



International
Labour
Office

Geneva

Checklist of G20 Employment and Social Policy Measures

following the April 2010 Washington
Ministers' meeting

Policy
Integration
Department
September 2011

April 2010 G20 Washington Communiqué Recommendations

I. Accelerate Job Creation to Ensure a Sustained Recovery and Future Growth

As some countries begin to experience economic recovery, we recommend that continued attention be paid to job creation and job preservation, including vigorous implementation of existing policies and consideration of additional employment measures.

In countries with extensive underemployment, informal sectors, and/or high rates of poverty, we recommend targeted efforts to generate employment for poor households and vulnerable groups, utilizing lessons learned from recent policy innovations.

II. Strengthen Social Protection Systems and Promote Inclusive Active Labor Market Policies

We recommend that, where needed, social protection systems and active labor market policies be strengthened because significant numbers of people, including the most disadvantaged, will remain unemployed even after recovery takes hold and others will need help to adjust to structural changes in our economies.

We recommend that all countries establish adequate social protection systems so that households have sufficient security to take advantage of economic opportunities.

III. Improve the Quality of Jobs for Our People

We recommend renewed attention to labor market policies and institutions to improve the quality of jobs and respect for fundamental rights at work. We stress the importance of social dialogue.

IV. Prepare Our Workforces for Future Challenges and Opportunities

Education, lifelong learning, job training and skills development strategies should be prioritized and linked to growth strategies. Better anticipation and matching of skills to jobs can help the workforce benefit from post-crisis restructuring and new opportunities.

V. Place Employment and Poverty Alleviation at the Center of National and Global Economic Strategies

We recommend that our Leaders prioritize employment and poverty alleviation as they lay the foundation for strong, sustained and balanced growth that is beneficial to all.

G20 Employment and Social Policy Measures within the framework of the April 2010 G20 Washington Communiqué Recommendations

<u>G20 Country</u>	<u>Policy measures, relating to Washington Communiqué item:</u>			
	<u>I. Job Creation</u>	<u>II. Social Protection Systems</u>	<u>III. Quality of Jobs</u>	<u>IV. Preparing Workforces for Future</u>
Argentina	<u>Programa de Recuperación Productiva:</u> i. Production Recovery Programme providing subsidies to firms to prevent employee lay-offs	<u>Expanded cash transfer programmes:</u> i. Extension of Training and Employment Insurance, providing cash transfers and employment-related assistance to unemployed workers. Focus on improving skills and employability of beneficiaries	<u>Minimum wage and collective bargaining:</u> i. Continued annual negotiation of minimum wage under tripartite Employment Council framework ii. Increase of collective bargaining: In 2009, 110 of 1,331 collective bargaining agreements adopted clauses to offset impact of crisis. In 2010, agreements made continued to grow	<u>Programa Jóvenescon Más y Mejor Trabajo:</u> i. Youth with More and Better Work employment and skills training programme, providing schooling, internship and work experience assistance
	<u>Municipal Employment Offices:</u> i. Reinforcement of local government role in assisting their communities, with MEOs becoming focal points for programme implementation	<u>Asignación Universal por Hijo para Protección Social:</u> i. Child and adolescent benefit with health and schooling co-responsibilities, supporting vulnerable families in the informal economy via its extension to unregistered workers earning less than minimum wage, unemployed, domestic and self-employed workers with very low incomes	<u>Procedimiento Preventivo de Crisis:</u> i. Increased use of Crisis Prevention Procedure, requiring dialogue between employers and employees, with government mediation; promoting suspension or shorter working hours instead of lay-offs	
	<u>Argentina Trabaja (2009):</u> i. Employment programme (organized through coops) addressing vulnerable groups		<u>Employment Formalization:</u> i. Creation of incentives to increase share of formal employment, facilitating job creation and reducing cost of labour	
Australia	<u>Jobs and Training Compact:</u> i. Reduce unemployment duration of retrenched workers ii. Enhance job retention and employment prospects of disadvantaged groups iii. Support for vulnerable regions <i>via:</i> - Infrastructure projects and upgraded community services in depressed regions - Incentive payments to employers and State Governments providing apprenticeships - Tax benefits and youth allowances linked to participation in education and training programmes	<u>Economic Security Strategy:</u> i. One-off cash bonus payments increased to low/middle- income and vulnerable groups	<u>Federal Minimum Wage Policy:</u> i. Increase of 5% to Federal Minimum Wage (June 2010)	<u>Jobs and Training Compact:</u> i. Expand national skills base through easier access to education and training <i>via:</i> - Skills assessment, career advice, referral to education and training for retrenched workers - Resources for language, literacy and numeracy skills - Expansion of training programmes - Increase in transfer payments to job seekers undertaking training

