

**EMPLOYMENT WORKING GROUP MEETING II  
7-9 MAY 2015, İSTANBUL  
CO-CHAIR'S SUMMARY**

## 1<sup>st</sup> Session: Progress to date on the EWG agenda and cooperation with other working groups

The meeting commenced with the welcoming remarks of Turkey, China and Australia as co-chairs of the Employment Working Group (EWG). Following the welcoming remarks, the representative from Turkish Sherpa Office has provided information on the Second Sherpa meeting in İzmir and on the progress achieved in other streams such as energy, development, trade and anti-corruption.

DWG representative from the Republic of Korea delivered a presentation on the Non-Paper titled “Enhancing Cooperation and Policy Coherence between the Development Working Group Human Resource Development (DWG HRD) and the Employment Working Group (EWG)”.

In the presentation, a brief background for policy coherence between two working groups was summarized and possible cooperation areas together with a Multiyear Framework were emphasized. Overall, members of the EWG welcomed the opportunity of cooperation with DWG-HRD pillar with a stress on prioritizing the areas of cooperation.

In order to determine the details of cooperation between EWG and DWG, Korea is asked to draft a Multiyear Framework, which will be circulated among members for adoption at the 3<sup>rd</sup> EWG Meeting, in line with the proposals of the EWG members.

Italy also announced that "G20 Workshop on Silver Economy and Ageing Society" will be held in Rome, Italy on 24 June 2015. The agenda of this workshop will be circulated by Italy.

OECD presented the updated version of the report on the impact of employment policies on growth and growth policies on employment, which was prepared by international organizations.

Lastly, ILO presented the draft template on self-reporting of Employment Plans (EPs). The draft template consists of five sections: (1) Employment and labour market trends; (2) Check-list of implementation; (3) Short notes reporting on key policy commitments in the Employment Plan; (4) Reporting on multi-year collective commitments; (5) Any new policy commitments.

### **Actions:**

1. Korea is asked to revise the non-paper in the light of the discussions during the session and also to draft Multiyear Framework for submitting to both EWG and DWG.
2. Italy will prepare and circulate a draft agenda for "Silver Economy and Ageing Society Seminar" which will be held on 24 June 2015 in Rome.
3. As the Self-Reporting Template of ILO considered as simple, practical and flexible by EWG members, it will be circulated among G20 members after revision by ILO in line with the discussions in this session.

## 2<sup>nd</sup> Session: Progress on gender gap commitment

In this session, OECD delivered a presentation on the methodology to track Leaders' commitment to reduce gender gap. Two options were submitted regarding the monitoring of policy developments. These were “reporting by G20 members as part of the regular monitoring of the Employment Plans” and “collecting this information through a separate questionnaire”.

Delegates favoured reporting of this commitment as part of monitoring the Employment Plans. Possible gender indicators as regards labour market outcomes and opportunities would also be included.

Besides, Turkey delivered a presentation on the progressive steps taken by the Turkish Government in order to reduce gender gap participation levels, which was followed by experiences of other member countries.

**Actions:**

4. EWG members tended to abide by the first option for monitoring gender gap commitment. Consequently, OECD will integrate the additional recommended indicators to the template that will be prepared as an annex to Self-Reporting Template. Biannual reporting was preferred by most of the countries and IOs will assist the countries in their self-reporting.

5. Toolkit will be circulated once completed and revised by IOs, in a few weeks in order to get the comments of members and finalize the template accordingly. Feedbacks will be taken in the 3<sup>rd</sup> EWG meeting which will be held in July.

### 3<sup>rd</sup> Session: Occupational Safety and Health

At the beginning of the session, the USA as the co-chair of former sub-group presented the outputs of the informal meeting on OSH that was held on 6 May 2015 with a special emphasis on the presentation delivered by the ILO at the meeting.

