



Youth. Women. Entrepreneurship.

Understanding labor market
policies across the G20

Executive Summary

- Combining the findings of Deloitte research and that of the International Organisation of Employers (IOE) and Business at OECD, it appears that at the national level, some progress is being made towards implementing the G20 commitments on youth, women and entrepreneurship. Many governments have followed up on the Melbourne, Ankara and Hangzhou G20 Labor Ministers' Declarations and have developed initiatives to implement the commitments.
- A poignant finding was that of all the responses outlining what countries are doing to implement the G20 commitments on employment and labor issues for women, youth and entrepreneurs, only a couple reached 100 percent. This of itself tells a story that more can and must be done. It appears that most progress has been made in the areas of entrepreneurship and vocational education and training, with programs supporting female workforce participation not as widespread across respondent countries.
- In many markets, program development and implementation happens at both a national and subnational level, making it difficult to know exactly what programs are in place, let alone understanding their impact. Addressing the inability to capture all programs and their outputs is needed to enable the sharing of best practices across markets.

Youth

- Youth unemployment is being addressed through structural reforms, promoting mobility, enabling entrepreneurship while addressing informality and increasing the

quality and availability of apprenticeships and traineeships (VOCED). Improving awareness features across programs, as VOCED is an unappreciated yet legitimate and credible pathway for young people to enter the workforce.

Women

- The G20 has an ambitious target of reducing the workforce gender gap participation rate 25 percent by 2025. The majority of countries (72 percent) have plans to address this, with the majority having a documented strategy as well as programs specifically targeting women. Gender targets against programs were reported in very few cases (13 percent).
- Programs are in place to support women in the workforce but the responses suggest a lot more needs to be done:
 - Accessibility remains a challenge and based on the survey findings, it is likely to remain so. Affordability of childcare is one of the biggest barriers to women entering the workforce. When asked if affordability is being addressed (e.g. through caps to percentage of income) only 27 percent of countries said it was, while 60 percent said it was not.
 - On a positive note, parental leave is statutory in most markets (80 percent). Some studies suggest that despite this, cultural change needs to occur for this to be impactful. A recent Deloitte U.S. report showed that many men do not take this leave or feel uncomfortable doing so¹. Family friendly work environment is statutory (workplace flexibility policies) in only 60 percent of respondent countries.

1. Deloitte Parental leave Survey, 2016. <https://www2.deloitte.com/us/en/pages/about-deloitte/articles/press-releases/deloitte-survey-parental-leave.html>

- For markets where women are in the workforce, discriminatory practices are not allowed in relation to pay and career progression (80+ percent), having said that the Deloitte Business at OECD report, Putting ALL our minds to work², and others, highlights the challenges facing women to achieve senior leadership positions within business. This is not surprising when just over half of the respondents (53 percent) said that there were laws supporting female share of executive positions in the public and private sector.
- In an effort to support self-employment and female entrepreneurs, a small majority of respondent countries (67 percent) have government-led financial literacy programs available to both men and women, with 40 percent having government-led programs specifically for women. 73 percent reported having skills development programs available to women, and tailored labor market (53 percent) and employment services (73 percent) for women. These programs can help women access and remain in the labor market.

Entrepreneurship

- Under the Chinese presidency – the G20 agreed on the Entrepreneurship Action Plan in an effort to combat unemployment and under-employment, and to support a more innovative approach to inclusive economic growth. Entrepreneurship is an important driver of innovation, job creation and growth, and needs to be supported through initiatives that provide access to finance and markets, social protection coverage, and capacity-building for labor law compliance.

- Entrepreneurship starts with helping current and future workers understand entrepreneurship. To this end, entrepreneurship seems to be included in curricula, although this varies across educational sectors. It is most prevalent in the vocational sector (73 percent) and is not really seen in primary school (approximately 10 percent). Further it does not feature into teacher training. The latter is an area of potential improvement.
- The majority of the countries (87 percent) responded that their government provides formal programs or initiatives that target small and medium sized enterprise (SME) development, initiatives to offer business development services to new entrepreneurs, support business incubators, either directly or through funding to other businesses to provide incubators as well as funding to new entrepreneurs to develop ideas into products or services. Many have also taken steps (73 percent) to simplify business registration processes.
- Despite being a recent commitment, more than half of the countries (60 percent) said that their government has taken steps to establish an entrepreneurship exchange platform as committed to by G20 China.

Looking ahead

- The ongoing credibility of the G20 process depends on the G20 governments implementing their jointly adopted strategies at the national level. The majority of G20 governments have put in place documented strategies and programs in order to meet the G20 commitments on improving both youth and female employment outcomes

and entrepreneurship. The 2017 *IOE-Business at OECD Monitoring Report* (in Appendix) also attests to some degree of implementation of G20 commitments at the national level. This is encouraging.

- However, data and further analysis is needed to evaluate the impact of these programs and strategies at the national level; that is to verify if these policies achieve the intended objectives of the G20 commitments. The 2017 *IOE-Business at OECD Monitoring Report* demonstrates that a majority of the G20 employers' organizations argue that often the implemented policies do not meet the intended targets, nor deliver positive results. This is concerning and requires a call to action.
- The G20's commitment on employment and education calls for coordinated action between governments, business and other social partners. The private sector is critical to job creation. Thus, it is of crucial importance that businesses are closely involved in the establishment and subsequent implementation of policies to meet the identified G20 commitments and targets. Strengthening national employment plans by fully including business, including employers' federations in their development and revision can allow for better coordination and facilitate an increased exchange of experiences on their implementation at the national level.

2. Business at OECD Deloitte. Putting All our minds to work: An Assessment 2014. <http://BusinessatOECD.org/wp-content/uploads/2015/02/FINAL-8798482-Deloitte-BIAC-Gender-reportFF.pdf>

Introduction

The G20 remains the global governance forum to help shape policy for sustainable and inclusive economic growth and development around the world. Its members are responsible for 85 percent of global gross domestic product (GDP) and three-quarters of global exports (goods and services), as well as being home to approximately two-thirds of the world's population. Its role remains critical given the global challenges that face our world including globalization, socio-economic inequality, labor force and labor market changes resulting from technology and innovation, the internet of everything, rising protectionism and terrorism.

For decades globalization and interconnectedness, coupled with exponential technological progress and innovation, have created a wealth of opportunities. However, many societies still face obstacles to progress, including persistent unemployment, particularly youth unemployment, weak or unstable growth, high levels of informality, poverty and human rights challenges. Inequality and a lack of opportunity hamper the ability of people to use their talents and abilities effectively and efficiently in society, to advance, and succeed in life.

