



Federal Ministry  
of Labour and Social Affairs




# Towards an Inclusive Future: Shaping the World of Work

## G20 Labour and Employment Ministers Meeting 2017

### Ministerial Declaration

1. We, the Ministers of Labour and Employment of the G20 and invited countries, met in Bad Neuenahr on 18-19 May to promote employment pathways for our societies and economies that foster strong, sustainable, balanced and inclusive economic growth benefiting all countries and people so that no one is left behind.

2. To foster inclusive growth and a global economy that works for everyone, we need an integrated set of policies that places people and jobs at centre stage. We recognise that action and international cooperation is key to ensure that the processes of globalisation and technological change result in more and better jobs. We continue to pursue our commitments to reduce poverty, persistent inequalities, unemployment and underemployment as well as informal work, to promote quality jobs and remove barriers to participation in labour markets. Determined to leverage synergies, we seek to ensure coherence between policies for strong, sustainable, balanced and inclusive economic growth, social inclusion and employment.



3. In pursuit of our objectives, we will build on the results of previous G20 presidencies and relevant international frameworks, notably the 2030 Agenda for Sustainable Development, and commit to the following policy priorities:

- Shaping the future of work by harnessing opportunities of structural change for new and better jobs and reducing risks through a focus on policies for skills development, effective social protection for all, and job quality;
- Strengthening our efforts to reduce gender gaps in both labour force participation and pay, especially by improving the quality of female employment;
- Promoting the fair and effective integration of regular migrants, recognised refugees and returning migrants into labour markets, in accordance with national law;
- Fostering policies that promote decent work, including through capacity building, transparency, and responsible management for sustainable global supply chains.


### **Shaping the future of work**

4. The resilience and inclusiveness of our economies and societies will depend on how we shape the future of work, tackle uncertainty and foster economic security.

5. Trends such as technological change and digitalisation, globalisation, demographic transitions, and changing expectations about work are fundamentally altering our labour markets. These trends are creating new opportunities and challenges. Work will not end, but jobs and the organisation of work will change.

6. Recognising the speed and depth of change, we will seek to harness the opportunities inherent in these trends, in particular for new and better jobs. We need to respond to critical challenges, including more frequent occupational changes, labour market segmentation, employment polarisation, geographical differences, as well as gaps in social protection resulting in part from the rise in non-standard forms of employment and the growing platform economy. We will address the blurring boundaries of where, when and how work is carried out, affecting rights and responsibilities of both workers and employers.

7. Acknowledging that global trends create new demands in terms of adjustment of skills, adequate social protection provision, the need for adaptability by workers and firms, and an enabling environment for job creation, we commit to developing targeted action as outlined in the G20 Priorities on the Future of Work (Annex A).



8. Taking into account the commonalities and differences among G20 economies and in line with our G20 Priorities, we will enable our workforces to acquire, maintain and continuously adjust relevant skills throughout their working lives, and work towards social security coverage reflecting the increasing diversity of occupations and employment, including own-account workers and those in the platform economy. We will also review how the changing nature of employment impacts on working conditions and involve social partners as important actors in establishing and implementing fair work arrangements.

9. In developing our actions, we also take note of the discussions in the context of the ILO Centenary Initiative on the Future of Work, the upcoming revised OECD Jobs Strategy and the OECDs initiative on the Future of Work. We call for these discussions to further develop a shared understanding of the current changes and policy solutions.


### **Reducing gender gaps in labour force participation and pay by improving women's job quality**

10. We are continuing to take steps to achieve our commitment to reduce the gap in labour force participation rates between men and women by 25 per cent by 2025 (Brisbane goal) by boosting female participation, improving the quality of employment and enhancing gender equity (Melbourne LEMM Declaration 2014).

11. We have made progress since 2014, but stronger efforts are necessary to achieve the Brisbane goal and address other gender gaps in our workforce, including pay and career gaps in nearly all G20 economies and gaps in social security resulting from work-related gender inequalities.

12. Improving the quality of women's employment is a priority for enabling more women to enter, remain in and re-enter the labour market, and for reducing gaps in pay and social security. We will take further steps on these issues informed by the G20 Policy Recommendations set out in Annex B, addressing the specific challenges women face during different stages of their working lives and paying particular attention to work-related gender inequalities and stereotypes. Actions within our government should be coordinated with all relevant stakeholders and institutions. We also recognise the important role of social partners in this respect.

13. In line with our G20 Policy Recommendations, we will address gender pay gaps mainly by promoting effective wage policies, removing barriers women face when striving for higher paying, higher quality jobs, tackling occupational and sectoral segregation and fostering women's career prospects including through entrepreneurship. We will work towards reducing the



disproportionately high number of women in informal employment, involuntary part-time work and low paying jobs, including through providing greater access to training and career pathways and by improving employment prospects for women in all forms of employment. We will also promote policies that help women and men reconcile work and family lives in a more equitable manner.

