



2021 G20 Rome Summit Interim Compliance Report

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Feedback, as always, is welcome and is kept anonymous.

We encourage readers to send comments to

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8. Labour and Employment: Social Inclusion

“[we will] ... strive to adapt our regulatory frameworks to new forms of work, ensuring that these are fair and inclusive, leaving no one behind, while paying special attention to addressing the digital gender divide and intergenerational inequalities.”

G20 Rome Leaders' Declaration

Assessment

| | No Compliance | Partial Compliance | Full Compliance |
|----------------|---------------|--------------------|-----------------|
| Argentina | | 0 | |
| Australia | -1 | | |
| Brazil | | 0 | |
| Canada | | 0 | |
| China | | 0 | |
| France | | 0 | |
| Germany | -1 | | |
| India | | 0 | |
| Indonesia | -1 | | |
| Italy | | 0 | |
| Japan | | 0 | |
| Korea | -1 | | |
| Mexico | | 0 | |
| Russia | -1 | | |
| Saudi Arabia | -1 | | |
| South Africa | | | +1 |
| Turkey | -1 | | |
| United Kingdom | | | +1 |
| United States | | 0 | |
| European Union | | 0 | |
| Average | | -0.25 (38%) | |

Background

From the first G20 summit, the G20 leaders have shown their support and commitment to creating a more equitable and inclusive work environment. They strive to systematically reduce the class and gender gap that is prevalent in many parts of the world. The consistent emphasis of social inclusion in labour demographics shows the global nature and importance of this issue.

At the 2008 Washington Summit, G20 leaders agreed to support the stabilization of the economy through fostering entrepreneurship and innovation to increase employment.⁸⁶⁷

At the 2009 London Summit, G20 leaders agreed to support equitable employment growth by investing in the most vulnerable in terms of class and race.⁸⁶⁸

⁸⁶⁷ Declaration of the Summit on Financial Markets and the World Economy, G20 Information Centre (Toronto) 15 November 2008. Access Date: 26 November 2021. <http://www.g20.utoronto.ca/2008/2008declaration1115.html>

⁸⁶⁸ London Summit - Leaders' Statement, G20 Information Centre (Toronto) 2 April 2009. Access Date: 26 November 2021. <http://www.g20.utoronto.ca/2009/2009communique0402.pdf>

At the 2009 Pittsburgh Summit, G20 leaders agreed to a new Framework for Strong, Sustainable, and Balanced Growth that supports education and training to increase the overall labour quality for G20 countries.⁸⁶⁹

At the 2010 Seoul Summit, G20 leaders recognized the importance of jobs for the most vulnerable, especially in low-income countries.⁸⁷⁰

At the 2011 Cannes Summit, G20 leaders supported the implementation of social protection floors that are specifically created for each low-income country and continue to expand the availability of SME financing services.⁸⁷¹

At the 2012 Los Cabos Summit, G20 leaders committed to increasing the quality of work by advocating for labor rights and social security coverage.⁸⁷²

At the 2013 St. Petersburg Summit, G20 leaders acknowledged the high structural unemployment among women and youth and encouraged Ministers of Labour and Employment to revise their nation's policies for inclusive labour markets and social protection.⁸⁷³

At the 2014 Brisbane Summit, G20 leaders encouraged members to enhance competitiveness by removing business barriers to increase inclusive job creation. The goal is to reduce the gender gap of the labour force participation by 25 per cent by 2025.⁸⁷⁴

At the 2015 Antalya Summit, G20 leaders agreed to consult Labour and Employment Ministers to improve G20 countries' labour market equality and promote the enhancement of skills in the labour market.⁸⁷⁵

At the 2016 Hangzhou Summit, G20 leaders committed to creating an inclusive digital economy through policy support as well as endorsing the Sustainable Wage Policy Principles.⁸⁷⁶ These initiatives attempt to decrease inequality and raise the overall quality of work.

At the 2017 Hamburg Summit, G20 leaders emphasized the importance of sustainable and inclusive supply chains and removing barriers for women's inclusion. The leaders encourage heightened protection for women against all forms of violence including in the workplace and policies that reduce employment discrimination.⁸⁷⁷

At the 2018 Buenos Aires Summit, G20 leaders promoted acts of inclusion in the digital economy and the formalization of labour to increase social protection for vulnerable groups.⁸⁷⁸

⁸⁶⁹ G20 Leaders Statement: The Pittsburgh Summit, G20 Information Centre (Toronto) 25 September 2009. Access Date: 26 November 2021. <http://www.g20.utoronto.ca/2009/2009communiqu0925.html>

⁸⁷⁰ The G20 Seoul Summit Leaders' Declaration, G20 Information Centre (Toronto) 12 November 2010. Access Date: 26 November 2021. <http://www.g20.utoronto.ca/2010/g20seoul.pdf>

⁸⁷¹ Cannes Summit Final Declaration – Building Our Common Future: Renewed Collective Action for the Benefit of All, G20 Information Centre (Toronto) 4 November 2011. Access Date: 26 November 2021. <http://www.g20.utoronto.ca/2011/2011-cannes-declaration-111104-en.html>

⁸⁷² G20 Leaders Declaration, G20 Information Centre (Toronto) 19 June 2012. Access Date: 26 November 2021. <http://www.g20.utoronto.ca/2012/2012-0619-loscabos.pdf>

⁸⁷³ G20 Leaders' Declaration, G20 Information Centre (Toronto) 6 September 2013. Access Date: 26 November 2021. <http://www.g20.utoronto.ca/2013/2013-0906-declaration.html>

⁸⁷⁴ Brisbane Action Plan, G20 Information Centre (Toronto) November 2014. Access Date: 26 November 2021. http://www.g20.utoronto.ca/2014/brisbane_action_plan.pdf

⁸⁷⁵ G20 Leaders' Communiqué, G20 Information Centre (Toronto) 16 November 2015. Access Date: 26 November 2021. <http://www.g20.utoronto.ca/2015/151116-communiqu.html>

⁸⁷⁶ G20 Leaders' Communiqué: Hangzhou Summit, G20 Information Centre (Toronto) 5 September 2016. Access Date: 26 November 2021. <http://www.g20.utoronto.ca/2016/160905-communiqu.html>

⁸⁷⁷ G20 Leaders' Declaration: Shaping an Interconnected World, G20 Information Centre (Toronto) 8 July 2017. Access Date: 26 November 2021. <http://www.g20.utoronto.ca/2017/2017-G20-leaders-declaration.pdf>

⁸⁷⁸ G20 Leaders' Declaration: Building consensus for fair and sustainable development, G20 Information Centre (Toronto) 1 December 2018. Access Date: 26 November 2021. http://www.g20.utoronto.ca/2018/buenos_aires_leaders_declaration.pdf

At the 2019 Osaka Summit, G20 leaders acknowledged the importance of creating flexible working arrangements for women. They also encouraged G20 members to share developments on their policy for new forms of work as well as to take action to eradicate forced labour.⁸⁷⁹

At the 2020 Riyadh Summit, leaders addressed unpaid responsibilities of economically vulnerable groups and women as well as the importance of women in leadership positions. The Private Sector Alliance for the Empowerment and Progression of Women's Economic Representation (EMPOWER) was commenced to advocate for gender equality in the workplace.⁸⁸⁰

At the 2021 Rome Summit, G20 leaders promised to promote greater social justice and decent work for all and further international cooperation to strengthen safe and healthy working conditions.⁸⁸¹ They also promised to strength their social protection systems to aid workers' transition and reintegration into labour markets, ensure decent working conditions for remote and platform workers in addition to adapting their regulatory frameworks to new forms of work.

Commitment Features

In the G20 Rome Leaders' Declaration, G20 leaders stated that “[we will] ... strive to adapt our regulatory frameworks to new forms of work, ensuring that these are fair and inclusive, leaving no one behind, while paying special attention to addressing the digital gender divide and intergenerational inequalities.”

“Strive” means to “try hard, make efforts, struggle or contend.”⁸⁸² The use of this verb calls for G20 members to take strong actions to count as full compliance in this commitment.

