-enseignant-une-meilleure-formation-initiale-et-des-parcours-plus-attractifs-pour-entrer-dans-le-metier.html>.

<sup>669</sup> Devenir enseignant: une meilleure formation initiale et des parcours plus attractifs pour entrer dans le métier, Ministry of Education (Paris) 21 February 2019. Access Date: 24 February 2019. <http://www.education.gouv.fr/cid139256/devenir-enseignant-une-meilleure-formation-initiale-et-des-parcours-plus-attractifs-pour-entrer-dans-le-metier.html>.

France has promoted both vocational training and skills development programs in the two key areas of creating social dialogue and reskilling workers.

Thus, France has received a score of +1.

*Analyst: Isabel Davis*

### **Germany: +1**

Germany has fully complied with its commitment to building an inclusive, fair and sustainable Future of Work by promoting vocational training and skills development.

On 13 December 2018, the Government of Germany announced that it will provide EUR45 million to the maritime sector in the next four years.<sup>670</sup> This funding will provide the industry with more projects to contribute to the clean energy transition as well as promote planning for companies to determine a strategy to adjust to the sectoral change, including the re-skilling of workers.<sup>671</sup>

On 18 December 2018, the Federal Minister for Economic Affairs and Energy and the French Minister of Economy and Finance met to discuss how to continue industrial cooperation between Germany and France.<sup>672</sup> They aim to promote AI technologies that allow for human interaction and innovation.<sup>673</sup> A joint working group was established to improve the ethical and technical standards of AI and the exchange of AI knowledge between businesses and people.<sup>674</sup>

On 19 December 2018, the Government of Germany adopted its Skilled Labour Strategy.<sup>675</sup> This strategy is an attempt to increase the supply of skilled labour of Germany by making it easier for

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<sup>670</sup> Zero-emission vessels as long-term vision – more funding for maritime research: Maritime Coordinator Brackmann calls for ideas in the context of the new funding priority ‘Maritime Green propulsion,’ Federal Ministry for Economic Affairs and Energy (Berlin) 13 December 2018. Access Date: 8 February 2019.  
<https://www.bmwi.de/Redaktion/EN/Pressemitteilungen/2018/20181213-zero-emission-vessels-al-long-term-visison-more-funding-for-maritime-research.html>.

<sup>671</sup> Zero-emission vessels as long-term vision – more funding for maritime research: Maritime Coordinator Brackmann calls for ideas in the context of the new funding priority ‘Maritime Green propulsion,’ Federal Ministry for Economic Affairs and Energy (Berlin) 13 December 2018. Access Date: 8 February 2019.  
<https://www.bmwi.de/Redaktion/EN/Pressemitteilungen/2018/20181213-zero-emission-vessels-al-long-term-visison-more-funding-for-maritime-research.html>.

<sup>672</sup> Franco-German press release following the interview between Ministers Le Maire and Altmaier, Ministry of Economy and Finance (Paris) 18 December 2018. Access Date: 8 February 2019.  
[https://www.gouvernement.fr/sites/default/files/locale/piece-jointe/2018/12/930\\_-\\_franco-german\\_relese.pdf](https://www.gouvernement.fr/sites/default/files/locale/piece-jointe/2018/12/930_-_franco-german_relese.pdf).

<sup>673</sup> Franco-German press release following the interview between Ministers Le Maire and Altmaier, Ministry of Economy and Finance (Paris) 18 December 2018. Access Date: 8 February 2019.  
[https://www.gouvernement.fr/sites/default/files/locale/piece-jointe/2018/12/930\\_-\\_franco-german\\_relese.pdf](https://www.gouvernement.fr/sites/default/files/locale/piece-jointe/2018/12/930_-_franco-german_relese.pdf).

<sup>674</sup> Franco-German press release following the interview between Ministers Le Maire and Altmaier, Ministry of Finance and Economics (Paris) 18 December 2018. Access Date: 8 February 2019.  
[https://www.gouvernement.fr/sites/default/files/locale/piece-jointe/2018/12/930\\_-\\_franco-german\\_relese.pdf](https://www.gouvernement.fr/sites/default/files/locale/piece-jointe/2018/12/930_-_franco-german_relese.pdf).

<sup>675</sup> Minister Altmaier: More growth, prosperity and jobs due to the Skilled Immigration Act, Federal Ministry for Economic Affairs and Energy (Berlin) 19 December 2018. Access Date: 12 February 2019.  
<https://www.bmwi.de/Redaktion/EN/Pressemitteilungen/2018/20181219-altmaier-more-growth-prosperity-and-jobs-due-to-the-skilled-immigration-act.html>.

individuals with vocational training to participate in labour activities.<sup>676</sup> It targets skilled workers in Germany, Europe, and around the world.<sup>677</sup>

On 28 January 2019, the Federal Ministry for the Environment, Nature Conservation and Nuclear Safety and their Commission on Growth, Structural Change and Employment agreed to phase out coal-fired power stations by 2038.<sup>678</sup> The project will provide billions of euros to countries that currently operate with coal energy so they can end their use of coal in power generation.<sup>679</sup> The Commission will create approximately 5,000 new jobs to promote energy efficient research facilities in coal regions.<sup>680</sup>

On 28 January 2019, the German government launched a project to attract more individuals to nursing careers.<sup>681</sup> The objective of this project is to modernize the nursing profession to limit the number of drop-out trainees.<sup>682</sup> The program will also focus on retraining current nurses so that they are modernized skilled workers.<sup>683</sup>

On 13 February 2019, the Ministry of Education introduced the MINT action plan.<sup>684</sup> The plan aims to encourage more students to get involved in mathematics, information technology, science, and technology to ensure that there are enough skilled workers in future MINT professions.<sup>685</sup> The Government of Germany has pledged to invest EUR55 million into the plan between 2019-2022.<sup>686</sup>

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<sup>676</sup> Minister Altmaier: More growth, prosperity and jobs due to the Skilled Immigration Act, Federal Ministry for Economic Affairs and Energy (Berlin) 19 December 2018. Access Date: 12 February 2019. <https://www.bmwi.de/Redaktion/EN/Pressemitteilungen/2018/20181219-altmaier-more-growth-prosperity-and-jobs-due-to-the-skilled-immigration-act.html>.

<sup>677</sup> Minister Altmaier: More growth, prosperity and jobs due to the Skilled Immigration Act, Federal Ministry for Economic Affairs and Energy (Berlin) 19 December 2018. Access Date: 12 February 2019. <https://www.bmwi.de/Redaktion/EN/Pressemitteilungen/2018/20181219-altmaier-more-growth-prosperity-and-jobs-due-to-the-skilled-immigration-act.html>.

<sup>678</sup> The beginning of the end of the age of coal, the Federal Government (Berlin) 28 January 2019. Access Date: 8 February 2019. <https://www.bundesregierung.de/breg-en/news/the-beginning-of-the-end-of-the-age-of-coal-1574864>.

<sup>679</sup> The beginning of the end of the age of coal, the Federal Government (Berlin) 28 January 2019. Access Date: 8 February 2019. <https://www.bundesregierung.de/breg-en/news/the-beginning-of-the-end-of-the-age-of-coal-1574864>.

<sup>680</sup> The beginning of the end of the age of coal, the Federal Government (Berlin) 28 January 2019. Access Date: 8 February 2019. <https://www.bundesregierung.de/breg-en/news/the-beginning-of-the-end-of-the-age-of-coal-1574864>.

<sup>681</sup> Attracting more people to the nursing profession, the Federal Government (Berlin) 28 January 2019. Access Date: 12 February 2019. <https://www.bundesregierung.de/breg-en/news/attracting-more-people-to-the-nursing-profession-1574976>.

<sup>682</sup> Attracting more people to the nursing profession, the Federal Government (Berlin) 28 January 2019. Access Date: 12 February 2019. <https://www.bundesregierung.de/breg-en/news/attracting-more-people-to-the-nursing-profession-1574976>.

<sup>683</sup> Attracting more people to the nursing profession, the Federal Government (Berlin) 28 January 2019. Access Date: 12 February 2019. <https://www.bundesregierung.de/breg-en/news/attracting-more-people-to-the-nursing-profession-1574976>.

<sup>684</sup> MINT for the future, the Federal Government (Berlin) 13 February 2019. Access Date: 24 February 2019. <https://www.bundesregierung.de/breg-en/news/mint-for-the-future-1580792>.

<sup>685</sup> MINT for the future, the Federal Government (Berlin) 13 February 2019. Access Date: 24 February 2019. <https://www.bundesregierung.de/breg-en/news/mint-for-the-future-1580792>.

<sup>686</sup> MINT for the future, the Federal Government (Berlin) 13 February 2019. Access Date: 24 February 2019. <https://www.bundesregierung.de/breg-en/news/mint-for-the-future-1580792>.

On 21 February 2019, the Government of Germany announced that it will provide financial support to digitize the country's schools.<sup>687</sup> Funding will go towards improving digital infrastructure in schools, as well as providing teachers with the skills needed to adapt lessons to the new technologies.<sup>688</sup>

On 11 April 2019, the African Union Development Agency-NEPAD in partnership with the German Government and the South African Department of Higher Education and Training (DHET) launched the Funding Window I.<sup>689</sup> This is a call for proposals for large skills development investment projects proposed by domestic training entities in partnership with companies under the Skills Initiative for Africa.<sup>690</sup>

Germany has promoted both vocational training and skills development to address two of the three key areas.

Thus, Germany has received a score of +1.

*Analyst: Isabel Davis*

### **India: +1**

India has fully complied with its commitment to building an inclusive, fair and sustainable Future of Work by promoting vocational training and skills development.

As of 18 December 2018, a report revealed that the Modi government will roll out an apprenticeship program that targets students in the humanities and other nontechnical courses to enable them to transition to the workforce after graduation. The apprenticeship involves a six to 10-month apprenticeship and on-the-job training with employers for students in their final year of university, which is supported by government stipends.<sup>691</sup>

On 24 January 2019, Minister of Skill Development and Entrepreneurship, Petroleum and Natural Gas Shri Dharmendra Pradhan announced comprehensive reforms for Jan Shikshan Sansthan (JSS) to strengthen skills training specifically for the underprivileged in society. The changes include matching the JSS course with the National Skill Qualification Framework (NSQF) to standardize training, identifying and promoting traditional skills through upskilling, launching an online portal, and launching the Amrita University's Blended Training System at JSSs with e-content and selected skill courses to provide benefits for trainees.<sup>692</sup>

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<sup>687</sup> Green light for the "digital compact for schools," the Federal Government (Berlin) 21 February 2019. Access Date: 24 February 2019. <https://www.bundesregierung.de/breg-en/news/green-light-for-the-digital-compact-for-schools--1583250>.

<sup>688</sup> Green light for the "digital compact for schools," the Federal Government (Berlin) 21 February 2019. Access Date: 24 February 2019. <https://www.bundesregierung.de/breg-en/news/green-light-for-the-digital-compact-for-schools--1583250>.

<sup>689</sup> Launch of the Call for Proposals for Large Skills Development Investment Projects in South Africa, Skills Initiative for Africa (Johannesburg) 11 April 2019. Access Date: 3 May 2019. <https://skillsafrica.org/news/press-release-modified-for-cape-town>.

<sup>690</sup> Launch of the Call for Proposals for Large Skills Development Investment Projects in South Africa, Skills Initiative for Africa (Johannesburg) 11 April 2019. Access Date: 3 May 2019. <https://skillsafrica.org/news/press-release-modified-for-cape-town>.

<sup>691</sup> Modi govt about to roll out a mega jobs programme for undergraduates, The Economic Times (Mumbai) 18 December 2018. Access Date: 10 May 2019. <https://economictimes.indiatimes.com/jobs/government-looks-to-find-jobs-for-humanities-undergraduates/articleshow/67121443.cms?from=mdr>.

<sup>692</sup> Shri Dharmendra Pradhan launches new reforms, guidelines to strengthen Jan Shikshan Santhans (JSS), Ministry of Skills Development and Entrepreneurship (New Delhi) 24 January 2019. Access Date: 10 May 2019. [https://www.msde.gov.in/assets/images/latest%20news/Press%20Release\\_%20JSS%20Reforms.pdf](https://www.msde.gov.in/assets/images/latest%20news/Press%20Release_%20JSS%20Reforms.pdf).

In the government's interim budget in February 2019, the Modi administration pledged a USD10.5 billion farm income support program which includes transferring USD84 to farmers with less than two hectares of land.<sup>693</sup> The goal is to assist small and marginal farmers who face tough labour conditions.