14. We will continue to monitor progress towards the Brisbane goal and better quality of female employment in a systematic and transparent manner and commit to report accordingly in our updated G20 Employment Plans.

### **Promoting fair and effective labour market integration of regular migrants and recognised refugees - a potential for inclusive growth**

15. We recognise that employment plays a key role in promoting the sustainable integration of over 130 million regular migrants<sup>1</sup> approximately five million recognised refugees<sup>2</sup> and significant numbers of returning migrants<sup>3</sup> in the G20. Therefore, we will contribute to the implementation of the New York Declaration for Refugees and Migrants (9/2016). In line with paragraph 24 of the New York Declaration, we recognise the rights and responsibilities of states to manage and control their borders. In this respect, we acknowledge that, in accordance with national circumstances, fair and effective labour market integration policies can contribute to realising inclusive growth and promoting social cohesion. At the same time, we remain mindful of the specific challenges host countries and communities face in adjusting their labour markets in response to large movements of migrants and refugees.

*For the purposes of this declaration:*

<sup>1</sup> Regular migrants are all those residing in a country in compliance with the legal framework of that country, including for reasons such as work (labour migrants), family reunification or education (student migrants). Regular migrants are referred to hereafter as migrants.

<sup>2</sup> Recognised refugees are all persons admitted into a host state for humanitarian reasons and whose application for asylum has been granted based on the 1951 Geneva Convention and the 1967 Protocol Relating to the Status of Refugees or who enjoy subsidiary or similar protection.

<sup>3</sup> Returning migrants are persons returning to their country of citizenship after having been international migrants (whether short-term or long-term) in another country, and who are intending to stay in their own country for at least a year.

16. As a follow up to our Leaders' call from Hangzhou to address labour migration and forced displacement, we have identified G20 Policy Practices for the Fair and Effective Labour Market Integration of Regular Migrants and Recognised Refugees (Annex C).

17. In accordance with these practices and considering national circumstances and respecting domestic legislation, we


- recognise the advantages of labour market access for regular migrants and recognised refugees;
- acknowledge the benefits of improving employability through effective support on language, skills and job search;
- emphasise the importance of supporting fair and equal working conditions by promoting decent work opportunities, effectively enforcing labour laws and regulations and addressing discrimination; and
- underline the key role that social partners and civil society can play in the promotion of social and economic integration, and the importance of cooperation with countries of origin.

18. Effective international cooperation at bilateral, regional and multilateral levels can help develop skills recognition systems, close the international data gaps, encourage public and private agencies to engage in fair recruitment practices, and consider ways for the cross-border portability of social security. We will seek progress on these topics and ask the ILO, OECD, WBG and IMF to support our activities in line with their respective mandates.

19. Through our actions, we will contribute to achieve the Sustainable Development Goals to facilitate orderly, safe, regular and responsible migration and mobility of people (SDG 10.7), and to protect labour rights and promote safe and secure working environments for all workers, including migrant workers and in particular women migrants (SDG 8.8). We also note the ILO Guiding Principles on Access of Refugees and other Forcibly Displaced Persons to the Labour Market, and the ILO General Principles and Operational Guidelines for Fair Recruitment.

### **Fostering decent work for sustainable global supply chains**

20. Global supply chains account for more than 450 million jobs worldwide and can be an important source of job creation, economic development and prosperity. However, governance gaps and poor enforcement of labour laws and standards have contributed to decent work



deficits in global supply chains including poor occupational safety and health, low pay and excessive overtime.

21. Accounting for 80 per cent of worldwide trade, the G20 have a joint responsibility to promote decent work and a duty to protect fundamental principles and rights at work as a foundation for an inclusive global economy and fair globalisation. We also underline the responsibility of businesses in this regard and recognise that they require a global level playing field. We emphasise that violations of decent work and fundamental principles and rights at work cannot be part of the competition.

22. We reaffirm our commitment to international guidelines and frameworks such as the UN Guiding Principles on Business and Human Rights (UN Guiding Principles), the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (ILO MNE Declaration), the ILO Conclusions concerning decent work in global supply chains (adopted by the 2016 International Labour Conference), and the OECD Guidelines for Multinational Enterprises (OECD Guidelines) for countries that adhere to them.

23. We also commit to take immediate and effective measures, as called for by SDG 8.7, both in our own countries and globally, towards eradicating modern slavery, forced labour and human trafficking, and by 2025 end child labour in all its forms. We call on governments to consider ratifying and implementing the ILO's 2014 Protocol to the Forced Labour Convention and encourage the ratification and implementation of the 1990 UN Convention on the Rights of the Child, the 1973 ILO Minimum Age Convention and the 1999 ILO Worst Forms of Child Labour Convention. We ask the International Organisations in cooperation with the Alliance 8.7 for a joint report containing proposals on how to accelerate action to eliminate the worst forms of child labour, forced labour and modern slavery in global supply chains including identifying high risk sectors, and how to support capacity building in the countries most affected.