“Adapt” means “to adjust to different conditions or uses, or to change to meet different situations.”⁸⁸³ This may include any changes to “facilitate transitions for employees, the self-employed and employers” adapting to new forms of work.⁸⁸⁴

“Regulatory” points to regulations, laws and other instruments that are used to achieve the government's objectives.⁸⁸⁵ Regulatory instruments may involve legislations, regulatory bodies, regulatory processes and quasi legislation such as standards, codes, rulings and guidelines.^{886 887}

⁸⁷⁹ G20 Osaka Leaders' Declaration, G20 Information Centre (Toronto) 29 June 2019. Access Date: 26 November 2021. http://www.g20.utoronto.ca/2019/FINAL_G20_Osaka_Leaders_Declaration.pdf

⁸⁸⁰ Leaders' Declaration, G20 Information Centre (Toronto) 22 November 2020. Access Date: 26 November 2021. http://www.g20.utoronto.ca/2020/G20_Riyadh_Summit_Leaders_Declaration_EN.pdf

⁸⁸¹ G20 Rome Leaders' Declaration, G20 Information Centre (Toronto) 31 October 2021. Access Date: 26 November 2021. <http://www.g20.utoronto.ca/2021/G20ROMELEADERSDECLARATION.pdf>

⁸⁸² Compliance Coding Manual for International Institutional Commitments, G20 Research Group (Toronto) 12 November 2020. Access Date: 28 November 2021. <http://www.g20.utoronto.ca/analysis/index.html#method>

⁸⁸³ Adapt, Cambridge Dictionary (Cambridge) 2021. Access Date: 28 November 2021. <https://dictionary.cambridge.org/dictionary/english/adapt>

⁸⁸⁴ Annex 3: G20 Policy Options to enhance regulatory frameworks for remote working arrangements and work through digital platforms, G20 Information Centre (Toronto) 23 June 2021. Access Date: 8 December 2021. <http://www.g20.utoronto.ca/2021/210623-labour.html#annex3>

⁸⁸⁵ Regulatory Policy, Organisation for Economic Co-operation and Development (Paris) n.d. Access Date: 28 November 2021. <https://www.oecd.org/gov/regulatory-policy/>

⁸⁸⁶ Regulatory Frameworks in OECD countries and their Relevance for India, Organisation for Economic Co-operation and Development (Paris) 2 April 2010. Access Date: 28 November 2021. <https://www.oecd.org/gov/regulatory-policy/44933928.pdf>

⁸⁸⁷ Regulatory Frameworks for Urban Services, Organisation for Economic Co-operation and Development (Paris) June 2007. Access Date: 28 November 2021. <https://www.oecd.org/gov/regulatory-policy/39218313.pdf>

“Framework” means “a system of rules, ideas, or beliefs that is used to plan or decide something”⁸⁸⁸ The G20 members specify adapting their regulatory frameworks as their policy instrument for achieving this commitment.

“New forms of work” are understood under Annex 3: G20 Policy Options to Enhance Regulatory Framework for Remote Working Arrangements and Work through Digital Platforms that was published on 23 June 2021 along with the G20 Labour and Employment Ministerial Declaration.⁸⁸⁹ Annex 3 highlighted remote work and platform work as new forms of work that have emerged due to technological advancement and the COVID-19 pandemic.

“Remote work” refers to “personnel working from home and using tools such as videoconferencing, cloud services and virtual private networks.”⁸⁹⁰

“Platform work” refers to “non-standard work facilitated by online platforms which use digital technologies to ‘intermediate’ between individual suppliers (platform workers) and buyers of labour.”⁸⁹¹ Platform workers are “individuals who use an app or a website to match themselves with customers, in order to provide a service in return for money.”⁸⁹²

“Ensure” means “to make something certain to happen.”⁸⁹³

“Fair” means treatment that is reasonable and what one would expect or deserve.⁸⁹⁴

“Inclusive” means to “include many different types of people and treat them all fairly and equally.”⁸⁹⁵

“Leaving no one behind” indicates a commitment to workers from all employment status, sector, gender, age, ability, citizenship, or any other fragile context.⁸⁹⁶

In the phrase “paying special attention,” “special” means “especially great or important.”⁸⁹⁷ “Attention” means “to start to think about or consider a particular thing.”⁸⁹⁸ This phrase asks that the G20 members consider

⁸⁸⁸ Framework, Cambridge Dictionary (Cambridge) 2021. Access Date: 28 November 2021.

<https://dictionary.cambridge.org/dictionary/english/framework>

⁸⁸⁹ Annex 3: G20 Policy Options to enhance regulatory frameworks for remote working arrangements and work through digital platforms, G20 Information Centre (Toronto) 23 June 2021. Access Date: 8 December 2021.
<http://www.g20.utoronto.ca/2021/210623-labour.html#annex3>

⁸⁹⁰ OECD Policy Responses to Coronavirus (COVID-19) Teleworking in the COVID-19 pandemic: Trends and prospects, Organisation for Economic Co-operation and Development (Paris) 21 September 2021. Access Date: 5 December 2021.

<https://www.oecd.org/coronavirus/policy-responses/teleworking-in-the-covid-19-pandemic-trends-and-prospects-72a416b6/>

⁸⁹¹ The platform economy and precarious work, European Parliament (Brussels) September 2020. Access Date: 8 December 2020.
[https://www.europarl.europa.eu/RegData/etudes/STUD/2020/652734/IPOL_STU\(2020\)652734_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/STUD/2020/652734/IPOL_STU(2020)652734_EN.pdf)

⁸⁹² Measuring the Digital Transformation: A Roadmap for the Future, Organisation for Economic Co-operation and Development (Paris) 2019. Access Date: 5 December 2021. <https://www.oecd.org/going-digital/mdt-roadmap-platform-workers.pdf>

⁸⁹³ Compliance Coding Manual for International Institutional Commitments, G20 Research Group (Toronto) 12 November 2020. Access Date: 28 November 2021. <http://www.g20.utoronto.ca/analysis/index.html#method>

⁸⁹⁴ Fair, Cambridge Dictionary (Cambridge) 2021. Access Date: 6 December 2021.

<https://dictionary.cambridge.org/dictionary/english/fair>

⁸⁹⁵ Inclusive, Cambridge Dictionary (Cambridge) 2021. Access Date: 6 December 2021.

<https://dictionary.cambridge.org/dictionary/english/inclusive>

⁸⁹⁶ Development Co-operation Report 2018 Joining forces to leave no one behind, Organisation of Economic Co-operation and Development (Paris) 2018. Access Date: 8 December 2021. <https://www.oecd-ilibrary.org/docserver/dcr-2018-8-en.pdf?expires=1639018803&id=id&accname=guest&checksum=5C207DE76ABFA39C93201B61FFB21C5A>

⁸⁹⁷ Special, Cambridge Dictionary (Cambridge) 2021. Access Date: 8 December 2021.

<https://dictionary.cambridge.org/dictionary/english/special>

⁸⁹⁸ Attention, Cambridge Dictionary (Cambridge) 2021. Access Date: 8 December 2021.

<https://dictionary.cambridge.org/dictionary/english/attention>

addressing the following topics as important. However, a lesser strength of action is required as G20 members only indicated a consideration of these topics without committing to any specific action.

“Digital gender divide” refers to “gender differences in resources and capabilities to access and effectively utilise Information Communication Technology within and between countries, regions, sectors and socio-economic groups.”⁸⁹⁹

“Intergenerational inequalities” refers to “[un]fairness in the intertemporal distribution of the endowment with natural assets or of the rights to their exploitation.”⁹⁰⁰

The breadth requirement of this commitment is established by the two categories of “new forms of work” identified as remote work and platform work. G20 members must demonstrate action in both categories to achieve full compliance. G20 members should also show an awareness towards the digital gender divide and intergenerational inequalities to satisfy the latter half of the commitment.

The depth requirement of this commitment is established by the strong verbs “strive,” “adapt” and “ensure” used to indicate strong effort towards changing the status quo to bring about certain outcomes. Therefore, G20 members must demonstrate substantial action in adapting their regulatory framework. This may include taking any steps in their regulatory process, including the development, consultation and planning for a regulatory proposal, conducting regulatory analysis, adopting legislative decisions in national parliament, publication and implementation of regulations.

Full compliance, or a score of +1, is assigned if the G20 member has taken action to adapt their regulatory framework to both remote work and platform work. On the remote work component, this may take the form of proclaiming new legislative frameworks, amending existing legislative frameworks or collective agreements, introducing a code of practice that guarantees decent working conditions, or amending the fiscal code to cover employee’s expense for equipment. On the platform work component, this may take the form of amending or creating new labour law frameworks, clarifying the classification of employment status, issuing directives and instituting digital service standards. Compliance should be evaluated holistically to take into account regulatory actions which, while aimed at adapting to new forms of work, can also address the digital gender divide and intergenerational inequalities.

Partial compliance, or a score of 0 is assigned if the G20 member has only taken action to adapt their regulatory framework to either remote work or platform work and took no action or only partial action in the other category, with or without showing consideration to address the digital gender divide and intergenerational inequalities. Partial actions may include releasing government publications that recognize new forms of work and participating in international forums on new forms of work without committing to real regulatory change.

Non-compliance, or a score of -1, is assigned if G20 members took no action to adapt their regulatory framework to either remote work or platform work and showed no consideration to address the digital gender divide and intergenerational inequalities. This would be the case if countries only took partial action that recognizes both remote work and platform work but which do not constitute real regulatory change.

⁸⁹⁹ Bridging the Digital Gender Divide, Organisation of Economic Co-operation and Development (Paris) 2018. Access Date: 8 December 2021. <https://www.oecd.org/digital/bridging-the-digital-gender-divide.pdf>

⁹⁰⁰ Glossary of Statistical Terms, Organisation of Economic Co-operation and Development (Paris) 25 September 2002. Access Date: 8 December 2021. <https://stats.oecd.org/glossary/detail.asp?ID=1387>

Scoring Guidelines

| | |
|----|---|
| -1 | The G20 member has NOT taken any actions to adapt their regulatory framework to remote work OR platform work OR did they show consideration to address the digital gender divide and intergenerational inequalities. |
| 0 | The G20 member has taken actions to adapt their regulatory framework to EITHER remote work OR platform work, with or without showing consideration to address the digital gender divide and intergenerational inequalities. |
| +1 | The G20 member has taken actions to adapt their regulatory framework to BOTH remote work AND platform work AND showed consideration to address the digital gender divide and intergenerational inequalities. |

*Compliance Director: Wai Suet Gi Gi Chan
Lead Analyst: Erica Matsui*

Argentina: 0

Argentina has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 27 January 2022, the Ministry of Labor, Employment and Social Security signed a collective agreement with the Insurance Union and insurance companies that regulates the aspects and conditions for teleworking in activity insurance carriers.⁹⁰¹ The agreement outlines the employer's responsibility to provide necessary work elements and technical support, to recognize remote workers' right to disconnect from work activity outside of their working day and to receive compensation for higher expenses for internet connection. The agreement introduces a code of practice that guarantees decent working conditions for remote workers.