On 30 January 2019, Juthika Patankar, Additional Secretary, Ministry of Skill Development and Entrepreneurship joined Japanese government officials at the Technical Intern Training Program (TITP) seminar in Delhi. The National Skill Development Corporation (NSDC) in India will be sending 17 skilled candidates to Japan under the TITP to fuel the transfer of best practices to Indian skilled workers.<sup>694</sup>

On 14 February 2019, the Ministry of Skill Development and Entrepreneurship began the second edition of a media campaign titled 'Fark Dikh Raha Hai', which specifically targets providing Indian youth with employment related skills.<sup>695</sup>

In February 2019, the Labour Ministry announced that unorganized workers up to 40 years old will be able to subscribe to the "Pradhan Mantri Shram Yogi Maandhan" (PMSYM) scheme which allows a minimum monthly pension. Finance Minister Piyush Goyal made this announcement in the Budget for 2019-2020.<sup>696</sup>

A government official also announced in February 2019 that common service centres e-Governance Services India Ltd., which is under the Ministry Electronics and IT, had also begun registration under the PMSYM scheme.<sup>697</sup>

On 2 March 2019, Shri M Venkaiah Naidu, the Vice-President of India, laid the foundation stone of Kaushal Bhawan, the new office building of the Ministry of Skill Development and Entrepreneurship (MSDE) at Chanakyapuri. The new office has eight floors of modern offices, an auditorium and convention centre, as well as new training rooms. The purpose of the building is to promote skills development programs especially for youth.<sup>698</sup>

On 6 March 2019, the National Institute of Technical Teachers Training & Research (NITTTR), under the aegis of the Ministry of Human Resource Development, signed a Memorandum of Understanding (MoU) with Shri Vishwakarma Skill University (SVSU), at the Ministry of Skill Development office. The MoU established a framework for cooperation and collaboration in line

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<sup>693</sup> Winners and losers in Narendra Modi's Interim Budget, The Economic Times (Mumbai) 1 February 2019. Access Date: 10 May 2019. <https://economictimes.indiatimes.com/news/economy/policy/winners-and-losers-in-narendra-modis-interim-budget/articleshow/67792750.cms>.

<sup>694</sup> Skill India sends first batch of Care Workers under TITP to Japan, National Skills Network (Delhi) 31 January 2019. Access Date: 10 May 2019. <https://www.nationalskillsnetwork.in/care-workers-titp-to-japan/>.

<sup>695</sup> Skill India's 'Fark Dikh Raha Hai' campaign gets wings More than 1 crore youth join hands with Skill India every year, Skill India (New Delhi) 14 February 2019. Access Date: 15 February 2019. [https://www.msde.gov.in/assets/images/latest news/Press release - Fark Dikh Raha Hai campaign gets new wings.pdf](https://www.msde.gov.in/assets/images/latest%20news/Press%20release%20-%20Fark%20Dikh%20Raha%20Hai%20campaign%20gets%20new%20wings.pdf).

<sup>696</sup> Informal sector workers can join PMSYM pension scheme from Feb 15, The Economic Times (Mumbai) 9 February 2019. Access Date: 10 May 2019. <https://economictimes.indiatimes.com/news/economy/policy/informal-sector-workers-can-join-pmsym-pension-scheme-from-feb-15/articleshow/67913767.cms>.

<sup>697</sup> Unorganised workers can now subscribe to Rs 3,000 monthly pension scheme at common service centres, The Economic Times (Mumbai) 17 February 2019. Access Date: 10 May 2019. <https://economictimes.indiatimes.com/news/economy/policy/unorganised-workers-can-now-subscribe-to-rs-3000-monthly-pension-scheme-at-common-service-centres/articleshow/68032925.cms>.

<sup>698</sup> Hon'ble Vice-President of India, Shri M. Venkaiah Naidu lays foundation stone for "Kaushal Bhawan", new office building of the Ministry of Skill Development and Entrepreneurship, Ministry of Skills Development and Entrepreneurship (New Delhi) 2 March 2019. Access Date: 10 May 2019. [https://www.msde.gov.in/assets/images/latest news/Press Release Kaushal Bhawan.pdf](https://www.msde.gov.in/assets/images/latest%20news/Press%20Release%20Kaushal%20Bhawan.pdf).

with Skill India Mission to promote, among others, managerial skill development programs and e-learning content of vocational courses.<sup>699</sup>

In March 2019, the government announced that it was planning to issue skill vouchers to pay for skill training at an approved skill training location, as a way to incentivize youth.<sup>700</sup>

India has taken actions to promote skills development and vocational training through action taken to promote apprenticeship programs, strengthen skills development programs and enhancing the conditions of farm workers.

Thus, India receives a score of +1.

*Analyst: Saranngan Vaitbianathan*

### **Indonesia: +1**

Indonesia has fully complied with its commitment to building an inclusive, fair and sustainable Future of Work by promoting vocational training and skills development.

On 3 December 2018, the Government of Indonesia pledged USD66.5 million, along with a loan of USD200 million from the Asian Development Bank, towards improving training programs to assist future generations with necessary job skills through four improved educational institutions.<sup>701</sup> The conclusion of this joint project is expected to be completed in approximately 2023, as the Indonesian government is primarily focusing on skill development.<sup>702</sup>

On 4 December 2018, the Ministry of Manpower and Better Work Indonesia implemented guidelines towards improving working conditions for employees within Indonesian garment factories.<sup>703</sup> Nearly 400,000 employers will be protected by these guidelines, which aim to improve employment contracts and worker rights.<sup>704</sup>

On 21 December 2018, the Government of Indonesia and the United States Agency for International Development (USAID) announced their partnership to aid vulnerable and disabled

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<sup>699</sup> Skill India receives further boost from the collaboration between Shri Vishwakarma Skill University and National Institute of Technical Teachers Training & Research, Skill India (New Delhi) 6 March 2019. Access Date: 10 May 2019. [https://www.msde.gov.in/assets/images/latest%20news/Press%20Release\\_Shri%20Vishwakarma%20Skill%20University.pdf](https://www.msde.gov.in/assets/images/latest%20news/Press%20Release_Shri%20Vishwakarma%20Skill%20University.pdf).

<sup>700</sup> Government plans skill vouchers to make youth more skillful, The Economic Times (Mumbai) 4 March 2019. Access Date: 10 May 2019. <https://economictimes.indiatimes.com/news/economy/policy/skill-vouchers-in-the-works-to-attract-youth-to-undertake-skilling-programmes/articleshow/68246617.cms>.

<sup>701</sup> ADB to Enhance Advanced Skills Development and Upgrade Higher Education Quality in Indonesia, Asian Development Bank (Jakarta) 3 December 2018. Access Date: 15 February 2019. <https://www.adb.org/news/adb-enhance-advanced-skills-development-and-upgrade-higher-education-quality-indonesia>.

<sup>702</sup> ADB to Enhance Advanced Skills Development and Upgrade Higher Education Quality in Indonesia, Asian Development Bank (Jakarta) 3 December 2018. Access Date: 15 February 2019. <https://www.adb.org/news/adb-enhance-advanced-skills-development-and-upgrade-higher-education-quality-indonesia>.

<sup>703</sup> Government teams up with Australia to improve employment, workforce, The Jakarta Post (Jakarta) 7 February 2019. Access Date: 9 February 2019. <https://www.thejakartapost.com/news/2019/02/07/government-teams-up-with-australia-to-improve-employment-workforce.html>.

<sup>704</sup> Better Work Indonesia helps communicate employment rules across the country's garment industry, BetterWork (Jakarta) 4 December 2018. Access Date: 16 February 2019. <https://betterwork.org/blog/2018/12/04/better-work-indonesia-helps-communicate-employment-rules-across-the-countrys-garment-industry/>.



Indonesian youth.<sup>705</sup> This is accomplished through educational institutions and vocational schools providing high-quality training to increase employability.<sup>706</sup>

On 7 February 2019, the Indonesian government announced it will be working in partnership with the Government of Australia to attract direct and foreign investment to expand employment opportunities within Indonesia.<sup>707</sup> The partnership will target employment issues and cooperate with policymakers to expand the labour market within Indonesia.<sup>708</sup>

On 4 March 2019, the Government of Indonesia and the Government of Australia implemented the Indonesia-Australia Skills Development Exchange Pilot Project, which enables skilled individuals to engage in skills training through assigned work placements within multiple business sectors.<sup>709</sup> The Pilot Project will be held for a maximum duration of six months, as the individuals involved will be eligible to travel between both countries, while receiving training within sectors related to finance, engineering, telecommunication services and mining.<sup>710</sup>

The Indonesian government has taken action to promote both vocational training and skills development, in two key areas.

Thus, Indonesia has received a score of +1.

*Analyst: Saranngan Vaithianathan*

## Italy: 0

Italy has partially complied with its commitment to building an inclusive, fair and sustainable Future of Work by promoting vocational training and skills development.

On 23 January 2019, Prime Minister Giuseppe Conte declared at the World Economic Forum that the Italian government's newly announced income support program would lift five million Italians out of poverty and upgrade of its physical and digital infrastructure.<sup>711</sup>

On 4 March 2019, the Italian government launched the National Innovation Fund and invested EUR1 billion to help Italian startups. The fund allows support for innovative companies to generate opportunities for qualified work.<sup>712</sup>

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<sup>705</sup> Education, Youth and Training, USAID (Washington, D.C.) 21 December 2018. Access Date: 1 March 2019. <https://www.usaid.gov/indonesia/education>.

<sup>706</sup> Education, Youth and Training, USAID (Washington, D.C.) 21 December 2018. Access Date: 1 March 2019. <https://www.usaid.gov/indonesia/education>.

<sup>707</sup> Government teams up with Australia to improve employment, workforce, The Jarkarta Post (Jakarta) 7 February 2019. Access Date: 9 February 2019. <https://www.thejakartapost.com/news/2019/02/07/government-teams-up-with-australia-to-improve-employment-workforce.html>.

<sup>708</sup> Government teams up with Australia to improve employment, workforce, The Jarkarta Post (Jakarta) 7 February 2019. Access Date: 9 February 2019. <https://www.thejakartapost.com/news/2019/02/07/government-teams-up-with-australia-to-improve-employment-workforce.html>.

<sup>709</sup> Memorandum of Understanding on the Indonesia-Australia Skills Development Exchange Pilot Project, Australian Government|Department of Foreign Affairs and Trade (Canberra) 4 March 2019. Access Date: 12 April 2019. <https://dfat.gov.au/trade/agreements/not-yet-in-force/iacepa/iacepa-text/Pages/iacepa-mou-indonesia-aus-skills-development-exchange-pilot-project.aspx>.

<sup>710</sup> Memorandum of Understanding on the Indonesia-Australia Skills Development Exchange Pilot Project, Australian Government|Department of Foreign Affairs and Trade (Canberra) 4 March 2019. Access Date: 12 April 2019. <https://dfat.gov.au/trade/agreements/not-yet-in-force/iacepa/iacepa-text/Pages/iacepa-mou-indonesia-aus-skills-development-exchange-pilot-project.aspx>.

<sup>711</sup> Italy's prime minister promises to change Italy in two years, Reuters (Davos) 23 January 2019. Access Date: 1 March 2019. <https://www.reuters.com/article/us-davos-meeting-italy-conte/italys-prime-minister-promises-to-change-italy-in-two-years-idUSKCN1PH2PG>.

On 6 March 2019, the Italian government launched the “citizens’ income” program to combat Italy’s ongoing poverty and unemployment issues.<sup>713</sup> The program will address these issues through increased unemployment benefits, welfare subsidies and job training or locating programs.<sup>714</sup> Eligible members who annually earn less than EUR9,360, will receive payments of EUR780 on a monthly basis.<sup>715</sup>

In April 2019, the National Coordination of the New Italian Generations (CoNNGI) produced the Manifesto of the New Italian Generations 2019 which brought over 30 associations of young people of migrant backgrounds to discuss the enhancement of skills.<sup>716</sup>

Italy has taken action to promote skills development offerings but has not taken significant action to promote the reskilling workers

Thus, Italy has received a score of 0.

*Analyst: Saranngan Vaithianathan*

### **Japan: -1**

Japan has failed to comply with its commitment to building an inclusive, fair and sustainable Future of Work by promoting vocational training and skills development.