24. We will work towards establishing adequate policy frameworks in our countries to support the attainment of decent work and strengthen compliance with fundamental principles and rights at work in global supply chains. In developing such frameworks, countries could, in accordance with national circumstances, consider:

- a. developing national action plans to achieve decent work, for responsible business conduct and compliance with domestic labour laws;
- b. the inclusion of fundamental principles and rights at work and decent working conditions in trade agreements, where appropriate; and

- c. the involvement of stakeholders in initiatives designed to foster sustainable global supply chains, in particular social partners, companies and consumers.


We ask the Employment Working Group with the support of the International Organisations by 2019 to analyse the G20 actions taken to achieve decent work in global supply chains, based on the reporting in the G20 Employment Plans.

25. Based on the G20 Statement on Safer and Healthier Workplaces, we will encourage initiatives to improve occupational safety and health across global supply chains. For the prevention of severe and fatal work related accidents, we support the global Vision Zero Fund implemented by the ILO and similar initiatives such as the Better Work Program (Annex D). We welcome further voluntary contributions to the Fund and encourage our businesses to join.

26. Fair and decent wages are a key component of decent working conditions in sustainable global supply chains. Building on the ILO MNE Declaration, we emphasise that wages should take into account the needs of workers and their families, the cost of living and economic factors. In this respect, minimum wage legislation and collective bargaining in particular can set income floors to reduce income inequality, eliminate poverty wages and achieve sustainable wage growth. Social partners can play an essential role in this process, including through social dialogue. In this respect, we also take note with interest voluntary national and international initiatives like ACT (Action, Collaboration, Transformation), the joint initiative of global retailers, brands and trade unions working towards living wages in the textile and garment sector.

27. We underline the responsibility of businesses to exercise due diligence in line with the UN Guiding Principles, the ILO MNE Declaration and, where applicable, the OECD Guidelines, and we encourage our businesses to report on these due diligence procedures. In order to promote due diligence and transparency in global supply chains, we will continue to communicate clearly on what we expect from businesses with respect to responsible business conduct, and we commit to support them, particularly SMEs, in these endeavours. We welcome initiatives to facilitate industry-wide due diligence and to harmonise audit standards, and we support sector specific dialogues. We will also encourage businesses to promote decent work including through technology transfer and International Framework Agreements as appropriate.

28. We underline the importance of providing access to remedy. We will encourage the establishment of non-judicial grievance mechanisms and welcome the development of national focal points to promote the use of the ILO MNE Declaration and its principles whenever



appropriate. Countries amongst us that adhere to the OECD Guidelines will strengthen and increase the visibility of the OECD National Contact Points.

29. We call upon the Employment Working Group and International Organisations to facilitate regular discussions among G20 members to exchange experiences and promote learning and policy coherence.

### **Boosting youth employment**

30. We recognise the relevance of our policy priorities for the employment prospects of young people, in particular as regards their qualifications, skills and working conditions in view of the future of work, young women's chances to enter the workforce and progress in their professional careers, and possibilities for young regular migrants and recognised refugees to access our labour markets.

31. In this spirit, we reaffirm our commitment to improve youth employment outcomes. We will review progress and take stock of policies to achieve the goal of reducing the share of young people who are most at risk of being permanently left behind in the labour market by 15 per cent by 2025 (Antalya Summit 2015, Ankara LEMM Declaration 2015). We will continue to monitor progress towards the Ankara goal and better quality of youth employment in a transparent and systematic manner and commit to report according to our updated G20 Employment Plans.

32. We will also continue to take action in line with the G20 Initiative to Promote Quality Apprenticeship. We acknowledge that apprenticeship systems are particularly effective in integrating young people into the labour market when they provide coordinated, high quality school- and work-based learning, are built on the shared responsibility between governments and social partners, and involve public employment services, particularly to support disadvantaged youth to access pre-apprenticeship and apprenticeship programmes. We emphasize the important role of employers' engagement in providing infrastructure and on-the-job training as well as work contracts and appropriate remuneration for apprentices as another key component of quality apprenticeship systems.



## Way Forward

33. We will continue to further develop and implement our G20 Employment Plans and include reporting on actions according to national priorities regarding the labour market integration of regular migrants and recognised refugees and sustainable global supply chains. We will monitor progress in a systematic and transparent manner. We will also continue our exchange on the future of work and further develop concrete policy action in line with the G20 Priorities on the Future of Work.

34. In line with the G20 Leaders Communiqué (Hangzhou Summit 2016), we will continue to implement our commitments in the G20 Entrepreneurship Action Plan and welcome the formal establishment of the Entrepreneurship Research Centre on G20 Economies and encourage it to conduct relevant studies in member countries.

35. We will reinforce our cooperation with other G20 tracks, particularly with Finance Ministers as regards exchange and joint policy development on inclusive growth with a particular focus on reducing income inequalities and promoting labour productivity, building upon our existing G20 commitments including the G20 Policy Priorities on Labour Income Share and Inequalities (Ankara LEMM Declaration 2015) and the G20 Labour and Employment and Finance Ministers' Communiqué (Moscow 2013).

