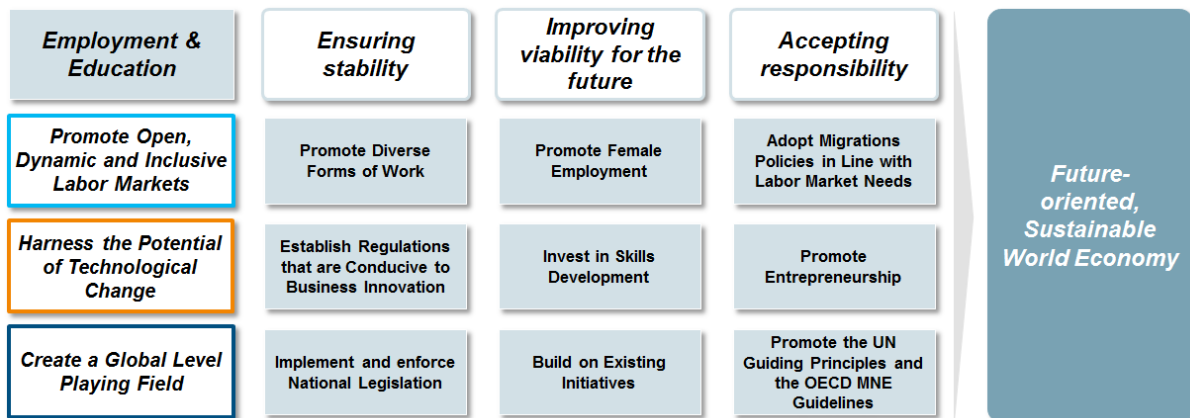


B20 Employment and Education Task Force

In recent years, Employment and Education have become core topics of the G20. Its leaders recognize the need to address unemployment, raise labour force participation, improve education and workforce qualification and create framework conditions for quality jobs to ensure sustainable economic and financial development.

Three global trends currently affect employment and labour markets. Firstly, economic and technological factors redefine mobility on a global scale. To facilitate mobility across geographic locations and within different stages of one's career, governments should remove structural barriers to promote the growth of various forms of work and encourage an inclusive labour market. Secondly, technological change, while resulting in possible job losses due to the substitution of human labour, also brings direct and indirect job creation, more wealth creation and access to new markets. Governments need to put in place policy settings that enable innovation for all members of society and take greatest advantage of their skills. Finally, greater internationalization of production has led to improved trade and increased job opportunities. Governments should encourage trade opportunities, while ensuring people's protection through fundamental social and environmental standards.

Relevance of Taskforce Recommendations for the G20 focusses "Ensuring stability", "Improving viability for the future", and "Accepting responsibility"



Key Recommendations

Promote Open, Dynamic and Inclusive Labour Markets

Recommendation 1: G20 members should promote open, dynamic and inclusive labour markets by removing structural and legal barriers, promoting various forms of work and female employment and by bringing labour migration policies in line with labour market needs.

Policy Action 1.1: Promote Various Forms of Work – Governments should remove legal and structural barriers on the labour market and promote various forms of work (e.g. diverse forms and terms of employment and work organization).

- Governments should establish simple, transparent, flexible and predictable legal employment frameworks and lower structural barriers, enable workplace flexibility and reduce tax burdens to facilitate transitions from informality to formality and to promote various forms of work.
- Governments should also create incentives to encourage entrepreneurs to operate in the formal sector by reducing the cost and time of business registration, spreading information about how to register and stamping out corruption.
- Governments should fully implement ILO Recommendation 204, the ILO Transition from the Informal to the Formal Economy Recommendation.

Policy Action 1.2: Promote Female Employment – Governments should ensure policy frameworks that improve female entrepreneurship and female labour market participation.

- Governments should remove legal restrictions that hinder women's participation in the labour market.
- Governments should understand the trigger points of STEM drop outs for women and take steps to address these. This allows them to take steps to demystify STEM occupations in schools which includes addressing cultural norms that may discourage women from acquiring technical (STEM) skills.
- Proper national implementation of G20 commitments is key to achieve the self-set target of reducing the gender participation gap across G20 countries by 25% by 2025. Governments must act now to bring their country on track for reaching this target.

