



G20 Employment Plans

Country self-reporting template

UNITED STATES

Contents

- 1. Key economic and labour market indicators**
- 2. Key policy indicators**
- 3. Checklist of commitments**
- 4. Key policy commitments**
- 5. Multi-year collective commitments**
 - **Gender participation commitment**
 - **Youth employment commitment**
 - **Occupational safety and health commitment**
- 6. New policy commitments**

SECTION 1. KEY ECONOMIC AND LABOUR MARKET INDICATORS

Table 1: Key economic and labour market indicators^h

Key indicator	2007(reference)	2013(base)	2014	2015(most recent as of 21-Aug)
GDP growth (real)^a	1.9%	2.5%	2.5%	2.3%
GDP per capita (2005 \$)^b	\$45,420	\$45,661	\$46,405	n.a.
Employment growth^c	0.8%	1.8%	2.3%	2.1%(p)
Employment-population ratio (aged 16+) ^{c,d}	62.7%	58.6%	59.2%	59.3%
Unemployment rate^{c,d}	5.0%	6.7%	5.6%	5.3%
Incidence of long-term unemployment (27+ weeks)^{c,d,e,f}	17.4%	37.3%	31.9%	26.4%
Labor-force participation rate (for population aged 16+)^{c,d}	66.0%	62.8%	62.7%	62.6%
Labor-force Participation rate (for population aged 55+) ^{c,d}	38.9%	39.9%	39.9%	40.1%
Temporary help services industry employment as a share of total employment^{c,f}	1.8%	2.0%	2.1%	2.0%
Sectoral composition of employment (as a % of total employment)^{c,g,f}				
• Construction	5.5%	4.3%	4.4%	4.5%(p)
• Manufacturing (including mining and logging)	10.6%	9.4%	9.4%	9.3%(p)
• Services (including government)	83.9%	86.3%	86.2%	86.2%(p)

a – source: Bureau of Economic Analysis; figures are based year-over-year quarterly data, with comparison for Q4 for completed calendar years (Q2 for 2015).

b – source: World Bank, World Development Indicators.

c – source: Bureau of Labor Statistics; unless otherwise noted all BLS employment figures are for non-farm employment and yearly reported figures are for last available month of the year.

d – applies to total civilian non-institutional employment.

e - long-term as a percent of all unemployed.

f – Bureau of International Labor Affairs calculations using source data.

g – source: Council of Economic Advisers.

h- reliable data on informal employment, labor-force participation rate of individual 65+, and the percent of total employment in agriculture (as per Turkey's request) are not regularly published. The percent of employment in agriculture in the United States has long been less than 2.0%. Certain figures reported in this table may differ from those reported in later international comparisons, due to adjustments of the latter by international organizations for comparability.

p – preliminary figures subject to revision.

SECTION 2. KEY POLICY INDICATORS

Table 2: Key policy indicators

Key indicator	2007(reference)	2013 (base)	2014	2015(most recent as of 21-Aug)
Gini coefficient (income Gini)^a	0.47	0.48	n.a	n.a
Poverty (% below National poverty line)^a	12.5%	14.5%	n.a	n.a
Federal minimum wage relative to average hourly earnings^{b,c,d}	26.6%	30.0%	29.4%	29.0%(p)
Collective bargaining coverage (% workers)^{c,d,e}	11.8%	11.1%	11.0%	n.a.
Labor share of national income (%)^{d,f}	64.4%	61.2%	61.4%	61.9%
School completion rate (year 12 attainment)^f	74.7%	80.9%	n.a.	n.a.
Social protection (% of elders receiving pension)^g	86.4%	84.0%	n.a.	n.a.
Social protection (% of payroll employment covered by unemployment benefits)^h	78.2%	77.5%	n.a.	n.a.

n.a. – data not yet available for year.

a – source: Census Bureau

b - source: U.S. Department of Labor, Wage and Hour Division

c - source: Bureau of Labor Statistics; unless otherwise noted all BLS employment figures are for non-farm employment and yearly reported figures are for last available month of the year.

d - source: Bureau of Economic Analysis and Bureau of International Labor Affairs calculations using BEA data. Figures reported are for Q4 except for 2015 (Q1). Labor share is calculated as the ratio of compensation of employees to national income. A separate figure for non-agricultural labor share is not regularly or readily available.

e - applies to total civilian non-institutional employment.

f – source: National Center for Education Statistics. Data represent the percentage of students enrolled four years prior in grade 9 who graduate (on-time) from high school (successfully complete “year 12”). Data apply to public school students. The 2007 data apply to the 2007-08 school year. Data are available currently only through the 2011-12 school year and are reported in the 2013 column.

g – source: Social Security Administration. Data are available only in even-numbered years, and not yet later than for 2012. Data for 2006 are reported in the 2007 column and for 2012 in the 2013 column.

h – source: U.S. Department of Labor Employment and Training Administration, Bureau of Labor Statistics and Bureau of International Labor Affairs calculations using ETA and BLS data. Yearly averages used in calculation.

SECTION 3. CHECKLIST OF COMMITMENTS

Table 3. Checklist of Commitments in Employment Plan

	Policy Commitments in the <u>2014</u> Employment Plan	Implementation Status	Comments
Macroeconomic policy			
1	The Administration is committed to supporting aggregate demand and economic growth by prioritizing government spending that finances productive public investments.	In progress	U.S. investments in manufacturing have helped fuel the economic and labor market recovery. Congress passed the Revitalize American Manufacturing and Innovation Act in December 2014, which authorized manufacturing innovation institutes to come together into a shared network. Continued expansion of the Earned Income Tax Credit and the Child Tax Credit will support increased consumption by those with low earnings. The proposed President’s 2016 Budget (hereafter <i>the 2016 Budget</i>) builds on 2015 investments in manufacturing and innovation, provides funds to improve roads and bridges, invests in education and training systems and proposes a national network of 45 manufacturing institutes. The Federal Reserve continues to maintain the Federal Funds rate at effectively zero.
2	Under the long-term budget forecast, the U.S. government will reduce the deficit to about 1.6 percent of GDP.	In progress	Under the 2016 Budget proposal, the deficit is projected to be 2.5 percent of GDP by 2025, which is well below the 40-year historical average of 3.2 percent and is 1.6 percentage points lower than a baseline projection assuming no policy changes. The 2016 Budget proposes \$1.8 trillion in deficit reduction initiatives over ten years, which is enough to stabilize and begin to reduce the national debt-to-GDP ratio. The budget deficit has been cut by about two-thirds since the beginning of the Obama Administration.