On 26 December 2018, the Japanese Ministry of Health, Labour, and Welfare announced that it will change the reporting process for occupational accidents to include nationality, region, and residency status of the injured worker to gain more accurate knowledge on this issue.<sup>717</sup> This is based on a report looking to reduce occupational accidents among foreign workers.<sup>718</sup>

On 25 January 2019, the Japanese Ministry of Health, Labour, and Welfare informed participating companies of its plans to cancel an existing technical training program.<sup>719</sup> Through cancelling this program, it hopes to install an ameliorated version in its place for foreign labourers.<sup>720</sup>

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<sup>712</sup> The National Innovation Fund Unveiled, Ministry of Economic Development (Rome) 5 March 2019. Access Date: 5 May 2019. <https://www.mise.gov.it/index.php/en/news/en/202-news-english/2039363-the-national-innovation-fund-unveiled>.

<sup>713</sup> Italy launches €7 billion ‘citizens’ income’ plan to combat poverty, Deutsche Welle (Berlin) 6 March 2019. Access Date: 12 April 2019. <https://www.dw.com/en/italy-launches-7-billion-citizens-income-plan-to-combat-poverty/a-47798245>.

<sup>714</sup> Italy launches €7 billion ‘citizens’ income’ plan to combat poverty, Deutsche Welle (Berlin) 6 March 2019. Access Date: 12 April 2019. <https://www.dw.com/en/italy-launches-7-billion-citizens-income-plan-to-combat-poverty/a-47798245>.

<sup>715</sup> Italy launches €7 billion ‘citizens’ income’ plan to combat poverty, Deutsche Welle (Berlin) 6 March 2019. Access Date: 12 April 2019. <https://www.dw.com/en/italy-launches-7-billion-citizens-income-plan-to-combat-poverty/a-47798245>.

<sup>716</sup> The CoNNGI presents the "Manifesto of the New Italian Generations 2019", Ministry of Labour and Social Policies (Rome) 17 April 2019. Access Date: 5 May 2019. <https://www.lavoro.gov.it/notizie/Pagine/Il-CoNNGI-presenta-il-Manifesto-delle-Nuove-Generazioni-Italiane-2019.aspx>.

<sup>717</sup> 「労働安全衛生規則の一部を改正する省令案要綱」の諮問と答申, Ministry of Health, Labour and Welfare (Tokyo) 26 December 2018. Access Date: 20 February 2019. [https://www.mhlw.go.jp/stf/newpage\\_03037.html](https://www.mhlw.go.jp/stf/newpage_03037.html).

<sup>718</sup> 「労働安全衛生規則の一部を改正する省令案要綱」の諮問と答申, Ministry of Health, Labour and Welfare (Tokyo) 26 December 2018. Access Date: 20 February 2019. [https://www.mhlw.go.jp/stf/newpage\\_03037.html](https://www.mhlw.go.jp/stf/newpage_03037.html).

<sup>719</sup> 技能実習計画の認定取消の通知と改善命令を行いました, Ministry of Health, Labour and Welfare (Tokyo) 25 January 2019. Access Date: 20 February 2019. [https://www.mhlw.go.jp/stf/newpage\\_03368.html](https://www.mhlw.go.jp/stf/newpage_03368.html).

<sup>720</sup> 技能実習計画の認定取消の通知と改善命令を行いました, Ministry of Health, Labour and Welfare (Tokyo) 25 January 2019. Access Date: 20 February 2019. [https://www.mhlw.go.jp/stf/newpage\\_03368.html](https://www.mhlw.go.jp/stf/newpage_03368.html).

On 30 January 2019, Yasuo Ariga, Deputy Director of Ministry of Health, Labour and Welfare of Japan attended the Technical Intern Training Program (TITP) seminar in Delhi, India. The National Skill Development Corporation (NSDC) in India will be sending 17 skilled candidates to Japan under the TITP to fuel the transfer of best practices to Indian skilled workers.<sup>721</sup>

On 8 February 2019, the Japanese Ministry of Economy, Trade, and Industry, the Saudi Ministry of Energy, Industry and Mineral Resources, and other corporations completed an industrial training program for Saudi engineers, hosted by Saudi institute for Industrial Cities and Technology Zones (Modon).<sup>722</sup> A total of 100 engineers from 25 companies participated in the two intensive instructing sessions in Dammam and Riyadh.<sup>723</sup>

On 15 April 2019, the Government of Japan hosted a session “about the way of occupation of skill training” at the Ministry Health, Labour and Welfare.<sup>724</sup>

Japan has taken action toward addressing one of the key areas in improving labour conditions but has not done so through promoting vocational training or skills development.

Thus, Japan receives a score of -1.<sup>725</sup>

*Analyst: Emi Yasuda*

## **Korea: 0**

Korea has partially complied with its commitment to building an inclusive, fair and sustainable Future of Work by promoting vocational training and skills development.

On 10 December 2018, 500 students started one-year courses designed by Samsung Electronics Co. to foster software experts as part of its project to educate 10,000 young people in the sector over the next five years.<sup>726</sup> The project is sponsored by the Ministry of Employment and Labor.<sup>727</sup> The company said it will recruit students twice a year, with an announcement on the next intake slated for May 2019.<sup>728</sup>

On 11 December 2018, Minister of Employment and Labor Mr. Lee Jae-kap briefed the Ministry’s 2019 policy priorities to the President, the Prime Minister, members of political parties and government officials at the Ministry’s headquarters in Sejong.<sup>729</sup> The briefing announced that there

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<sup>721</sup> Skill India sends first batch of Care Workers under TITP to Japan, National Skills Network (Delhi) 31 January 2019. Access Date: 10 May 2019. <https://www.nationalskillsnetwork.in/care-workers-titp-to-japan/>.

<sup>722</sup> Saudi-Japanese Training Program for 100 Industrial Engineers, Saudi Press Agency (Riyadh) 8 February 2019. Access Date: 6 February 2019. <https://www.spa.gov.sa/1883402>.

<sup>723</sup> Saudi-Japanese Training Program for 100 Industrial Engineers, Saudi Press Agency (Riyadh) 8 February 2019. Access Date: 6 February 2019. <https://www.spa.gov.sa/1883402>.

<sup>724</sup> About holding of the fourth "examination team about the way of occupation of skill training", Ministry of Health, Labour and Welfare (Tokyo) 12 April 2019. Access Date: 10 May 2019. [https://www.mhlw.go.jp/stf/newpage\\_04401.html](https://www.mhlw.go.jp/stf/newpage_04401.html).

<sup>725</sup> This non-compliance was determined after a deep search of the following websites:

<http://www.kantei.go.jp/foreign/index-e.html>, <http://www.mof.go.jp/english/>, <http://www.miti.go.jp/index-e.html>.

<sup>726</sup> Samsung Starts Education Program to Foster Software Experts, Yonhap News Agency (Seoul) 10 December 2018. Access Date: 21 February 2019. <https://en.yna.co.kr/view/AEN20181210002000320?section=search>.

<sup>727</sup> Samsung Starts Education Program to Foster Software Experts, Yonhap News Agency (Seoul) 10 December 2018. Access Date: 21 February 2019. <https://en.yna.co.kr/view/AEN20181210002000320?section=search>.

<sup>728</sup> Samsung Starts Education Program to Foster Software Experts, Yonhap News Agency (Seoul) 10 December 2018. Access Date: 21 February 2019. <https://en.yna.co.kr/view/AEN20181210002000320?section=search>.

<sup>729</sup> Minister briefed President on 2019 policy priorities, Ministry of Employment and Labor (Seoul) 12 December 2018. Access Date: 21 February 2019. [www.moel.go.kr/english/poli/poliNewsnews\\_view.jsp?idx=1504](http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1504).

are plans to create a more inclusive labor market by focusing on expanding job opportunities and decent jobs.<sup>730</sup>

On 14 December 2018, the Presidential Committee on Job Creation finalized a new policy goal; aiming to create 55,000 new jobs in the healthcare services sector by 2022 and the plan includes the hiring of 9,300 nurses to help upgrade quality of medical services.<sup>731</sup> The presidential committee also approved a plan to establish “social services centers” nationwide to better take care of underprivileged children and senior citizens.<sup>732</sup>

On 6 January 2019, the Ministry of Employment and Labor and the Minimum Wage Committee announced a draft plan – a trilateral panel of business leaders, labor representatives, and outside experts assigned with deciding on a minimum hourly wage.<sup>733</sup> The plan includes having two subcommittees tasked with setting the legal upper and lower thresholds and deciding on the actual rate, respectively.<sup>734</sup>

On 7 January 2019, Minister Lee Jae-kap announced a draft agenda for discussion to improve the minimum wage-fixing machinery for the first time in 31 years.<sup>735</sup> The key items on the agenda aimed at improving the rationality, objectivity and fairness of the minimum wage setting process.<sup>736</sup>

On 8 January 2018, the government announced that it will pay KRW860 billion in subsidies to all universities and colleges nationwide this year to help upgrade their academic competitiveness.<sup>737</sup>

On 15 January 2019, President Moon Jae-in asked the country’s top conglomerates and large firms to increase their local investment and create more jobs.<sup>738</sup> The meeting was attended by the top executive officers and representatives of about 130 local companies.<sup>739</sup>

On 17 January 2019, Minister of SMEs and Startups Hong Jong-haak announced that the Korean government will be investing KRW4 trillion in venture capital market in 2019.<sup>740</sup> Korea has been seeking to nurture venture companies and start-ups as a part of its policy to support smaller businesses and reduce the youth unemployment rate.<sup>741</sup>

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<sup>730</sup> Minister briefed President on 2019 policy priorities, Ministry of Employment and Labor (Seoul) 12 December 2018. Access Date: 21 February 2019. [www.moel.go.kr/english/poli/poliNewsnews\\_view.jsp?idx=1504](http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1504).

<sup>731</sup> Gov’t to Create 55,000 Healthcare Services Jobs by 2022, Yonhap News Agency (Seoul) 14 December 2018. Access Date: 21 February 2019. <https://en.yna.co.kr/view/AEN20181214004000325?section=search>.

<sup>732</sup> Gov’t to Create 55,000 Healthcare Services Jobs by 2022, Yonhap News Agency (Seoul) 14 December 2018. Access Date: 21 February 2019. <https://en.yna.co.kr/view/AEN20181214004000325?section=search>.

<sup>733</sup> Gov’t to Alter Decision-Making Process for Minimum Wage to Soothe Criticism, Yonhap News Agency (Seoul) 6 January 2019. Access Date: 21 February 2019. <https://en.yna.co.kr/view/AEN20190107009600315?section=search>.

<sup>734</sup> Gov’t to Alter Decision-Making Process for Minimum Wage to Soothe Criticism, Yonhap News Agency (Seoul) 6 January 2019. Access Date: 21 February 2019. <https://en.yna.co.kr/view/AEN20190107009600315?section=search>.

<sup>735</sup> MOEL to discuss ways to improve the minimum wage-fixing system, Ministry of Employment and Labor (Seoul) 10 January 2019. Access Date: 21 February 2019. [www.moel.go.kr/english/poli/poliNewsnews\\_view.jsp?idx=1505](http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1505).

<sup>736</sup> MOEL to discuss ways to improve the minimum wage-fixing system, Ministry of Employment and Labor (Seoul) 10 January 2019. Access Date: 21 February 2019. [www.moel.go.kr/english/poli/poliNewsnews\\_view.jsp?idx=1505](http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1505).

<sup>737</sup> Gov’t to Give 860 Billion Won in Subsidies to Universities, Colleges This Year, Yonhap News Agency (Seoul) 7 January 2019. Access Date: 21 February 2019. <https://en.yna.co.kr/view/AEN20190108008000325?section=search>.

<sup>738</sup> (3rd LD) President Calls on Large Firms to Create More Jobs, Increase Investment, Yonhap News Agency (Seoul) 15 January 2019. Access Date: 21 February 2019. <https://en.yna.co.kr/view/AEN20190115008753315?section=search>.

<sup>739</sup> (3rd LD) President Calls on Large Firms to Create More Jobs, Increase Investment, Yonhap News Agency (Seoul) 15 January 2019. Access Date: 21 February 2019. <https://en.yna.co.kr/view/AEN20190115008753315?section=search>.

<sup>740</sup> Venture Minister Vows to Expand Support for Startups, Yonhap News Agency (Seoul) 16 January 2019. Access Date: 21 February 2019. <https://en.yna.co.kr/view/AEN20190117001600320?section=search>.

<sup>741</sup> Venture Minister Vows to Expand Support for Startups, Yonhap News Agency (Seoul) 16 January 2019. Access Date: 21 February 2019. <https://en.yna.co.kr/view/AEN20190117001600320?section=search>.