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Brazil	<u>Labour Market Formalization (SIMPLES and Entrepreneur Law):</u> i. Continuation of systems instituted pre-crisis to aid and formalize small and micro enterprises, leading to growth in formal, salaried employment	<u>Expansion of Social Safety Net:</u> i. Extension of Bolsa Familia (Family Fund) conditional cash transfer programme, and maintenance/expansion of other programs, Lei Orgânica da Assistência Social e Renda Mensal ii. Extension of unemployment insurance benefits for workers in badly affected sectors	<u>Minimum Wage Policy:</u> i. Increase of 5.7% (real terms) to minimum wage (Jan 10). Between 2003-2010, real value of minimum wage has increased by 81%	<u>Technical Education and Employment (Pronatec):</u> i. New National Program to expand and democratize professional education courses to low-income students and mid-level workers via tuition schools, student grants and credit lines
	<u>Growth Acceleration Program:</u> i. PAC 2 2011-2014 to focus on six areas of investment to promote economic growth and jobs	iii. Rural pension and BCP (social assistance pensions) maintained, providing benefits equal to the minimum wage	<u>Labour Inspection:</u> i. Strengthened labour inspection via targets and incentive structure improvements, incl. focus on sector-specific problems	
			<u>Increased Legal Awareness:</u> i. Measures taken to increase workers' awareness of their rights, incl. PES (Programa de Educação Previdenciária) to educate public on social security rights and benefits; effective labour court cases	
Canada	<u>2011 Low-Tax Plan for Jobs and Growth:</u> i. Supporting Job Creation: focus on creating the right environment for businesses and entrepreneurs to invest in Canada	<u>Economic Action Plan:</u> i. Increased spending on unemployment benefits ii. Enhanced training for unemployed workers	<u>Provinces Minimum Wage:</u> i. Increase of 6% in weighted national average minimum wage	<u>2011 Low-Tax Plan for Jobs and Growth:</u> i. Investing in Innovation, Education and Training: to promote R&D and provide opportunity and incentives for increasingly
	<u>Economic Action Plan (for crisis recovery):</u> i. Extension of Work-Sharing Programme ii. Temporary Career Transition Assistance initiatives, enabling renew or upgrade of skills	iii. Employment insurance enhancements, lowering eligibility criteria, increasing duration and maintaining low premium rates iii. Wage Earner Protection Programme expanded from bankruptcy to loss of jobs	<u>Public Sector Equitable Compensation Act:</u> i. 2009 Act to ensure equitable compensation	<u>Economic Action Plan:</u> i. Support of training and skills development programmes <i>via:</i>
	iii. Job-creation support for vulnerable groups: older workers, youth and aboriginal people <i>via e.g.:</i>	iv. Employments Benefits and Support Measures, Canada Pension Plan and Guaranteed Income Supplement enhanced to encourage labour among older workers		- Enhanced Employment Insurance Training Programmes for workers within EI to develop skills to return to work
	- Extension of Targeted Initiative for Older Workers: employment assistance and improvement services and income support for unemployed older workers incl. a focus in vulnerable regions			- Strategic Training and Transition Fund, incl. literacy and basic skills training, wage subsidies, skills upgrading, employment counselling