Regulation, finance, incentives, investment and entrepreneurialism			
3	Under the Administration's proposed budget, the U.S. government would invest \$302 billion in infrastructure.	In progress	The 2016 Budget proposal includes a \$478 billion surface transportation reauthorization proposal that would allow repair and modernization of a variety of passenger and freight transportation infrastructure and systems throughout the country.
4	We will continue our efforts in supporting innovation and research, expanding access to capital, ensuring less costly or burdensome regulations, and providing incentives to work.	In progress	Federal funding for R&D has helped lead to new products, new capabilities and new industries. The 2016 Budget proposes \$146 billion for R&D, a more than 5.5 percent increase from 2015. Proposed business tax reforms will increase the quantity and quality of investment resulting in increased productivity.
Labor market regulation			
5	The Administration supports increasing the federal minimum wage to \$10.10.	In progress	Over the past two years, 21 states and the District of Columbia have raised their own minimum wage rates. Congress has yet to act on the Administration's proposal to increase the federal minimum wage to \$12, higher than the originally proposed \$10.10. On February 12, 2014, President Obama signed Executive Order 13658, Establishing a Minimum Wage for Contractors, which generally requires federal contractors to pay a minimum wage to contract workers of \$10.10 per hour. The United States Department of Labor (USDOL) issued regulations implementing this requirement on October 7, 2014, which became effective for new contracts starting January 1, 2015. The regulations require an annual inflation adjustment for the minimum wage and the wage will increase to \$10.15 in 2016.
6	The U.S. government will reduce Family and Medical Leave Act (FMLA) no-violation rate from 40 percent in 2014 to 35 percent in 2018 through increased enforcement.	In progress	The no violation rate indicates USDOL's Wage and Hour Division's ability to identify, through targeting efforts, those employers in violation of FMLA. Such efforts include in-depth reviews of employers' business and leave practices and increased enforcement. The lower rate indicates improved results identifying employers out of compliance.

7	USDOL will improve response rates to complaints filed regarding workplace safety, institute a more robust program to prevent mine accidents, and reform outdated regulations relating to federal contractors and subcontractors.	In progress	<p>USDOL's Occupational Safety and Health Administration (OSHA) has increased the effectiveness and efficiency of responding to complaints by strengthening the "whistle-blower" protection program. It has already strengthened reporting requirements thereby helping it to identify those workplaces where workers are at greatest risk. In fiscal year (FY) 2014, the Mine Safety and Health Administration (MSHA) launched an action plan to prevent mine accidents that includes educational outreach and training. MSHA is expanding these efforts in FY 2015 to include enhanced enforcement and cooperation with industry stakeholders.</p> <p>The Office of Federal Contract Compliance Programs (OFCCP) proposed regulations in January 2015 updating its sex discrimination guidelines to align them with current law and principles, and to address their application to contemporary workplace practices and issues, such as pay discrimination, family caregiver discrimination, and sexual harassment. Once finalized, the regulations will enable federal contractors and subcontractors to better understand their obligations to ensure non-discrimination in employment on the basis of sex and to ensure that they treat applicants and employees without regard to sex.</p>
Social protection			
8	The Administration will continue to seek extending emergency unemployment benefits for the more than 2 million who are long-term unemployed and are no longer receiving this benefit.	In progress	In December 2013, Congress allowed the Emergency Unemployment Compensation Program to expire. The 2016 Budget proposes to replace the current extended benefits program with one that is more responsive to future increases in unemployment and that provides more support for the long-term unemployed reform.
9	The U.S. government will implement a new retirement savings account later this year that will help millions of	In progress	The myRA, which is short for "my Retirement Account", is a new program intended to get the approximately 50 million Americans who do not have access to 401 (k) retirement plans through their jobs to save for retirement. The 2016 Budget proposes to make available

	Americans start saving.		funds to help States pilot and evaluate State-based 401(k) -type retirement programs or automatic enrollment IRAs. The Budget also proposes to expand tax credits available to small employers who set up automatic enrollment IRAs or set up 401 (k)s.
10	Under the proposed budget, the Administration will increase the technical assistance it provides to states seeking to establish paid leave programs by \$100 million.	In progress	USDOL is currently providing \$1.55 million in support of studies that analyze how paid leave programs can be developed, implemented, and improved throughout the United States. The 2016 Budget proposes \$2.2 billion over three years for the Paid Leave Partnership Initiative, which would help as many as five states, launch paid leave programs. The Budget also proposes a \$35 million State Paid Leave Fund to provide technical assistance and support to States. (The FY 2015 Budget proposed \$100 million for this activity, but was not enacted.)
11	The U.S. government will also continue to provide Americans with access to high-quality, affordable health coverage.	In progress	In the five years since the passage of the Affordable Care Act, more than 16 million people have gained health coverage. The uninsured rate among young adults ages 19-25 fell by 43 percent through the middle of 2014.
Active labor market programs			
12	The U.S. government will streamline its workforce system to provide jobseekers and workers with improved and targeted services through the Workforce Innovation and Opportunity Act (WIOA). Some key features include developing state strategic plans, improving accountability and transparency, providing access to high-quality training, improving services to employers, and increasing the focus on vulnerable population groups, such	In progress	<p>The enactment of the Workforce Innovation and Opportunity Act (WIOA) ensures that employment and training services provided by the core programs are coordinated and complementary so that job seekers acquire skills and credentials that meet employers' needs.</p> <p>While WIOA took effect July 1, 2015, the U.S. Departments of Labor and Education plan to issue regulations governing the implementation and operation of the programs authorized by WIOA in 2016.</p>

	as out-of-school youth and persons with disabilities.		
13	The Administration will also seek to implement innovative reemployment initiatives, including partnering with multiple stakeholders to offer opportunities to the long-term unemployed. Under the proposed budget, the “Bridge to Work” program will provide \$2 billion to states to implement innovative reemployment strategies; the “Back to Work Partnerships” program will provide \$4 billion in work-based experiences to long-term unemployed; and \$158 million will go towards conducting improved reemployment services and assessments.	In progress	The 2016 Budget proposes a \$500 million increase in resources to support in-person employment services for unemployed workers to help them find a new job or get the training or services they need. In addition, the Budget includes a total of \$181 million – an increase of \$100 million – for the combined Reemployment and Eligibility Assessments and Reemployment Services for all returning veterans receiving unemployment compensation and the one-third of claimants most likely to exhaust their benefits.
Long-term unemployed			
14	The U.S. government is providing \$150 million to support partnerships between employers, non-profit organizations, and our workforce systems that provide services to the long-term unemployed.	In progress	USDOL’s Ready to Work program is providing approximately \$170 million to fund collaborations between employers, non-profit organization and federal job training programs to help connect the long-term unemployed with unfilled jobs. The program seeks to improve the employment prospects for long-term unemployed through a range of training strategies, including career pathways approaches and work-based strategies. Under the 2016 Budget, the High-Growth Sector Training and Credentialing initiatives will provide \$10 billion that will be used to support career counselling, training, and subsidized employment for the long-term unemployed.