36. We believe that social dialogue is key for the success of our policies. We therefore welcome the intensified exchange and cooperation with L20 and B20 during our Labour and Employment Ministers Meeting. We look forward to further cooperation with them and the civil society.

37. We appreciate the expertise provided by the ILO, OECD, WBG and IMF for the Employment Working Group and our meeting and take note of their reports (Annex E). We will continue our fruitful cooperation with them.

38. We will present this Declaration to the G20 Hamburg Summit for our Leaders' consideration as they strive to shape an interconnected world by building resilience, improving sustainability and assuming responsibility.

39. We thank the German Presidency for its leadership and look forward to our next meeting in 2018 under the Presidency of the Argentine Republic.

## Annex A: G20 Priorities on the Future of Work

Structural changes in our economies driven by trends such as technological change and digitalisation, globalisation, demographic transitions, and changing individual and societal expectations about work are leading to an increasing diversity of occupations and employment. Labour market and employment policies that address challenges and harness the opportunities inherent in these global trends are key to shaping the future of work and fostering sustainable and inclusive labour markets, societies and growth, ensuring that the benefits of growth are shared widely.


Smart and innovative solutions, that respond both to workers' and employers' needs, are required to encourage job-rich structural change, to assist workers in adapting to this change across their whole working lives, and to adequately respond to the diversity of expectations about work.

Our strategies will also address the problem of rising inequalities, including growing wage gaps, and we will pay specific attention to certain population groups, including women and youth, regions and sectors that are particularly prone to disruption of employment and wage loss or face barriers to accessing new areas of job creation. We agree on the following priorities to shape the future of work and commit to develop targeted policies based on national practices and circumstances.

### **i. Strengthening skills development and adaptation throughout the working life**

New business models and economic trends are leading to changes offering new job opportunities while at the same time leading to new skills demands. Recognising that lifelong learning and education and training programmes are key to help workers keep pace with technological and occupational changes, we will address the need of workers to reskill and upskill, including through multi-stakeholder partnerships, while paying specific attention to disadvantaged groups. We recognise the role of employers in developing workers' skills, and, through partnership with government and workers' organisations, ensuring that education and skills systems meet the changing labour market demands and the needs of businesses.

Building on the G20 Skills Strategy, the G20 Policy Recommendations to Enhance Employability and the G20 Principles for Effective Public Employment Services, we


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1. Reaffirm the need to foster adequate skills, especially foundational skills and those required in the digital economy that prepare people for change in the labour market over their working life. To this end, we emphasise our commitment to the G20 Initiative to Promote Quality Apprenticeship and welcome this year's G20 initiative on Digital Skills in Vocational Education and Training by the G20 Ministers responsible for the Digital Economy;
  2. Will put special emphasis on supporting workers, as well as job seekers, through labour market policies and the design of effective measures that provide greater support for skills adjustment throughout the working life. We will continue our dialogue on national experiences and good practice in this area;
  3. Recognise the crucial role of public employment services in the implementation of active labour market policies to help individuals find employment and to recognise, adapt and adjust their skills. This includes enhanced job search assistance, skills assessment, advice on accessing training, financial support, career counselling to gain employment or assist with career progression, and leveraging digitalisation to provide broader access to these services.

**ii. Promoting adequate social protection and social security coverage for all workers, including those in non-standard forms of employment**

We observe new work arrangements and an increase of non-standard forms of employment in most of our countries, which will continue to pose challenges in terms of social protection. We reaffirm our commitment to promote inclusive and sustainable social protection systems, including social protection floors. We recognise a growing need for policy solutions and coordination to ensure access to appropriate social protection for workers in all forms of employment and work arrangements, so that workers are supported to manage risks and adapt to different circumstances as the labour market continues to change.

Building on the G20 Policy Recommendations for Promoting More Equitable and Sustainable Social Protection Systems, we agree, according to national practices and circumstances, to take further action in the following areas also in consultation with the social partners:

4. Promote non-discrimination and fair treatment in social protection systems amongst all different contractual arrangements including non-standard forms of employment;

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5. Consider the introduction or strengthening of elements in social protection schemes to facilitate job mobility by supporting the portability of benefits and entitlements across different jobs, different types of employment, as well as periods out of employment;
  6. Improve the functioning and administration of social protection systems, including by for example using digital technologies to facilitate access to information on benefits and entitlements as well as administrative procedures for registration and contribution payments;
  7. Institute measures to increase compliance among employers and workers with respect to social security contributions, including efforts to address misclassification of employment status in line with the ILO Employment Relationship Recommendation, 2006 (No. 198);
  8. Strengthen the effectiveness and efficiency of social insurance systems, including, when necessary, by complementing contributory social insurance systems with non-contributory schemes, also involving providers of new forms of employment such as platforms.