The G20 has proactively tried to address global challenges, declaring hundreds of commitments over the years. Deloitte has been actively engaged on employment and social policy aspects of the B20 and L20, including as knowledge partner to the German B20 taskforce on employment and education. This was done in collaboration with the joint representatives of the global business community; the International Organization of Employers (IOE) and Business at OECD, as well as other members of the Taskforce. The IOE and Business at OECD have monitored the national follow-up to the 2013 and 2015 G20 Labour Ministerial Declaration, as well as the implementation of the 2013 B20-L20 Joint Understanding on Key Elements of Quality Apprenticeships. The IOE has also tracked the responsiveness of the G20 to business recommendations through the ICC Scoreboard, which evaluates the G20's recognition of and subsequent actions in dealing with an issue, followed

by an assessment of the G20's responsiveness to corresponding business recommendations. The G20 Labour Ministers' meetings in Melbourne (2014), in Ankara (2015) and more recently in Beijing (2016) resulted in Labour Ministers making concrete commitments with regard to employment generally, youth, education, gender, occupational safety and health (OSH) and other policies. Moreover, G20 governments updated their National Employment Plans in spring 2016.

In an effort to increase accountability, Deloitte, IOE and Business at OECD have undertaken two surveys to monitor the implementation of these commitments. In particular, this year's monitoring focuses specifically on following two targets:

- "Reducing the gap in participation rates between men and women in G20 countries by 25 percent by 2025, taking into account national circumstances" and
- "Reduce the share of young people who are most at risk of being permanently left behind in the labor market by 15 percent by 2025 in G20 countries, enhancing youth employment capacity".

The IOE and Business at OECD member survey findings can be found in the appendix to this report.

The focus of this report does not suggest a lack of importance to other G20 priorities. It reflects the knowledge contribution of Deloitte, Business at OECD and the IOE to the B20 and G20, on employment and education policy matters. Further, to provide additional context to the importance of monitoring commitment implementation, recent analyses by the G20 Research Group³ showed that the most frequently made recommendations to China were in respect to "fostering economic growth and sustainable development", with "labor and employment" high on the realization list. Another report⁴ which analyzes all of the 213 commitments made at the Hangzhou's Summit shows that "labor and employment: gender" has the second lowest overall score compliance score (45%) of all the commitment areas.

3. Brittaney Warren and Meredith Williams, G20 Research Group. Recommendations Realized: The 2016 G20 Hangzhou Summit, May 5, 2017 <http://www.g20.utoronto.ca/analysis/170505-hangzhou-recommendations.html>

4. The G20 Research Group at Trinity College at the Munk School of Global Affairs, in the University of Toronto 2016 G20 Hangzhou Summit Interim Compliance Report. 2017. <http://www.g20.utoronto.ca/compliance/2016hangzhou-interim/2016-g20-compliance-interim.pdf>

Facts and Figures

As reported in the B20 Taskforce Employment and Education Policy Paper 2017

- In 2015, the global number of unemployed people reached 197.1 million – this is 1 million more than in 2014 and over 27 million higher than pre-crisis levels.⁵
- The current rate of youth neither in education, nor in employment or training (NEET) ranges from 10 percent to well over 30 percent in G20 countries, and has been on the rise in several G20 countries for the past few years.⁶
- The current global female labor force participation is at 46.6 percent compared to that of men which is at 76.1 percent.⁷
- Global unemployment is expected to rise by 2.3 million in 2016, and another 1.1 million in 2017.⁸ Albeit the global unemployment rate is expected to remain stable at 5.9 percent in 2019.⁹
- Demographic changes are having an impact. In the United States, 77 million Millennials (individuals born between 1980 and 1995) now make up more than half the workforce. In some countries the age distribution is highly concentrated in the age group below 20, as is the case in India.¹⁰
- Millennials expect a mobile work environment and are fueling the new “freelance economy”, and they will also spend no longer than 16 months with any company on average.¹¹
- A growing number of baby boomers are working into their 70s and 80s, which is mainly driven by financial necessity and improved health. Nearly one-third of American¹² and a quarter of Australian¹³ baby boomers believe they will have to work into their 80s.
- Enterprise creation rates remain around 1/5 to 1/3 lower compared to pre-crisis levels e.g. in the US, Australia, Germany and Italy but higher in the UK and France.¹⁴ However the most recent data suggests an upward turning point in most economies.
- A recent survey¹⁵ that evaluates the conditions in respect of the establishment of a business found that school-level entrepreneurship education has the lowest value, and government policies (taxes and bureaucracy) ranked second last. Post-school entrepreneurship education and government entrepreneurship programs were ranked medium.

5. ILO, World Employment and Social Outlook: Trends in 2016 (2016), accessed November 14, 2017, http://www.ilo.ch/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_443472.pdf.

6. OECD, OECD Employment Outlook 2016 (Paris: 2016), accessed November 14, 2017, http://www.oecdilibrary.org/employment/oecd-employment-outlook-2016/executive-summary_empl_outlook-2016-4-en.

7. ILO, Women at Work: Trends 2016 (Geneva: 2016), http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_457317.pdf.

8. ILO, World Employment Social Outlook (Geneva: 2016), <http://www.ilo.org/global/research/global-reports/weso/2015/lang--en/index.htm>.

9. ILO, World Employment and Social Outlook – Trends 2015 (Geneva: 2015), accessed January 16, 2017, http://embargo.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_337069.pdf.

10. According to the CIA World Factbook, 45.7% of India's population is 24 years old or younger, CIA World Factbook, accessed April 13, 2017, <https://www.cia.gov/library/publications/the-world-factbook/geos/in.html>.

11. Deloitte, The 2016 Deloitte Millennial Survey: Winning over the Next Generation of Leaders (Paris: 2016), 5-27, <https://www2.deloitte.com/content/dam/Deloitte/global/Documents/About-Deloitte/gx-millennial-survey-2016-exec-summary.pdf>.

12. Blake Ellis, More Americans Delaying Retirement Until Their 80s, CNN Money (2012), accessed April 17, 2017, <http://money.cnn.com/2012/10/23/retirement/delaying-retirement/index.html>.

13. Natasha Bitá, Baby boomers to work into 80s (News.com.au: 2013), accessed April 17, 2017, <http://www.news.com.au/finance/superannuation/baby-boomers-to-work-into-80s/newsstory/e111eaeff1b65eb09f81bb9cc8cfce4a>.

14. <http://www.oecd.org/std/business-stats/entrepreneurship-at-a-glance-22266941.htm>

15. <http://www.babson.edu/Academics/centers/blank-center/global-research/gem/Documents/GEM%202016-2017%20Global%20Report.pdf> Global Entrepreneurship Monitor 2016/2017

Methodology

Deloitte built a questionnaire around the G20's commitments (2014-2106) to youth employment, increasing female employment, and facilitating entrepreneurship. The questions probed respondents on policies and programs that could demonstrate implementation of such commitments. The questions ranged from yes or no, short answers, or listing the programs. The questionnaire focuses on the programs, policies, or other actions the government has taken, is taking, or planning to take in order to meet those commitments.