15	The Administration will seek to implement a new Career Pathways program that will reach one million long-term unemployed.	In progress	
16	The U.S. government will also continue to engage with the private sector in exchanging best practices in recruiting and hiring the long-term unemployed.	In progress	Over 300 U.S. companies have signed onto a public-private initiative that will implement best practices for hiring and recruiting the long-term unemployed. The Vice President, the Director of the National Economic Council, and the Secretary of Labor hosted a roundtable in October 2014 with the chief human resource officers of many of these leading companies who have found innovative ways to better integrate the long-term unemployed into their hiring process. As a result, Deloitte and the Rockefeller Foundation developed easy-to-use tools for human resource managers. Businesses have started to pilot these tools and practices and have committed to work together to share them with other employers.
Women			
17	The U.S. government will seek to expand its support of state paid leave programs by providing additional technical assistance.	In progress	See also 10 above. USDOL has developed a number of fact sheets, blog posts and policy documents that provide resources and compile existing research to help policy development on this issue, including a policy paper on the importance of paid paternity leave and a paper on the cost of not implementing a national paid leave program. USDOL is also funding two new independent research studies related to paid leave and to worker leave more generally, including examining how paid leave programs impact employers and employees with the goal of drawing concrete lessons about specific features of leave programs and how workers use them.
18	The USDOL will conduct a multistate study to develop and disseminate strategies for increasing the participation of women in high-wage, high-demand occupations in which	In progress	Women in Apprenticeship and Non-Traditional Occupations (WANTO) grants have sought to improve the recruitment, selection, training, employment, and retention of women in Registered Apprenticeship programs for non-traditional occupations. While the 2016 Budget does not propose any funding for this program, these

	women are underrepresented.		needs will be addressed more efficiently and effectively through the new American Apprenticeship Grants program and other USDOL and Administration efforts aimed at expanding Registered Apprenticeship opportunities, including to underrepresented populations like women.
19	The U.S. government will continue our efforts in reducing the gender wage gap, occupational segregation, underrepresentation in entrepreneurship and executive positions, and the cost of childcare.	In progress	<p>USDOL's Women's Bureau advances its work at the state and local levels on wage transparency and local and industry-specific gender wage gap analysis. In FY 2016, it will continue to raise women's awareness of, and increase education on, equal pay and pay secrecy by disseminating information through its website, face-to-face meetings, webinars, blogs, the Women's Bureau Clearinghouse and other electronic communication methods. The Women's Bureau will also conduct research on the economic impact child, elder, and disabled informal caregiving has on women in the short-term and long-term and the policy implications of those effects in terms of women's economic security. With respect to occupational segregation, the Bureau will promote its new non-traditional occupations website, <i>Women Protect, Build and Move America</i>, which focuses on best practices in law enforcement, construction, and transportation careers. The website will provide a repository of information for women job-seekers and service providers, including occupational data and statistics, relevant organizations, associations, and advocacy groups, promising practices and success stories, and support service resource and referral information.</p> <p>In addition, USDOL's OFCCP published new regulations in September 2015 implementing Executive Order 13665, which prohibits federal contractors and subcontractors from discriminating against employees and job applicants who inquire about, discuss, or disclose their pay or the pay of other employees. The regulations promote pay transparency and openness by making it possible for workers and job applicants to share information about their pay and compensation without fear of discrimination. These new regulations become effective on January 11, 2016, and should contribute to closing the</p>

			<p>pay gap that exists for women and people of color when compared to their white male counterparts and to employees being able to exercise their rights by timely filing a discrimination complaint.</p> <p>USDOL is also in the process of proposing a rulemaking to update the equal employment opportunity regulations for Registered Apprenticeship. These regulations include both non-discrimination and affirmative action provisions. These provisions ensure that women are not discriminated against and that apprenticeship sponsors conduct targeted recruitment and retention of women (as well as minorities). This will help to increase the participation of women in apprenticeships and thus in non-traditional occupations that pay better than jobs traditionally held by women.</p>
Youth			
20	The Administration will seek to provide \$2.5 billion towards funding summer and year-round job opportunities for 600,000 youth.	In progress	The 2016 Budget proposes a Connecting for Youth Program which would provide \$1.5 billion to fund additional summer-and year-round job opportunities for about 600,000 youth, and \$1.5 billion for grants to municipalities to create educational and career pathways for disconnected youth. (The FY 2015 Budget proposed \$2.5 billion for this activity, but was not enacted.)
21	The U.S. government will provide students with rigorous curriculum that will teach career skills under the newly developed Youth CareerConnect Grants.	In progress	USDOL provided grants of \$107 million in 2014 to 24 Youth CareerConnect local partnerships of local education agencies, workforce investment boards, institutions of higher education, and employers to help young people to prepare for successful careers.
22	The USDOL will refocus our youth formula program to serve disconnected youth by requiring a minimum of 75 percent of funds to be used for out-of-school youth	Implemented	