### **iii. Encouraging social dialogue including collective bargaining for adaptable and fair work arrangements and working conditions**

The current changes in the world of work also generate new challenges for workers and companies with regard to where, when and how work is carried out. This increasingly leads to blurring boundaries of work, affecting rights and responsibilities for both workers and employers. Innovative and experimental approaches at the company level can help identify and develop viable models on how to organise working time and suggest where work can take place in a dynamic, adaptable and fair manner, taking into account the requirements and needs of both workers and companies. Respect for fundamental principles and rights at work is a foundation for social dialogue and collective bargaining in a changing world of work.

We call upon employers and trade unions, as well as local communities and other stakeholders, to foster solutions at national, sectoral and company levels regarding transferable good practices and, where appropriate, inform existing or new legislation.

We will also support employers, trade unions and other stakeholders through the provision of labour market information and forecasts, and through facilitating dialogue on expected changes to workplaces.

We will follow closely the emergence of new business models in the digital economy including platforms and their implications for employment relationships and rights at work. We request



the Employment Working Group with support from the International Organisations to provide a preliminary report to us in 2018 on these developments, including the identification of challenges and opportunities as well as suggestions for possible policy responses.

#### **iv. Harnessing the opportunities of structural change for new and better jobs**


We stress the importance of a policy framework for the future of work that supports innovation and inclusive growth with full respect for the Decent Work Agenda and fundamental principles and rights at work.

To foster job-rich structural change, we acknowledge the need to create enabling framework conditions for job creation, particularly in regions that risk gaining less from technological change and globalisation than others do. Recognising that the effects of globalisation are often localised and some regions and areas are more negatively affected than others, we must ensure that all regions are able to gain from globalisation.


Policies can include the development of regional programmes to support new industries in line with the Policy Priorities for Creating Better Jobs agreed in the Melbourne LEMM Declaration 2014, or they can support retaining existing industries, the promotion of labour mobility, and the use of advances in technology to assist workers to take up other employment opportunities, for example through tele-working when they are geographically distant. Strategies to foster entrepreneurship as set out in the G20 Entrepreneurship Action Plan can also contribute to the creation of quality jobs and support micro, small and medium sized enterprises, innovative start-ups and the self-employed to access new opportunities arising from technological change and international trade. In addition, we also recognise the importance of enhancing the quality of employment and undertaking measures to facilitate the transition from the informal to the formal economy. Recognising the need for all stakeholders to work together to prepare for structural changes and explore new opportunities, we will promote suitable framework conditions, also ensuring that labour market regulations support new job creation.

#### **v. Monitoring trends and exchanging good practices**

We commit to continuing our discussion of emerging policy options via the exchange of national experience and practices between G20 members and ask International Organisations to provide analyses on global trends and changes in the world of work and their impact on our labour markets, also in view of local effects of globalisation. This could also include technical assistance



where appropriate. We will also contribute our experiences to support international processes, in particular the ILO Centenary Initiative on the Future of Work and, where applicable, the revision of the OECD Jobs Strategy and the OECD's initiative on the Future of Work, to ensure that our citizens have the right skills to face the future of employment and ensure that we promote a global economy that works for everyone.




## **Annex B: G20 Policy Recommendations to reduce gender gaps in labour force participation and pay by improving women's job quality**

In 2014, G20 leaders committed to reduce the gender gap in labour force participation by 25 per cent by 2025 (Brisbane Summit 2014), and G20 Labour and Employment Ministers agreed on Policy priorities to boost female participation, quality of employment and gender equity (Melbourne LEMM Declaration 2014). Acting on these commitments will also help achieve the Sustainable Development Goals.

G20 economies are making progress in improving women's employment outcomes, with the gender gap in labour force participation narrowing slightly in the majority of G20 members over recent years. However, this gap remains large in a number of G20 economies and has recently increased in some where there were relatively small gender gaps. Many countries are currently on track to achieve the Brisbane Goal but face the challenge of sustaining those trends over coming years, as shown in the report "Women at Work in G20 Countries" prepared by the EWG Chair of the German G20 Presidency 2017 in cooperation with the ILO and the OECD with contributions from the IMF and the WBG for the Labour and Employment Ministers' Meeting 2017. Other countries will need to take stronger actions to reach the goal by 2025, with all members encouraged to outline a credible pathway to achieving the goal in their G20 Employment Plans.

While G20 countries have also made progress in improving the quality of women's employment, persistent gaps in quality, in particular pay gaps, remain a major concern. Women are also seriously under-represented in middle and senior management positions, despite significant progress in their educational attainment, and their representation in STEM (Science, Technology, Engineering and Mathematics) remains low. Women are at higher risk of low pay, underemployment and of working in the informal economy, as well as in insecure forms of employment. Further, while women work fewer hours in paid work than men, their working days are nonetheless longer when paid and unpaid care work are taken together. And this unpaid care work also makes a significant contribution to our economies. As a result, women are more likely than men to have limited access to social protection and face greater risks of old age poverty in some of our countries.