On 20 February 2019, the Korean government announced it had detected 182 suspected hiring irregularities at over 1,200 public companies and institutions, concluding its three-month-long inspection into fairness and transparency in their employment practices.<sup>742</sup>

On 24 April 2019 the Government of Korea announced that it has set aside KRW2.1 trillion in its next budget to further the social safety net.<sup>743</sup> Items receiving greater financial support include unemployment benefits for those between jobs, and vocational training for unemployed people, as well as job creation.<sup>744</sup>

Korea has taken actions to build an inclusive, fair and sustainable Future of Work by promoting vocation training and skills development and addressing one key area.

Thus, Korea receives a score of 0.

*Analyst: Shubdeep Randhawa*

## **Mexico: 0**

Mexico has partially complied with its commitment to building an inclusive, fair and sustainable Future of Work by promoting vocational training and skills development.

On 10 January 2019, Secretary of Labour and Social Welfare Luisa María Alcalde Luján issued guidelines for the implementation of the apprenticeship program Youth Building the Future.<sup>745</sup> This initiative includes an objective to pay 2.3 million young people aged 18 to 29 to acquire or strengthen technical and soft skills for a period of up to twelve months.<sup>746</sup> The guidelines also include an educational grant of MXN3,600 per month to members of the program.<sup>747</sup>

On 18 February 2019, Undersecretary of Employment in the Secretariat of Labor and Social Welfare Horacio Duarte Olivares released an update on apprenticeship program Youth Building the Future.<sup>748</sup> He stated that from January 14 to date, 49,000 young people had been associated with a company to begin training.<sup>749</sup> This announcement indicates the Mexican government's intent to implement their initiative to provide vocational and technical skills to youth, thereby boosting their employment opportunities.

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<sup>742</sup> Gov't Inspection Uncovers 182 Hiring Irregularities at Public Institutions, Yonhap News Agency (Seoul) 20 February 2019. Access Date: 21 February 2019. <https://en.yna.co.kr/view/AEN20190220004900325?section=search>.

<sup>743</sup> S. Korea draws up 6.7 tln-won extra budget to tackle economic slowdown, fine dust, Korea Herald (Seoul) 11 April 2019. Access Date: 3 May 2019. <http://www.koreaherald.com/view.php?ud=20190424000145>

<sup>744</sup> S. Korea draws up 6.7 tln-won extra budget to tackle economic slowdown, fine dust, Korea Herald (Seoul) 11 April 2019. Access Date: 3 May 2019. <http://www.koreaherald.com/view.php?ud=20190424000145>

<sup>745</sup> Lineamientos para la operación del Programa Jóvenes Construyendo el Futuro, Diario Oficial de la Federación (Mexico City) 10 January 2019. Access Date: 3 February 2019. [http://dof.gob.mx/nota\\_detalle.php?codigo=5547857&fecha=10/01/2019](http://dof.gob.mx/nota_detalle.php?codigo=5547857&fecha=10/01/2019).

<sup>746</sup> Concerns as Mexico's apprenticeship drive comes into play, Financial Times (London) 11 January 2019. Access Date: 3 February 2019. <https://www.ft.com/content/d3645e26-1593-11e9-a581-4ff78404524e>.

<sup>747</sup> Lineamientos para la operación del Programa Jóvenes Construyendo el Futuro, Diario Oficial de la Federación (Mexico City) 10 January 2019. Access Date: 3 February 2019. [http://dof.gob.mx/nota\\_detalle.php?codigo=5547857&fecha=10/01/2019](http://dof.gob.mx/nota_detalle.php?codigo=5547857&fecha=10/01/2019).

<sup>748</sup> El cambio en materia laboral está en marcha: Luisa María Alcalde, El Universal (Mexico City) 18 February 2018. Access Date: 20 February 2019. <https://www.eluniversal.com.mx/nacion/sindicatos-se-deben-democratizar-luisa-maria-alcalde>.

<sup>749</sup> El cambio en materia laboral está en marcha: Luisa María Alcalde, El Universal (Mexico City) 18 February 2018. Access Date: 20 February 2019. <https://www.eluniversal.com.mx/nacion/sindicatos-se-deben-democratizar-luisa-maria-alcalde>.

On 17 March 2019, Secretary of Labour and Social Welfare Luisa María Alcalde Luján stated the 2018-2024 National Development Plan would aim to ensure workers earn a living wage.<sup>750</sup> This labour reform aims to strengthen collective bargaining as a means to boost wages.<sup>751</sup> This commitment represents a social dialogue on the importance of social protections and improved formalization of labour.

On 13 April 2019, Secretary of Labour and Social Welfare Luisa María Alcalde Luján reaffirmed the status of the Youth Building the Future apprenticeship program, stressing that it was not a selective program but “a universal one.”<sup>752</sup> Less than a hundred days after initiation, almost 350,000 young people have been linked with firms, and a similar number are in the process of finding a center for training.<sup>753</sup>

Mexico has made substantial progress towards building an inclusive, fair and sustainable Future of Work through the promotion of skill development in two of the key areas.

Thus, Mexico has received a score of 0.

*Analyst: Max Somer*

### **Russia: +1**

Russia has fully complied with its commitment to building an inclusive, fair and sustainable Future of Work by promoting vocational training and skills development.

On 7 December 2018, the Minister of Labor and Social Protection of the Russian Federation, Maxim Topilin, and the Minister of Labor and Social Protection of the Republic of Belarus, Irina Kostevich, held a joint meeting of the colleges of the ministries. Minister Topilin spoke about health and labor protection of workers and the digitalization of the social sphere.<sup>754</sup>

On 30 December 2018, the Government of the Russian Federation released Order N 3025, which approved the Special Program and the plan of measures for the organization of vocational training and additional professional education of citizens of pre-retirement age for the period up to 2024.<sup>755</sup> The goal of the program is to promote the employment of citizens of pre-retirement age by organizing vocational training, additional vocational education to acquire or develop existing

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<sup>750</sup> Salarios tan bajos no nos convienen a nadie: Alcalde, El Universal (Mexico City) 18 March 2019. Access Date: 30 March 2019.

<https://www.eluniversal.com.mx/nacion/salarios-tan-bajos-no-convienen-nadie-alcalde>.

<sup>751</sup> Salarios tan bajos no nos convienen a nadie: Alcalde, El Universal (Mexico City) 18 March 2019. Access Date: 30 March 2019.

<https://www.eluniversal.com.mx/nacion/salarios-tan-bajos-no-convienen-nadie-alcalde>.

<sup>752</sup> “Moches” no serán tolerados en Jóvenes Construyendo el Futuro: STPS, La Razón (Monterrey) 13 April 2019. Access Date: 16 April 2019.

<https://www.razon.com.mx/mexico/moches-no-seran-tolerados-en-jovenes-construyendo-el-futuro-stps-luisa-maria-alcalde/>.

<sup>753</sup> “Moches” no serán tolerados en Jóvenes Construyendo el Futuro: STPS, La Razón (Monterrey) 13 April 2019. Access Date: 16 April 2019.

<https://www.razon.com.mx/mexico/moches-no-seran-tolerados-en-jovenes-construyendo-el-futuro-stps-luisa-maria-alcalde/>.

<sup>754</sup> The Ministers of Labor and Social Protection of Russia and Belarus discussed labor protection and IT projects in the social sphere, Russian Ministry of Labour and Social Protection (Minsk) 7 December 2018. Access Date: 17 May 2019. <https://rosmintrud.ru/social/68>.

<sup>755</sup> Order of the Government of the Russian Federation of December 30, 2018 N 3025-p On approval of the Special Program and the plan of measures for the organization of vocational training and additional professional education of citizens of pre-retirement age for the period up to 2024 (Moscow) 30 December 2018. Access Date: 17 May 2019. <https://www.garant.ru/products/ipo/prime/doc/72041820/>.

knowledge, competencies and skills that ensure competitiveness and professional mobility in the labor market.<sup>756</sup>

On 14-18 January 2019, the International Labour Organization (ILO) hosted a staff training workshop on Skills for Trade and Economic Diversification (STED) methodology within the framework of the Norwegian-funded SKILL-UP Global Component on knowledge-sharing amongst countries. STED offers approaches to integrating skills development into sector and development strategies. The training brought more than 20 project staff, including representatives from the G20 Training Strategy Project, funded by the Russian Federation.<sup>757</sup>

On 15 March 2019, the ILO's Project Applying the G20 Training Strategy: A Partnership of the ILO and the Russian Federation (Phase 2), National Project Steering Committee (NPSC) third meeting took place at the Ministry of Education and Science of the Kyrgyz Republic. The meeting discussed the progress of the project and relevant activities that took place in 2018.<sup>758</sup>

On 15 March 2019, Minister of Labor and Social Protection of the Russian Federation Maxim Topilin announced that 31 regions will receive funds to train workers in the framework of the national project on labour productivity. The goal of the program is to ensure that workers learn new competencies to increase labor productivity, and that the regions will receive new equipment and technologies for their workplaces.<sup>759</sup>

On 25 March 2019, the international educational program REGION-PROFI's ("Managing the changes in the VET system to strengthen regional economy") results were presented to the Head of the Republic of Sakha Aisen Nikolaev and his team. The program is part of the Russia-ILO initiative "Applying the G20 Training Strategy," which aimed to train VET management teams to develop and implement new educational programs in line with regional economic development goals.<sup>760</sup>

On 16 April 2019, the first educational programs under the plan for the implementation of measures of the federal project "Older generation" devoted to reskilling of elderly people started in mid-March, earlier than initially planned. The Ministry of Labor of Russia sets the task of the regions to interact with both citizens of pre-retirement age and employers for more active inclusion in the retraining program.<sup>761</sup>

The Russian government has taken action to promote both vocational training and skills development in two key areas.

Thus, Russia has received a score of +1.

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<sup>756</sup> Order of the Government of the Russian Federation of December 30, 2018 N 3025-p On approval of the Special Program and the plan of measures for the organization of vocational training and additional professional education of citizens of pre-retirement age for the period up to 2024 (Moscow) 30 December 2018. Access Date: 17 May 2019. <https://www.garant.ru/products/ipo/prime/doc/72041820/>.

<sup>757</sup> SKILL-UP project meeting and STED Training, International Labour Organization (Geneva) 7 February 2019. Access Date: 10 May 2019. [https://www.ilo.org/skills/pubs/WCMS\\_669771/lang--en/index.htm](https://www.ilo.org/skills/pubs/WCMS_669771/lang--en/index.htm).

<sup>758</sup> Kyrgyzstan's Project Steering Committee to review Project's progress to date and planned interventions for 2019, International Labour Organization (Bishkek) 15 March 2019. Access Date: 10 May 2019. [https://www.ilo.org/skills/projects/g20ts/kyrgyzstan/WCMS\\_683783/lang--en/index.htm](https://www.ilo.org/skills/projects/g20ts/kyrgyzstan/WCMS_683783/lang--en/index.htm).

<sup>759</sup> Minister Maxim Topilin: 31 regions will receive funds to train workers in the framework of the national project on labor productivity, Russian Ministry of Labour and Social Protection (Moscow) 15 March 2019. Access Date: 17 May 2019. <https://rosmintrud.ru/employment/employment/732>.

<sup>760</sup> Results of the international educational program REGION-PROFI «Managing the changes in the VET system to strengthen regional economy», International Labour Organization (Geneva) 23 March 2019. Access Date: 4 May 2019. [https://www.ilo.org/skills/projects/g20ts/WCMS\\_681677/lang--en/index.htm](https://www.ilo.org/skills/projects/g20ts/WCMS_681677/lang--en/index.htm).

<sup>761</sup> Training for citizens of pre-retirement age began ahead of schedule, Russian Ministry of Labour and Social Protection (Moscow) 16 April 2019. Access Date: 17 May 2019. <https://rosmintrud.ru/employment/employment/738>.

*Analysts: Isabel Davis and Irina Popova*

## **Saudi Arabia: 0**

Saudi Arabia has partially complied with its commitment to building an inclusive, fair and sustainable Future of Work by promoting vocational training and skill development.