	compared to 30 percent.		
People with disabilities			
23	The U.S. federal government will increase the representation of workers with disabilities among the federal contractors' workforce to 7 percent.	In progress	In September 2013, USDOL's OFCCP issued revised regulations that strengthened its enforcement of Section 503 of the Rehabilitation Act of 1973. The regulations prohibit federal contractors and subcontractors from discriminating on the basis of disability, and require affirmative action to recruit, employ, and retain qualified individuals with disabilities. The regulations also establish a seven percent workforce utilization goal, require contractors and subcontractors to engage in and assess targeted recruitment activities, and require periodic review of personnel processes and job descriptions to ensure they do not create unnecessary barriers to the employment of people with disabilities.
24	Under WIOA, USDOL will require that at least 15 percent of state vocational rehabilitation agencies' funding provide pre-employment transition services to support youth with disabilities.	In progress	WIOA increases access for individuals with disabilities' to workforce services through the following provisions: (1) provide physical and programmatic accessibility to employment and training services, (2) provide extensive pre-employment transition services to youth with disabilities, (3) State vocational rehabilitation agencies will set aside at least 15 percent of their funding to provide transition services to youth with disabilities, and (4) a Committee was formed to advise the Secretary of Labor on strategies to increase competitive integrated employment for individuals with disabilities.
School education			
25	The Administration is committed to increase investments in early childhood education to achieve universal access to high-quality preschool for all 4 year-olds from low- and moderate-income families.	In progress	The 2016 Budget proposes to establish a continuum of high-quality early learning for children until the age of 5. The Pre-school for All initiative would build upon and strengthen existing state systems to provide all low- and moderate-income 4-year-olds with publicly-funded preschool. The Department of Education and Health and Human Services have awarded more than \$226 million in preschool development grants to 18 states to help them develop models for

			expanding preschool to all 4-year olds from low-and moderate-income families.
26	The Administration is also proposing several new initiatives — including ConnectEDucators, RESPECT, and T2L—to support teachers in the classroom.	In progress	The 2016 Budget proposes significant support for teachers including financial support for State and local efforts to (1) improve teacher effectiveness, (2) develop teaching strategies for tomorrow, and (3) expansion of existing efforts to develop innovative approaches to professional development and support, career advancement, and compensation based on analyses of local needs.
Apprenticeships, vocational training and higher education			
27	The Administration will seek to revitalize the system of Registered Apprenticeships through new investments and calling on Congress for the resources to double the number of Registered Apprenticeships over the next five years.	Implemented	\$175 million in grants have been awarded to fund projects that create career pathways that encompass American Apprenticeship and align with other post-secondary educational offerings, and leverage and develop public policies that increase demand for American Apprenticeship and support sustainability. The 2016 Budget proposes a \$2.2 billion Apprenticeship Training Fund to help states expand Registered Apprenticeships through training grants and tax credits.
28	The Administration is committed to strengthening community colleges and has set a target of an additional five million graduates from community colleges by 2020.	In progress	The 2016 Budget proposes (1) America’s College Promise program, which makes two years of community college free and (2) American Technical Training Fund to expand technical training programs with strong employer partnerships.
29	The Administration will also increase access to college for low-income students, help graduates with loan repayment, provide an American Opportunity Tax Credit, and keep student interest rates low.	In progress	The Pell Grant provides need-based grants to low-income undergraduates to promote access to postsecondary education. The Federal Perkins Loan Program provides low interest loans to help needy students finance the costs of postsecondary education. The 2016 Budget proposes a program that provides financial support to colleges that successfully enroll and graduate a significant number of low- and moderate-income students. Additionally, the proposed Health Care and Education Reconciliation Act gives student

			borrowers new choices in how they repay their loans. Borrowers choosing the income-based repayment plan will pay no more than 10 percent of their income above a basic living allowance, reduced from 15 percent under current law. Borrowers who take responsibility for their loans and make their monthly payments will see their remaining balance forgiven after 20 years of payments, reduced from 25 years in current law.
--	--	--	---

SECTION 4. KEY POLICY COMMITMENTS IN THE EMPLOYMENT PLAN

Table 4. Policy Commitments of Country

<u>Reducing long-term unemployment</u>	Description
Nature of the Challenge:	<p>Last year, we stated that despite a decrease, long-term unemployment still remained at historically high levels. In October 2014, the long-term unemployment rate in the United States was 1.9 percent of the workforce, about double the pre-crisis average of 1.0 percent. Additionally, long term-unemployed accounted for 31.9 percent of the total unemployed in October 2014.</p>
Policy planned to meet the challenge:	<p>The Administration continues to undertake a range of initiatives to reduce long-term unemployment, such as (1) working with the private sector to develop a set of best practices for hiring and recruiting the long-term unemployed, (2) initiating a \$170 million “Ready to Work Partnerships” grant program that will support innovative public-private partnerships efforts, and (3) reforming federal hiring practices.</p> <p>Over 300 U.S. companies have signed onto a public-private initiative, which is committed to implementing best practices for hiring and recruiting the long-term unemployed. The Vice President, the Director of the National Economic Council, and the Secretary of Labor hosted a roundtable in October 2014 with the chief human resource officers of many of these leading companies who have found innovative ways to better integrate the long-term unemployed into their hiring process. As a result, Deloitte and the Rockefeller Foundation developed easy-to-use tools for human resource managers. Businesses have started to pilot these tools and practices and have committed to work together to share them with other employers.</p> <p>In addition, the U.S. Department of Labor announced in October 2014 the “Ready to Work” Partnerships grant program, which utilizes \$170 million in revenues to support high-performing partnerships between employers, non-profit organizations, and our public workforce system by providing the long-term unemployed with the range of services, training, and the access they need to fill in-demand jobs.</p> <p>Lastly, as a follow-up to the Presidential Memorandum signed in January 2014, the Office of Personnel Management has issued guidance to federal agencies in implementing the policy established in the Memorandum. As a result, federal agencies have already taken steps to review their recruiting and hiring practices accordingly.</p>
Date of introduction and implementation timeline:	<p>The public-private initiative was introduced January 2014 with follow-up occurring in October 2014. The “Ready to Work” Partnership grant program was announced in October 2014 and will be implemented over the course of four years.</p>
Result achieved:	<p>We have made considerable progress. As of September 2015, the long-term unemployment rate in the United States was</p>