On 2 May 2022, Secretary of Public Management and Employment Ana Castellani, mandated through Resolution 58/2022 that all staff should return to the working arrangements they had before the 12 March 2020 remote work decree.⁹⁰² This resolution mandated all civil servants to return to in-person work.

On 11 May 2022, Minister of the Interior Wado de Pedro, Minister of Tourism and Sports Matías Lammens, and Director of National Directorate for Migration Florencia Carignano announced a new type of residency visa targeted at "digital nomads."⁹⁰³ The visa provides a series of benefit, including discounts on flights with state-owned airline Aerolíneas Argentinas and the "Visit Argentina" card that allows foreign visitors to obtain points that can be exchanged for gastronomic or recreational experiences. The Ministry of Tourism and Sports also launched a program to train hotel workers to familiarize them with the specific needs of the digital nomads.

Argentina has taken steps regarding remote work through signing a collective agreement with insurance companies and its insurance union and providing a new type of residency visa targeted at digital nomads. However, it has not taken steps to address adaptation to platform work and address the digital gender divide and intergenerational inequalities.

Thus, Argentina received a score of 0.

Analyst: Yuchen Bai

⁹⁰¹ Introduction of teleworking for workers in the insurance activity, Government of Argentina (Buenos Aires) 27 January 2022. Translation provided by Google Translate. Access Date: 6 February 2022. <https://www.argentina.gob.ar/noticias/introduccion-del-teletrabajo-para-trabajadoras-y-trabajadores-de-la-actividad-aseguradora>

⁹⁰² No more home office for Argentine civil servants, MercoPress (Montevideo) 2 May 2022. Access Date: 13 May 2022. <https://en.mercopress.com/2022/05/02/no-more-home-office-for-argentine-civil-servants>

⁹⁰³ De Pedro and Lammens launched a benefit plan for digital nomads and a new visa, Government of Argentina (Buenos Aires) 10 May 2022. Translation provided by Google Translate. Access Date: 13 May 2022. <https://www.argentina.gob.ar/noticias/de-pedro-y-lammens-lanzaron-un-plan-de-beneficios-para-nomades-digitales-y-una-nueva-visa-1>

Australia: -1

Australia has not complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 18 November 2021, Australia introduced the Youth Jobs PaTH (Prepare-Trial-Hire) program to young people, especially women, in order to gain a successful transition period between school and the workplace.⁹⁰⁴ The program will offer young people internships and a monetary incentive, reducing recruitment costs. Young people will also be able to attend workshops through the Encouraging Entrepreneurship classes provided. The program also offers the Empowering YOUth initiative program, seeking to resolve the issues of intergenerational unemployment.

On 7 December 2021, Australia announced the Supported Returner Program in order to recruit individuals who have had an extended absence in the workplace.⁹⁰⁵ The paid program is meant for women to be re-integrated back into the workforce after recent motherhood. Businesses will be providing this program to teach women new skills or re-introduce lost skills.

On 7 December 2021, Department of Education, Skills and Employment published an article that affirmed that workplace policies should be implemented to allow parents to navigate through their workplace and home lives.⁹⁰⁶ It also provided a self-assessment tool for businesses to benchmark their supportive parental practices.

On 9 December 2021, Australia issued Seasonal Worker Programme (SWP) and Pacific Labour Scheme (PLS).⁹⁰⁷ In rural areas, the SWP would provide employers of the agricultural and accommodation industry access to seasonal labour. PLS would authorize Pacific and Timorese workers to live in Australia, as they will provide agricultural and accommodation jobs to the employers.

On 7 February 2022, Australia's Department of Education, Skills and Employment introduced the Workforce Australia Program which will connect employers to jobseekers.⁹⁰⁸ The program will also offer an online platform that provides case management for individuals to find work.⁹⁰⁹ The program is also equipped with skill learning and online training for greater accessibility.

On 5 April 2022, Australia's Department of Education, Skills and Employment introduced the Skills Checkpoint for Older Workers Program allowing those over 40 years old to either find transitional jobs in their current industry or create a new pathway for their work.⁹¹⁰ Additionally, the program is linked to the Skills Checkpoint Program which aims to assist older workers to find training opportunities as well as cover training costs.

⁹⁰⁴ Youth Jobs PaTH (Prepare-Trial-Hire), Women's Workforce Participation Strategy (Canberra) 18 November 2021. Access Date: 6 February 2022. <https://womensworkforceparticipation.pmc.gov.au/youth-employment-package.html>

⁹⁰⁵ Employing and supporting women in your organization. Australian Government, Department of Education, Skills and Employment (Canberra) 7 December 2021. Access Date: 6 February 2022. <https://www.dese.gov.au/employing-and-supporting-women-your-organisation/supported-returner-program>

⁹⁰⁶ Employing and supporting women in your organization. Australian Government, Department of Education, Skills and Employment (Canberra) 7 December 2021. Access Date: 6 February 2022. <https://www.dese.gov.au/employing-and-supporting-women-your-organisation/workplace-policies-parents>

⁹⁰⁷ Seasonal Worker Programme. Australian Government, Department of Education, Skills and Employment (Canberra) 9 December 2021. Access Date: 6 February 2022. <https://www.dese.gov.au/seasonal-worker-programme>

⁹⁰⁸ Workforce Australia: transforming how we deliver government employment services. Australian Government, Department of Education, Skills and Employment (Canberra) 7 February 2022. Access Date: 13 May 2022. <https://www.dese.gov.au/employment/announcements/workforce-australia-employment-services>

⁹⁰⁹ Government to rebrand Jobactive with Workforce Australia, SmartCompany. (Canberra) 9 February 2022. Access Date: 13 May 2022. <https://www.smartcompany.com.au/people-human-resources/recruitment-hiring/government-rebrand-jobactive-workforce-australia/>

⁹¹⁰ Skills and Checkpoint for Older Workers Program, Australian Government, Department of Education, Skills and Employment (Canberra) 5 April 2022. Access Date: 15 May 2022. <https://www.dese.gov.au/skills-checkpoint-older-workers-program>

Australia has not complied with its commitment to adapt its regulatory frameworks to new forms of work. Australia provided a few programs to aid workers to adapt to changing skills and job needs, such as child bearer workplace policies, the Youth Jobs PaTH, and the Skills Checkpoint for Older Workers Program. These programs addressed intergenerational inequalities and the digital gender divide. However, Australia did not adapt its regulatory framework to platform work or remote work.

Thus, Australia received a score of -1.

Analyst: Adriana Park

Brazil: 0

Brazil has partially complied with its commitment adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 13 January 2022, Minister of Labor and Welfare Onyx Lorenzoni signed the Technical Cooperation Agreement for carrying out Medical Expertise Using teleassessment (PMUT).⁹¹¹ This agreement, which will be formalized in the ordinance of the Official Gazette of the Union, initiated a pilot project for 10 municipalities to perform medical services through remote assessments.

On 25 March 2022, the government published a new Provisional Measures that can expire in 120 days which modify several provisions of the labour code relating to remote workers.⁹¹² This Provisional Measure calculates the remote work hours into lawful work hours and suggests that employees with disabilities or small kids should be prioritized to work remotely.

Brazil has adapted its regulatory framework to remote work through an ordinance that allowed municipalities to carry remote medical assessments and amendments to its labour code to acknowledge remote work hours. However, Brazil has not adapted its regulatory framework to platform work.

Thus, Brazil receives a score of 0.

Analyst: Lipeng Tan

Canada: 0

Canada has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 26 November 2021, the government tabled Bill C-2 (An Act to provide Further Support In Response to COVID-19) to the Parliament.⁹¹³ Bill C-2 would provide up to six weeks of COVID-19 leave to employees that contracted COVID-19 or need to isolate.

On 26 November 2021, the government introduced legislation under the Canada Labour Code to support workers with ten days of paid sick leave and updated protection policies for health care workers.⁹¹⁴ The

⁹¹¹ Minister of Labor and Welfare Signs Agreement to Carry out Medical Expertise Using Telemedicine, Ministry of Labour and Welfare (Rio De Janeiro) 13 January 2022. Access Date: 26 January 2022. <https://www.gov.br/trabalho-e-previdencia/pt-br/noticias-e-conteudo/previdencia/2022/janeiro/ministro-do-trabalho-e-previdencia-assina-acordo-para-realizacao-da-pericia-medica-com-uso-da-telemedicina>

⁹¹² Provisional Measure No. 1,108, Of March 25, 2022, Government of Brazil (Brazil) 25 March 2022. Access Date: 28 June 2022. <https://www.in.gov.br/en/web/dou/-/medida-provisoria-n-1.108-de-25-de-marco-de-2022-388651514>

⁹¹³ Human Resources Legislative Update: Federal Government Tables New COVID-19 Leaves Under the Canada Labour Code, Hicks Morley (Toronto) 26 November 2021. Access Date: 8 February 2022. <https://hicksmorley.com/2021/11/26/federal-government-tables-new-covid-19-leaves-under-the-canada-labour-code/>

⁹¹⁴ Government of Canada introduces legislation to support workers with ten days of paid sick leave, protect health care workers and finish the fight against COVID-19, Government of Canada (Ottawa) 26 November 2021. Access Date: 8 February 2022. <https://www.canada.ca/en/employment-social-development/news/2021/11/healthcare-workers-and-sick-days-news-release.html>

Government aimed to protect workers' income, jobs and health to light of the spread of COVID-19. This will enable Canadians to have safe and unobstructed access to health services.