The responses represent a starting point to understanding and providing insight on what national programs and policies are in place. The survey was sent out to Deloitte representatives in G20 member firms. The responses reflect the market differentiations and variability in information.

Fifteen countries are covered by the survey including: Australia, Brazil, Canada, China, France, Germany, India, Italy, Japan, Russia, South Africa, Turkey, United Kingdom, United States, and the European Union. Not every country responded to every question, however, the report provides a holistic perspective of responses received.

Since the report has been developed from responses from Deloitte member firms, it should be noted that alternative initiatives or opinions exist. Neither this survey report, nor the report present an exhaustive list of initiatives or the country's perspective. The member firms have offered their perspective as a contribution to further analysis and policy discussion around youth employment, women in the workforce and entrepreneurship.





Youth

While it is difficult to map the impact and success that different policies, programs or initiatives have there are a number of commonalities and themes that can be drawn from the answers to the youth section of our questionnaire. Policy measures outlined in the G20 Youth Employment Action Plan include:

- Anticipate, understand and address structural unemployment and changes
- Promote Labor Mobility and investment through National Employment Plans
- Increase the quality and availability of apprenticeship and trainee program
- Addressing Informality, Institutional Barriers and Mobility through Structural Reform

Anticipate, understand and address structural unemployment and changes

To continue to promote job retention and reemployment of the youth, 10 countries have knowingly implemented structural reform policies since 2014, with the

majority including retraining programs in those reforms and a few including support to employers to retain or retrain employees during market downturns. For example, Italy has the National Job Agency retraining program while Canada supports retraining regardless of the business cycle.

Promote Labor Mobility and investment through National Employment Plans

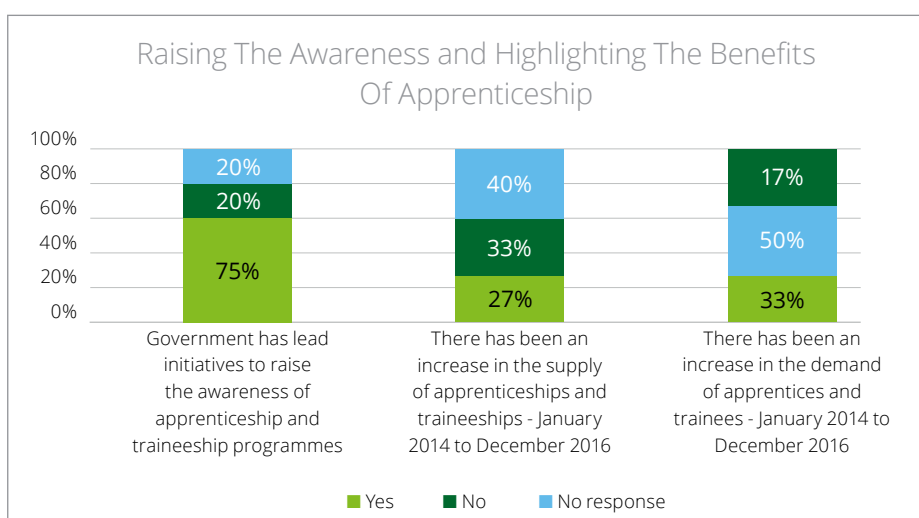
To promote their objectives, many countries have updated their National Employment Plans (NEPs) to increase the focus on youth employment. All eleven countries that responded to the NEPs survey question indicated that their country's National Employment Plan had specific recommendations on:

- Apprenticeships and traineeships
- Education and training
- Incentives for hiring youth and encouraging entrepreneurship

Of those eleven countries ten have seen increased investments, beyond CPI, over the past 4 years in all the same areas. Furthermore, to facilitate labor mobility between occupations and sectors ten of the countries responded that the country's National Employment Plan incorporated: skills assessments, skills recognition, and retraining strategies.

Increase the quality and availability of apprenticeship and trainee program

A large role in meeting the G20's commitment on youth employment is through improving the awareness, quality and benefits of apprenticeship and trainee programs, in addition to increasing their supply and demand.



To raise awareness and highlight the benefits of apprenticeships, the large majority of countries have undertaken initiatives to raise awareness, including Canada, France, Japan Russia and many others.¹⁶

For example, France launched its first dedicated media campaign in 2016 while India launched e a National Apprenticeship Training Scheme which is a one year program to equip youth with practical knowledge and skills in their desired field of work.¹⁷

Eleven of the fifteen countries that completed the survey included goals to develop, expand and improve apprenticeship and traineeship programs in their National Employment Plans.¹⁸ Turkey has launched its Vocational and Technical Training Strategy Paper and Action Plan¹⁹ (2014-2018) and countries such as Germany, Australia and France are increasing their support for apprenticeships in both the public and private sector through funding incentives and counseling.

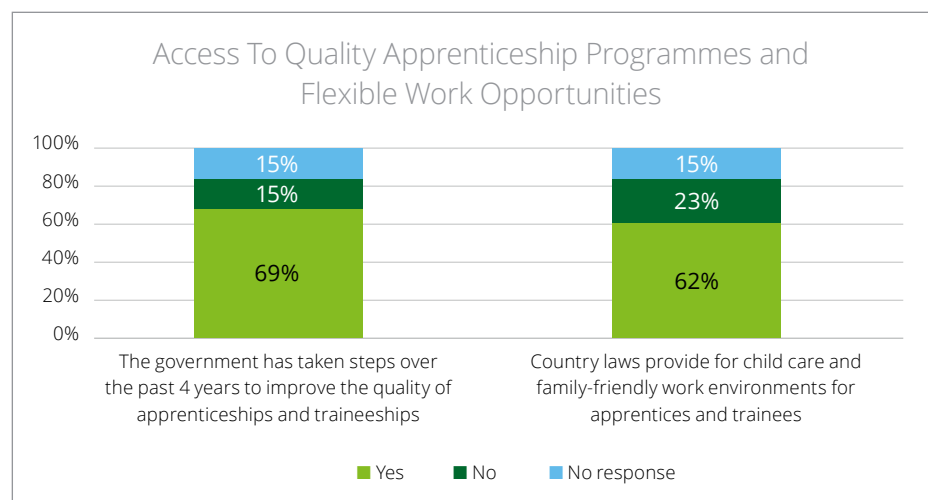
Countries have improved in the quality of apprenticeship programs as well, with 90% of responding countries indicating they have regulations ensuring that apprenticeships and training programs cover:

- Good appropriate work and training conditions
- Fair Wages
- Labor Contracts
- Labor Rights
- Occupational, Safety and Health

While difficult to measure in magnitude, it was indicated that many countries have seen an increase in supply and/or demand of apprenticeship and traineeships since January 2014, including France, Italy, India, Japan, the United States and Germany.