	1.3 percent of the workforce, down from 1.9 percent in October 2014. Additionally, the long term-unemployed accounted for 26.6 percent of the total unemployed in September 2015.
Coverage (number of persons affected)	To be determined
Funds allocated	The “Ready to Work” Partnerships grant program utilizes \$170 million.
<u>Closing the gender gap in participation and earnings</u>	Description
Nature of the Challenge:	Despite significant progress, numerous challenges need to be addressed to further increase both the rate of women’s participation in the workforce and the quality of women’s employment. These challenges include the gender pay gap, outdated workplace policies and standards, child care costs, occupational segregation, and underrepresentation in entrepreneurship and executive positions.
Policy planned to meet the challenge:	<p><u>Paid leave and work-life balance:</u> Supporting working families with policies like paid family and medical leave and paid sick days can help close the gender wage gap and enhance female labor force participation. Research shows that paid parental leave helps mothers in particular keep their jobs and maintain family income over the long term. In January, President Obama unveiled new proposals on improving work-life balance. He called on Congress to pass legislation that would allow millions of workers to earn up to seven days of paid sick time per year. He is proposing more than \$2 billion in new funds to encourage states to develop paid family and medical leave programs and announced that USDOL will use \$1.55 million in existing funds to help states conduct feasibility studies. USDOL is also funding two new independent research studies related to paid leave and to worker leave more generally, including examining how paid leave programs impact employers and employees with the goal of drawing concrete lessons about specific features of leave programs and how workers use them. Lastly, he signed a Presidential Memorandum directing federal agencies to advance up to six weeks of paid sick leave for parents of newborns and calling on Congress to pass legislation giving federal employees an additional six weeks of leave in connection with the birth or adoption of a child, or for other sick leave eligible uses. In addition, the President Obama signed an Executive Order requiring federal contractors to provide up to seven paid sick days a year. This year, the Secretary of Labor traveled across the country to highlight how state, localities, and businesses are taking the lead on leave. He met with workers, local leaders, and business owners to discuss how flexible workplace policies — such as paid leave — can help support families and businesses.</p> <p><u>Child care costs:</u> Increasing child care costs have reduced the labor force participation of mothers with young children. In an effort to reduce child care expenses, in January President Obama proposed unprecedented investments to make quality</p>

	<p>child care affordable and available for working families. He proposed: (1) increasing access to a subsidy to pay for quality child care under the Child Care and Development Fund for all low and moderate-income families with children age three and under; (2) streamlining child care tax benefits and tripling the maximum child care tax credit for middle class families with young children; and (3) investing \$100 million in new grants to states to develop, implement, and evaluate models of providing child care to address the unmet needs for families who face unique challenges in securing child care.</p> <p><u>Occupational segregation:</u> Women represent a quarter of all workers in STEM (Science, Technology, Engineering, and Mathematics) occupations where the average wage is a third higher than non-STEM occupations. The U.S. government has introduced several initiatives to build a pathway to these jobs for women, including mentoring to support women throughout their academic and professional careers and supporting efforts to retain women in the STEM workforce. Furthermore, President Obama announced over \$240 million in new private-sector commitments in March to inspire and prepare more girls and boys, especially those from underrepresented groups, to excel in the STEM fields. He also announced that the Department of Education will launch a \$25 million grant competition to support the creation of science-themed media that inspires children, especially those from low-income homes to engage in science and put into practice the skills they need for success in school. Also, the White House will be convening roundtables this year to celebrate the work of outstanding contributors in science and technology and raise their visibility as role models for the next generation of students.</p> <p>USDOL is also developing a proposed rulemaking to update the equal employment opportunity regulations for Registered Apprenticeship. These regulations would include both non-discrimination and affirmative action provisions. These provisions would ensure that women are not discriminated against and that apprenticeship sponsors conduct targeted recruitment and retention of women (as well as minorities). This would help to increase the participation of women in apprenticeships and thus in non-traditional occupations that pay better than jobs traditionally held by women.</p> <p><u>Underrepresentation in entrepreneurship and executive positions:</u> The U.S. government continues to work to expand business opportunities for women. The Administration is committed to educating, training, and inspiring women to become the next generation of American leaders through public-private partnerships that aim to educate students about the harmful effects of gender stereotypes and create new mentoring programs to inspire and prepare girls and women to become leaders. InnovateHER is a cross-cutting prize competition that provides an opportunity for entrepreneurs throughout the U.S. to showcase products and services that have a measurable impact on the lives of women and families, have the potential for commercialization, and fill a need in the marketplace. The first year's winners were</p>
--	--

	<p>announced earlier this year with a second competition currently in place.</p> <p><u>Equal pay:</u> The current administration continues to seek an increase in the federal minimum wage, which would disproportionately benefit women, and supports the passage of the Paycheck Fairness Act, a comprehensive bill that updates and strengthens the Equal Pay Act of 1963, which made it illegal for employers to pay unequal wages to men and women who perform substantially equal work. The U.S. Department of Labor has also created a guide for employers and employees that explains equal pay laws and offers information on resources available for workers who believe they might be experiencing pay discrimination on the basis of their sex.</p> <p><u>Pay Secrecy:</u> USDOL’s Women’s Bureau published an updated fact sheet on pay secrecy and transparency laws by state. In September 2015, USDOL’s OFCCP published new regulations implementing Executive Order 13665, which prohibits federal contractors and subcontractors from discriminating against employees and job applicants who inquire about, discuss or disclose their pay or the pay of other employees. The regulations promote pay transparency and openness by making it possible for workers and job applicants to share information about their pay and compensation without fear of discrimination. The regulations require contractors and subcontractors to include a nondiscrimination provision in its existing employee manuals and handbooks and to disseminate the nondiscrimination provision to applicants and employees. The regulations strengthens civil rights enforcement, and should contribute to closing the pay gap by making it possible for workers and applicants to know if they are being unfairly underpaid. While research has found that many factors contribute to the wage gap, such as occupational preferences, pay discrimination remains a significant problem, especially for the working poor and the middle class. Among the possible contributing factors is the prevalence of workplace prohibitions against discussing compensation. Strictures against revealing compensation can conceal compensation disparities among employees, making it impossible for an employee to know he or she is being underpaid compared to his or her peers. If compensation remains hidden, employees who are being paid less because of their gender or race will remain unaware of the problem. In the absence of this knowledge, these employees will be unable to exercise their rights by filing a discrimination complaint.</p>
<p>Date of introduction and implementation timeline:</p>	<p>In September 2015, the recipients of the \$1.55 million grants on conducting feasibility studies were announced. The Presidential Memorandum on Modernizing Federal Leave Policies of June 23, 2014.</p> <p>In March 2015, President Obama announced the \$240 million in new private sector commitments.</p> <p>InnovateHER was first launched in February 2015.</p>