On 29 November 2021, the government released two free online courses to help workplaces and employees for a better preparation of returning back to work.⁹¹⁵

On 30 November 2021, the government updated new COVID-19 vaccine requirements for Federal public servants, transportation sector employees and travellers. This requirement applies to employees in all working conditions, no matter working remotely, teleworking or attending offices in person.⁹¹⁶

On 7 December 2021, the government announced the proposal of updating the Canadian Labour Code for mandatory vaccination requirements in all federally regulated workplaces. These new regulations are expected to come into force in early 2022. Those workplaces included road transportation, telecommunications, and banking.⁹¹⁷

On 22 December 2021, the government announced the Royal Assent for Bill C-2 on a new program aimed to provide businesses with wage and rent subsidy programs for the temporary COVID-19 lockdown disruptions.⁹¹⁸ Qualified businesses are those which have one or more locations being affected by public health order, or activities restricted by the public health unit accounted for half of the entity's revenues.⁹¹⁹

On 30 December 2021, the government launched applications for the expanded Canada Worker Lockdown Benefit to support those who were affected by capacity restrictions.⁹²⁰ This benefit will provide income support to workers who have lost income directly due to COVID-19 lockdowns

On 17 January 2022, the Canadian Treasury Board President Mona Fortier announced the Federal Government would leave the decision to allow employees to work from home to federal public service departments.⁹²¹

On 7 April 2022, the Canadian Treasury Board's Budget 2022 announced supports to reduce gender gaps in reading and numeracy skills.⁹²² This initiative contributes to more equal opportunities.

⁹¹⁵ COVID-19: Recovery and Re-Opening Tracker, McCarthy Tetrault (Toronto) 2 February 2022. Access Date: 8 February 2022. <https://www.mccarthy.ca/en/insights/articles/covid-19-recovery-and-re-opening-tracker>

⁹¹⁶ Canada: New COVID-19 Vaccination Requirements for Federal Public Servants, Transportation Sector Employees and Travellers L&E Global (Toronto) 30 November 2021. Access Date: 9 February 2022. <https://knowledge.leglobal.org/corona/country/canada/canada-new-covid-19-vaccination-requirements-for-federal-public-servants-transportation-sector-employees-and-travellers/>

⁹¹⁷ Federal Government Announces COVID-19 Vaccination Requirement For Federally regulated Workplaces, Hicks Morley (Toronto) 8 December 2021. Access Date: 9 February 2022. <https://hicksmorley.com/2021/12/08/federal-government-announces-covid-19-vaccination-requirement-for-federally-regulated-workplaces/>

⁹¹⁸ COVID-19: Recovery and Re-Opening Tracker, McCarthy Tetrault (Toronto) 2 February 2022. Access Date: 8 February 2022. <https://www.mccarthy.ca/en/insights/articles/covid-19-recovery-and-re-opening-tracker>

⁹¹⁹ Temporarily Expanding Eligibility for the Local Lockdown Program and the Canada Worker Lockdown Benefit, Government of Canada (Ottawa) 22 December 2021. Access Date: 9 February 2022. <https://www.canada.ca/en/department-finance/news/2021/12/temporarily-expanding-eligibility-for-the-local-lockdown-program-and-the-canada-worker-lockdown-benefit.html>

⁹²⁰ COVID-19: Recovery and Re-Opening Tracker, McCarthy Tetrault (Toronto) 2 February 2022. Access Date: 8 February 2022. <https://www.mccarthy.ca/en/insights/articles/covid-19-recovery-and-re-opening-tracker>

⁹²¹ Federal Public Service Leaves Work-from-home Decision To Departments, Institute for Research on Public Policy (Montreal) 17 January 2022. Access Date: 9 February 2022. <https://policyoptions.irpp.org/magazines/january-2022/federal-public-service-leaves-work-from-home-decision-to-departments/>

⁹²² Budget 2022 Impacts Report, Government of Canada (Ottawa) 7 April 2022. Access Date: 14 May 2022. <https://budget.gc.ca/2022/REPORT-RAPPORT/gdql-egdqv-02-en.htm>

On 7 April 2022, the Canadian Treasury Board's Budget 2022 announced a consultation process for stakeholders to share their views, particularly on how existing rules can be strengthened to protect the integrity of the tax system.⁹²³ This can facilitate more intergenerational business transfers.

Canada has taken action to adapt its regulatory framework to accommodate for remote work, specifically through Bill C-2 and amendments to its labour code that provide COVID-19 related leave and sick leave to workers. However, Canada has not taken action to adapt its regulatory framework to platform work.

Thus, Canada has received a score of 0.

Analyst: Thomas Yue

China: 0

China has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 17 November 2021, the Ministry of Transport and seven other departments jointly announced the Opinions on Strengthening the Protection of the Rights and Interests of Employees in New Forms of Transportation to improve social insurance, welfare and working environments for gig workers.⁹²⁴

On 18 November 2021, the Central Committee of the Communist Party of China (CCCPC) and the State Council published the Opinions on Strengthening the Work of the Aged Group in the New Era that suggested the relevant departments to improve the elderly care system and provide a secure work environment for the elderly group.⁹²⁵

On 12 December 2021, the State Council announced the "14th Five-Year" Digital Economy Development Plan.⁹²⁶ This guideline proposed training programs to improve the digital literacy and skills of the population, including students, elderly and people with disability.

On 5 March 2022, State Council Premier Keqiang Li mentioned the protection and support for the new forms of workers as a measure to achieve the employment goals in the Report on the Work of the Government during the annual National People's Congress plenary session.⁹²⁷

On 27 April 2022, the State Administration for Market Regulation released their work plan for 2022.⁹²⁸ This work plan outlined 69 projects and intent to renew several intellectual property laws, thus improving the working environment of China.

China has published opinions that serve a regulatory function to direct government agencies to better protect platform workers. However, it has not adapted its regulatory framework to remote work. Notwithstanding,

⁹²³ 2022 Federal Budget Highlights, Government of Canada (Ottawa) 7 April 2022. Access Date: 14 May 2022.

<https://www.mnp.ca/en/insights/directory/2022-federal-budget-highlights#>

⁹²⁴ The Opinions on Strengthening the Protection of the Rights and Interests of Employees in New Forms of Transportation, the Ministry of Transport etc. (Beijing) 17 November 2021. Access Date: 17 November 2021.

http://www.gov.cn/zhengce/zhengceku/2021-11/30/content_5654949.htm

⁹²⁵ The Opinions on Strengthening the Work of the Aged Group in the New Era, the Central Committee of the CCP and the State Council (Beijing) 18 November 2021. Access date: 24 November 2021. http://www.gov.cn/zhengce/2021-11/24/content_5653181.htm

⁹²⁶ "14th Five-Year" Digital Economy Development Plan, the State Council (Beijing) 12 December 2021. Access Date: 12 January 2022. http://www.gov.cn/zhengce/content/2022-01/12/content_5667817.htm

⁹²⁷ Report on the Work of the Government (2022), State Council (Beijing) 5 March 2022. Access Date: 12 March 2022. http://www.gov.cn/premier/2022-03/12/content_5678750.htm

⁹²⁸ China's State Administration for Market Regulation Releases Legislative Work Plan for 2022, The Nat Law Review (Chicago) 29 April 2022. Access Date: 18 June 2022. <https://www.natlawreview.com/article/china-s-state-administration-market-regulation-releases-legislative-work-plan-2022>

China has shown actions that aim to address intergenerational inequalities through the Opinions on strengthening the work environment for elderlies and an inclusive Digital Economy Development Plan.

Thus, China has received a score of 0.

Analyst: Lipeng Tan

France: 0

France has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 27 December 2021, Prime Minister Jean Castex announced that all citizens must engage in remote work from home for at least three days a week where possible.⁹²⁹ This measure encouraged remote work in response to a surge in the spread of the Omicron variant of Covid-19 in France.⁹³⁰

On 1 January 2022, France assumed its Presidency of the Council of the European Union.⁹³¹ One of its priorities is the commitment to “equal work, equal pay, in the same place.”⁹³²

On 4 January 2022, the Ministry of Labour, Employment and Integration posted an update to their guide to teleworking during Covid-19, which outlines key measures for managers, employers, and employees.⁹³³

On 2 February 2022, France lifted its guidance urging workers to work from home for three days a week, leaving working arrangements at the discretion of employees and their employers.⁹³⁴ Prime Minister Jean Castex noted that teleworking will no longer be mandatory but still encouraged.⁹³⁵

Although France has taken actions to adapt their regulatory framework to remote work by enforcing and publishing guidance for remote work, France has not taken any actions to adapt their regulatory frameworks to platform work.

