



L20 priorities for the G20 Labour and Employment Ministers' Meeting

Without immediate action, the global economy risks yet another fragile and unequal recovery fuelled by austerity policies and marked by precarious work, high unemployment, and economic uncertainty. Hundreds of millions of workers, formal and informal, have lost jobs, working time, and income. While financial markets rally thanks to newly created money and benefit from deregulation that favours speculation over the real economy, workers have benefitted from only a small proportion of the rescue packages in countries that could afford them. As in other crises, the impact of COVID-19 has hit the lowest paid and vulnerable workers the hardest – including women, youth, informal economy workers, and workers in non-standard forms of employment.

The G20 Labour and Employment Ministers have a key role to play in ensuring that the G20 recovery plans are based on a new social contract that creates quality climate-friendly jobs with a Just Transition, a floor of rights for all workers, Universal Social Protection, equality of treatment and opportunity, and inclusion of all excluded groups and all nations in a just development model.

Universal access to vaccination, testing, and treatments for all people in all countries is the only reliable way out of the pandemic and cannot be achieved if the profits of pharmaceutical companies are put ahead of global public health. Ensuring a preventative approach to occupational health and safety would protect working people and restart economic activity.

The G20 Labour Ministers have made commitments on labour income share, fair wage principles, and workers' rights, including in global supply chains. We call on the Labour Ministers to not lose sight of these past commitments and, in view of the pandemic and its impact, to deliver inclusive labour market outcomes, including fundamental rights and occupational health and safety, in line with the universal labour protection floor outlined in the ILO Centenary Declaration. Social dialogue and collective bargaining are central to ensuring a human-centred organisation of work is at the centre of the recovery.

We call on the G20 Labour Ministers to **deliver on past commitments** and increase efforts to achieve the goals of the 2020 LEMM Declaration Annex 1 (*"Measures to Mitigate the Impact of COVID-19 on Labour Markets"*).

An immediate priority should be to:

- Improve worker protection by making **occupational health and safety a fundamental right** at work, recognising COVID-19 as an occupational disease and providing vaccination and mass testing starting with frontline workers.

The G20 Employment Working Group and the Labour and Employment Ministers (LEMM) should coordinate action **with the G20 Finance track** to:

- support domestic revenue mobilisation to **create the needed fiscal space for national governments to ensure universal social protection**, ending international tax avoidance practices and supporting progressive taxation measures, such as a minimum rate of corporate

taxation, financial transaction taxes, effective taxation of the digital economy and wealth taxes to curb the rise of excessive wealth;

- **strengthen social protection systems**, including contributory systems, support free and universal health and care services, including mental health, elderly care, early childhood education, childcare, and other social care services;
- demonstrate global solidarity by supporting international efforts for **debt reduction and write-offs** and **establishing a Global Social Protection Fund** to support universal social protection in the world's least developed countries.

The G20 LEMM should promote universally accessible quality education and training prepare the workforce for transitioning to a **digital economy** and for a **Just Transition to a zero-carbon economy** by:

- facilitating higher ambition for climate change policies in **alignment to the Paris Agreement and 2030 Agenda** through social dialogue and employment measures and work towards a successful COP26 including through coordinated G20 action on sustainable finance;
- adopting an **industrial policy framework** to anticipate sectoral transformations and transitions and coordinate generous jobs creation plans to restore employment levels and restart the economy – with an emphasis on the creation of quality, **climate-friendly jobs** underpinned by **minimum living wages**;
- support **active labour market policies** that avert renewed downward pressure on wages led by the increasing flexibilisation of the labour market;
- investing in **quality public education, vocational and adult training**, with a special focus on youth and apprenticeships, and implementing an ambitious agenda to create new skills and ensure life-long learning for all together with social partners;
- **regulating the digitalisation** of the workplace so as to strengthen transparency, protection, and ownership of employee data, provide governance on surveillance and monitoring and **give workers a voice in strategic decisions** to ensure that productivity gains from technology are distributed in an equitable manner, preventing remote work regimes from lowering labour conditions and standards.

On **gender equality**, the LEMM should take action to achieve past commitments with renewed action to:

- legislate, monitor and **enforce the implementation of the ILO principle of "equal pay for work of equal value"** between women and men, and **ratify ILO Convention 190** to eliminate violence in the workplace;
- increase public investment in health and care, **support formalisation of care jobs** and ensure job quality in the health and care sectors;
- address horizontal and vertical occupational segregation, ensure equality of opportunity in education and training, including by **addressing algorithmic discrimination**;
- achieve the **Brisbane 25-25 Goals and the Antalya G20 Youth Goals**, and broaden the scope of both qualitative and quantitative indicators used to monitor the progress towards these goals; and
- deliver on past commitments to ensure **migrant workers enjoy equal treatment**.

These priorities must also be central to multilateral reform that supports inclusive growth and shared prosperity.