We therefore commit to strengthen our efforts, taking into account differing national circumstances, to maximise opportunities for women to enter the labour force, and to reduce gender pay gaps and contribute to reducing gender gaps in social protection.


Based on the G20 Job Quality Framework (Ankara LEMM Declaration 2015), we stress the importance of taking coherent and integrated action, focusing on the three dimensions of job quality: improving the quality of earnings; increasing labour market security; and achieving better working conditions. In doing so, we will pay specific attention to counteract gender stereotypes, and we will coordinate our initiatives with all relevant actors bearing in mind that our actions are interrelated and mutually reinforcing. We acknowledge that social dialogue enhances the opportunity to deal with these three dimensions of job quality and can contribute to improve career development for women.

#### **i. Improving the quality of women's earnings**

In light of the continued gaps in earnings between men and women and occupational and sectoral segregation, we will contribute to improving the level and distribution of women's earnings and improve women's earning capacity through consideration of the following policy actions in line with the Melbourne Policy priorities:

1. Implement effective wage policies in line with the G20 Sustainable Wage Policy Principles, including to achieve equal pay for equal work or work of equal value also through pay transparency;
2. Encourage, where applicable, social partners to promote equal pay for equal work or work of equal value;
3. Promote business practices that prevent discrimination in the workplace, including in hiring and promotion decisions;
4. Address occupational and sectoral segregation, as appropriate, including through addressing employment and career choice stereotypes for both men and women, as well as in relation to women's and girls' education choices and barriers for women's and girls' access to training, education, and employment in high-wage high growth companies, including in the STEM fields;
5. Encourage employers to hire women in STEM related occupations and facilitate connections between employers and female graduates of STEM education and training systems, and encourage women to pursue STEM related careers, in particular through increasing the




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- number of female STEM graduates and apprentices and targeted action to promote girls' interest in this area;
6. Support lifelong learning and skills development for women of all ages, and enable women to benefit from digitalization by helping them to develop relevant skills and taking targeted actions to address barriers to women in this area;
  7. Consider policies to increase the share of women in management positions, including through related targets, and mentoring and networking, both in the public and private sector accompanied by reporting and disclosure requirements, depending on national circumstances;
  8. Promote female entrepreneurship in line with the G20 Entrepreneurship Action Plan (Beijing LEMM Declaration 2016).

## **ii. Increasing women's labour market security**

In order to improve women's labour market security, we will address the disproportionate share of women in informal employment in line with the ILO Recommendation concerning the transition from the informal to the formal economy (2015 No. 204) and reduce the number of women in low-pay and insecure forms of employment by taking the following policy actions in line with the Melbourne Policy priorities:


9. Work towards formalising informal female dominated occupations such as domestic work and care work, including by considering tax incentives for employers, reducing costs for registering workers for social security, simplifying administrative procedures, and improving labour inspection mechanisms and compliance with labour law, according to national circumstances;
10. Promote mechanisms to enhance social protection coverage and the protection of labour rights for domestic and care workers according to national circumstances;
11. Encourage social partners' engagement with informal economy actors in order to improve working conditions and to work jointly with governments to facilitate transitions from the informal to the formal economy;
12. Recognise and promote skills of informal workers;
13. Ensure that minimum wage policies and collective agreements cover low-pay sectors and jobs in line with the G20 Sustainable Wage Policy Principles (Beijing LEMM Declaration 2016); and where appropriate, regularly adjust and increase minimum wages and in-work benefits notably through tripartite dialogue;

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14. Where appropriate, enhance protections for women in non-standard forms of employment including by improving access to and coverage of social protection, and reduce any penalties in social protection coverage associated with periods out of employment for family responsibilities;
  15. Upskill women in informal, low-pay, and non-standard forms of employment through special programmes including for young women and/or single mothers.

### **iii. Achieving better working conditions**

As women and men still find it difficult to balance full-time employment with family and care responsibilities, we will strengthen policies for working conditions that enable and incentivise men and women to equitably reconcile work and family through the following policy actions in line with the Melbourne Policy priorities:

16. Promote fair work arrangements including through social dialogue that allow more flexibility during the life-cycle such as flexible working time and teleworking schemes as well as opportunities to return to full-time employment after a period of part-time due to family responsibilities;
17. Foster good quality part-time work through measures that include equal treatment in recruitment procedures and during employment, and in labour and social protection, and support for upskilling part-time workers;
18. Take appropriate measures to limit excessive hours of work, to allow women and men to better reconcile work and family obligations;
19. As appropriate, encourage support for women and men returning to work after leave due to family obligations, for example through training, cash-benefits, and return plans;
20. Where necessary, introduce and implement legislation that prevents and protects women against discrimination, in particular mothers and part-time workers, and that prevents and protects women against sexual harassment and other forms of work related gender-based violence;
21. Promote family-related leave arrangements, including paternity and parental leave arrangements which encourage fathers to take leave, and encourage implementation of such arrangements by public and private sector employers;

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22. Improve access to affordable and good quality child care and other formal social services for children and other dependents;
  23. Improve working conditions in the care sector and recognise the important role women play in the care sector, making efforts to formalise those working in informal care;
  24. Consider ways to avoid work disincentives for second earners in tax and benefit systems.