On 20 January 2019, the Unified Regulation of Women's Work Environment was inaugurated by the Saudi Ministry of Labour and Social Development.<sup>762</sup> The Unified Regulation of Women's Work Environment is an enterprise aimed at encouraging the participation of Saudi females in different sectors of the market-place, insuring comfortable and secure working conditions for women, in addition to promoting the presence of women in private industries of the market-place.<sup>763</sup>

On 23 January 2019, the Saudi Ministry of Housing, the Ministry of Labour and Social Development, the Council of Saudi Chambers, the Human Resources Development Fund (HRDF), and the Saudi Contractors Authority signed a scheme to localize 80,000 jobs in the public and private work industries for Saudi citizens between 2019 and December of 2020.<sup>764</sup> Under the governmental scheme partners will be committed to develop theadroitness of employees' and provide job opportunities for citizens.<sup>765</sup>

On 31 January 2019, the Saudi Ministers of Education, Labour and Social Development, Communications and Information Technology instigates the National Labour Observatory Portal.<sup>766</sup> Mohammed Al Sudairy, Director General of the Human Resources Development Fund announced that "the launch of the portal commits to our work in accordance with partnership with a number of government entities to support and empower citizens in the labour market through training, qualifying and employment programs and initiatives."<sup>767</sup>

On 1 February 2019, the Saudi Public Investment Fund inaugurated the graduate development project to empower Saudi competencies in the workforce, in addition to develop their skills to suit the needs of the current and future market.<sup>768</sup> The project aims to assign the participants in four fields: the investment field, the general field, the real estate and project management field.<sup>769</sup>

On 8 February 2019, the Saudi Ministry of Energy, Industry and Mineral Resources, the Japanese Ministry of Economy, Trade, and Industry, and other corporations completed an industrial training program for Saudi engineers, hosted by Saudi institute for Industrial Cities and Technology Zones

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<sup>762</sup> Ministry of Labor and Social Development announces launch of unified regulation of womens work environment, Saudi Press Agency (Riyadh) 20 January 2019. Access Date: 3 February 2019. <https://www.spa.gov.sa/1876108>.

<sup>763</sup> Ministry of Labor and Social Development announces launch of unified regulation of womens work environment, Saudi Press Agency (Riyadh) 20 January 2019. Access Date: 3 February 2019. <https://www.spa.gov.sa/1876108>.

<sup>764</sup> 80,000 jobs in real estate and contracting sectors, Saudi Press Agency (Riyadh) 23 January 2019. Access Date: 4 February 2019. <https://www.spa.gov.sa/1877546>.

<sup>765</sup> 80,000 jobs in real estate and contracting sectors, Saudi Press Agency (Riyadh) 23 January 2019. Access Date: 4 February 2019. <https://www.spa.gov.sa/1877546>.

<sup>766</sup> HRDF Launches NLO Portal to Encourage Localization and Regulate Labor Market, Saudi Press Agency (Riyadh) 31 January 2019. Access Date: 5 February 2019. <https://www.spa.gov.sa/viewstory.php?lang=en&newsid=1880741>.

<sup>767</sup> HRDF Launches NLO Portal to Encourage Localization and Regulate Labor Market, Saudi Press Agency (Riyadh) 31 January 2019. Access Date: 5 February 2019. <https://www.spa.gov.sa/viewstory.php?lang=en&newsid=1880741>.

<sup>768</sup> The Public investment Fund launch the graduate development program to qualify national competencies, Okaz (Jeddah) 1 February 2019. Access Date: 9 February 2019. <https://www.okaz.com.sa/article/1703008>.

<sup>769</sup> The Public investment Fund launch the graduate development program to qualify national competencies, Okaz (Jeddah) 1 February 2019. Access Date: 9 February 2019. <https://www.okaz.com.sa/article/1703008>.



(Modon).<sup>770</sup> A total of 100 engineers from 25 companies participated in the two intensive instructing sessions in Dammam and Riyadh.<sup>771</sup>

On 22 February 2019, during a state visit to China, His Royal Highness Prince Mohammed bin Salman bin Abdulaziz, signed a memorandum to incorporate the Chinese language in curricula of all educational levels in the Saudi schools and universities.<sup>772</sup> The promotion of the Chinese language is intended to provide citizens with the skills demanded by the future global market, in the field of employment and education.<sup>773</sup>

On 15 March 2019, Secretary-General of the Supreme Council for Family Affair Dr Hala Al Twaijri highlighted efforts by the Kingdom to eradicate obstacles facing the integration of women into the labour market.<sup>774</sup>

On 26 March 2019, the HRDF announced that they recently made adjustments to the program that assists women working in the private sector through licensed smart applications to provide safe transportation in partnership with private taxi companies. The changes focused on the conditions of enrollment to facilitate the registration of more female Saudi workers to support the empowerment of women.<sup>775</sup>

On 6 April 2019, the HRDF confirmed the development of a number of electronic training courses that aim to develop the skills of students and job seekers.<sup>776</sup>

On 12 April 2019, the Saudi Ministry of Labour and Social Development launched the National Transformation Program (NTP) which seeks the establishment of a more inclusive labour market for women, people with disabilities, and all citizens.<sup>777</sup> Through the NTP Initiative and the amendment of current legislature, the Ministry of Labour and Social Development seeks to achieve a 12 per cent employment rate among people with disabilities and a 25 per cent employment rate among women by the year 2020.<sup>778</sup>

On 17 April 2019, the HRDF held a conference in Riyadh for establishments with training programs to engage in workshops and learn about the opportunities offered by the Tamir Training Program.

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<sup>770</sup> Saudi-Japanese Training Program for 100 Industrial Engineers, Saudi Press Agency (Riyadh) 8 February 2019. Access Date: 6 February 2019. <https://www.spa.gov.sa/1883402>.

<sup>771</sup> Saudi-Japanese Training Program for 100 Industrial Engineers, Saudi Press Agency (Riyadh) 8 February 2019. Access Date: 6 February 2019. <https://www.spa.gov.sa/1883402>.

<sup>772</sup> Coinciding with Current State Visit of HRH Crown Prince to China, Starting Plan to Include Chinese Language, in Curricula of Educational Stages, in KSA, Agreed, Saudi Press Agency (Beijing) 22 February 2019. Access Date: 23 February 2019. <https://www.spa.gov.sa/viewstory.php?lang=en&newsid=1889032>.

<sup>773</sup> Coinciding with Current State Visit of HRH Crown Prince to China, Starting Plan to Include Chinese Language, in Curricula of Educational Stages, in KSA, Agreed, Saudi Press Agency (Beijing) 22 February 2019. Access Date: 23 February 2019.

<sup>774</sup> KSA Affirms Going Forward in Supporting Women's Full Participation in Sustainable Development (New York) 15 March 2019. Access Date: 28 March 2019. <https://www.spa.gov.sa/viewstory.php?lang=en&newsid=1899370>.

<sup>775</sup> Securing a means of transportation for female employees in the private sector through smart applications, Human Resources Development Fund (Riyadh) 26 March 2019. Access Date: 24 June 2019. <https://www.hrdf.org.sa/News/2969>.

<sup>776</sup> The Human Resources Development Fund develops online training courses to meet the needs of the labor market, Human Resources Development Fund (Riyadh) 6 April 2019. Access Date: 24 June 2019. <https://www.hrdf.org.sa/News/2997>.

<sup>777</sup> Employment for Saudi Women is a 'right and a necessity' (Riyadh) 12 April 2019. Access Date: 13 April 2019. <http://www.arabnews.com/node/1481706/saudi-arabia>.

<sup>778</sup> Employment for Saudi Women is a 'right and a necessity' (Riyadh) 12 April 2019. Access Date: 13 April 2019. <http://www.arabnews.com/node/1481706/saudi-arabia>.

That program aims to provide university students with opportunities to develop skills required for the labour market through practical training.<sup>779</sup>

Saudi Arabia have taken actions to promote vocational training and skills development in one key area.

Thus, Saudi Arabia has received a score of 0.

*Analyst: Omar Abdellatif*

### **South Africa: 0**

South Africa has partially complied with its commitment to building an inclusive, fair and sustainable Future of Work by promoting vocational training and skills development.

On 4 December 2018, the National Assembly passed the iKamva National e-Skills Institute (iNeSI) Bill.<sup>780</sup> The bill seeks to promote the use of information, communication and technology through the iKamva National e-Skills Institute.<sup>781</sup>

On 30 January 2019, Chief Director for Statutory Services Fikiswa Mncanca announced that names of employers who fail to comply with the National Minimum Wage (NMW) will be published on the website of the Department of Labour.<sup>782</sup> The NMW was recently signed into law and enforced on 1 January 2019.<sup>783</sup>

On 30 January 2019, a joint initiative of the Commission for Conciliation Mediation and Arbitration (CCMA) and Business Unity South Africa (BUSA) went live.<sup>784</sup> The tool allows entrepreneurs to source information on how to recruit staff; how to manage employees and build sound workplace.<sup>785</sup>

On 20 February 2019, the Department of Social Development called upon all unemployed social workers and auxiliary social workers to register on the Departmental database by 31 March 2019.<sup>786</sup> This is in order for the Department of Social Development to keep a record of unemployed qualified graduates in the aforementioned fields.<sup>787</sup>

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<sup>779</sup> Human Resources Development Fund brings together enterprises and researchers for training opportunities at "Tamhir", Human Resources Development Fund (Riyadh) 17 April 2019. Access Date: 24 June 2019.

<https://www.hrdf.org.sa/News/2999>.

<sup>780</sup> Boost for Digital Skills Training, SA News (Cape Town) 6 December 2018. Access Date: 20 February 2018.

<https://www.sanews.gov.za/south-africa/boost-digital-skills-training>.

<sup>781</sup> Boost for Digital Skills Training, SA News (Cape Town) 6 December 2018. Access Date: 20 February 2018.

<https://www.sanews.gov.za/south-africa/boost-digital-skills-training>.

<sup>782</sup> Minister Mildred Oliphant Announces National Minimum Wage Commission, South African Government (Cape Town) 30 January 2019. Access Date: 21 February 2019. [www.gov.za/speeches/minister-mildred-oliphant-announces-national-minimum-wage-commission-30-jan-2019-0000](http://www.gov.za/speeches/minister-mildred-oliphant-announces-national-minimum-wage-commission-30-jan-2019-0000).

<sup>783</sup> Minister Mildred Oliphant Announces National Minimum Wage Commission, South African Government (Cape Town) 30 January 2019. Access Date: 21 February 2019. [www.gov.za/speeches/minister-mildred-oliphant-announces-national-minimum-wage-commission-30-jan-2019-0000](http://www.gov.za/speeches/minister-mildred-oliphant-announces-national-minimum-wage-commission-30-jan-2019-0000).

<sup>784</sup> New Web Tool for Small Businesses, Entrepreneurs, SA News (Cape Town) 30 January 2019. Access Date: 21 February 2019. [www.sanews.gov.za/south-africa/new-web-tool-small-businesses-entrepreneurs](http://www.sanews.gov.za/south-africa/new-web-tool-small-businesses-entrepreneurs).

<sup>785</sup> New Web Tool for Small Businesses, Entrepreneurs, SA News (Cape Town) 30 January 2019. Access Date: 21 February 2019. [www.sanews.gov.za/south-africa/new-web-tool-small-businesses-entrepreneurs](http://www.sanews.gov.za/south-africa/new-web-tool-small-businesses-entrepreneurs).

<sup>786</sup> Social Development on Registration of Unemployed Social Work Graduates, South African Government (Cape Town) 20 February 2019. Access Date: 21 February 2019. [www.gov.za/speeches/social-development-encourages-unemployed-social-work-graduates-register-departmental](http://www.gov.za/speeches/social-development-encourages-unemployed-social-work-graduates-register-departmental).

<sup>787</sup> Social Development on Registration of Unemployed Social Work Graduates, South African Government (Cape Town) 20 February 2019. Access Date: 21 February 2019. [www.gov.za/speeches/social-development-encourages-unemployed-social-work-graduates-register-departmental](http://www.gov.za/speeches/social-development-encourages-unemployed-social-work-graduates-register-departmental).

On 20 February 2019, the North West Department of Labour's Unemployment Insurance Fund (UIF) together with Compensation Fund (CF) and the Public Employment Services (PES) unit announced that it has embarked on a series of outreach campaigns which will run from 25 February 2019 to 28 February 2019.<sup>788</sup> The campaigns are aimed at bringing services to people and fast tracking business registrations and finalization of claims.<sup>789</sup>

On 11 April 2019, the African Union Development Agency-NEPAD in partnership with the German Government and the South African Department of Higher Education and Training (DHET) launched the Funding Window I.<sup>790</sup> This is a call for proposals for large skills development investment projects proposed by domestic training entities in partnership with companies under the Skills Initiative for Africa.<sup>791</sup>

South Africa has taken actions that promote skills development but not vocational training to address the three key areas.