Policy Action 1.3: Adopt Migration Policies in Line with Labour Market Needs – G20 countries should bring labour migration policies in line with labour market needs including those of enterprises.

- Governments should set up easy-to-understand, employment-friendly immigration law which allows easy access to the formal labour market and reduces incentives for informality.
- The G20 should facilitate the debate on how to create a framework which results in win-win situations for migrants and the sending and receiving countries. Furthermore, concrete steps on how to reach these objectives should be elaborated

Harness the Potential of Technological Change

Recommendation 2: G20 members should harness the potential of technological change through better education and training, entrepreneurship and innovation frameworks

Policy Action 2.1: Establish Regulations that are Conducive to Business Innovation – G20 countries should implement clear and consistent regulations while reducing bureaucracy to drive innovation

- Governments need to establish clear and consistent regulations for businesses to operate and innovate in. Governments must closely cooperate with businesses to ensure an optimal regulatory framework to foster innovation.

Policy Action 2.2: Invest in Skills Development – G20 countries should urgently invest in skills development by identifying jointly with the business community the skills needs of each country and establish in cooperation with the social partners vocational training programs that instruct workers in skills that make them competitive in the new economy.

- G20 Governments need to implement their commitments, i.e. the ILO G20 training strategy, the G20 principles for quality apprenticeships as well as the G20 apprenticeships initiative.
- Technology should be utilized to maximize access to and delivery of quality skills based education, this includes formal, institutional education and life-long learning.
- G20 members should promote dual education systems and adapt curricula to labour market needs, by closely collaborating with business.

Policy Action 2.3: Promote Entrepreneurship – G20 countries should promote entrepreneurship and entrepreneurship education.

- The G20 should support B20 actions regarding the G20 SMART Innovation Initiative, including: a regular convening of the G20 SMART Innovation Forum, the establishment of G20 SMART industrial park to boost “G20 Young Entrepreneur Partnership”, and the set-up of the G20 SMART Innovation Fund. Furthermore, the G20 countries should follow up their Action Entrepreneurship Plan established in 2016 annually.
- Also, G20 governments should develop and implement ambitious plans that provide growth strategies for (young) entrepreneurs including innovation zones/hubs, financing, training etc. This includes the reduction of administrative, regulatory and financial barriers and the linking of entrepreneurship to education.

Create a Global Level Playing Field

Recommendation 3: G20 members should create a global level playing field and promote fair competition.

Policy Action 3.1: Implement and Enforce National Legislation – G20 countries should ensure better implementation and enforcement of legislation at the national level. It is the duty of the State to protect people in its territory against human rights infringements and it is the responsibility of companies to comply with national laws and respect human rights.

- G20 governments should acknowledge that many companies are already very active with regard to risk prevention and mitigation in their global supply chains through private compliance efforts including auditing, supplier capacity building and even supplier financing.
- Governments should have clear laws which are duly implemented and enforced, as they provide investors with the confidence to invest in a country, thereby creating great opportunities for both countries and companies: better living standards, higher productivity, the deployment of new technologies, increased employment opportunities, and more diversified and resilient economies.

Policy Action 3.2: Build on Existing Initiatives – G20 should build on the German G7 Presidency as well as the ILO ILC Discussion on Decent Work in global supply chains and strengthen existing initiatives on promoting sustainable Supply Chains.

The G20 should acknowledge and support this comprehensive set of initiatives and activities and avoid to duplicate and jeopardize their success through new undertakings, which might be less complementary but rather competitive. This includes to:

- fully respect the agreed compromise and offer to support the roll-out and implementation of the ILO Action Plan on Decent Work in global supply chains.
- support the ILO to establish a one-stop-shop for companies with country specific information on Labour and OSH regulation, decent work risks, etc.
- endorse and promote the roll-out of the SCORE programme.