## Annex C: G20 Policy Practices for the Fair and Effective Labour Market Integration of Regular Migrants and Recognised Refugees

We recognise the importance of the challenge of migration and forced displacement in G20 countries today. We acknowledge that, in accordance with national circumstances, fair and effective labour market integration policies can contribute to realising inclusive growth and promoting social cohesion. Recognising the rights and responsibilities of states to manage and control their borders in line with paragraph 24 of the New York Declaration for Refugees and Migrants (9/2016), we have identified policy practices collected from G20 countries which can support the fair and effective integration of regular migrants, recognised refugees and returning migrants in labour markets. Noting that the needs of the target groups may differ, the following policy practices may serve as a policy development toolkit and be drawn on by countries, according to national circumstances and in line with domestic legislation.

### i. Providing labour market access

In order for regular migrants, recognised refugees and returning migrants to take part in economic activity, become self-reliant and make a contribution to society, governments should be able to draw from a pool of policy practices that have proven to be effective. In this regard, we recognise a range of policy practices in G20 countries that include measures to:

1. Provide recognised refugees with legal, transparent, fast and easily accessible pathways to labour markets while also considering the impact on the existing labour force;
2. Facilitate access to non-discriminatory public employment services and employment promotion schemes such as wage subsidies or other incentives, public work schemes, internships, or access to temporary work agencies, as appropriate;
3. Offer assistance, where possible, to receiving communities to adjust to the effects of migration on local labour markets, for example, through supporting public services so that they are equipped to meet increased demand and host communities are not unduly disrupted;
4. Promote an enabling environment that incentivises rapid labour market integration of regular migrants, recognised refugees and returning migrants and supports economic



growth. Coordination among national and local authorities can play an important role in creating an effective path to employment.

## **ii. Improving employability**

Support to regular migrants, recognised refugees and returning migrants in improving their employability can help them enter and progress in the labour market and, ultimately, realise their economic potential. In this regard, we acknowledge a range of policy practices in G20 countries that encompass approaches to:

5. Profile, recognise, develop and apply skills, bringing to bear formal and non-formal qualifications, including through skills recognition systems, access to general education, vocational training and employment counselling;
6. Promote early access to language training and in particular to the development of occupation specific language skills;
7. Support initiatives to advance social inclusion including through integration courses;
8. Sustain the role of countries of origin as important actors in the process of integration of regular migrants and returning migrants for example by encouraging pre-employment orientation and pre-departure courses in these countries that focus on labour market information, cultural orientation, language, literacy and skills trainings, and by encouraging fair and effective integration strategies for returning migrants in the country of origin.

## **iii. Promoting decent working conditions**

Application of the Fundamental Principles and Rights at Work and other relevant international labour standards as well as enforcement of compliance with labour market regulation is critical to avoid the exploitation of regular migrants, recognised refugees and returning migrants, and can help sustain and advance employment conditions in host countries. In this regard, we recognise a range of policy practices in G20 countries that entail measures to:

9. Support equal working conditions between national and regular migrant workers by implementing fair recruitment practices, minimum wages, effective labour inspectorates, formalising informal work for those having a legal right to work, and providing access to remedies against discrimination and exploitation;
10. Work to ensure that both regular migrants and recognised refugees in employment receive access to employment related social security, where appropriate, and consider ways for the

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- coordination of social security, including portability of contributions to pension and other social security schemes between countries through bi- or multilateral agreements;
11. Provide access to basic social welfare for recognised refugees such as minimum income systems, social protection floors or other arrangements, as applicable, that ensure basic needs are met.

#### **iv. Promoting economic and societal acceptance**

Acceptance by society as well as economic opportunities are both enabling factors for the labour market integration of regular migrants, recognised refugees and returning migrants. In this regard, we acknowledge a range of policy practices in G20 countries that comprise approaches to:

12. Provide support to employers and employers' associations to facilitate integration of regular migrants and recognised refugees at the workplace;
13. Involve social partners and civil society including local communities, charitable groups and diasporas, in efforts to assist regular migrants and recognised refugees to integrate in the host country in order to raise societal and economic acceptance as well as foster a feeling of belonging;
14. Use websites, social media and other means of communication to inform migrants and refugees about opportunities, rights and obligations related to societal and labour market (re-) integration as well as raise the host society's awareness of the benefits of successful labour market integration of regular migrants and recognised refugees;
15. Collect data on labour market needs, policies and the enforcement of labour rights to inform evidence based policy-making and contribute to the development of comparable international indicators.