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China	<p><u>Expanding domestic demand to boost employment via measures including:</u></p> <ul style="list-style-type: none"> i. Investment fund for key projects incl. housing, infrastructure, services and independent innovation ii. Revitalizing plan for ten industries iii. Monetary and fiscal policy measures aimed specifically at job growth <p><u>Job protection via enterprise assistance:</u></p> <ul style="list-style-type: none"> i. Cost easing, via e.g. six-month delay allowance in social insurance contributions and lowering of contribution rates ii. State-owned enterprises required to try to avoid lay-off and create jobs <p><u>Social insurance contribution subsidies:</u></p> <ul style="list-style-type: none"> i. Subsidies for enterprises recruiting laid-off workers and eligible low-income groups (e.g. laid-off female workers over 40, male workers over 50, handicapped persons) 	<p><u>First Social Insurance Law (effective July 2011):</u></p> <ul style="list-style-type: none"> i. Legal coverage of five social insurance schemes extended to all employed persons and to the whole population in case of health and old-age income security <p><u>Rural and urban pension schemes:</u></p> <ul style="list-style-type: none"> i. New rural pension system, combined with support / preferential treatment for rural areas ii. Urban pension scheme piloted from July 1, 2011 with a view to achieving basic old-age pension for all <p><u>Health insurance coverage:</u></p> <ul style="list-style-type: none"> i. Special funds earmarked for coverage of ~8m retirees and workers from shutdown, bankrupt or financially distressed enterprises 	<p><u>Consultation encouragement and facilitation:</u></p> <ul style="list-style-type: none"> i. Enterprises with economic difficulties encouraged to consult with employees on increasing flexible employment, on-the-job training, work shifts, leave/suspension and wage reduction to minimize permanent unemployment 	<p><u>Skills training for workers:</u></p> <ul style="list-style-type: none"> i. Skills training packages strengthened, esp. for rural migrant workers employed in export-oriented manufacturing enterprises, and jobs protected by training subsidy policies ii. Organisation of general subsidized training schemes and on-the-job training
France	<p><u>Recovery Plan (extended):</u></p> <ul style="list-style-type: none"> i. Youth employment schemes, incl. e.g. apprenticeship programmes ii. Develop service sector employment (Chèque emploi) for low-skilled and domestic workers iii. Promote self-employment, with auto-entrepreneur status, simplifying administration and reducing first-year taxes iv. Boosting part-time work arrangements and assisted contract packages 	<p><u>Le Revenu de Solidarité Active (RSA):</u></p> <ul style="list-style-type: none"> i. Within scope of focus on "flexicurity" and "make work pay" labour market policies, RSA provides income support to the working poor and enhance incentives to return to work, combat exclusion, simplify minimum social benefit entitlements <p><u>Unemployment Insurance Reform:</u></p> <ul style="list-style-type: none"> i. Extension of max period of benefits ii. Youth priority target group iii. Bonus payments to precarious unemployed 	<p><u>Collective bargaining / Social dialogue progress:</u></p> <ul style="list-style-type: none"> i. Bipartite negotiations in July 2010 provided framework for launch of internet-based jobs advice website for young people ii. Agreements between major enterprises and trade unions have led to hiring commitments (e.g. PSA Peugeot Citroën, 2010) 	<p><u>Recovery Plan (extended):</u></p> <ul style="list-style-type: none"> i. Enhanced vocational support schemes, incl. "occupational transition contracts" <p><u>Social Investment Plan (Fiso)</u></p> <ul style="list-style-type: none"> i. Coordinate training initiatives, integration of young people, improve retraining and part-time work/training arrangements, support to disadvantaged regions