Result achieved:	To be determined
Coverage (number of persons affected)	To be determined
Funds allocated	To be determined
<u>Increasing youth employment opportunities</u>	Description
Nature of the Challenge:	<p>Last year, we noted that unemployment remains high for youth in the labor market. In October 2014, the unemployment rate for individuals age 25-54 was 4.9 percent, but twice as high—10.5 percent—for individuals aged 20-24 and almost four times higher—18.7 percent—for individuals aged 16-19. Those with less education tend to do worse in terms of employment and earnings. A high school dropout can expect to earn about one-quarter less over a lifetime compared to a high school graduate and almost 60 percent less compared to a college graduate. The unemployment rates were also relatively elevated for those with lower educational attainment: the unemployment rate for high school dropouts age 25 and older was 7.9 percent in October 2014, compared to 5.7 percent for high school graduates, and 3.0 percent for college graduates.</p>
Policy planned to meet the challenge:	<p>Last year, President Obama launched the <i>My Brother's Keeper</i> initiative to address persistent opportunity gaps faced by boys and young men of color and ensure that all young people can reach their full potential. Through this initiative, the Administration is working with communities, businesses, and foundations that are taking important steps to connect young people to mentoring, support networks, and the skills they need to find a good job or go to college and work their way into the middle class.</p> <p>The Workforce Investment and Opportunity Act (WIOA), which is the first major reform of the U.S workforce development policy in 15 years, requires that a minimum 75% of youth funding (as opposed to 30% under the previous act) be used to serve out-of-school youth facing the greatest challenges in gaining skills and decent employment.</p> <p>USDOL is committed to doubling of the number of Registered Apprenticeships within five years. In December, USDOL announced the launch of the American Apprenticeship Grants program, a \$175 million grant competition to support this effort and has requested additional funds to further expand the use of apprenticeships in the U.S.</p> <p>USDOL is requesting \$3 billion for the four-year <i>Connecting for Opportunity</i> initiative targeting disconnected youth ages 16 to 24. The proposal would provide \$1.5 billion for subsidized youth summer and year-round jobs and \$1.5 billion for grants to municipalities to reengage and offer disconnected youth educational and workforce pathways.</p> <p>Earlier this year, USDOL awarded \$22 million to seven</p>

	<p>targeted Youth Demonstration grants in urban areas with extraordinary and compelling need – high unemployment, high crime rates, and low graduation rates. Each of these grants is serving NEET youth aged 16-29 using a combination of compelling and customer-centered job training strategies that position young people for entry on and along career pathways. In addition, the grants will provide youth with mentoring, supportive services, and work experiences designed to place them on the pathway toward attaining good jobs and will provide meaningful work experiences to ensure participants are ready to work and have the skills needed to be successful in the workplace.</p> <p><i>Youth CareerConnect</i> grants enable schools to partner with local employers, community colleges, workforce investment boards and other groups to provide student with real-world career skills. In 2014, 24 Youth CareerConnect grants were awarded for a total of \$107 million.</p> <p><i>Performance Partnership Pilots</i> combine funds from different federal agencies to improve education and employment outcomes among disconnected youth. Under the Consolidated Appropriations Act, 2014, up to ten pilot sites will test innovative, outcome-focused strategies to achieve significant improvements in educational, employment, and other key outcomes for disconnected youth.</p> <p>USDOL is also seeking to address the challenges faced by youth through an increase of funding of existing youth programs.</p> <ul style="list-style-type: none">• <i>Job Corps</i>, the nation’s largest career technical training and education program for at-risk youth, provides training in residential and non-residential settings. We are currently working towards strengthening the <i>Job Corps</i> program and improving student outcomes.• <i>YouthBuild</i> targets at-risk, high school dropouts and provides them with academic and occupational skills training. We are currently requesting an increase in funding in order to support grants to programs serving over 5,200 youth.• The <i>Reintegration of Ex-Offenders</i> program provides funds for service to juvenile offenders and youth at high risk of becoming offenders. We are currently seeking an increase in funding, which among other purposes would go towards competitively awarding up to 20 grants to community partnerships of workforce entities, community-based organizations, schools, and law enforcement agencies to pilot the Law Enforcement Services Career Pathways Program, which seeks to introduce at-risk youth to work in law enforcement and build positive relationships.
--	--

Date of introduction and implementation timeline:	<p>My Brother’s Keeper was launched in February 2014.</p> <p>The WIOA was signed into law on July 22, 2014 with many of its reforms taking effect July 22, 2015.</p> <p>The American Apprenticeship Grants was announced in December 2014 with \$175 million in awards being funded over the course of five years.</p> <p>Earlier this year, \$22 million was awarded for the Youth Demonstration grants.</p> <p>Last year, \$107 million was awarded in Youth CareerConnect grants.</p>
Result achieved:	<p>In July 2015, the unemployment rate for individuals age 25-54 was 4.5 percent, but twice as high—10.1 percent—for individuals aged 20-24 and almost four times higher—16.2 percent—for individuals aged 16-19.</p>
Coverage (number of persons affected)	<p>To be determined</p>
Funds allocated	<p>See above</p>
<u>Increasing employment opportunities for individuals with disabilities</u>	Description
Nature of the Challenge:	<p>Last year we noted that the unemployment rate of individuals with disabilities was twice that of those without disabilities (11.3 percent versus 5.3 percent in October 2014). The labor force participation rate for people without disabilities was nearly three and a half times than those with disabilities (68.8 percent versus 20 percent in October 2014).</p>
Policy planned to meet the challenge:	<p>USDOL administers grants that enhance access to the U.S. workforce system for people with disabilities, including through the Disability Employment Initiative, which helps people with disabilities to obtain needed employment and training services. USDOL also works to promote the employment of people with disabilities within the federal government and among federal contractors.</p> <p>Launched in early 2014, the Curb Cuts to the Middle Class Initiative is a federal cross-agency effort working to increase equal employment opportunities and financial independence for individuals with disabilities, with a particular emphasis on individuals with significant disabilities. In its pilot year, this initiative focused on supporting effective implementation of the affirmative action and nondiscrimination obligations of federal contractors under the updated Section 503 of the Rehabilitation Act regulations.</p> <p>USDOL is also working with the Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities, which is a two-year body, established by the recently enacted Workforce Innovation</p>