Thus, France receives a score of 0.

Analyst: Nouran El Atreby

Germany: -1

Germany has failed to comply with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

⁹²⁹ French PM Castex announces new steps to slow Omicron, but schools to stay open, France 24 (Paris) 27 December 2021. Access Date: 31 January 2022. <https://www.france24.com/en/live-news/20211227-french-pm-castex-announces-schools-to-stay-open-but-public-gatherings-limited-to-slow-omicron>

⁹³⁰ French citizens must work from home 3 days a week as COVID cases surge again, Business Insider (New York) 28 December 2021. Access Date: 29 January 2022. <https://www.businessinsider.com/france-requires-work-from-home-to-slow-omicron-covid-spike-2021-12>

⁹³¹ Programme of the Presidency, French Presidency of the Council of the European Union (Brussels) 1 February 2022. Access Date: 5 February 2022. <https://presidence-francaise.consilium.europa.eu/en/programme/programme-of-the-presidency/>

⁹³² Priorities, French Presidency of the Council of the European Union (Brussels) 21 January 2022. Access Date: 6 February 2022. <https://presidence-francaise.consilium.europa.eu/fr/programme/priorites/>

⁹³³ Telecommuting in Covid-19 mode: we tell you, Ministry of Labour, Employment and Integration (Paris) 1 December 2020. Access Date: 6 February 2022. <https://travail-emploi.gouv.fr/actualites/l-actualite-du-ministere/article/teletravail-en-mode-covid-19-on-vous-guide#7mesuresemployeurs>

⁹³⁴ France announces loosening of some Covid-19 measures in February, France 24 (Paris) 20 January 2022. Access Date: 14 May 2022. <https://www.france24.com/en/france/20220120-france-says-will-loosen-covid-19-measures-from-february>

⁹³⁵ France to ease Covid-19 restrictions in February, says PM Jean Castex, Business Standard (New Delhi) 21 January 2022. Access Date: 15 May 2022. https://www.business-standard.com/article/international/france-to-ease-covid-19-restrictions-in-february-says-pm-jean-castex-122012100130_1.html

On 12 January 2022, Minister of Labour Hubertus Heil announced the intention to secure the right to work from home in federal law.⁹³⁶ He proposed that employer must allow their employees to work from home unless remote working is impossible for logistical reasons.

On 2 February 2022, Minister Heil reiterated that Germany needs “a modern legal framework for mobile working.”⁹³⁷

While Minister Heil announced Germany’s intention incorporate work from home in German law, no regulatory action has been taken yet. Germany has not taken action to adapt its regulatory framework to remote work or platform work.

Thus, Germany receives a score of -1 .

Analyst: Abana Jain

India: 0

India has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 16 February 2022, the Ministry of Education approved the New India Literacy Program for financial years 2022 to 2027.⁹³⁸ One of the objectives of the program is to teach digital literacy skills to citizens above the age of 15. Girls and women are given priority enrollment to the New India Literacy Program.

On 23 February 2022, during a post-federal budget webinar, Prime Minister Narendra Modi announced that India will implement broadband infrastructure in all rural areas. This will help reduce the digital divide and facilitate digital empowerment and inclusion.⁹³⁹

On 1 June 2022, the Ministry of Labour and Employment issued an advisory that encourages businesses to allow mothers and expecting mothers to work from home whenever possible.⁹⁴⁰ This advisory showed consideration for bridging the gender divide and support for remote work.

India has advised its employers to allow remote work for mothers and expecting mothers that constitute an adaptation of its regulatory framework to accommodate for remote working. However, it has not adapted its regulatory framework to platform work. Notwithstanding, India has introduced programs such as the New India Literacy Program and broadband infrastructure aimed to address digital inclusion.

Thus, India receives a score of 0.

Analyst: Miloni Mehta

⁹³⁶ German Labour Minister wants to allow more remote working after pandemic, The Local (Berlin) 12 January 2022. Access Date: 4 March 2022. <https://www.thelocal.de/20220112/german-labour-minister-wants-to-allow-remote-working-after-pandemic/>

⁹³⁷ “We need a modern legal framework for mobile working,” Ministry for Employment and Social Services (Berlin) 2 February 2022. Access Date: 29 June 2022. <https://www.bmas.de/DE/Service/Presse/Interviews/2022/2022-02-21-tagesspiegel.html>

⁹³⁸ Government approves New India Literacy Programme, a new scheme of Adult Education for FYs 2022-27, Ministry of Education (New Delhi) 16 February 2022. Access Date: 4 March 2022. <https://pib.gov.in/PressReleaseframePage.aspx?PRID=1798805>

⁹³⁹ Broadband will not only provide facilities in the villages but will also create a big pool of skilled youth in the villages, PM Narendra Modi, Ministry of Communications (New Delhi) 23 February 2022. Access Date: 16 May 2022 <https://pib.gov.in/PressReleaseframePage.aspx?PRID=1800560>

⁹⁴⁰ Changing landscape of Indian laws concerning remote working, People Matters (Gurugram) 9 June 2022. <https://www.peoplesmatters.in/article/strategic-hr/changing-landscape-of-indian-laws-concerning-remote-working-34238>

Indonesia: -1

Indonesia has failed to comply with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 16 March 2022, the Ministry of Finance identified that increasing women's access to digital financial services and providing comprehensive support for female caregivers is needed to foster greater gender equality in the labor market, boost economic growth and build a more inclusive, digital nation.⁹⁴¹

Although Indonesia has paid special attention to address the digital gender divide, it has not taken any actions to adapt its regulatory framework to remote work or platform work, nor has it shown consideration to address intergenerational inequalities.

Thus, Indonesia receives a score of -1.⁹⁴²

Analyst: Miloni Mehta

Italy: 0

Italy has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 7 December 2021, Italy announced a protocol on remote working that was made in collaboration with societal stakeholder.⁹⁴³ The protocol continues to enable voluntary buy-in to remote working and provided the necessary framework for the employer and the employee to enter into a specific individual agreement. Under the protocol, remote work is only permissible if the employer and the employee have made specific agreements and remote working is characterized by the absence of a set working time.

On 28 March 2022, Italian lawmakers approved a new digital nomad visa for remote workers aimed to attract internationals "highly qualified" remote workers and freelancers who work from outside the European Union.⁹⁴⁴ This visa encourages remote working to meet Italy's labour needs.

Italy has taken steps to adapt its regulatory framework to new forms of remote work through issuing a protocol that enables and set standards for remote work.⁹⁴⁵ However, Italy has not taken steps to adapt their regulatory framework to platform work.

Thus, Italy receives a score of 0.

Analyst: Abana Jain

⁹⁴¹ W20 Promotes Financial Inclusion for Women, Government of Indonesia (Jakarta) 27 March 2022. Access Date: 14 May 2022. <https://www.indonesia.go.id/kategori/g20-news/4521/w20-promotes-financial-inclusion-for-women?lang=2>

⁹⁴² This score of non-compliance was determined after searching the following websites: <https://www.indonesia.go.id>, www.kemenkumham.go.id, www.setneg.go.id, <https://kemenperin.go.id>, <https://g20.org>, and <https://www.bappenas.go.id>.

⁹⁴³ The latest Italian National Protocol on remote working, JDSUPRA (Sausalito) 13 December 2021. Access Date: 4 March 2022. <https://www.jdsupra.com/legalnews/the-latest-italian-national-protocol-on-6625946/>

⁹⁴⁴ Wish you could work from Italy? You might soon with this new digital nomad visa, Lonely Planet (Fort Mill) 4 April 2022. Access Date: 13 May 2022. <https://www.lonelyplanet.com/news/italy-new-digital-nomad-visa-for-remote-workers-explained>

⁹⁴⁵ No action taken-<https://www.governo.it/><https://www.lavoro.gov.it/Pagine/default.aspx>, <https://www.euractiv.com/section/economy-jobs/news/between-flexibility-and-precariousness-all-eyes-are-on-brussels-move-on-platform-workers/><https://techcrunch.com/2021/12/09/eu-gig-economy-proposal/><https://www.oecd.org/coronavirus/policy-responses/supporting-transitions-and-securing-jobs-social-dialogue-shaping-a-stronger-recovery-from-the-pandemic-83b6b310/>, https://ec.europa.eu/info/sites/default/files/economy-finance/hlg_report_en.pdf

Japan: 0

Japan has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 13 January 2022, Economic Revitalization Minister Daishiro Yamagiwa held an online meeting with leaders of Japan's three main business lobby groups and asked the business community to further promote telework. The minister urged the business community to prepare business continuity plans centred on telework and planned to spread examples of effective use of telework to other companies.⁹⁴⁶

On 3 February 2022, the Novel Coronavirus Response Headquarters published a new version of "Basic coping policy for measures against novel coronavirus infectious diseases," which encouraged government institutions and companies to promote telework and provide telework opportunities for workers who are at risk of becoming seriously ill.⁹⁴⁷

On 31 March 2022, the Ministry of Health, Labor and Welfare announced a policy to allow pharmacists to telework. The policy sought to revise the regulations in the Pharmaceuticals and Medical Devices Act regarding medication instruction by the end of the year to enable pharmacists to work outside the pharmacy. The policy intended to create an environment where the work of a pharmacist can be balanced with childcare and long-term care with an expansion of online instruction.⁹⁴⁸

On 1 May 2022, the Financial Services Agency announced that it would require listed companies to disclose in their annual securities reports the ratio of women in management positions in order to increase the proportion of female leaders and to close the pay gap between men and women in Japan.⁹⁴⁹ The agency also planned to oblige about 4,000 listed firms to disclose details such as the average pay by gender and the ratio of male workers who took childcare leave.