Thus, South Africa receives a score of 0.

*Analyst: Emi Yasuda*

### **Turkey: 0**

Turkey has partially complied with its commitment to building an inclusive, fair and sustainable Future of Work by promoting vocational training and skill development.

On 13 January 2019, The President of The Republic of Turkey Recep Tayyip Erdogan launched as part of an agreement with the State of Qatar the construction of a shared military manufacturing and technology base to enhance the military production in the two states.<sup>792</sup> Erdogan indicated that, "the investment value of the project will amount to 500 million dollars and will improve the skills of our youth in the field of military industry, after it enters full production in 2023 the project will provide production for ten thousand people."<sup>793</sup>

On 14 January 2019, 33 Turkish students were sent as part of an educational scholarship by the Turkish Ministry of Education to China and the Russian Federation in order to gain the soft-skills required for the management of a planned nuclear reactor in Turkey.<sup>794</sup> The Ministry of Energy and Natural Resources announced in a statement, "Twenty-five students will study at the St. Petersburg Polytechnic University to work at the Akoyo nuclear power plant after completion of training

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<sup>788</sup> Labour on Naming and Shaming of Employers Who Fail to Comply with National Minimum Wage, South African Government (Cape Town) 30 January 2019. Access Date: 21 February 2019. [www.gov.za/speeches/abide-nmw-30-jan-2019-0000](http://www.gov.za/speeches/abide-nmw-30-jan-2019-0000).

<sup>789</sup> Labour on Naming and Shaming of Employers Who Fail to Comply with National Minimum Wage, South African Government (Cape Town) 30 January 2019. Access Date: 21 February 2019. [www.gov.za/speeches/abide-nmw-30-jan-2019-0000](http://www.gov.za/speeches/abide-nmw-30-jan-2019-0000).

<sup>790</sup> Launch of the Call for Proposals for Large Skills Development Investment Projects in South Africa, Skills Initiative for Africa (Johannesburg) 11 April 2019. Access Date: 3 May 2019. <https://skillsafrica.org/news/press-release-modified-for-cape-town>.

<sup>791</sup> Launch of the Call for Proposals for Large Skills Development Investment Projects in South Africa, Skills Initiative for Africa (Johannesburg) 11 April 2019. Access Date: 3 May 2019. <https://skillsafrica.org/news/press-release-modified-for-cape-town>.

<sup>792</sup> Turkish President announces establishment of a Turkish defense cooperation base with Qatar, Kuwait News Agency (Ankara) 13 January 2019. Access Date: 6 February 2019. <https://www.kuna.net.kw/ArticleDetails.aspx?id=2769721>.

<sup>793</sup> Turkish President announces establishment of a Turkish defense cooperation base with Qatar, Kuwait News Agency (Ankara) 13 January 2019. Access Date: 6 February 2019. <https://www.kuna.net.kw/ArticleDetails.aspx?id=2769721>.

<sup>794</sup> Acting Governor of Jazan Region sponsors the signing of employment agreements for youth in the region in different sectors (Jizan) 20 February 2019. Access Date: 21 February 2019. <https://www.spa.gov.sa/viewstory.php?newsid=1888096>.

programs and will attend training at Russia's state nuclear energy institution Rosatom in a protocol signed between the two countries."<sup>795</sup>

On 9 February 2019, Cappadocia University inaugurated instructing programs on operating pilotless aircrafts in varying occupations, as part of an agreement with the Directorate General of Civil Aviation and the Turkish Ministry of Transportation and Infrastructure.<sup>796</sup> The drone training program is attracting different age groups due to their applications in industrial, agricultural and aerial surveying.<sup>797</sup>

On 25 February 2019, the Turkish government announced a program to subsidize businesses to promote employment.<sup>798</sup> Zehra Selcuk the Turkish Minister of Family, Labor and Social Services indicated that, "As a state, [the government will] pay salaries, taxes and premiums of every new personnel employed by businesses for three months."<sup>799</sup> The chief of the Turkish Union of Chambers and Commodity Exchanges, Rifat Hisarciklioglu, added that unions are not engaged in the promotion of skill development to decrease unemployment.<sup>800</sup>

On 26 February 2019, a memorandum for mechanical and vocational instructing of students and educators in the sector of robotics, airplane servicing, mechanics, IT security, coding and mechanized technology, was signed by the Turkish Ministry of National Education and the Presidency of Defence Industries.<sup>801</sup> The program looks to enhance vocational instructing in college preparatory schools and promote consciousness of military manufacturing.<sup>802</sup>

On 1 March 2019, The Turkish Presidency sponsored the Academic and Scientific Cooperation Project (TABİP), inaugurated by the Institute of Yunus Emre.<sup>803</sup> The project installs the necessary conditions required for boosting Turkish human capital in addition to conducting global diplomatic ventures are principal goals of the TABİP scheme.<sup>804</sup>

On 11 March 2019, the Ministry of Labour, Social Services and Family announced the creation of vocational training initiatives for females in 16 Turkish regions to further promote a more

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<sup>795</sup> Acting Governor of Jazan Region sponsors the signing of employment agreements for youth in the region in different sectors (Jizan) 20 February 2019. Access Date: 21 February 2019.

<https://www.spa.gov.sa/viewstory.php?newsid=1888096>

<sup>796</sup> Turkish University organizes educational courses for the use of drone, Anadolu Agency (Nevsehir) 9 February 2019. Access Date: 10 February 2019. <https://www.aa.com.tr/ar/الحياة/جامعة تركية تنظم دورات تعليمية لاستخدام الطائرات بدون طيار> /1387625.

<sup>797</sup> Turkish University organizes educational courses for the use of drone, Anadolu Agency (Nevsehir) 9 February 2019. Access Date: 10 February 2019. <https://www.aa.com.tr/ar/الحياة/جامعة تركية تنظم دورات تعليمية لاستخدام الطائرات بدون طيار> /1387625.

<sup>798</sup> Turkey launches campaign to raise employment, Anadolu Agency (Istanbul) 25 February 2019. Access Date: 25 February 2019. <https://www.aa.com.tr/en/economy/turkey-launches-campaign-to-raise-employment/1402439>.

<sup>799</sup> Turkey launches campaign to raise employment, Anadolu Agency (Istanbul) 25 February 2019. Access Date: 25 February 2019. <https://www.aa.com.tr/en/economy/turkey-launches-campaign-to-raise-employment/1402439>.

<sup>800</sup> Turkey launches campaign to raise employment, Anadolu Agency (Istanbul) 25 February 2019. Access Date: 25 February 2019. <https://www.aa.com.tr/en/economy/turkey-launches-campaign-to-raise-employment/1402439>.

<sup>801</sup> Turkey's education ministry, defense body to train future tech experts, Daily Sabah (Ankara) 26 February 2019. Access Date: 1 March 2019. <https://www.dailysabah.com/education/2019/02/26/turkeys-education-ministry-defense-body-to-train-future-tech-experts>.

<sup>802</sup> Turkey's education ministry, defense body to train future tech experts, Daily Sabah (Ankara) 26 February 2019. Access Date: 1 March 2019. <https://www.dailysabah.com/education/2019/02/26/turkeys-education-ministry-defense-body-to-train-future-tech-experts>

<sup>803</sup> Minister of National Education Ziya Selçuk remarks on TABİP, Yunus Emre Institute (Brussels) 1 March 2019. Access Date: 3 March 2019. <https://www.yee.org.tr/en/news/minister-national-education-ziya-selcuks-remarks-tabip>

<sup>804</sup> Minister of National Education Ziya Selçuk remarks on TABİP, Yunus Emre Institute (Brussels) 1 March 2019. Access Date: 3 March 2019. <https://www.yee.org.tr/en/news/minister-national-education-ziya-selcuks-remarks-tabip>.

comprehensive integration of women in the labour market.<sup>805</sup> The Ministry has also offered microcredit loans to 180,000 women with low income and has introduced the Strategy Paper and Action Plan on Women's Empowerment to support the integration of women in the labour market using information technology.<sup>806</sup>

On 13 March 2019, Turkish Minister of Labour, Social Services and Family Zehra Selcuk announced that Turkey stands at the top of the list of European member states of the Organization for Economic Cooperation and Development (OECD) in terms of women empowerment in the workforce.<sup>807</sup> The aim is to increase the labour force participation rate among women to 41 per cent and has launched a five-year national plan to emancipate females in the community and workforce.<sup>808</sup>

Turkey has partially complied with its commitments by promoting both vocational training and skills development in one key area.

Thus, Turkey has received a score of 0.

*Analyst: Omar Abdellatif*

### **United Kingdom: 0**

The United Kingdom has partially complied with its commitment to building an inclusive, fair and sustainable Future of Work by promoting vocational training and skills development.

On 6 December 2018, Education Secretary Damian Hinds expressed renewed support for the Industrial Strategy launched last year in an effort to “boost our nation’s productivity”. The Industrial Strategy is a move to transition more workers to “highly productive industries” and put the UK at the forefront of the “AI and data revolution”.<sup>809</sup>

On 12 December 2019, the Office of Qualifications and Examinations Regulation published two research documents on the strengthening of vocational and technical qualifications. The research evaluates the current functioning of the internal assessment of national technical and vocational qualifications.<sup>810</sup>

On 8 March 2019, the UK House of Commons Library published a briefing paper on ‘T Levels: Reforms to Technical Education.’ The briefing details planned reforms to the technical education

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<sup>805</sup> Gender equality leads to development: Turkish minister, Anadolu Agency (Washington, D.C.) 11 March 2019. Access Date: 29 March 2019. <https://www.aa.com.tr/en/americas/gender-equality-leads-to-development-turkish-minister/1415303>.

<sup>806</sup> Gender equality leads to development: Turkish minister, Anadolu Agency (Washington, D.C.) 11 March 2019. Access Date: 29 March 2019. <https://www.aa.com.tr/en/americas/gender-equality-leads-to-development-turkish-minister/1415303>.

<sup>807</sup> Turkey has seen sharp rise in women’s employment, Anadolu Agency (Washington, D.C.) 13 March 2019. Access Date: 18 March 2019. <https://www.aa.com.tr/en/turkey/-turkey-has-seen-sharp-rise-in-women-s-employment/1417472>.

<sup>808</sup> Turkey has seen sharp rise in women’s employment, Anadolu Agency (Washington, D.C.) 13 March 2019. Access Date: 18 March 2019. <https://www.aa.com.tr/en/turkey/-turkey-has-seen-sharp-rise-in-women-s-employment/1417472>

<sup>809</sup> Damian Hinds Technical Education Speech (London) 6 December 2018. Access Date: 25 June 2019. <https://www.gov.uk/government/speeches/damian-hinds-technical-education-speech>.

<sup>810</sup> Strengthening vocational and technical qualifications, OFQUAL (London) 12 December 2018. Access Date: 7 March 2019. <https://www.gov.uk/government/publications/strengthening-vocational-and-technical-qualifications>.

system, specifically the new T levels that will offer a technical option alongside A levels and a degree.<sup>811</sup>

On 13 March 2019, the UK government reiterated their commitment to focusing on technical and vocational skills education. The government will launch the first phase of its National Retraining Scheme starting this summer and an apprenticeship that will launch over 3 million new apprenticeships.<sup>812</sup>

On 15 March 2019, the Department for Digital, Culture, Media and Sport launched a new pilot scheme to teach coding to carefully vetted prisoners.<sup>813</sup> CODE 4000, the organization that will be working with the prisoners, has been granted new funding by the Digital Department.<sup>814</sup> It is the hope that digital skills will help prisoners return to employment positions after their sentence has expired.<sup>815</sup>

From 1 April 2019 people will be able to claim up to GBP59,200 annually through the Access to Work scheme to help assist them with additional support that may be needed in the workplace.<sup>816</sup> From 8 April 2019, the government increased the maternity allowance for expectant mothers.<sup>817</sup>

On 10 April 2019, Education Secretary Damian Hinds announced the launch of Twelve Institutes of Technology, which will be set up across the UK to make technical education accessible to young people. The goal of the initiative is to provide higher level technical training in STEM and to align training with skills employers need.<sup>818</sup>

On 10 May 2019, Secretary of State for Work and Pensions Amber Rudd gave a speech at the Recruitment and Employment Confederation about the future of work. Rudd stated that the UK government's labour strategy sought to provide better access to the labour force for everyone, to create opportunities for progression and better protections for those struggling to navigate the labour force.<sup>819</sup>

The United Kingdom has published research to promoting vocational training to address only one of the three key areas and skill development in three areas.