The United States for example has seen a demand increase of nearly 11 percent while France has seen an increase of 3.5 percent.

For example, France has flexible work arrangements, such as maternity and paternity leave and adoption leave, available to apprentices and trainees, while the United Kingdom's laws provide for child care and family friendly work environment also to this group of workers.



16. Not included in graph: Australia, China, and European Union

17. <http://mhrdnats.gov.in/about-us>

18. Australia, Canada, France, Germany, India, Italy, Japan, Russia, South Africa, Turkey, and United Kingdom

19. <http://www.iskur.gov.tr/en-us/homepage.aspx>

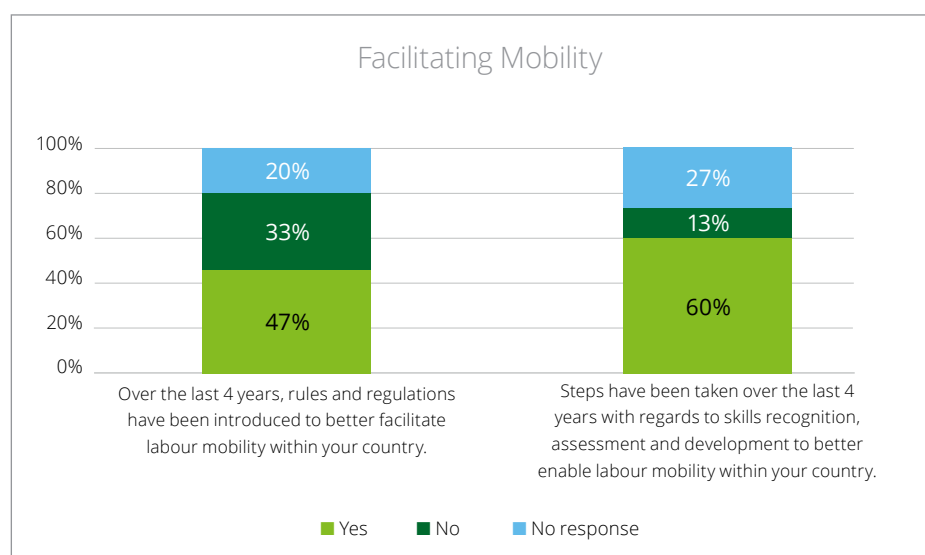
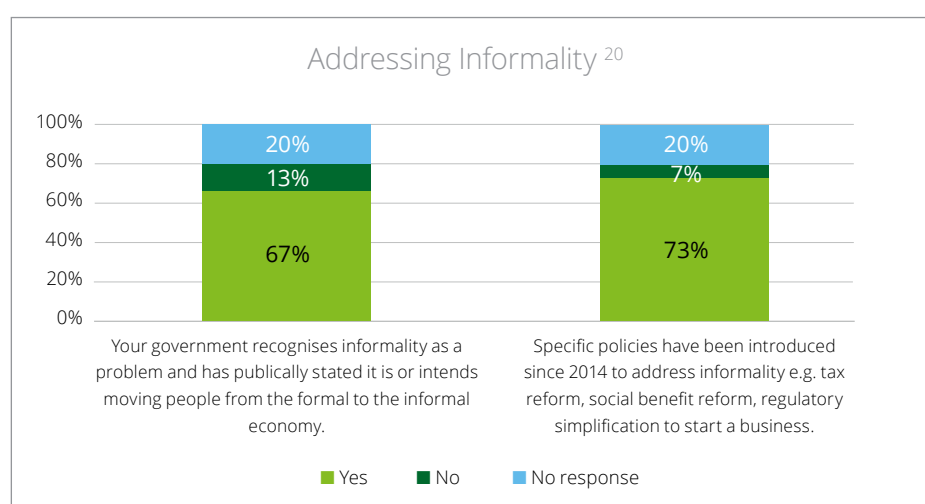
Addressing Informality, Institutional Barriers and Mobility through Structural Reform

Stronger labor markets and ensuring that the appropriation protections are in place are important to meeting the G20's goals to promoting entrepreneurship and increasing youth employment.

Eleven of the twelve countries that responded have taken action since 2014 to address informality. For example Japan offers a tax allowance for startup investment and a tax reduction for Angel investor while in Russia the business registration procedures and taxation schemes have been simplified.

Furthermore, the majority of G20 countries continue to tackle institutional barriers to labor mobility. The United Kingdom continues to prioritize transport infrastructure to support mobility, while Canada finalized the Canadian Free Trade Agreement which seeks to harmonize apprenticeship and certification requirements.²¹

By addressing informality, mobility and other barriers, G20 countries are able to make the labor market more accessible and promote more employment options for youth.



20. No Response: Australia, China and European Union

21. <http://www.cbc.ca/news/politics/interprovincial-free-trade-friday-toronto-1.4060197>



Women

Women constitute approximately 50 percent of the potential workforce. Various studies, including Deloitte and Business at OECD report, *Putting All our Minds to Work*, show that increasing women's participation in the workforce will lead to improved GDP and productivity increases for business. Yet women remain underrepresented in the workforce, and for many this is not by choice. Where they are in the workforce they are underrepresented in senior leadership roles and work in the informal economy.

The survey data suggests governments are implementing policies and programs to reverse these trends, noting that the impact of such programs was not assessed as part of this report. While the variety of programs and initiatives being implemented are broad, the responses fall within the following six main categories:

- High level strategy and National Employment Plans
- Accessibility to the labor market
- Education and Training
- Entrepreneurship
- Antidiscrimination
- Informality

The majority of countries (72 percent) have plans to address the commitment to reduce the gender labor market gap 25 percent by 2025, with the majority having a documented strategy and programs specifically targeting women. Gender targets against programs were reported in very few cases (13 percent). This high level picture when broken down shows areas of potential improvement.