Policy Action 3.3: Promote the UN Guiding Principles and the OECD MNE Guidelines – The G20 should promote the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises in order to strengthen responsible business conduct and shape a global level playing field

- Governments should develop and implement National Action Plans (NAP) and thereby use the guidance provided by the UN Working Group on Business and Human Rights. They should also coordinate efforts to implement these NAPs and facilitate mutual learning.
- All G20 governments should adopt the OECD MNE Guidelines and endeavor to attract additional non-OECD countries to the OECD Guidelines

Business 20

The Business 20 (B20) is the official G20 dialogue with the global business community. On September 4 2016, the leading German business associations BDI, BDA, and DIHK, mandated by the German Chancellery, assumed the B20 presidency. Chair of B20 Germany is Dr. Jürgen Heraeus.

Since September 2016, more than 800 representatives from companies and business association developed recommendations for the G20 on a consensual basis. B20 Germany is organized in seven working groups: Trade and Investment, Energy, Climate & Resource Efficiency, Financing Growth & Infrastructure, Digitalization and Employment & Education, Responsible Business Conduct & Anti-Corruption and SMEs. In February, the B20 Health Initiative was launched. Each group is headed by a chair and several co-chairs. The approximately 100 members of each group represent all G20 countries and sectors of the economy.

B20 Employment and Education Task Force

Chair

Dr. Gerhard F. Braun, Vice-President, Confederation of German Employers (BDA)

Co-Chairs

Daniel Funes de Rioja, President, International Organisation of Employers (IOE)

David Iakobachvili, President, Orion Heritage Co. Ltd

Erol Kiresepi, Chairman and CEO, Santa Farma Pharmaceuticals

Mthunzi Mdwaba, IOE Vice-President (Africa), Unisectoral-Business Unity South Africa (BUSA)

Yogendra Modi, Executive Chairman, Great Eastern Energy Corporation Ltd.

Kathryn Porter, Director of Youth Strategy for Europe, Middle East and Africa, Hilton Worldwide

Peter Robinson, President and CEO, United States Council for International Business (USCIB)

Lei Zhang, Founder and CEO, Hillhouse Capital Management Limited

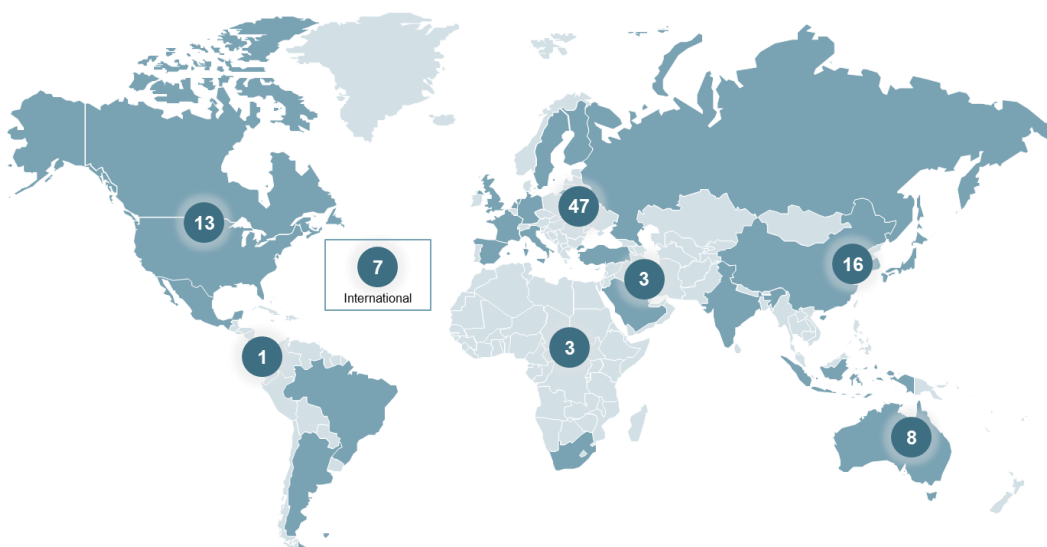
Knowledge Partner

Deloitte

Network Partners

International Organisation of Employers (IOE)

The group consists of 98 members from 26 countries (including the category international).



B20 Germany

www.b20germany.org

T: +493020281711

F: +493020282711

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