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<sup>811</sup> Member of Parliament Briefing Paper: T Levels: Reforms to Technical Education, House of Commons Library (London) 8 March 2019. Access Date: 8 March 2019. <http://researchbriefings.files.parliament.uk/documents/CBP-7951/CBP-7951.pdf>.

<sup>812</sup> Spring Statement 2019: Phillip Hammond's Speech (London). 13 March 2019. Access Date: 25 June 2019. <https://www.gov.uk/government/speeches/spring-statement-2019-philip-hammonds-speech>.

<sup>813</sup> Coding to be taught in prison to help offenders return to the world of work, Department for Digital, Culture, Media and Sport (London) 15 March 2019. Access Date: 18 April 2019.

<https://www.gov.uk/government/news/coding-to-be-taught-in-prison-to-help-offenders-return-to-the-world-of-work>.

<sup>814</sup> Coding to be taught in prison to help offenders return to the world of work, Department for Digital, Culture, Media and Sport (London) 15 March 2019. Access Date: 18 April 2019.

<https://www.gov.uk/government/news/coding-to-be-taught-in-prison-to-help-offenders-return-to-the-world-of-work>.

<sup>815</sup> Coding to be taught in prison to help offenders return to the world of work, Department for Digital, Culture, Media and Sport (London) 15 March 2019. Access Date: 18 April 2019.

<https://www.gov.uk/government/news/coding-to-be-taught-in-prison-to-help-offenders-return-to-the-world-of-work>.

<sup>816</sup> UK economy delivering record employment, Department for Work and Pensions (London) 16 April 2019. Access Date: 12 May 2019. <https://www.gov.uk/government/news/uk-economy-delivering-record-employment>.

<sup>817</sup> UK economy delivering record employment, Department for Work and Pensions (London) 16 April 2019. Access Date: 12 May 2019. <https://www.gov.uk/government/news/uk-economy-delivering-record-employment>.

<sup>818</sup> The First Twelve Institutes of Technology Announced (London). 10 April 2019. Access Date: 25 June 2019.

<https://www.gov.uk/government/news/the-first-twelve-institutes-of-technology-announced>.

<sup>819</sup> The Future of the Labour Market (London) 9 May 2019. Access Date: 25 June 2019.

<https://www.gov.uk/government/speeches/the-future-of-the-labour-market>.

Thus, the United Kingdom receives a score of 0.<sup>820</sup>

*Analyst: Chantal Elias*

### **United States: +1**

The United States has fully complied with its commitment to building an inclusive, fair and sustainable Future of Work by promoting vocational training and skills development.

On 21 December 2018, the United States government partnered with the Florida Department of Military Affairs to expand the Florida National Guard Youth ChalleNge program by creating a new Job Corps project for at-risk youth.<sup>821</sup> USD3.1 million has already been invested into the program, which will provide career and technical education for youth.<sup>822</sup>

On 21 December 2018, the United States government announced a grant would be given to Idaho's Job Corps program to allow this program to be run by the state of Idaho.<sup>823</sup> The intent was to make this program better-suited to the specific needs of Idaho Job Corps trainees.<sup>824</sup>

On 16 January 2019, the United States government pledged USD1,863,815, and approved a maximum of USD5,591,446, to New York state to provide employment services in sectors that will help combat the opioid crisis.<sup>825</sup> This includes positions such as peer supports, peer recovery navigators, and intake/coordinator aids, as well as careers in healthcare professions related to addiction, treatment, prevention, and pain management.<sup>826</sup>

On 30 January 2019, the United States government pledged USD85 million to 81 YouthBuild Programs in 32 states.<sup>827</sup> These programs provide at-risk youth with aid in completing their high school equivalency training and training in high-demand local industries.<sup>828</sup> This grant marks an expansion from construction training to other industries, such as health care or information technology.<sup>829</sup>

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<sup>820</sup> Additional information has been provided on a confidential basis suggesting progress on women leadership training, parallel training and other skills development programs but cannot be included towards the scoring assessment.

<sup>821</sup> U.S. Department Of Labor And Florida Department Of Military Affairs Partner To Train At-Risk Youth With Job Corps Demonstration Project, U.S. Department of Labor (Washington) 21 December 2018. Access Date: 11 March 2019. <https://www.dol.gov/newsroom/releases/eta/eta20181221-0>.

<sup>822</sup> U.S. Department Of Labor And Florida Department Of Military Affairs Partner To Train At-Risk Youth With Job Corps Demonstration Project, U.S. Department of Labor (Washington) 21 December 2018. Access Date: 11 March 2019. <https://www.dol.gov/newsroom/releases/eta/eta20181221-0>.

<sup>823</sup> U.S. Department Of Labor Provides Idaho Flexibility To Better Serve Job Corps Students, Department of Labor, (Washington) 21 December 2018. Access Date: 11 March 2019. <https://www.dol.gov/newsroom/releases/eta/eta20181221-1>.

<sup>824</sup> U.S. Department Of Labor Provides Idaho Flexibility To Better Serve Job Corps Students, Department of Labor, (Washington) 21 December 2018. Access Date: 11 March 2019. <https://www.dol.gov/newsroom/releases/eta/eta20181221-1>.

<sup>825</sup> Updated: U.S. Department of Labor Provides National Health Emergency Dislocated Worker Grant to Combat Opioid Crisis in New York State, United States Department of Labor (Washington) 16 January 2019. Access Date: 21 April 2019. <https://www.dol.gov/newsroom/releases/eta/eta20190116>.

<sup>826</sup> Updated: U.S. Department of Labor Provides National Health Emergency Dislocated Worker Grant to Combat Opioid Crisis in New York State, United States Department of Labor (Washington) 16 January 2019. Access Date: 21 April 2019. <https://www.dol.gov/newsroom/releases/eta/eta20190116>.

<sup>827</sup> U.S. Department Of Labor Awards \$85 Million In Youthbuild Grants, U.S. Department of Labour (Washington) 30 January 2019. Access Date: 11 March 2019. <https://www.dol.gov/newsroom/releases/eta/eta20190130>.

<sup>828</sup> U.S. Department Of Labor Awards \$85 Million In Youthbuild Grants, U.S. Department of Labour (Washington) 30 January 2019. Access Date: 11 March 2019. <https://www.dol.gov/newsroom/releases/eta/eta20190130>.

<sup>829</sup> U.S. Department Of Labor Awards \$85 Million In Youthbuild Grants, U.S. Department of Labour (Washington) 30 January 2019. Access Date: 11 March 2019. <https://www.dol.gov/newsroom/releases/eta/eta20190130>.

On 8 March 2019, the United States government announced that a grant of USD1,363,435, with a maximum of USD4,090,306, would be given to the Missouri Division of Workforce Development to provide employment services in sectors that will help combat the opioid crisis in specific counties of Missouri.<sup>830</sup> This includes positions such as peer supports, peer recovery navigators, and intake/coordinator aids, as well as careers in healthcare professions related to addiction, treatment, prevention, and pain management.<sup>831</sup>

On 11 March 2019, the US Department of Labor released a statement regarding the 2020 Budget. US Secretary of Labor Alexander Acosta said that “The budget expands apprenticeship opportunities,” as the budget works towards investing USD160 million in apprenticeships to develop a skilled workforce in various sectors, supporting transitioning service members’ move to civilian life by enhancing employment support services, protecting the rights of more than 143 million American workers, and enhancing paid family leave following the birth of a child.<sup>832</sup>

On 15 March 2019, the United States government announced that USD886,860 would be given to the Washington State Department of Employment Security to provide employment services in sectors that will help combat the opioid crisis.<sup>833</sup> The funding will also help those affected by the opioid crisis access career training and support services.<sup>834</sup>

On 1 April 2019, the United States government held a forum to discuss the challenges faced by individuals attempting to enter the workforce from the justice system, in order to reduce recidivism and fill open positions.<sup>835</sup>

On 10 April 2019, the United States announced it had made USD82.5 million available in Reentry Employment Opportunity grants and USD5 million in Fidelity Bonding Demonstration grants to improve employment opportunities for those exiting the justice system.<sup>836</sup> This program is available to young adults aged 18-24 or adults 25 and older within two years of release.<sup>837</sup>

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<sup>830</sup> U.S. Department Of Labor Provides National Health Emergency Dislocated Worker Grant to Combat Opioid Crisis in Missouri, United States Department of Labor (Washington) 8 March 2019. Access Date: 21 April 2019. <https://www.dol.gov/newsroom/releases/eta/eta20190308>.

<sup>831</sup> U.S. Department Of Labor Provides National Health Emergency Dislocated Worker Grant to Combat Opioid Crisis in Missouri, United States Department of Labor (Washington) 8 March 2019. Access Date: 21 April 2019. <https://www.dol.gov/newsroom/releases/eta/eta20190308>.

<sup>832</sup> PRESIDENT’S 2020 BUDGET EXPANDS OPPORTUNITIES FOR AMERICA’S WORKFORCE, US Department of Labor (Washington DC) 11 March 2019. Access Date: 4 May 2019. <https://www.dol.gov/newsroom/releases/osec/osec20190311>.

<sup>833</sup> U.S. Department Of Labor Provides National Health Emergency Dislocated Worker Grant to Combat Opioid Crisis in Washington, United States Department of Labor (Washington) 15 March 2019. Access Date: 21 April 2019. <https://www.dol.gov/newsroom/releases/eta/eta20190315>.

<sup>834</sup> U.S. Department Of Labor Provides National Health Emergency Dislocated Worker Grant to Combat Opioid Crisis in Washington, United States Department of Labor (Washington) 15 March 2019. Access Date: 21 April 2019. <https://www.dol.gov/newsroom/releases/eta/eta20190315>.

<sup>835</sup> U.S. Department of Labor Holds Strengthening America’s Workforce Event to Discuss Paths for Americans Transitioning from Justice System to Workforce, United States Department of Labour (Washington) 1 April 2019. Access date: 21 April 2019. <https://www.dol.gov/newsroom/releases/osec/osec20190401>.

<sup>836</sup> U.S. Department of Labor Announces \$87.5 Million in Grants to Improve Employment Opportunities for Americans Exiting the Criminal Justice System, United States Department of Labor (Washington) 10 April 2019. Access Date: 21 April 2019. <https://www.dol.gov/newsroom/releases/eta/eta20190410>.

<sup>837</sup> U.S. Department of Labor Announces \$87.5 Million in Grants to Improve Employment Opportunities for Americans Exiting the Criminal Justice System, United States Department of Labor (Washington) 10 April 2019. Access Date: 21 April 2019. <https://www.dol.gov/newsroom/releases/eta/eta20190410>.



On 16 April 2019, the United States government announced a grant to the Florida Department of Economic Opportunity to provide career training to those affected by Hurricane Michael and to further continue disaster-relief efforts.<sup>838</sup>

The United States has taken action to promote vocational training and skills development in at least two of the key areas.

Thus, the United States has received a score of +1.

*Analyst: Sarah Jevnikar*

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

The European Union has fully complied with its commitment to building an inclusive, fair and sustainable Future of Work by promoting vocational training and skills development.

On 3 December 2018, the European Union supported a Code Week which attracted 2.74 million participants, 43, 657 events, and involved 10 per cent of European schools. The goal of Code Week was to expand digital literacy to all member states. The European Commissioner for Digital Economy and Society, Mariya Gabriel believes that “only by working with the young generations and giving them enough opportunities to get ready for their future projects, Europe as a whole will succeed in the global digital race.”<sup>839</sup>

On 6 December 2018, five recipients received European Digital Skills Awards at the Imagine Digital Connect Europe Conference in Vienna. The awards recognize initiatives that have bettered the digital skills of Europeans at school, at work, girls and women, and for society in general.<sup>840</sup>

On 13 December 2018, the European Centre for the Development of Vocational Training (Cedefop) centered the 6<sup>th</sup> Brussels Seminar on the future of vocational education and training. Discussions and presentations on the future of vocational education and training (VET) centered on the decline of VET and the contrary increase of VET in higher levels of academic education.<sup>841</sup>

On 14 December 2018, Eurofound published a report on working conditions in the European Union, and their relationship between work and life.<sup>842</sup> The report is intended to be used to creation an appropriate work-life balance policy for European Union employees.

On 18 December 2018, the European Commission and the Commission of the African Union introduced a European Union - African Union Digital Economy Task Force. The Task Force will

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<sup>838</sup> U.S. Department of Labor Awards Additional Funding to Florida to Continue Disaster Relief Efforts After Hurricane Michael, United States Department of Labor (Washington) 16 April 2019. Access Date: 21 April 2019. <https://www.dol.gov/newsroom/releases/eta/eta20190416>.