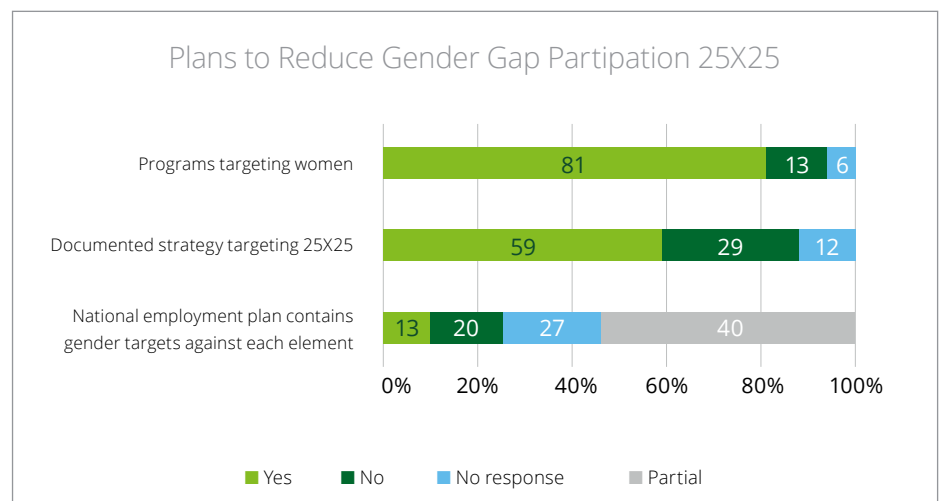
Education and training

Looking at commitments to support lifelong access to education and training

that is matched with the needs of business and communities, 63 percent say that they have programs that specifically target women or have generic programs but with women targets. Support for training and employment is a part of India's multifaceted "Women Empowerment Scheme". Russia has the State program, "Encouraging employment of the population" which implements events for vocational training and additional vocational training for women on parental leave until their children reach the age of 3 years.

Workforce accessibility

Policies that increase workforce accessibility for women are being implemented, but there is room for improvement. Statutory parental leave policies seem to be the most noted policy lever in use, followed by statutory flexibility for family matters. Affordable child care (affordability cap) was the least- mentioned policy. Given women are still the primary childcare provider, this suggests a significant barrier that needs further attention. Less than 50 percent

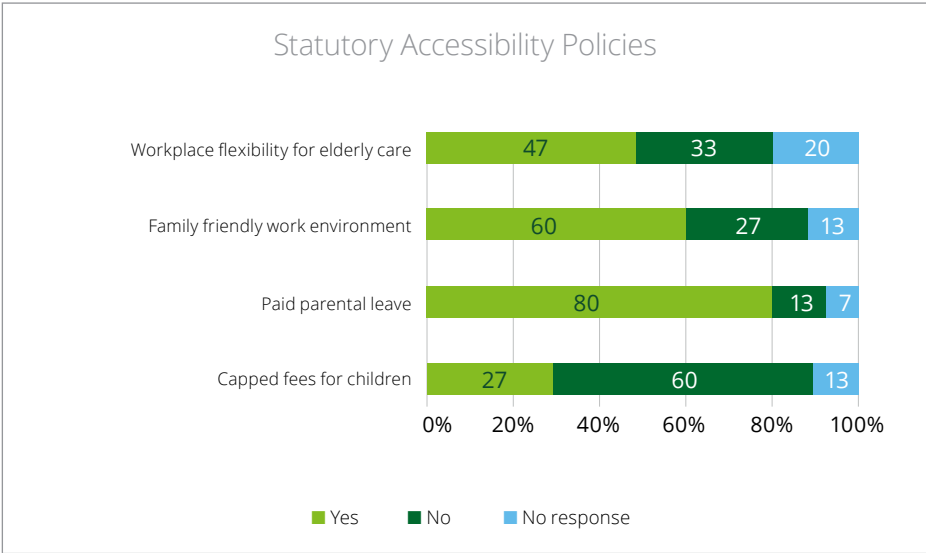


of the respondents report that there are Statutory provisions for elderly care. Given the aging population, this also should be a future policy consideration.

Entrepreneurship

The G20 also made commitments to support women to pursue self-employment and become entrepreneurs, including through equal property rights, improved financial literacy, access to financial markets and advisory services. A majority of respondents (67 percent) have government led financial literacy programs available to both men and women, with 40 percent having government-led specific programs for women. Turkey' has its 'İstanbul Finans Merkezi Yolunda Hedef 20 Bin Kadın' project led by T.C. Aile ve Sosyal Politikalar Bakanlığı (Turkey Ministry of Family and Social Policies). It aims to target twenty thousand women to participate in the Istanbul Finance Center. In 2011 İstanbul Büyükşehir Belediyesi (Istanbul Metropolitan Municipality), Doğuş Group and Para Durumu launched the project which has reached 20,000 women in 4 years, and has a potential to reach out 2 million women by 2023.

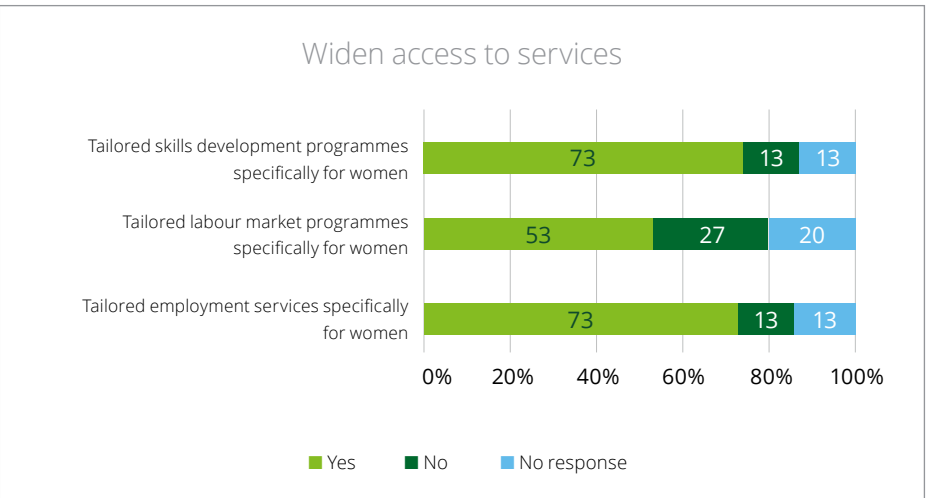
The European Commission has initiatives and tools for women entrepreneurs: WEGgate, the on-line Platform for women entrepreneurs, the European Community of Women Business Angels and Women Entrepreneurs; The European Network to Promote Women's Entrepreneurship (WES), the European Network of Female Entrepreneurship Ambassadors, and the European Network of Mentors for Women Entrepreneurs.



France has a women awareness program (dedicated website, women entrepreneurship awareness week); a convention signed with several support networks to promote women entrepreneurship; and financing through a dedicated guarantee fund for women entrepreneurs, and a convention signed with main French banks to improve their support.

Widening access

Widening access to services for women in order to support their employment prospects and mobility, including tailored employment services, active labor market programs and skills development opportunities was also committed to by G20 countries. The survey found that 73 percent of countries provide both skills development and employment services



targeting women, with just over 50 percent doing so for targeted labor market programs. For example China has women employment service training provided by China Employment Training Technical Instruction Center. France through the network of CIDFF (information centers on women and family rights) works closely with all relevant national agencies on employment, vocational training, and entrepreneurship.