In this framework, ILO suggested six options for concrete actions in order to carry out the commitments of G20 Leaders and Ministers: “(A) Setting collective or individual targets for G20 action; (B) Monitoring OSH commitments; (C) Addressing the cost of occupational injuries and disease; (D) Joining, supporting and further developing a global network of regional hubs for developing and sharing OSH knowledge and best practices; (E) Supporting new ILO OSH Global Action on Prevention Program; (F) Development of a new global approach to data collection on occupational fatalities, injuries and disease”.

Following the presentation of the USA, the floor was opened for discussion. The Option B (Monitoring OSH Commitments) was accepted by most of the members and the importance of awareness-raising on OSH among SMEs was particularly emphasized as further options.

Turkey also delivered a presentation on OSH content of employment plans which revealed that G20 members approached this issue diversely. In line with this, EWG members decided that self-reporting templates including OSH should be prepared by IOs as part of monitoring the Employment Plans.

There was also a general support for the options D, E and F proposed in the report.

**Action:**

6. IOs will integrate a monitoring mechanism for OSH into the reporting template of Employment Plans.

### 4<sup>th</sup> Session: Cooperation with social partners and other engagement groups

In the fourth session, the B20, L20 and T20 representatives shared their views with the EWG delegates particularly on skills and inequalities.

L20 highlighted different aspects of rising income inequality such as declining wage share, personal income inequality as well as economic and social impacts of income inequality.

L20 also called for a comprehensive strategy to reduce income inequality emphasising the role of collective bargaining and submitted a report on LIS and inequality to the attention of EWG members.

Furthermore, L20 underlined the central role of investing in education and training against high level of unemployment and increasing inequality together with the importance of fair tax policies to reduce inequality.

B20 underscored the importance of life-long learning and the roles of SMEs for skills development, the necessity of active labour market policies including counselling, job-search assistance, vocational training, apprenticeships and job placement services for boosting youth employment as a whole.

The ways for achieving higher rates of women participation in global labour markets and the needs and concerns regarding OHS particularly in SMEs were also emphasized by B20. Mixed approaches within the business world regarding the discussions related with labour income share were also reflected by B20. In this regard, B20 argued that economic growth should be at the centre of inclusive policy approaches.

On the other hand, T20 pointed out the potential destructive effects of technology on jobs and proposed the establishment of a Global Skills Accelerator, which is argued to be a necessity in present world of work conditions.

The session was completed after the discussion among the participants on the importance of collective bargaining rights and wages as well as the participation of other engagement groups, academicians, and decision makers to the future G20 EWG meetings for ensuring social dialogue.

Lastly, EWG members invited B20 and L20 representatives to circulate draft text of Joint B20-L20 Recommendation for LEMM while some members also proposed social partners and engagement groups to establish their own monitoring mechanisms, including the development of their own Employment Plans.

### **5<sup>th</sup> Session: Highlights of the World Association of Public Employment Services (WAPES) World Congress 2015**

The outputs of the 10th WAPES World Congress, which was held in 4-8 May 2015, and the report titled “World of PES” were presented by the representatives of WAPES. It was also indicated that matching skills, cross-border labour migration, innovation, centralized and decentralized services, services for SMEs, monitoring the labour market, career guidance and capacity building as the current priority areas for WAPES.

The outputs of WAPES 2014 Survey, which was implemented with the involvement of 73 countries, were also delivered. In light of this, global and regional employment trends and challenges were illustrated particularly with reference to PES statistics regarding ALMPs, LMIS, employers’ services, migration trends, and the multi-channelling systems.

### **6<sup>th</sup> Session: Strengthening Employment Services**

The session started with a presentation on strengthening employment services, delivered by the OECD-LEED representative. The role of public and private employment services; how to

increase their effectiveness and the role of public employment services in job creation were the highlighted issues in this presentation.

One of the major problems was stated as the lack of institutional capacities of employment services in some countries. Although the difficulty of developing a single model of employment services for all was underlined, common principles could be accepted for applying across countries by capitalizing on the best practices to boost capacities of them.

This presentation was followed by the WBG presentation on technology and its effects on employment and PES. The opportunities and risks caused by the evolving technology were specifically emphasized and the roles of PES and short and long-term measures that can be taken to tackle with the obstacles of technology-employment linkage were discussed in this part of the session.