<sup>839</sup> EU Code Week 2018 breaks all-time record, with 2.7 million participants and nearly 44,000 events, European Commission, Digital Single Market (Brussels) 31 January 2019. Access Date: 7 March 2019. <https://ec.europa.eu/digital-single-market/en/news/eu-code-week-2018-breaks-all-time-record-27-million-participants-and-nearly-44000-events>.

<sup>840</sup> Winners of the European Digital Skills Awards 2018, European Commission, Digital Single Market (Brussels) 5 December 2018. Access Date: 7 March 2019. <https://ec.europa.eu/digital-single-market/en/news/winners-european-digital-skills-awards-2018>.

<sup>841</sup> Cedefop's future VET scenarios welcomed by policy-makers, CEDEFOP (Brussels) 17 December 2018. Access Date: 6 March 2019. [http://www.cedefop.europa.eu/en/news-and-press/news/cedefops-future-vet-scenarios-welcomed-policy-makers?fbclid=IwAR0i6Xz-E\\_XPtngRIHrFEnuQlwRr3cdNm9Umv9J5wGbQdAG1PBLd81MTk4](http://www.cedefop.europa.eu/en/news-and-press/news/cedefops-future-vet-scenarios-welcomed-policy-makers?fbclid=IwAR0i6Xz-E_XPtngRIHrFEnuQlwRr3cdNm9Umv9J5wGbQdAG1PBLd81MTk4).

<sup>842</sup> Striking a balance: Reconciling work and life in the EU, Eurofound (Brussels) 14 December 2018. Access Date: 8 March 2019. <https://www.eurofound.europa.eu/publications/report/2018/striking-a-balance-reconciling-work-and-life-in-the-eu>.

ensure a digital link between the African Union and the European Union via cross-border backbone infrastructure.<sup>843</sup>

On 9 January 2019, Cedefop released a database to match individuals' skills to current and anticipated labour market needs. The tool gives European Union policy makers an opportunity to address the changing landscape of vocational education and training and ensure labour needs are met.<sup>844</sup>

On 14 February 2019, Cedefop launched online surveys on skills anticipation and matching systems. To improve the skills governance of European Union member states, Cedefop is gathering the views of those who use the current skills intelligence in their daily lives. More accessible data on the skills and labour market will allow people to make informed career decisions and identify jobs that match their vocational skill aptitude.<sup>845</sup>

On 15 February 2019, an expert working group met in Brussels to discuss Cedefop's second European Skills and Jobs Survey.<sup>846</sup> This survey focuses on the relationship between digitisation and learning, and seeks to determine whether EU workers are adapting their skills to changing technologies and job tasks. The data collected will inform Cedefop's new research area on 'Digitalisation and the future of work.'<sup>847</sup>

On 20 February 2019, Cedefop published new founding regulation outlining the role of the organization. Chair of Cedefop Management Board, Tatjana Babrauskiene, argued that "[the updated founding regulation] confirms the agency's key role at the intersection between education and training and the labour market, and in VET- related research."<sup>848</sup> The reform of the original 1975 regulation highlights the need to work with member states to "analyse and contribute to developments related to the design and award of qualifications...in relation to vocational education and training."<sup>849</sup>

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<sup>843</sup> EUAfrica High Level Forum "Taking Cooperation to the digital age," European Commission, Digital Single Market (Vienna) 20 December 2018. Access Date: 7 March 2019.

<https://ec.europa.eu/digital-single-market/en/news/euafrica-high-level-forum-taking-cooperation-digital-age>.

<sup>844</sup> Cedefop launches 'matching skills' online information tool, CEDEFOP (Brussels) 9 January 2019. Access Date: 6 March 2019.

<http://www.cedefop.europa.eu/en/news-and-press/news/cedefop-launches-matching-skills-online-information-tool?fbclid=IwAR2QIfYqh3LIL2zu8usgBQdtDacHoR0tW0WPgP6cP537250c0mugmm29Cpo>.

<sup>845</sup> Cedefop launches online surveys on skills anticipation and matching systems, CEDEFOP (Brussels) 8 February 2019. Access Date: 7 March 2019.

<http://www.cedefop.europa.eu/en/news-and-press/news/cedefop-launches-online-surveys-skills-anticipation-and-matching-systems?fbclid=IwAR3HYAyE5hPwz7zc0rlwElidDC2CRVMhL2J0gsf4VREP-KKy8O7N1-SkYw8>.

<sup>846</sup> Cedefop launches 2nd European skills and jobs survey, CEDEFOP (Brussels) 26 February 2019. Access Date: 7 March 2019.

<http://www.cedefop.europa.eu/en/news-and-press/news/cedefop-launches-2nd-european-skills-and-jobs-survey?fbclid=IwAR38So19jHvnVvTdp4DGjiofHMfSpmlyvkjliFTpcRBPdiQhKhBQ-97HVzs>.

<sup>847</sup> Digitalisation and the future of work, CEDEFOP (Brussels) 26 February 2019. Access Date: 6 March 2019.

<http://www.cedefop.europa.eu/en/events-and-projects/projects/digitalisation-and-future-work>.

<sup>848</sup> VET's role in shaping Europe's future discussed at European Parliament/ Cedefop event, CEDEFOP February 28 2019. Access Date: 7 March 2019.

<http://www.cedefop.europa.eu/hu/news-and-press/news/vets-role-shaping-europes-future-discussed-european-parliamentcedefop-event>.

<sup>849</sup> Regulation of the European Parliament and of the Council establishing a European Centre for the Development of Vocational training (CEDEFOP) and repealing Council Regulation, Office Journal of the European Union (Brussels) 31 January 2019. Access Date: 6 March 2019.

<https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32019R0128&from=EN>.

On 27 February 2019, Cedefop presented their research on the future role of vocational education and training in the European Union and introduced new founding regulation.<sup>850</sup> Anne Sander, a Member of European Parliament hosting the event, shared that she is in “favour of moving towards more sharing of good practices at EU level, but also providing more support to Member States willing to develop VET.”<sup>851</sup> The call for evidence-based decisions and increased dialogue was exemplified by the lively debate among the forty attendees.

On 12 March 2019, Cedefop released country reports summarizing the 2018 Cedefop skills forecast.<sup>852</sup> These reports outline future trends in jobs and skills in specific European Union countries.<sup>853</sup> This data will help European Union countries preemptively respond to future changes in the labour market and skill requirements.<sup>854</sup>

On 18 March 2019, the European Commission launched the European Media Literacy Week in Brussels and in European Union Member States.<sup>855</sup> From 18 to 22 March, the European Commission ran events highlighting existing initiatives and featured a main event hosted by the Commissioner for Digital Economy and Society.<sup>856</sup> The goal of the week-long initiative was to emphasize the importance of media literacy in making informed decisions in the digital age and as a necessary prerequisite for modern democracy.<sup>857</sup>

On 4 April 2019, Cedefop presented the findings of their governance skills review in Slovakia.<sup>858</sup> The meeting brought together high-level national stakeholders in a panel discussion identifying policy

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<sup>850</sup> VET’s role in shaping Europe’s future discussed at European Parliament/ Cedefop event, CEDEFOP (Brussels) February 28 2019. Access Date: 7 March 2019.

<http://www.cedefop.europa.eu/hu/news-and-press/news/vets-role-shaping-europes-future-discussed-european-parliamentcedefop-event>.

<sup>851</sup> VET’s role in shaping Europe’s future discussed at European Parliament/ Cedefop event, CEDEFOP (Brussels) February 28 2019. Access Date: 7 March 2019.

<http://www.cedefop.europa.eu/hu/news-and-press/news/vets-role-shaping-europes-future-discussed-european-parliamentcedefop-event>.

<sup>852</sup> Cedefop skills forecast findings in new country reports, CEDEFOP (Brussels) March 3 2019. Access Date: 18 April 2019.

[http://www.cedefop.europa.eu/en/news-and-press/news/cedefop-skills-forecast-findings-new-country-reports?fbclid=IwAR3fcbNWl9NPNnUBeV6s-BOMCF\\_6joUeFkr1tPlfifNg8O9xzsCL3UaRJ2A](http://www.cedefop.europa.eu/en/news-and-press/news/cedefop-skills-forecast-findings-new-country-reports?fbclid=IwAR3fcbNWl9NPNnUBeV6s-BOMCF_6joUeFkr1tPlfifNg8O9xzsCL3UaRJ2A).

<sup>853</sup> Cedefop skills forecast findings in new country reports, CEDEFOP (Brussels) March 3 2019. Access Date: 18 April 2019.

[http://www.cedefop.europa.eu/en/news-and-press/news/cedefop-skills-forecast-findings-new-country-reports?fbclid=IwAR3fcbNWl9NPNnUBeV6s-BOMCF\\_6joUeFkr1tPlfifNg8O9xzsCL3UaRJ2A](http://www.cedefop.europa.eu/en/news-and-press/news/cedefop-skills-forecast-findings-new-country-reports?fbclid=IwAR3fcbNWl9NPNnUBeV6s-BOMCF_6joUeFkr1tPlfifNg8O9xzsCL3UaRJ2A).

<sup>854</sup> Cedefop skills forecast findings in new country reports, CEDEFOP (Brussels) March 3 2019. Access Date: 18 April 2019.

[http://www.cedefop.europa.eu/en/news-and-press/news/cedefop-skills-forecast-findings-new-country-reports?fbclid=IwAR3fcbNWl9NPNnUBeV6s-BOMCF\\_6joUeFkr1tPlfifNg8O9xzsCL3UaRJ2A](http://www.cedefop.europa.eu/en/news-and-press/news/cedefop-skills-forecast-findings-new-country-reports?fbclid=IwAR3fcbNWl9NPNnUBeV6s-BOMCF_6joUeFkr1tPlfifNg8O9xzsCL3UaRJ2A).

<sup>855</sup> European Media Literacy Week, European Commission (Brussels) 18 March 2019. Access Date: 18 April 2019. <https://ec.europa.eu/digital-single-market/en/news/european-media-literacy-week>.

<sup>856</sup> European Media Literacy Week, European Commission (Brussels) 18 March 2019. Access Date: 18 April 2019. <https://ec.europa.eu/digital-single-market/en/news/european-media-literacy-week>.

<sup>857</sup> European Media Literacy Week, European Commission (Brussels) 18 March 2019. Access Date: 18 April 2019. <https://ec.europa.eu/digital-single-market/en/news/european-media-literacy-week>.

<sup>858</sup> Way forward for skills governance in Slovakia, CEDEFOP (Bratislava) 4 April 2019. Access Date: 18 April 2019. <http://www.cedefop.europa.eu/fi/news-and-press/news/way-forward-skills-governance-slovakia>.

options to increase skills governance.<sup>859</sup> Both the Cedefop governance review and the panel discussion focused on the strong link between education and the needs of the labour market.<sup>860</sup>

On 8 April 2019, the High-Level Group on the Impact of the Digital Transformation on EU Labour Markets issued their final report.<sup>861</sup> The report includes recommendations for the European Union, its member states, and various businesses to ensure a smooth transition to the digital market.<sup>862</sup> This report will guide relevant stakeholders to make their digital markets inclusive and human-centric.<sup>863</sup>

On 9 April 2019, the European Union hosted Digital Day 2019 with a key emphasis on increasing the participation of women in the digital sector.<sup>864</sup> European Commissioner of Digital Economy and Society Gabriel Mariya stressed that “[t]he demand for skilled ICT experts is increasing. Europe needs to take responsibility in [its] hands and involve more women in tech.”<sup>865</sup> The discussions of Digital Day ended in the unveiling of the Women in Digital DD3 Declaration intended to increase access for women in the digital market.<sup>866</sup>

The European Union has fully committed to promoting vocation training and skills development to address all of the three key areas.

Thus, the European Union receives a score of +1.

*Analyst: Chantal Elias*

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<sup>859</sup> Way forward for skills governance in Slovakia, CEDEFOP (Bratislava) 4 April 2019. Access Date: 18 April 2019.

<http://www.cedefop.europa.eu/fi/news-and-press/news/way-forward-skills-governance-slovakia>.

<sup>860</sup> Way forward for skills governance in Slovakia, CEDEFOP (Bratislava) 4 April 2019. Access Date: 18 April 2019.

<http://www.cedefop.europa.eu/fi/news-and-press/news/way-forward-skills-governance-slovakia>.

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