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Germany	<u>Kurzarbeit temporary enhancements:</u> i. Short-time work hiring scheme measures (until end 2010) widening remit and catchment of Kurzarbeit	<u>Automatic stabilizers:</u> i. Automatic stabilizers in comprehensive German social protection system led to significant increases in recipients of unemployment benefits, in addition to child and family benefits, and pensioner income stability	<u>Kurzarbeit social partner involvement:</u> i. Workers' representatives (often union members) required to approve short-time working compensation; additional regional sector-wide collective bargaining agreements regulating Kurzarbeit	<u>Reinforced Public Employment Services:</u> i. Vocational training initiatives expanded; eligibility for support temporarily extended to vulnerable groups and re-employed temporary workers; subsidies for training during non-work hours (Qualifizieren statt entlassen) ii. Upskilling for Low-skilled and Older Workers
	<u>Reinforced Public Employment Services:</u> i. Placement services and other support provided to disadvantaged jobseekers and long-term unemployed ii. Public sector hiring measures, for PES			
India	<u>Eleventh Five-Year Plan:</u> i. Aims to make employment generation integral to growth process, via policies to generate wage employment and self employment	<u>Unorganized Workers Social Security Act:</u> i. Expanded social security coverage to provide improved social security and welfare for workers in the unorganized sector	<u>National Policy on Skill Development:</u> i. Engagement of social partners through Industrial Training Institutes initiative, via industry partner, employer and worker	<u>National Policy on Skill Development:</u> Objective of 500 million additional skilled labour force by 2022, with strategy: i. Improve relevance and quality of skills training ii. Make training more demand driven/responsive to labour market needs, incl. via vocational
	<u>National Rural Employment Guarantee Programme:</u> i. Ongoing rural employment and development strategy, focused on economic growth, incl. via public works and addressing needs of the poor	<u>Enhance livelihoods of rural population:</u> i. Policies to build rural infrastructure (Bharat Nirman schemes) and enhance livelihood security (Mahatma Gandhi NREGA)	<u>Eleventh Five-Year Plan:</u> i. Targets decent working conditions, boosting of incomes of poorly paid, equality of opportunity, promotion of women and empowerment	ii. Create a private public partnership to drive industry engagement with skills development, with funding to enterprises providing training
	<u>Swarna Jayanti Shahari Rojgar Yojana:</u> i. Ongoing employment provision to urban poor, promotion of self-employment and community empowerment	<u>Health and preventive healthcare focus:</u> i. Public-private participation in health facilities; educational institutions under the National Health Insurance Scheme and National Rural Health Mission	<u>Tripartite Expert Group:</u> i. Follow-up to participatory social dialogue process, submitting consensus-based policy recommendations to Ministry of Labour and Employment	iii. Increase access for disadvantaged groups incl. youth, women and minority groups <u>Modular Employability Skills Framework:</u> i. Short-course skills upgrading and multi-skilling for vertical mobility and life-long learning