On 31 May 2022, the Ministry of Internal Affairs and Communications released a revised version of the "Guideline for Telework Security for Small and Medium-sized Enterprises" and a new handbook for telework employees. The content of the guideline and handbook were revised to make it easier to use and understand and to help companies and employees ensure security while adopting the new form of telework.⁹⁵⁰

Japan has adapted its regulatory framework to remote work through publishing a basic coping policy that encourages companies to provide telework opportunities and addressed digital gender divide through mandatory disclosure of the pay gap between men and women in the annual reports of listed companies. However, Japan has not adapted its regulatory framework to platform work.

Thus, Japan receives a score of 0.

Analyst: Yuchen Bai

⁹⁴⁶ Economic revitalization minister urges business groups to further promote telework, BA Times (Buenos Aires) 20 November 2021. Access Date: 6 February 2022. <https://www.japantimes.co.jp/news/2022/01/13/business/economy-business/government-business-groups-omicron-telework/>

⁹⁴⁷ Basic coping policy for novel coronavirus infectious diseases (changed on February 3, 4th year of Reiwa), Novel Coronavirus Response Headquarters (Tokyo) 3 February 2022. Translation provided by Google Translate. Access Date: 6 February 2022. https://www.kantei.go.jp/jp/singi/novel_coronavirus/taisaku_honbu.html

⁹⁴⁸ The Ministry of Health, Labor and Welfare announces the policy to enable teleworking of pharmacists, The Nikkei (Tokyo) 31 March 2022. Translation provided by Google Translate. Access Date: 13 May 2022. <https://www.nikkei.com/article/DGXZQOUA318GP0R30C22A3000000/>

⁹⁴⁹ FOCUS: Japan to require listed firms to disclose female manager ratio, Kyodo News (Tokyo) 1 May 2022. Access Date: 13 May 2022. <https://english.kyodonews.net/news/2022/05/07e9d4920307-focus-japan-to-require-listed-firms-to-disclose-female-manager-ratio.html>

⁹⁵⁰ Ensuring security in telework, The Ministry of Internal Affairs and Communications (Tokyo) 31 May 2022. Translation provided by Google Translate. Access date: 15 June 2022. https://www.soumu.go.jp/main_sosiki/cybersecurity/telework/index.html

Korea: -1

Korea has failed to comply with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 17 December 2021, Minister of Employment and Labour An-Kyung-duk visited the company Callaway Golf Korea to promote a broader implementation of remote work.⁹⁵¹

On 10 January 2022, the Ministry of Employment and Labour introduced the Elderly Employment Promotion Subsidies system in order to support aged citizens with financial support and to retire at an earlier age.⁹⁵² Smaller businesses would also be cutting costs in hiring elderly.

On 3 February 2022, the Ministry of Employment and Labour announced there would be stricter safety and health measurements in high-risk environments such as the forestry industry, with the majority of the accidents impacting aged workers.⁹⁵³

On 10 March 2022, the Minister of Employment and Labour An-Kyung-duk announced the “Comprehensive Consulting for Remote Work” program.⁹⁵⁴ This program provides free consultation to small and medium sized businesses to assist them in adopting remote work in light of the COVID-19 pandemic.

On 6 April 2022, the Ministry of Employment and Labour introduced a program for unemployed individuals who are between the ages 50-69.⁹⁵⁵ The program will allow for those who have already garnered training certificates and skills to participate in work to better their communities, dubbed a “career-based work project.”

On 18 May 2022, the Ministry of Employment and Labour and the National Labour Relations released a new National Labour Relations (NLRC) correctional system in order to prevent gender discrimination when hiring employees.⁹⁵⁶ Further, the system will combat sexual harassment as well as the unjust management of those who were sexually assaulted by implementing better working conditions, anti-discriminative measures, and compensation for the victims.

Despite efforts to promote the adoption of remote work through providing consulting resources, Korea has not adapted its regulatory framework to either remote work or platform work. Notwithstanding, it has implemented policies aimed at addressing intergenerational inequalities through programs that increase elderly subsidy and work training.

Thus, Korea receives a score of -1.

Analyst: Adriana Park

⁹⁵¹ Ministers listen to industry representatives to help promote the adoption of remote work, Ministry of Employment of Labor (Sejong City) 17 December 2021. Access Date: 6 February 2022. <https://www.moel.go.kr/english/news/moelNewsDetail.do?idx=3057>

⁹⁵² Implementation of Elderly Employment Promotion Subsidies System starting from 2022, Ministry of Employment of Labor (Sejong City) 10 January 2022. Access Date: 6 February 2022. <https://www.moel.go.kr/english/news/moelNewsDetail.do>

⁹⁵³ Ensure the safety of aged workers, Ministry of Employment and Labor (Sejong City) 3 February 2022. Access Date: 6 February 2022. <https://www.moel.go.kr/english/news/moelNewsDetail.do?idx=3070>

⁹⁵⁴ Free Consulting for companies wishing to adopt remote work. Ministry of Employment and Labor (Sejong City) 10 March 2022. Access Date: 15 May 2022. <https://www.moel.go.kr/english/news/moelNewsDetail.do?idx=3084>

⁹⁵⁵ South Korea to Provide Job Opportunities to Those in their 50s and 60s with Skills. Ministry of Employment and Labor (Sejong City) 6 April 2022. Access Date: 15 May 2022. <https://www.moel.go.kr/english/news/moelNewsDetail.do?idx=3088>

⁹⁵⁶ South Korea to Establish the Correction System to Address Gender Discrimination in Hiring. Ministry of Employment and Labor (Sejong City) 18 May 2022. Access Date: 15 June 2022. <https://www.moel.go.kr/english/news/moelNewsDetail.do>

Mexico: 0

Mexico has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 2 November 2021, President Andrés Manuel López Obrador announced that women and girls would be a focal point of welfare programs of the Fourth Transformation.⁹⁵⁷

On 12 January 2022, the Government of Mexico passed the right to disconnect amendment in the Federal Labour Law.⁹⁵⁸ This amendment allows employees to accommodate rest hours into their day, which is essential when remote work or telework.

On 8 March 2022, President López Obrador participated in the commemoration of International Women's Day. The President gave a speech that emphasized the political rights of women as well as increased women participation in institutions.⁹⁵⁹ The President also expressed the importance of improving economic, social and gender equality.

On 13 June 2022, President López Obrador announced the purchase of Altán Redes by the government.⁹⁶⁰ The goal of purchasing the telecommunications company is to increase internet coverage to rural areas of the country.

Mexico has adapted its regulation to remote work through amending its Federal Labour Code to legislate the right to disconnect. However, it has not adapted its regulatory framework to platform work. Notwithstanding, Mexico has sought to address the digital gender divide through increasing welfare for women.

Thus, Mexico receives a score of 0.

Analyst: Joseph Muqin Shen

Russia: -1

Russia has failed to comply with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

No evidence was found of Russia taking action on this commitment during the compliance monitoring period.

Thus, Russia receives a score of -1.⁹⁶¹

Analyst: Nouran El Atreby

⁹⁵⁷ Women and girls are at the centre of the Fourth Transformation; constitute 58% of beneficiaries of Welfare Programs, President of Mexico (Mexico City) 2 November 2021. Translation provided by Google Translate. Access Date: 4 February 2022. <https://presidente.gob.mx/mujeres-y-ninas-estan-en-el-centro-de-la-cuarta-transformacion-constituyen-el-58-de-beneficiarios-de-programas-para-el-bienestar/>

⁹⁵⁸ The Right to Disconnect Under Mexico's Telework Regulations—What Does It Mean for Employers?, The Nat Law Review (Chicago) 14 June 2022. Access Date: 18 June 2022. <https://www.natlawreview.com/article/right-to-disconnect-under-mexico-s-telework-regulations-what-does-it-mean-employers>

⁹⁵⁹ It is essential to continue fighting for economic, social and gender equality, affirms the president on International Women's Day, President of Mexico (Mexico City) 8 March 2022. Translation provided by Google Translate. Access Date: 16 May 2022. <https://presidente.gob.mx/fundamental-seguir-luchando-por-la-igualdad-economica-social-y-de-genero-afirma-presidente-en-el-dia-internacional-de-las-mujeres/>

⁹⁶⁰ Purchase of Altán Redes will contribute to bringing the internet to remote communities in the country: president, President of Mexico (Mexico City) 13 June 2022. Translation provided by Google Translate. Access Date: 15 June 2022. <https://presidente.gob.mx/compra-de-altan-redes-contribuira-a-llevar-internet-hasta-comunidades-alejadas-del-pais-presidente/>

⁹⁶¹ This score of non-compliance was determined after searching the following websites: <https://mintrud.gov.ru/eng>, <http://government.ru/en/>, <https://www.ilo.org/global/lang--en/index.htm#>, <https://www.rt.com/> and <https://www.oecd.org/coronavirus/en/policy-responses>.