## Annex D: G20 Statement on the Global Prevention Initiative ‘Vision Zero Fund’


The G20 have declared workplace safety and health a priority (Saint Petersburg Summit 2013, Brisbane Summit 2014). We have underscored that “G20 members are committed to improving occupational safety and health (OSH) in our own economies and across the globe” (Melbourne LEMM Declaration 2014). In this regard, our leaders committed to foster safer and healthier work places within global supply chains (Antalya Summit 2015) and have endorsed taking effective actions (Hangzhou Summit 2016).

Every year, more than 2.3 million people die as a result of occupational accidents or work-related diseases, most of them in the developing world. Deficits in occupational safety and health also present a huge economic burden worldwide, causing losses of around 4 per cent of global Gross Domestic Product, according to the ILO.

Remaining committed to addressing worldwide challenges in the area of workplace safety, we continue to encourage initiatives such as the G20 OSH Experts Network and the ILO’s OSH Global Action for Prevention Programme.

We welcome further international action to improve occupational safety and health across global supply chains under the recently established Global Prevention Initiative, the ‘Vision Zero Fund’. Working towards the vision of reducing severe and fatal work related accidents to zero, the Vision Zero Fund is an example of an ILO-implemented initiative that supports concrete activities for prevention and workplace safety in low-income countries. The Vision Zero Fund is a multi-donor trust fund mobilising funding and in-kind contributions from governments and private sources, including companies and foundations. Collective action by governments, the social partners and other relevant stakeholders is a key principle promoted by the Fund: local ownership and commitment are required for the implementation of action plans to improve labour inspectorates, build up employment injury insurance schemes and spread sustainable practices at enterprise level. In the first pilot country Myanmar, the Vision Zero Fund has enabled a tripartite process aiming to improve prevention in the crucial export sectors of garments and agriculture.

To reduce the number of severe and fatal workplace related accidents in low-income countries, we encourage governments, social partners, the private sector and NGOs around the world to engage in the Vision Zero Fund and other international cooperation programmes in



occupational safety and health, including through sharing experience and providing financial and in-kind contributions. As central elements of our statement, we:

1. Support the Vision Zero Fund Initiative to foster action in global supply chains to improve occupational safety and health practices in low-income sourcing countries;
2. Encourage governments, social partners, local and international companies as well as NGOs to take part in collective action for the prevention of work place accidents and take on ownership in the formulation and implementation of respective activities including within the framework of the Vision Zero Fund;
3. Welcome the development of sustainable company-based practices and improved public frameworks through cooperation between management and workers at shop floor level, improvements to inspection institutions and employment injury insurance schemes;
4. Promote application of the fundamental principles and rights at work, encourage countries to consider ratification of relevant ILO standards on occupational safety and health, and underline the importance of developing social dialogue and social partnership; [AGREED]
5. Encourage multinational companies and brands headquartered in G20 countries to support the Vision Zero Fund;
6. Encourage public and private financial or in-kind contributions to the Vision Zero Fund and similar initiatives and foster closer coordination between our ministries and other relevant government agencies in this regard;
7. Call for close coordination between the Vision Zero Fund Initiative and other international programmes related to occupational safety and health and sharing experiences and good practices gained from the implementation of the G20 Statement on Safer and Healthier Workplaces and through the ongoing work of the G20 Network on Safe and Healthy Workplaces with Vision Zero Fund stakeholders.





## **Annex E: List of Reports prepared by International Organisations**

We welcome the following report prepared for the G20 Labour and Employment Ministers Meeting:

### **Women at Work in G20 Countries**

Paper prepared by the EWG Chair of the German G20 Presidency 2017 in cooperation with the International Labour Organization and the Organisation for Economic Co-operation and Development with contributions from the International Monetary Fund and the World Bank Group

We welcome the following reports prepared for the G20 Employment Working Group:

### **Future of Work and Skills**

Paper prepared by the Organisation for Economic Co-operation and Development

### **Technology and Jobs in the Developing World**

Paper prepared by the Jobs Group of the World Bank Group

### **Strengthening social protection for the future of work**

Paper prepared by the International Labour Organization

### **Women at Work in G20 Countries: A background paper**

Paper prepared jointly by the International Labour Organization, the Organisation for Economic Co-operation and Development, the International Monetary Fund and the World Bank Group

### **Towards a Framework for Fair and Effective Integration of Migrants into the Labour Market**

Paper prepared jointly by the Organisation for Economic Co-operation and Development, the International Labour Organization, the World Bank Group and the International Monetary Fund

### **Promoting Sustainable Global Supply Chains: International Standards, Due Diligence and Grievance Mechanisms**

Paper prepared by the Organisation for Economic Co-operation and Development with contributions from the International Labour Organization, the World Bank Group and the International Monetary Fund

### **Sustainable Supply Chains and Decent Work: Opportunities and Challenges for G20 Members**

Paper prepared by the International Labour Organization with contributions from the Organisation for Economic Co-operation and Development, the International Monetary Fund and the World Bank Group