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Indonesia	<p><u>Labour intensive investment schemes:</u></p> <p>i. Additional funding for infrastructure investment and other public works schemes, providing opportunities particularly for disadvantaged groups incl. youth and the poorly educated, with six specific infrastructure target goals for 2011</p>	<p><u>Medium term development plan 2010-2014:</u></p> <p>i. Planned strengthening of poverty reduction program, incl. family social assistance, community empowerment, low-income household support</p> <p>ii. Extended unconditional cash transfer programme (BLT), school subsidy and insurance</p> <p><u>PNPM-Mandiri:</u></p> <p>i. Increased budget for National Programme for Community Empowerment - a primary instrument for poverty reduction - enabling communities to actively engage in planning and implementation of development projects, with a community cash transfer approach</p> <p><i>via:</i></p> <ul style="list-style-type: none"> - business skill development, education and health - development of local physical infrastructure 	<p><u>Vocational training:</u></p> <p>i. Establishment of tripartite training advisory boards, under ILO intervention</p>	<p><u>Vocational training:</u></p> <p>i. Drive to upgrade workers' competitiveness and employability, via vocational training, incl. for jobseekers and migrant workers, with focus on productivity enhancement and skills relevant to both formal and informal economy. Recent addition to labour-intensive training / networking</p> <p>ii. Areas of training based on assessment of skills demand; funds focused on vulnerable</p> <p>iii. Entrepreneurship promoted and public-private partnership used to enhance relevance and effectiveness</p> <p>iv. Mobile training units used to reach rural areas</p>
Italy	<p><u>2010-2012 Stability Law:</u></p> <p>i. Temporary employment subsidies for employers hiring unemployed benefit recipients or short-time workers on a permanent contract</p> <p>ii. Subsidised loans and incentives for self-employed start-ups in Southern Italy</p> <p><u>Incentives for private employment agencies:</u></p> <p>i. Bonuses provided for placement of disadvantaged workers, including disabled people</p> <p><u>Contratto di solidarietà:</u></p> <p>i. Job-security agreement via work-sharing instrument, allowing subsidies for job protection</p> <p><u>Cliclavoro:</u></p> <p>i. Website designed to improve matching of labour supply and demand</p>	<p><u>Expanded unemployment benefit coverage:</u></p> <p>i. Broadened coverage to workers on fixed-term and temporary contracts, and apprentices. Eligibility of project workers for severance payments also instituted</p>	<p><u>Cassa Integrazione Guadagni:</u></p> <p>i. Expansion of Wage Guarantee Fund scheme providing 80 per cent of normal wage to workers facing layoff or reduced working hours in firms facing bankruptcy, restructuring, or (temporarily) in tertiary sector SMEs. Dialogue with unions is a precondition to access fund</p> <p><u>Apprenticeship contracts (May 2011):</u></p> <p>i. Built-in guarantees to prevent exploitation of workers</p>	<p><u>2010-2012 Stability Law:</u></p> <p>i. Short-time working scheme beneficiaries enabled to spend lost working time in training and requalification programmes (and occasional micro-jobs, paid in vouchers)</p> <p><u>Apprenticeship contracts (May 2011):</u></p> <p>i. Ministerial approval of introduction of new apprenticeships - for professional qualifications; for training needs; and for higher training and research, at wages below collective agreement</p>

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Japan	<u>New Growth Strategy (mid-2010 creation):</u> i. Aim of generation of demand and jobs in environment, health and tourism; focus on youth, women, elderly and disabled	<u>Expanded Employment Insurance System:</u> i. Expansion of system to coverage of workers with short-term contracts, under Employment Insurance Law	<u>New Growth Strategy (mid-2010 creation):</u> i. Drive to reinforce decent work; [intended] increase in minimum wage, promotion of balance and equal treatment, and a healthy work-life balance	<u>Continued Training Programme:</u> i. Longstanding system of vocational training for unemployment benefit recipients
	<u>Emergency Employment Measures (end 2009):</u> i. Emergency support for workers and new graduates; established job creation programme in care services, green industry and local social enterprises	<u>Basic Livelihood Protection programme:</u> i. Increase in availability of public assistance to unemployed workers under	<u>Emergency Economic Countermeasures (end 2009):</u> i. Enhanced childcare to facilitate female employment	<u>New Growth Strategy (mid-2010 creation):</u> i. Develop national vocation qualifications system
	<u>Employment Adjustment Subsidy Programme:</u> i. Significant expansion of system providing payment to downsizing firms to maintain employment	<u>Life Security Benefits:</u> i. Introduction of subsistence allowance (under the "Second Safety Net") for workers receiving training that are not covered by employment insurance		
	<u>Reinforced Public Employment Security Offices:</u> i. Enhanced capabilities of nationwide network providing employment services			
Korea	<u>National Employment Strategy 2020:</u> i. Initiatives to address labour market challenges, particularly lag between output and employment recovery and build a fair, dynamic labor market	<u>Regularisation of workforce:</u> i. Efforts to balance flexibility and security for protection of non-regular workers	<u>Bargaining unification:</u> i. Implementing "time off" in 2010 and unifying bargaining channels for multiple unions in 2011	<u>Internship programme:</u> i. Introduction of internship programme offering placements in public institutions and SMEs, with high rate of subsequent hire
	<u>Job-share / flexible work / Paid Time Off schemes:</u> i. Expanded subsidies for employment retention and easing of eligibility requirements; expansion of flexible work pilot program to all public enterprises and quasi-governmental institutions in 2011; Paid Time Off initiated July 2010	<u>Microfinance and SME support:</u> i. Financial support to expand micro-finance for low-income people with low credit ratings ii. Support provided to SMEs, via financial assistance, credit guarantees and business development services	<u>Grand Social Consensus:</u> i. Accord between the social partners and civic groups, based upon which the government supported the social partners in job-sharing efforts	<u>Support for entrepreneurs and vocational training:</u> ii. Fostering of social enterprises and entrepreneurs, strengthened employment services, vocational training for unemployed
	<u>"Hope Work" Programme:</u> i. Provision of temporary jobs to low-income households, e.g. in public works ii. Support for the recovery of local economies, via 30-50% monthly benefit payment in coupons		<u>Creating Green Jobs and Workers:</u> i. Monitoring and improving working conditions at green workplaces to promote decent jobs <u>Minimum Wage:</u> i. Increase of 6% in minimum wage (2009) [2010 figure?]	
	<u>"Green New Deal"</u> i. Spending, credit guarantees, R&D assistance and incentives to create green jobs for both skilled and unskilled workers. New Growth Engine Fund being established			