Saudi Arabia: –1

Saudi Arabia has failed to comply with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 9 December 2021, the Ministry of Human Resources and Social Development's Social Security Office in Al-Kharj held training courses on computer skills and English for nearly 100 people that are covered by the social security system.⁹⁶² Attendees of the training courses included both sexes and was an initiative from the office's Empowerment Department.

On 14 December 2021, the Ministry of Human Resources and Social Development confirmed that they will continue to pursue the goal of increasing flexible work environments.⁹⁶³ This commitment applies to encouraging flexible remote working platforms as well as less templated work schedules.

On 30 December 2021, the Ministry of Human Resources and Social Development's Social Development Center in Wadi Fatima hosted a training course on the principles of computer use and further skills.⁹⁶⁴

On 6 January 2022, the Ministry of Human Resources and Social Development hosted a virtual meeting that included leaders, consultants, experts and board of director members to discuss increasing women's participation in board memberships.⁹⁶⁵ The meeting included discussion of challenges that women face in companies and board memberships, as well as solutions and incentives that can increase participation.

On 2 February 2022, the Governor of Communications and Information Technology Commission Muhammad bin Saud Al-Tamimi announced initiatives to increase Saudi Arabia's internet connectivity, bringing coverage to more remote areas of the country.⁹⁶⁶ Investments into Wi-Fi coverage and a trial of a Low Earth Orbit (LEO) satellite were simultaneously announced.

On 30 March 2022, the Minister of Communications and Information Technology Abdullah Al-Sawaha spoke at the Sync Digital Wellbeing Summit, where he emphasized the importance of digital development and investment, as well as the benefits of a digital transformation for future generations.⁹⁶⁷

⁹⁶² Ensure the output trains its beneficiaries of both sexes on computer skills and the uses of the English language, Ministry of Human Resources and Social Development (Riyadh) 9 December 2021. Translation provided by Google Translate. Access Date: 6 February 2022. <https://hrsd.gov.sa/ar/node/966019>

⁹⁶³ Flexible-work platforms, freelancing and remote working programs among KSA's 2022 goals, Saudi Gazette (Riyadh) 14 December 2021. Access Date: 17 June 2022. <https://www.saudigazette.com.sa/article/614723>

⁹⁶⁴ The Quality Assurance Program and the Computer Principles Course at the Social Development Center in Wadi Fatima, Ministry of Human Resources and Social Development (Riyadh) 30 December 2021. Translation provided by Google Translate. Access Date: 6 February 2022. <https://hrsd.gov.sa/ar/node/972285>

⁹⁶⁵ The Ministry of Human Resources and Social Development continues its endeavor to enhance women's participation in the labor market and empower them at the level of senior management, Ministry of Human Resources and Social Development (Riyadh) 6 January 2022. Translation provided by Google Translate. Access Date: 6 February 2022. <https://hrsd.gov.sa/ar/node/974772>

⁹⁶⁶ LEAP Conference Announces \$1.1 Billion Investment in Ignite Program to Promote Digital Content and Media Production in the Kingdom, Ministry of Communications and Information Technology (Riyadh) via PR Newswire 2 February 2022. <https://www.prnewswire.com/ae/news-releases/-ignite-to-uplift-saudi-digital-content-creation-and-media-production-with-us-1-1-billion-of-investments-896280165.html>

⁹⁶⁷ Minister of Communications: Digital transformation is the largest social equalizer and economic multiplier... and thinking in a creative way is a requirement today, Ministry of Communications and Information Technology (Riyadh) 30 March 2022. Translation provided by Google Translate. Access Date: 16 May 2022. <http://mcit.gov.sa/ar/node/27754>

On 26 May 2022, the Ministry of Human Resources and Social Development held a workshop on empowering women in the labor market.⁹⁶⁸ The workshop was organized in cooperation with the World Bank and addressed issues relating to participation of women in the labor force.

While Saudi Arabia has created initiatives to foster digital skills, women's participation in management boards and flexible working arrangements, it has not adapted its regulatory framework to remote work or platform work.

Thus, Saudi Arabia receives a score of -1.

Analyst: Joseph Muqin Shen

South Africa: +1

South Africa has fully complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 7 December 2021, Minister of Labour Thulas Nxesi announced that amendments are underway for labour laws focusing on platform and online work that challenge the definition of the relationship of 'employer' and 'employee.'⁹⁶⁹ This announcement is preliminary and is yet to constitute a regulatory change.

On 10 February 2022, the South African Department of Home Affairs introduced a new work visa known as the Digital Nomad Visa, which aims to make South Africa more accessible to remote workers and boost tourism in the country.⁹⁷⁰ The remote working visa will make it possible for professional to live and work for a foreign company whilst living in South Africa.

On 28 February 2022, the Department of Employment and Labour published a proposed amendment to the Employment Services Act, No.4 of 2014, Sections 08 and 09 to introduce new provisions.⁹⁷¹ The amendments introduce digital labour platforms and workers to the Act by defining digital labour platforms and platform workers in order to create a more inclusive labour market in South Africa.

On 15 June 2022, the Department of Public Works and Infrastructure announced their results for the Expanded Public Works Programme.⁹⁷² The program provides opportunity for people of various backgrounds to garner or improve their skills to be more marketable in the labour market.

South Africa has taken steps by including definitions for labour platforms and platform workers in its Employment Services Act. South Africa has also adapted its regulatory framework to remote work by creating a new work visa for foreign remote workers to live and work in South Africa.

Thus, South Africa receives a score of +1.

Analyst: Elizay Jaweed

⁹⁶⁸ The Ministry of Human Resources and Social Development organizes a workshop on (Empowerment of Women) in the labor market, Ministry of Human Resources and Social Development (Riyadh) 26 May 2022. Translation provided by Google Translate. Access Date: 5 June 2022. <https://hrsd.gov.sa/ar/node/1114400>

⁹⁶⁹ A review of SA's labour laws is long overdue -Employment and Labour minister T.W Nxesi, Department of Employment and Labour (Pretoria) 7 December 2021. Access Date: 17 June 2022. <https://www.labour.gov.za/a-review-of-sa%E2%80%99s-labour-laws-is-long-overdue-employment-and-labour-minister-t-w-nxesi>

⁹⁷⁰ 'Let us forge a new consensus, let us get to work' - Ramaphosa calls for unity in SONA speech, News24 (Cape Town) 10 February 2022. Access Date: 9 May 2022. <https://www.news24.com/news24/southafrica/news/full-text-let-us-forge-a-new-consensus-let-us-get-to-work-ramaphosa-calls-for-unity-in-sona-speech-20220210>

⁹⁷¹ DRAFT NATIONAL LABOUR MIGRATION POLICY AND EMPLOYMENT SERVICES AMENDMENT BILL, South African Government (Pretoria) 28 February 2022. Access Date: 9 May 2022. https://www.gov.za/sites/default/files/gcis_document/202203/45962gon1801.pdf

⁹⁷² Public Works and Infrastructure on work opportunities created by Expanded Public Works Programme, South African Government (Pretoria) 15 June 2022. Access Date: 17 June 2022. <https://www.gov.za/speeches/public-works-and-infrastructure-work-opportunities-created-expanded-public-works-programme>

Turkey: -1

Turkey has failed to comply with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

No evidence was found of Turkey taking action on this commitment during the compliance monitoring period.

Thus, Turkey receives a score of -1.⁹⁷³

Analyst: Yuchen Bai

United Kingdom: +1

The United Kingdom has fully complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 2 February 2022, the government published the Levelling Up White Paper that included twelve national missions to be accomplished by 2030. National mission number five pledged to increase the proportion of students achieving the expected standard of education to 90 per cent and increasing this proportion in the worst performing areas.⁹⁷⁴

On 17 March 2022, the government published an Inclusive Britain strategy which detailed seventy actions to tackle racial disparities, increase opportunities and promote fairness.⁹⁷⁵ This strategy is further to the Levelling Up White Paper and includes measures such as policing reforms, support for at risk children and action on the pay gap within ethnic groups.

On 6 April 2022, the government started removing the requirement for employers to check Biometric Residence Cards, Biometric Residence Permits and Frontier Worker Permits of employees before permitting them to work.⁹⁷⁶ This is a transition for employers to use the online check system that allows more workers, especially online or remote contractors, to operate not in-person.

On 28 April 2022, the Department for Business, Energy and Industrial Strategy announced a new subsidy control system that will support jobs in the United Kingdom. The new system aims to regulate subsidies so that every subsidy must deliver strong benefits to local communities, ensure good value for money for the British taxpayer and provide a more flexible system for the future of the labour market.⁹⁷⁷

On 9 May 2022, the Department for Business, Energy and Industrial Strategy announced that the government will widen the ban on exclusivity clauses, remove red tape and give workers with the lowest pay the choice to work multiple jobs if they wish.⁹⁷⁸ The new reform will benefit an estimate of 1.5 million low-paid workers and ensure flexibility over where and when they work. Additionally, “the reforms will remove red tape that prevents

⁹⁷³ This score of non-compliance was determined after searching the following websites: <https://www.turkiye.gov.tr/>, <https://www.aile.gov.tr/>, <https://www.ktb.gov.tr/>, <https://www.icisleri.gov.tr/> and <https://www.oecd.org/coronavirus/en/policy-responses>.