	<p>and Opportunity Act (WIOA) to make recommendations to the Secretary of Labor and Congress on increasing employment opportunities for people with significant disabilities in competitive, integrated employment.</p> <p>USDOL is committed to making technology accessible to workers with disabilities. The Partnership for Employment and Accessible Technology provides tools and information to counter identified barriers that prevent employers and Information Technology (IT) professionals from promoting and utilizing accessible technology. The Partnership for Employment and Accessible Technology will continue to share the importance of accessible information and communication technologies and promote the adoption and implementation of accessible technology among states by providing model legislation and technical assistance to at least five states. In addition, it will also focus on improving the accessibility of social media in government by developing an electronic toolkit and Federal community-of-practice to address the accessibility of government-created social media. As social content, data, and platforms become more diverse, agencies have a responsibility to ensure these digital services are accessible to all citizens, including people with disabilities. In terms of its effect on employment, more agencies are using social media to conduct outreach, recruit job candidates, and encourage workplace productivity. Social media has quickly become a critical component of the employment process.</p> <p>In July 2010, the president issued Executive Order 13548 to increase the number of individuals with disabilities in the federal workforce with an achievement goal of 100,000 new individuals hired over five years. EO 13548 has taken effect and the Office of Personnel Management (OPM) has been working with partner agencies to implement and improve efforts to employ workers with disabilities through increased recruitment, hiring, and retention. OPM has identified these efforts as a key component of human resource strategies, and has required agencies to adopt an integrated approach involving their Human Resource, Equal Employment Opportunity, and Diversity and Inclusion offices.</p> <p>In addition, in March 2014 USDOL's revised and strengthened regulations implementing Section 503 of the Rehabilitation Act of 1973 became effective. Section 503 prohibits discrimination by covered Federal contractors and subcontractors on the basis of disability, and requires affirmative action to recruit, employ, and retain qualified individuals with disabilities. Among other requirements, the regulations establish a seven percent workforce utilization goal, and require contractors to engage in and assess targeted recruitment activities, and to periodically review their personnel processes and job descriptions to ensure they do not create unnecessary barriers to the employment of people with disabilities.</p>
<p>Date of introduction and implementation timeline:</p>	<p>2014 and ongoing</p>

Result achieved:	Although the unemployment rate for persons with disabilities has declined slightly to 10.4 percent in July 2015, this is still about twice that of those without disabilities (5.4 percent in July 2015). The labor force participation rate for people without disabilities is nearly three and a half times than those with disabilities (69 percent versus 19.8 percent in July 2015).
Coverage (number of persons affected)	To be determined
Funds allocated	To be determined

SECTION 5. MULTIYEAR COLLECTIVE COMMITMENTS

The following templates are to be completed to provide information on commitments made by Leaders and/or Labour and Employment Ministers on:

- Female participation, quality of employment and gender equity
- Youth employment
- Safer and healthier workplaces

Collective commitment to increase female labour force participation and quality of jobs

1. Monitoring progress: tracking policy developments

Using the template below, please report on the key policy measures that have been or will be put in place by your country to promote greater gender equality in the labour market and achieve the collective target of reducing the gender gap in labour force participation in 2012 by 25% by 2025. The policy measures (up to four measures in each case) should be grouped under the four broad policy areas that cover the 11 policy principles set out by G20 Ministers of Labour and Employment in their Melbourne Declaration:

- A. Address unequal treatment of men and women in the labour market (Declaration priorities 5, 6).
- B. Promote an enabling environment for gender equality in the labour market (Declaration priorities 1, 2, 4, 10, 11).
- C. Make work pay, improve job quality and reduce informality (Declaration priorities 7, 8, 9).
- D. Promote entrepreneurship (Declaration policy priorities 3).

Table 5. Monitoring Progress: Tracking Policy Developments

Female participation, quality of employment and gender equity

	Name/Title of Policy Instrument	Objectives	Description (coverage, budget, fund, etc.)	Implementation timeline	Outcomes achieved to date
Address unequal treatment of men and women in the labour market (Declaration priorities 5, 6)					
A.	Enforcement of equal pay laws	Ensure compliance with equal pay laws	Create mechanisms to ensure that federal contractors are complying with equal pay laws. Executive Order 13665 signed on April 8, 2014, prohibits federal contractors and subcontractors from discriminating against employees and job applicants who discuss their compensation, and a Presidential Memorandum of April 8, 2014, directed USDOL to propose regulations for the submission of summary compensation data by federal contractors and subcontractors disaggregated by sex and race that will be used for more effective enforcement where discrepancies exist while reducing the cost and burden of compliance.	Final rule published in September 2015 implementing Executive Order 13665. Notice of Proposed Rulemaking on compensation data published in August 2014.	
	Awareness-raising	Develop social awareness around equal treatment of men and women	Create tools or guides for employers and workers to have a better understanding of their rights and responsibilities. For example, USDOL’s Women’s Bureau published an updated fact sheet on pay secrecy and transparency laws by state. Also, the Bureau will publish a revised edition of the Women’s Employment Rights Guide.	2014 – TBD	
	Strengthen legislation	Support passage of stronger legislation on equal pay laws	Support the passage of the Paycheck Fairness Act, a comprehensive bill that updates and strengthens the Equal Pay Act of 1963, which made it illegal for employers to pay unequal wages to men and women who perform substantially equal work.	TBD	
Promote an enabling environment for gender equality in the labour market (Declaration priorities 1, 2, 4, 10, 11)					
B.	Campaign for national paid leave and paid sick days legislation	Raise national awareness on adopting a national paid leave system	The Secretary of Labor and the White House have met with workers, local leaders, and business owners to discuss how flexible workplace policies, such as paid leave and	2015	

			paid sick days, can help support families and businesses. Additionally, on September 7, 2015, President Obama signed an Executive Order requiring federal contractors to offer their employees up to seven days of paid sick leave per year.		
	Encourage greater adoption of paid leave	Fund feasibility studies on extending or adopting state paid leave systems	This year, USDOL awarded \$1.55 million dollars to conduct feasibility studies.	2015-ongoing	
Make work pay, improve job quality and reduce informality (Declaration priorities 7, 8, 9)					
C.	Continue to strengthen tax credits	Support additional legislation to increase tax credits for child care costs and earned income	Continue to support passage of tax credits that reduce the cost of childcare, such as increasing access to a subsidy to pay for quality child care under the Child Care and Development Fund for all low and moderate-income families with children age three and under and streamlining the child care tax benefits and tripling the maximum child care tax credit for middle class families with young children. Support expanding the Earned Income Tax Credit, which helps families meet some of the costs of raising children and provides a refundable tax credit for lower income families.	2014-ongoing	
Promote entrepreneurship (Declaration policy priorities 3)					
D.	Promote entrepreneurship	Develop increased opportunities for women to showcase their entrepreneurship skills	InnovateHER is a cross-cutting prize competition that provides an opportunity for entrepreneurs throughout the U.S. to showcase products and services that have a measurable impact on the lives of women and families, have the potential for commercialization, and fill a need in the marketplace. The first year's winners were announced earlier this year with a second competition currently in place.	2014-TBD	

2. Key indicators of gender gaps in the labour market

These tables will be completed every two years by the ILO, OECD and World Bank, to the extent possible, to ensure comparability of the indicators. Countries are requested to fill in where possible any missing observations. The data for these indicators have been derived from databases maintained by the ILO, OECD and the World Bank and are generally based on internationally agreed definitions.