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Mexico	<u>Assist vulnerable groups and recent unemployed:</u> i. Temporary employment programme (Programa de Empleo Temporal) extension, esp. for most vulnerable unemployed, via public works projects ii. National employment service (Servicio Nacional de Empleo) expansion of coverage and focus, with increased staff levels, links with private sector, high quality management systems and labour observatory iii. Employment support programme (Programa de Apoyo al Empleo, PAE) promotion of self-employment, compensation for temporary employment, financial support for internal labour mobility and repatriation of workers	<u>Enhanced social security measures:</u> i. Increased expenditure on social development, assistance and social security, broadening coverage for unemployed workers. Increased public healthcare insurance budget ii. Low-income family grants to replace domestic appliances, increased credit support to families, and other measures to protect purchasing power of poorest	<u>Reform under discussion in congress:</u> i. A labour market reform under discussion would allow for additional options for hiring workers and reduce uncertainty in labor disputes <u>Ongoing budget allocation:</u> i. Promotion of non-discrimination against vulnerable groups and gender equality	<u>Employment support programme:</u> i. Occupational orientation, technical assistance, information and training to under- and unemployed ii. Vocational and life skills training for youth; grants for vocational training (Bécate) for other job seekers (via PAE)
Russia	<u>Regional employment programmes:</u> i. Support for mono-industrial regions/towns via enterprise investment and modernization plans. Also provided temporary jobs and public works opportunities ii. Support for SME development and entrepreneurship, incl. grants and start-up subsidies and credit guarantees iii. Job placement promotion through information portal "Labour in Russia"	<u>Modernization of the Russian Economy:</u> i. Social protection measures to increase social security benefits, incl. rise of ceiling on employment benefits by 50% and (since Jan 2010) considerable pensions increases <u>Pension Reform:</u> i. Modernization of pension system between 2010 and 2020	<u>Quality support for vulnerable groups:</u> i. Increase of [88]% in minimum wage (January 2009) [real terms figure?], maintaining impact through crisis ii. Vocational training of women during maternity leave, professional training of women in harsh labour conditions iii. Support of employment for vulnerable groups incl. people with disabilities and parents of challenged children/large families, via reimbursement of employers' costs for job creation and maintenance iv. Aid to enterprises contingent on compliance with Labour Code	<u>Long-term demographic priority policy measures:</u> i. 2011 'innovation development' transition path programmes focus on enterprises applying new technologies or undergoing restructuring and modernization ii. Continued vocational training for threatened workers, support to access jobs in other regions iii. Support for young jobseekers, incentivized to continue education, while fostering links with employers; internships provided to school-leavers, esp. for citizens in North Caucasus