⁹⁷⁴ Government unveils levelling up plan that will transform UK, GOV.UK (London) 2 February 2022. Access Date: 5 February 2022. <https://www.gov.uk/government/news/government-unveils-levelling-up-plan-that-will-transform-uk#missions>

⁹⁷⁵ Government launches landmark Inclusive Britain strategy, GOV.UK (London) 17 March 2022. Access Date: 10 June 2022. <https://www.gov.uk/government/news/government-launches-landmark-inclusive-britain-strategy>

⁹⁷⁶ United Kingdom Introduces Changes to Right-to-Work Scheme and Revamps Immigration Rules, The Nat Law Review (Chicago) 11 April 2022. Access Date: 17 June 2022. <https://www.natlawreview.com/article/united-kingdom-introduces-changes-to-right-to-work-scheme-and-revamps-immigration>

⁹⁷⁷ New subsidy control system will support UK jobs, boost the economy and strengthen the union, GOV.UK (London) 28 April 2022. Access Date: 9 May 2022. <https://www.gov.uk/government/news/new-subsidy-control-system-will-support-uk-jobs-boost-the-economy-and-strengthen-the-union>

⁹⁷⁸ Lowest paid workers to be given flexibility to top up their pay under government reforms, GOV.UK (London) 9 May 2022. Access Date: 11 May 2022. <https://www.gov.uk/government/news/lowest-paid-workers-to-be-given-flexibility-to-top-up-their-pay-under-government-reforms>

those who want to do so – for example, gig economy workers, younger people, or those from disadvantaged backgrounds facing barriers to entering the labour market.”

On 12 May 2022, Prime Minister Boris Johnson requested Member of Parliament Matt Warman to lead a review into how the government can best support a thriving future labour market. The review will consider how remote working could change the labour market regulations with regards to remote work.⁹⁷⁹

On 16 May 2022, the Department for Education updated their guide for employers and staff for flexible working in the education sector. The guide titled “Flexible working in schools” was updated to rename a section in the guide to “Implementing effective flexible working practices: training for senior leaders.” To complement this section webinar links were added for better guidance.⁹⁸⁰

On 13 June 2022, the Department for Digital, Culture, Media and Sports published a policy paper titled “UK Digital Strategy.”⁹⁸¹ The policy paper described the steps the United Kingdom government will take to strengthen the foundations of their digital economy with the goal of growing the United Kingdom’s tech sector by GBP41.5 billion by 2025 and create a further 678,000 jobs.

The United Kingdom has adapted its regulatory framework to platform work through allowing low-paid workers to work multiple jobs. It has adapted its regulatory framework through updating its guide for flexible working in schools. In addition, the United Kingdom has taken steps to address intergenerational inequalities through the Leveling Up White Paper.

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

Analyst: Elizay Abdullah

United States: 0

The United States has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 12 November 2021, the Office of Personnel Management published the 2021 Guide to Network and Remote Work in the Federal Government.⁹⁸² This guide provides policy guidance for federal agencies to leverage telework and remote work tools to meet organizational goals and the changing needs of the “the workforce of the future.”

On 2 December 2021, the Department of Agriculture issued a more expansive telework policy and established a new remote work regulation.⁹⁸³ The new regulation established various eligibility and procedures for remote work within the country.

⁹⁷⁹ Matt Warman to lead review into the future of work, GOV.UK (London) 12 May 2022. Access Date: 14 May 2022. <https://www.gov.uk/government/news/matt-warman-to-lead-review-into-the-future-of-work>

⁹⁸⁰ Flexible working in schools, GOV.UK (London) 16 May 2022. Access Date: 10 June 2022. <https://www.gov.uk/government/publications/flexible-working-in-schools>

⁹⁸¹ UK Digital Strategy, GOV.UK (London) 13 June 2022. Access Date: 13 June 2022. <https://www.gov.uk/government/publications/uks-digital-strategy/uk-digital-strategy>

⁹⁸² 2021 Guide to Telework and Remote Work in the Federal Government: Leveraging Telework and Remote Work in the Federal Government to Better Meet Our Human Capital Needs and Improve Mission Delivery, U.S. Office of Personnel Management (Washington D.C.) 12 November 2021. Access Date: 9 February 2022. <https://www.telework.gov/guidance-legislation/telework-guidance/telework-guide/guide-to-telework-in-the-federal-government.pdf>

⁹⁸³ USDA finalizes more expansive telework, remote work policies, FWC (Washington D.C.) 2 December 2021. Access Date: 9 February 2022. <https://fwc.com/workforce/2021/12/usda-finalizes-more-expansive-telework-remote-work-policies/259160/>

On 30 January 2022, the Federal Acquisition Regulatory Council issued the rule to implement an increase in minimum wage to USD15 for federal contractors. An anticipated 327,300 workers will benefit from the new minimum wage.⁹⁸⁴

On 15 March 2022, the Department of Labour published a report, “Bearing the Cost: How Overrepresentation in Undervalued Jobs Disadvantaged Women During the Pandemic.”⁹⁸⁵ This report shows the Department of Labour is willing to commit to addressing occupational segregation by supporting women to enter male-dominated fields, raising wages in women-dominated jobs, and ensuring racial and gender equality for all jobs.

The United States has taken actions to adapt its regulatory framework to remote work through the 2021 Guide to Network and Remote Work in the Federal Government and the Department of Agriculture’s telework policy. In addition, it has shown consideration for the gender divide in labour. However, the United States has not adapted its regulatory framework to platform work.

Thus, the United States receives a score of 0.

Analyst: Thomas Yue

European Union: 0

The European Union has partially complied with its commitment to adapt regulatory frameworks to new forms of work while addressing the digital gender divide and intergenerational inequalities.

On 9 December 2021, the European Commission proposed a Directive that includes new measures to improve the working conditions of platform work.⁹⁸⁶ The measures focus on employment status, algorithmic management, enforcement, transparency and traceability. This Director proposes to give legal employment status to platform workers and extend rights to minimum wage, collective bargaining, pensions, benefits and work time and health protections.

On 16 December 2021, the European Commission announced an investment of greater than EUR1 billion to improve digital connectivity infrastructures for three years.⁹⁸⁷ This investment will contribute to allowing Europe’s citizens to access new jobs and compete in new markets.

On 20 January 2022, President of the European Commission Ursula von der Leyen announced at the European Women on Boards’ Gender Diversity Award that she would continue to push for Women on Boards to become an EU law.⁹⁸⁸

⁹⁸⁴ Coming (Mostly) Soon: The \$15 per hour Minimum Wage for Government Contractor Service Employees, Holland&Knight (Brandon) 16 December 2021. Access Date: 9 February 2022. <https://www.hklaw.com/en/insights/publications/2021/12/coming-mostly-soon-the-15-dollar-per-hour-minimum-wage>

⁹⁸⁵ Equal Pay Day 2022: Actions Include US Department Of Labour Report On Occupational Segregation; Report Explores Women’s Wage Dynamics, Department of Labor (Washington D.C.) 15 March 2022. Access Date: 14 May 2022. <https://www.dol.gov/newsroom/releases/osec/osec20220315>

⁹⁸⁶ Commission proposals to improve the working conditions of people working through digital labour platforms, The European Commission (Brussels) 9 December 2021. Access Date: 16 May 2022. https://ec.europa.eu/commission/presscorner/detail/en/ip_21_6605

⁹⁸⁷ Commission to invest more than €1 billion under the Connecting Europe Facility for innovative and secure connectivity, The European Commission (Brussels) 16 December 2021. Access Date: 16 May 2022. https://ec.europa.eu/commission/presscorner/detail/en/ip_21_6830

⁹⁸⁸ Speech by President von der Leyen at the European Women on Boards’ Gender Diversity Award, The European Commission (Brussels) 20 January 2022. Access Date: 16 May 2022. https://ec.europa.eu/commission/presscorner/detail/en/SPEECH_22_404

On 1 March 2022, the European Commission announced the 50 women-led companies will be selected for the Women TechEU pilot programme.⁹⁸⁹ The programme is a new initiative which offers grants and mentoring to push for more women in tech.

On 18 May 2022, the EU, as part of the Union for the Mediterranean Member States agreed to addressing employment challenges faced by vulnerable members of the population, with a focus on youth and women.⁹⁹⁰ One of the goals is to ensure an inclusive, green, digital and sustainable recovery for all.

The European Union has adapted its regulatory framework to platform work through its proposed Directive to confer legal employment status to platform workers and provide standards that govern platform work. It has also addressed the digital gender divide by increasing welfare for women. However, it has not adopted its regulatory framework to remote work.

Thus, the European Union receives a score of 0.

Analyst: Joseph Muqin Shen

⁹⁸⁹ Commission selects first 50 women-led companies to boost deep-tech innovation in Europe, The European Commission (Brussels) 1 March 2022. Access Date: 16 May 2022. https://ec.europa.eu/commission/presscorner/detail/en/ip_22_1336

⁹⁹⁰ Union for the Mediterranean (UfM) Member States commit to tackling the employment and employability challenges of the most vulnerable, especially among youth and women, The European Commission (Marrakesh) 18 May 2022. Access Date: 15 June 2022. https://ec.europa.eu/commission/presscorner/detail/en/ip_22_3087