Countries are also using social partners to engage more women in the workforce. 80 percent say that there are government initiated “social partnerships”, designed to develop employment opportunities for women with almost all saying the government provides funding to support these initiatives. For example in the US, the government supports various NGOs.

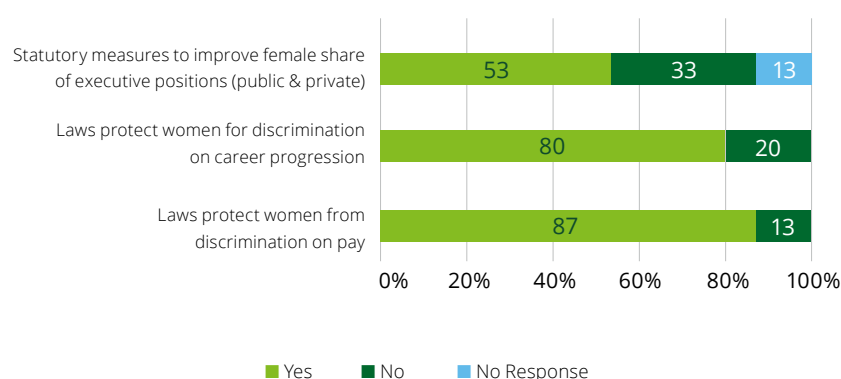
Promoting non-discriminatory practices

Governments also recognize that more needs to be done to promote non-discriminatory practices at the workplace, including on pay and career progression. Various studies show both these issues as stubborn workplace challenges and commitments were made to promote non-discriminatory practices. Most countries appear to protect women from pay discrimination (87 percent) and discrimination on career progression (80 percent), while 53 percent have laws to improve the female share of executive positions. These range from voluntary codes, to comply and explain and quotas.

The informal economy is substantial. In the UK it is estimated to be over £150 billion²², and in Latin America it is estimated that 130 million people are working in the

informal economy²³, just to name two. The informal economy deprives many women the opportunity to fair working rights and conditions. When asked if social protections are extended, especially to those in poor households (many who work in the informal economy), including in regard to work safety, health services, pensions and income security, only 40 percent said women earning at or below the medium wage are protected by statutes covering such social protections (work safety, pensions, and income security). Further, only 60 percent of countries 60 percent indicated some form of income support, transfer payments and social security benefits available to women to support their ability to work.

Addressing Workplace Advancement and Discrimination



22. The Guardian, UK shadow economy worth £150bn, 2013 - <https://www.theguardian.com/business/2013/jun/04/uk-shadow-economy>

23. International Labour Organisation, Mexico: From informal to formal employment, 2014 - http://www.ilo.org/global/about-the-ilo/multimedia/video/video-news-releases/WCMS_246897/lang-en/index.htm



Entrepreneurship

In 2016 – under the Chinese presidency – the G20 agreed on the Entrepreneurship Action Plan²⁴ to combat unemployment and under-employment and to support a more innovative pattern of inclusive economic growth. Entrepreneurship is an important driver of innovation, job creation and growth and it needs to be supported by access to finance and markets, social protection coverage, and capacity-building for labor law compliance.

Policy measures outlined in the G20 Entrepreneurship Action Plan include:

- Promotion of entrepreneurship education and training.
- Strengthening of services for entrepreneurship.
- Help for entrepreneurs address challenges and sustain business development.
- Protection of rights and interests of entrepreneurs and their employees.

Promote entrepreneurship education and training

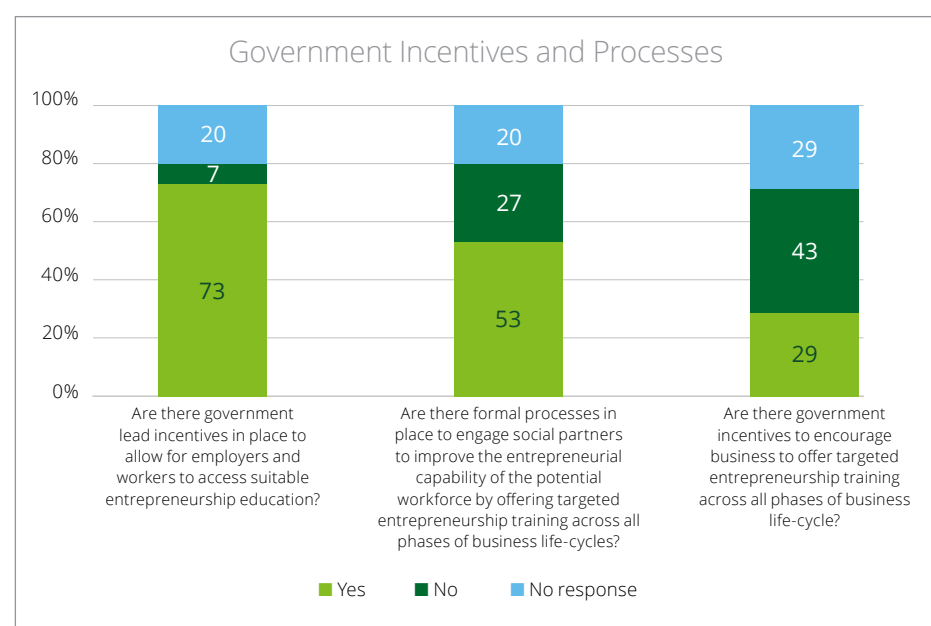
Entrepreneurship curricula is available across markets, but a distinction is evident across educational sectors. It seems to be more available within the vocational and training sector (73 percent) compared with secondary school (60 percent). Less than 10 percent of respondents said it was part of the primary school curricula.

Entrepreneurship as a component of the teacher training curriculum is also mainly found (47 percent) in the vocational education and training sector. In the majority of the countries (73 percent) government-led incentives are in place to allow for employers and workers to access suitable entrepreneurship education. E.g. in

Germany, 14 out of 16 federal states allow employees to take holidays for educational purposes (Bildungsurlaub) and they can chose from a variety of courses and seminars, including entrepreneurship.

In 53 percent of the countries, there are formal processes in place to engage social partners to improve the entrepreneurial capability of the potential workforce by offering targeted entrepreneurship training across all phases of business life-cycles. Government incentives to encourage business to offer targeted entrepreneurship training across all phases of business life-cycle are implemented according to 29 percent of respondent countries.