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Saudi Arabia	<u>Saudi Employment Strategy:</u> i. Increase participation of national workforce ii. Achieve the country's competitive advantage based on its national human resources iii. Increase productivity to level of OECD countries <i>via:</i> - Short term: expansion of labour market info system, prioritisation of vacancies for citizens, - Mid-term: new job creating, promotion of participation and productivity	[N/A?]	<u>Saudi Employment Strategy:</u> i. Promotion of job uptake by national workers vs. foreign workers despite higher unit labour costs required by Saudis (but no minimum wage) ii. Commitment to increase public sector wages	<u>Saudi Employment Strategy:</u> i. Short term: Enhance skills and build capacity, incl. services for youth ii. Long-term: reorganize and reconstruct labour market to align economy with Saudi competitive advantage <u>Human Resources Development Fund:</u> i. Supports training of nationals in private sector <u>National System for Joint Training:</u> i. Provides vocational and technical training for professions/trades according to needs of the labour market
South Africa	<u>Job Creation Commission (July 2011):</u> Commission chaired by Deputy President to fast-track a 12-point implementation plan to help generate employment, within the ambit of the New Growth Path outlined below <u>New Growth Path and Expanded Public Works:</u> i. Builds on prior policy initiatives to accelerate job creation and reduce unemployment by strengthening policy coherence, infrastructure <i>via target areas:</i> Infrastructure, agricultural value chain, mining value chain, the green economy, manufacturing, tourism and certain high-level services <i>key specific examples:</i> a. Jobs Fund management to commit R 2bn to programmes by March 2012 b. Unblocking of private-sector projects with substantial impact on employment investment c. Enterprise development and promotion of small businesses d. Rural development interventions to expand production and create jobs	<u>Social protection system reforms:</u> i. Process in place to design comprehensive social security system to raise national savings ii. New system for National Health Insurance under consideration <u>Service delivery priorities:</u> i. Focus on basic services provision in common priority areas and commitment to an Informal settlement upgrading plan <u>The Child Support Grant:</u> i. Enlargement (esp. via age cut-off rise) and enhancement of policy measure, providing unconditional cash transfers to broaden access to social security <u>Expanded Public Works (EPWP II):</u> i. Expansion of Works Programme to up to 1m positions by 2013/14. Focus of EPWP II on regions worst hit by crisis, vulnerable groups and youth. Youth jobs fund and wage subsidy under consideration <u>Old Age Pension:</u> i. Expanded unconditional cash transfer scheme	<u>New Growth Path:</u> i. Development policy package focused on decent work and equity ii. Engagement with social partners to establish policy framework <u>Training Layoff Scheme:</u> i. Employers, trade unions or workers can apply, with participation only via agreement by all parties <u>African Development:</u> i. Maximise benefits of Tripartite Free Trade Areas Agreement to remove obstacles to moving goods/people across borders, creating opportunity	<u>New Growth Path & National Skills</u> i. Labour market education and skills development policies ii. Focus on raising the level of appropriate skills for the economy <u>Training Layoff Scheme:</u> i. Skills, training and allowance provided to employees during a negotiated layoff period <u>Public Sector Training:</u> i. All Government departments to spend >=1% payroll to develop skills, with progress reports to Higher Education and Training Department