Empowering jobseekers by strengthening networks and assisting them to understand risks in transition periods, matching the demands of employees with labour supply, raising awareness of digital opportunities and improving the links between education and labour market needs were identified as the core responsibilities of PES.

Later on a presentation made by the representative of Poland informed the EWG members about the reform process of PES in Poland.

## 7<sup>th</sup> Session: Strengthening the link between employment and education

In this session, the OECD delivered a presentation on “The G20 Skills Strategy: Policies for developing and using skills for the 21<sup>st</sup> century”. Almost all members expressed their comments and put forward proposals for the report prepared by OECD.

The principles mentioned in the strategy are welcomed and appreciated as being actionable and concrete by EWG members. Yet, being only a draft document, strategy needs further suggestions, inputs and comments from the members in order to be finalized.

In this regard, the OECD will ask the members to identify their priority areas and principles for the strategy to focus on. As L20 and B20 put strong emphasis on skills, their contributions to the strategy were considered by EWG members as integral as well.

The Skills Strategy will be complemented by the former G20 documents, in particular by the G20 Training Strategy prepared by the ILO. EWG members will receive the updated version of strategy by the 3<sup>rd</sup> EWG Meeting after it is enriched with the best practices and country comments.

G20 member countries, including EU, Germany, Japan, Singapore and Saudi Arabia, shared their practices in this regard. Members underscored the importance of the integrated education systems which combine theoretical and applied courses and investment on human capital in accordance with the technological trends.

### **Action:**

7. OECD will prepare a finalised draft of “G20 Skills Strategy” which will include concrete principles with a set of indicators attached, for adoption at the 3<sup>rd</sup> EWG meeting. This updated Strategy document reflecting the comments and feedback of EWG members will be circulated prior to the 3<sup>rd</sup> EWG meeting.

## 8<sup>th</sup> Session: Feedback from the “G20 EWG Sub-group on Labour Income Share and Inequalities”

In this session, the results and discussion points of the 1<sup>st</sup> meeting of Sub-group on Labour Income Share and Inequalities were presented by the co-chairs of the Sub-group, namely Argentina and France. Following outputs have been conveyed to the EWG:

- “Mandate” of the newly established Sub-group has been adopted by the Members.
- A questionnaire will be prepared and sent out to countries in order to collect data on country situations about LIS and also to identify the main policies which have proven efficient to tackle raising inequalities in respective countries.
- The IOs will prepare a synthesis of their reports on LIS and inequalities. Taking into account the countries’ responses to the questionnaire, the co-chairs will provide a draft report including a set of policy recommendations for comments before the 3<sup>rd</sup> EWG Meeting in July.

As for the action plan and main orientation for policy recommendations, IOs are requested to elaborate on a concise report with a list of policy recommendations for tackling income inequality. Taking the complexity and various national circumstances into account, a broad approach will be pursued. In this respect, LIS will be considered as an important indicator among others.

The recommendations will remain focused on appropriate policies to be selected by Labour Ministers, but will also refer to the policies linked to the finance pillar. The long-term issues and short-term effects, primary and secondary issues as well as the spill-over effects will be evaluated and monitored so as to ensure a multidimensional assessment.

### **Actions:**

**8.** A questionnaire will be prepared and sent to countries in order to collect data on country situations about LIS and also to benefit from successful policies/best practices which have proven efficient to reduce inequalities.

**9.** The co-chairs will provide a draft report including a set of policy recommendations on the basis of the country responses to the questionnaire. The IOs will provide technical assistance and elaborate the report, particularly on the compilation of the 1<sup>st</sup> part, which will consist of the country feedbacks.

**10.** The details regarding the joint Ministerial meeting between the Labour and Finance Ministers will be internally discussed by the Turkish Presidency. One of the main goals of the joint meeting will be to share and prepare joint views and proposals about inequalities.

## CLOSING

Turkey as the co-chair of the EWG wrapped up the discussions and outcomes of the meeting. Some logistical details of the 3<sup>rd</sup> EWG Meeting were provided by Turkey.