In the EU, the European Commission (EC) provides, via its website, advice and information to entrepreneurs who are seeking to start their own business,



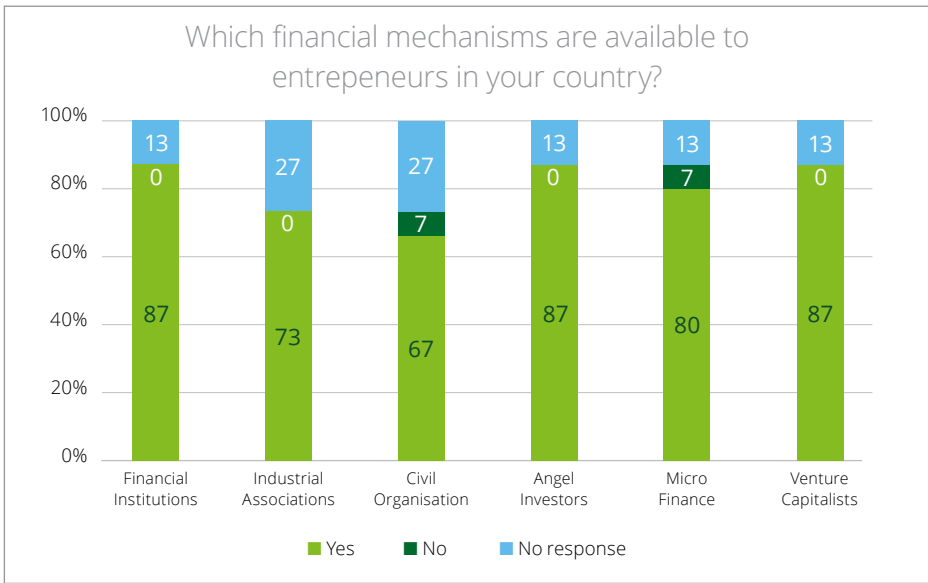
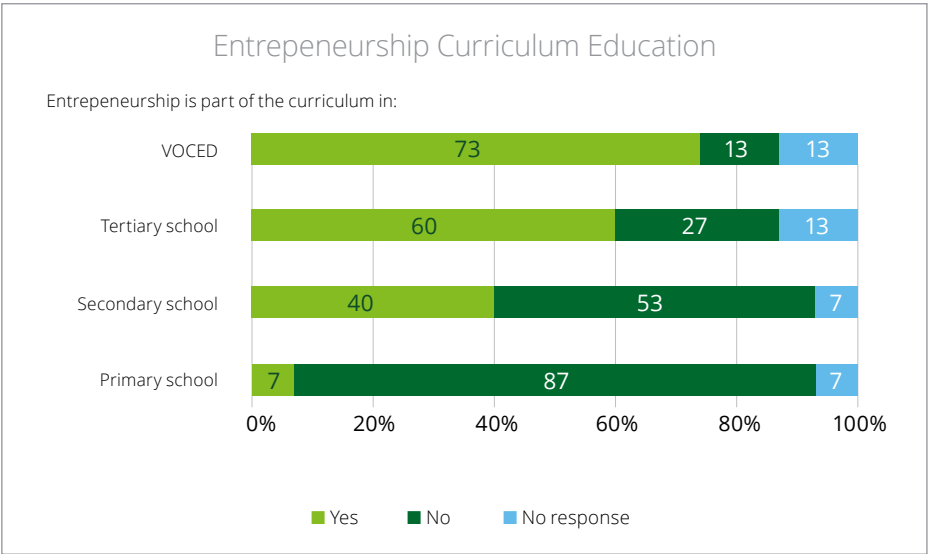
24. Innovation and Inclusive Growth: Decent Work, Enhanced Employability and Adequate Job Opportunities, 2016 G20 Labour and Employment Ministerial Meeting Declaration http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/statement/wcms_499403.pdf

successfully transfer a company or start again after bankruptcy. It provides information in particular on: start-up procedures, transfer of businesses, bankruptcy and second chance. Additionally there are EC initiatives and tools for women entrepreneurs as well as specific available EU funds and programs e.g. the Business incubator support program, the European Progress Microfinance Facility and the European Social Fund (ESF).

Strengthen services for entrepreneurship

The majority of the countries (87 percent) responded that their government provide formal programs or initiatives that target SME development, initiatives to offer business development services to new entrepreneurs, support business incubators, either directly or funding to other businesses to provide incubators as well as funding to new entrepreneurs to develop ideas into products or services.

The US Economic Development Administration for example provides grants for projects that develop business infrastructure in communities. Likewise, a number of states fund small business incubators. In addition, the Small Business Administration's Office of Investment and Innovation leads programs that provide high-growth, small businesses with access to financial capital and R&D funds to develop commercially viable innovations, e.g. the Small Business Investment Company. Likewise the US Economic Development Administration's Office of Innovation and Entrepreneurship works to foster a more innovative economy.



More than half of the countries (60 percent) said that their government has taken steps to establish an entrepreneurship exchange platform as committed to by G20 China and 53 percent responded that there are formal government-led programs that support informal entrepreneurs that contribute to social enterprises.

Help entrepreneurs address challenges and sustain business development

73 percent of the countries have taken steps to simplify the business registration process and simplified regulatory requirements for SMEs in the last 4 years. Most of them support both fiscal measures (87 percent) as well as financial support (80 percent).

In France the registration process (no more need to file incorporation documents to tax authorities) as well as the tax returns were simplified, and there are streamlined requirements regarding the establishment and communication of financial statements. In Germany, the registration process (Commercial Register) was simplified, the accounting law was modernized, and reporting obligations for statistical purposes for entrepreneurs were removed.

In India, financial support is provided in a variety of ways to help manage some of the business costs for example: Credit Guarantee Fund for Startups, Tax Exemption on Capital Gains, Tax Exemption to Startups for 3 years, Tax Exemption on Investments above Fair Market Value.

Protect the rights and interests of entrepreneurs and their employees

Not even half of the respondent countries (47 percent) have government-led programs that support informal SMEs to formalize. Less than half of the respondent countries (40 percent) reported that SMEs are subject to business regulations that oblige employers to protect employees and report to government.

France and India have general employee thresholds of 50 or 10. While in Japan the threshold is linked to the industry (e.g. manufacturing > 300, service, and wholesale > 100, and retail > 50) and in Turkey there is also a threshold for capital (capital 40 Million USD, > 250 employees).

67 percent of respondents say they have appropriate social protection for entrepreneurs and bring their workers into the social security systems. Some examples include: Japan - fairness in procurement and funding for startups; Italy - insurance and protection in the case of illness; and Turkey - provides a second chance to entrepreneurs that go bankrupt.

Conclusion

This report provides a high level overview of the extent to which many of the G20 countries are implementing commitments to women, youth and entrepreneurship. The indications are that there is quite some way to go in terms of implementing programs and realizing the G20's self-set targets. However, further data and analysis is needed to evaluate the impact of existing programs and strategies undertaken at a national level. The *2017 IOE-Business at OECD Monitoring Report* demonstrates that a majority of G20 employers' organizations argue that often the implemented policies do not meet the intended targets, nor deliver positive results. This is concerning and is a call for action.