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Turkey	<u>Support to SMEs:</u> i. Objective to enhance competitiveness, effectiveness and employment creation capacity of SMEs <u>Short-Time Work Programme:</u> i. Short-time work programme enhanced with time period extended and payments increased <u>Public workfare programmes:</u> i. Help unskilled workers participate in labour force	<u>Social protection system modification:</u> i. "Omnibus Law" of February 2011 makes amendments in Law of Social Insurance and General Health Insurance ii. General reduction of social security contributions during crisis; targeted reductions for hiring youth, women and long-term unemployed, workers in training and R&D iii. Significant social security and other reductions/incentives for enterprises investing in less developed regions extended post-crisis	<u>Labour quality and flexibility:</u> i. A number of new programs and incentives to be started aimed at promotion of labour quality and flexibility <u>Fight against informal working:</u> i. Second phase of fight against informality to be implemented	<u>Turkish Employment Agency Programmes:</u> i. Provision of vocational courses, job training, on-the-job training, entrepreneurship and internship programmes
United Kingdom	<u>The UK Work Programme (WP):</u> i. Services for long-term unemployed and certain others with disabilities to be referred to WP, a third party service, of largely for-profit providers. Strong incentives introduced for placement into stable employment. Represents a major public service reform aimed at tackling long-term benefit dependency <u>Support for SMEs:</u> i. Enterprise Finance Guarantee (EFG) supports lending to viable small businesses; Growth Capital Fund to be created <u>Support for growth across UK:</u> i. Upcoming three year scheme to encourage creation of private sector jobs in regions reliant on public sector employment via National Income Contribution reductions	<u>Universal Credit:</u> i. System to merge all out-of-work welfare benefits with in-work Tax Credits into single system and one streamlined payment, to coordinate management and minimise fear of income disruption to out-of-work benefit recipients that compromised uptake of short-term job opportunities	<u>The UK Work Programme (WP):</u> i. Minimum service to be provided by WP to all customers to be monitored through Key Performance Indicators <u>Achieving Full Employment Programme:</u> i. Support for those with low skills, disabilities or health conditions, lone parents/carers and youth <u>Increase in Minimum Wage:</u> i. Increase of 1.2% in national minimum wage [2009/2010?]	<u>Future Jobs Fund:</u> i. Creation of jobs for youth at risk of entering 'long-term unemployed', esp. in "unemployment hotspots", with a focus on "green jobs" or social enterprise. To pay at least minimum wage ii. Young Person's Guarantee of job, work experience or minimum six months' training for those out of work and claiming Jobseeker's Allowance for six months from Jan 2010

G20 Employment and Social Policy Measures within the framework of the April 2010 G20 Washington Communiqué Recommendations
(Cont'd)

<u>G20 Country</u>	<u>Policy measures, relating to Washington Communiqué item:</u>			
	<u>I. Job Creation</u>	<u>II. Social Protection Systems</u>	<u>III. Quality of Jobs</u>	<u>IV. Preparing Workforces for Future</u>
United States	<u>Jobs Bill:</u> i. New measures to assist small businesses, create private sector jobs, increase public investments in infrastructure, science, technology and research; focus on swiftly bringing individuals back into labour market to avoid skills and labour mismatches	<u>Unemployment Insurance Programme:</u> i. Extended benefits paid to unemployed workers via federal aid post exhaustion of initial state benefits; augmentation greatest for states with highest unemployment	<u>National Equal Pay Enforcement Task Force:</u> i. Taskforce established to coordinate efforts between agencies responsible for equal pay enforcement	<u>Training for green jobs and emerging industries:</u> i. Significant funding via various programmes for worker training and placement in green jobs and high-growth and emerging industry sectors, with emphasis on energy efficiency/renewable energy
	<u>Work-sharing programmes:</u> i. Seventeen US states offer programmes of work-sharing, with reduced hours and pay, with states compensating part of lost wages; jobs retained and enables firms to avoid severance	<u>SNAP:</u> i. Supplemental Nutrition Assistance Programme provides assistance to low-income families via food vouchers		<u>Innovation investment:</u> i. Targeted investment in applied research in biotechnology, nanotechnology, clean energy and health care IT
		<u>COBRA:</u> i. Premium reductions under Consolidated Omnibus Budget Reconciliation Act, giving continued access to health insurance for the unemployed		