The G20's commitment on employment and education calls for coordinated action between governments, business and other social partners. The private sector is critical to job creation. Thus, it is of crucial importance that businesses are closely involved in the establishment and subsequent implementation of policies to meet the identified G20 commitments and targets. Strengthening national employment plans by fully including business, including employers' federations, in their development and revision can allow for better coordination and facilitate an increased exchange of experiences on their implementation at the national level.



Appendix

Main Outcomes of IOE-BUSINESS AT OECD Survey on Implementation of G20 Commitments

As joint representatives of the global business community, the International Organization of Employers (IOE) and Business at OECD have been actively engaged in the employment and social policy aspects of the G20/B20 process since its inception.

Obtaining better implementation of G20 commitments has been a continued priority for the IOE and Business at OECD. Together they have monitored the national follow-up to the 2013 and 2015 G20 Labor Ministerial Declaration as well as the implementation of the 2013 B20-L20 Joint Understanding on Key Elements of Quality Apprenticeships.

The G20 Labor Ministers' meetings in Melbourne (2014), in Ankara (2015) and more recently in Beijing (2016) resulted in Labor Ministers making concrete commitments with regard to employment generally, youth, education, gender, OSH and other policies. Moreover, G20 governments up-dated their National Employment Plans in spring 2016.

To increase accountability, the IOE and Business at OECD have done a survey of Employers Organizations in G20 countries to monitor the implementation of these commitments as well as the accuracy of national G20 employment plans. In particular, this year's monitoring focuses specifically on two targets on "reducing the gap in participation rates between men and women in G20 countries by 25 percent by 2025, taking into account national circumstances" and "reduce the share of young people who are most at risk of being permanently left behind in the

labor market by 15 percent by 2025 in G20 countries, enhancing youth employment capacity". This fact sheet summarizes a number of interim findings:

A majority of the responses to the survey acknowledge some degree of implementation of the G20 commitments at the national level. The survey responses indicate that many governments have shown to have followed up on the Melbourne, Ankara and Hangzhou G20 Labor Ministers' Declaration and have developed initiatives to implement the commitments at the national level. This is very encouraging.

However, the picture is far from being perfect. While there have been attempts to implement the G20 commitments at the national level, often the implemented policies do not seem to meet the intended targets, especially when it comes to important areas of the labor market such as the reduction of non-wage labor costs. A majority of responses show that labor costs have instead increased, leading to worsened labor conditions in many of the G20 countries. Reduced non-wage labor costs are a key factor to make employment affordable. Thus, G20 governments should be mindful in living up to their commitment in this regard.

Responses have been mixed when considering the improvement of public employment and administration services. Half of the responses show that initiatives have been taken to improve the effectiveness of these services, while the other half of the responses show that no initiatives have been taken at all. More push is needed to encourage the G20 countries to follow through their commitments in this area.

On reducing the gender gap in wages and in participation rates, an overwhelming majority of G20 countries have recognized efforts being made. However, half of the G20 countries indicated that such efforts have not yielded much positive results. One reason for the lack of positive responses has been the time lag between the implementation of initiatives and the resulting responses. Initiatives such as improving access to education for women and introducing diverse work forms in the labor market requires time to be set up, so as to attract more females to enter the labor market. Indeed, such initiatives also require individuals to change their mindsets regarding the role of women in the workforce. The key message here is to ensure that efforts are not one-time-only, but are sustained for a substantial period of time in order for the policies to take effect.

Responses have been very positive on improving the quality of apprenticeships. A majority of responses revealed that initiatives to improve the quality of apprenticeships have been undertaken with the full engagement of social partners, while a minority showed that no initiatives were undertaken at all. The B20/L20's joint understanding on key elements of quality apprenticeships have served as a good foundation for most of the G20 countries that have implemented some initiatives in raising the quality of apprenticeships in these countries. Notably, the establishment of GAN National Networks in many of these countries have been instrumental in this regard.

On improving youth employment outcomes, results remain overwhelmingly positive regarding implementation and less optimistic regarding the quality of the

implementation. In many G20 countries, youth bulges present a considerable challenge. Though efforts are being taken to offer opportunities such as apprenticeships and entrepreneurship to youths, youths are not optimizing these efforts for a variety of reasons: apprenticeships being seen as 'poor' alternatives to jobs and significant hurdles still exist in setting up entrepreneurs leading to many youths being unable to sustain their own businesses in the medium to long run.

An important reason for the lack of positive results in both female employment and youth employment outcomes is because the efforts of G20 governments are not ambitious enough. Notably, they do not address the most important challenges facing G20 labor markets today, that is, the need for structural reforms. As such, these efforts are inadequate in nature to make a true impact on the ground.

When asked about national employers' federation's role in National Employment Plan, results have been mixed. Half of them noted that they have been consulted in the development and the revision of these plans, while the other half have not. As such, the priorities and framework of these Plans do not reflect the concerns of the business community, when the national employers' federation is not involved at all in such discussions.

The meaningful involvement of national employers' federations in the development and revision of the National Employment Plans is key to ensuring that the plans adequately identify and address the main employment challenges at the national level. It is unfortunate that in half of the G20 countries, national employers' federations were not at all involved in the development/revision of these plans.

The vast majority of the respondents agreed that the National Employment Plans were not adequately implemented, if it was implemented at all. In addition, they reflect a degree of incertitude as to whether the G20 process has resulted in any major policy changes at the national level. This is of serious concern. The credibility of the G20 process depends on governments being seen to determinedly implement their commitments at national level. This finding corresponds with the opinion of G20 federations that the National Employment Plans are not ambitious enough.

In conclusion, there seems to be a good degree of follow-up of the G20 commitments at the national level. However, this follow-up remains largely insufficient in addressing the main employment challenges especially structural ones. Furthermore, National Employment Plans seem to be rather ineffective as policymaking tools in many countries. The G20 Employment Process

needs to make further efforts in order to truly become an engine for reform at the national level.

Based on these findings, the IOE and Business at OECD call on G20 Governments to:

Give a stronger focus in the G20 Employment Process to measures that create conducive environments for growth and job creation. Emphasis should be on structural reforms that can create enabling environments for companies to create jobs and to get people back into work. Structural reforms should also consider introducing dynamism and flexibility in the labor market which supports a diversity of work forms that benefits both youth and women alike.

Strengthen the National Employment Plans by raising their profile, fully engaging national employers' federations in their development and revision and increase exchange of experiences on their implementation at G20 level with full participation of social partners.

Improve transparency of where countries stand with regards to the implementation of the Brisbane growth, the Melbourne gender and the Ankara youth target, and to ask the OECD and the ILO to prepare a report on the implementation of G20 commitments on an annual basis.

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About

International Organisation of Employers

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