A. Gender gaps in labour market outcomes

	Labour force participation rate (15-64 year olds)				Employment / population ratio (15-64 year olds)				Incidence of part-time employment ^a				Incidence of informal employment ^b				Incidence of temporary employment ^c				Gender gap in coverage of pensions				Gender pay gap ^d	
	2012		2014		2012		2014		2012		2014		2012		2014		2012		2014		2012		2014		2012	2014
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women				
United States**	70.2	57.7	69.2	57.0	64.4	53.1	64.9	53.5	13.3	26.3	12.7	25.8		..				1.1							23	22

a) Proportion of employed persons who work part-time, based on a 30-usual-hour cut-off in the main job. For Saudi Arabia the data refer to actual hours worked based on a 35-hour cut-off.

B. Gender gaps in opportunities

	Differences in legal treatment for men and women ^e		Time spent in unpaid work (minutes per day) ^f		PISA reading performance				PISA mathematics performance				Percentage of the population that has attained tertiary education (25-64 year olds) ⁱ				Total weeks of paid leave available for fathers		Total weeks of paid leave available for mothers		Preschool enrolment rate among children aged 3-5 years	
	2012	2014	2014 or latest year available		2012		2015		2012		2015		2012		2014		2012	2014	2012	2014	2012	2014
			Men	Women	Boys	Girls	Boys	Girls	Boys	Girls	Boys	Girls	Men	Women	Men	Women	2012	2014	2012	2014	2012	2014
United States**	2		103	128	482	513			484	479			56.6	58.5	57.5	59.9	0	0	0	0	66.5	

a) Proportion of employed persons who work part-time, based on a 30-usual-hour cut-off in the main job. For Saudi Arabia the data refer to actual hours worked based on a 35-hour cut-off.

b) Proportion of employees working informally in 2010 in China, the Russian Federation, South Africa and, in 2009, Argentina, Brazil, India, Indonesia, Mexico and Turkey.

c) Proportion of employees working in temporary jobs.

d) The gender wage gap is defined as male minus female median wages as a proportion of male median wages. The data refers to mean wages for China (Hong Kong) and Indonesia.

e) This indicator considers differences in treatment by law of men and women and provides an aggregate count across 21 areas for married and unmarried women and for 5 areas that only apply to married women (the maximum score would thus be 47), including: application for a passport; travel outside the country; signing a contract; being head of household or family; having ownership rights over property; working the same night hours; having the same statutory retirement age; and, absence of gender or sex discrimination in the constitution.

f) The data are derived from time-use surveys.

h) Tertiary education refers to all type-A and type-B programmes.

* For more details on definitions and additional indicators that could be covered, see OECD, ILO, IMF, World Bank (2014), “Achieving stronger growth by promoting a more gender-balanced economy”, Report prepared for the G20 Labour and Employment Ministerial Meeting Melbourne, Australia, 10-11 September 2014: <http://www.oecd.org/g20/topics/employment-and-social-policy/ILO-IMF-OECD-WBG-Achieving-stronger-growth-by-promoting-a-more-gender-balanced-economy-G20.pdf>

****Please note, the United States has replaced the IO data for several categories, including labor force participation rate (age 16+); employment/population ratio (age 16+); incidence of part-time employment (age 16+); gender pay gap (based on median annual earnings); time spent on unpaid work (American Time Use Survey for the civilian population minutes per day on household activities and caring for household workers); percentage of the population that has attained tertiary education (age 25+ and includes some college, associate degree, bachelor’s degree and higher); paid leave (the United States does not have a national paid leave system); and preschool enrollment (OECD’s family database table PF3.2A).**

Commitment to promote better employment outcomes for youth

1. Monitoring progress: tracking policy developments

Using the template below, please report on the key policy measures that have been, or are planned to be, put in place by your country to promote better employment outcomes for youth. Information is requested on up to four key policy measures under each of three broad policy areas:

- A. ***Strengthen the education system and prepare all young people for the world of work.***
Including: improving basic skills; second-chance programmes; strengthening vocational education and training; expanding opportunities for workplace learning, including apprenticeships and traineeships; and improving career guidance.
- B. ***Provide effective support to unemployed young people to find work.***
Including: providing adequate income support to unemployed youth; and improving the provision of effective active labour market programmes, including entrepreneurship programmes.
- C. ***Improve job opportunities.***
Including: addressing constraints on demand for labour, including for youth (macroeconomic policy settings, credit availability, public employment programmes); and enhancing job quality (ensuring fair wages are paid, improving working conditions and tackling informality).

**Table 6. Monitoring Progress: Tracking Policy Developments
Youth Employment**

	Name/Title of Policy Instrument	Objectives	Description (coverage, budget, fund, etc.)	Implementation timeline	Outcomes to date
Strengthen the education system and prepare all young people for the world of work					
A.	Expand apprenticeships	Strengthen vocational training and on-the-job training opportunities	USDOL is committed to doubling of the number of Registered Apprenticeships within five years.	2014-ongoing	In December, USDOL announced the launch of the American Apprenticeship Grants, a \$175 million grant competition to support this effort and has requested additional funds to further expand the use of apprenticeships in the United States USDOL also launched the ApprenticeshipUSA campaign to transform the image of apprenticeships, recruit leaders and champion to promote apprenticeships in new industries and occupations, and build partnerships to accelerate apprenticeship adoption and innovation.
Provide effective support to unemployed young people to find work					
B.	Target the allocation of employment services	Improve the allocation of funding under the workforce development system	The Workforce Investment and Opportunity Act (WIOA), which is the first major reform of the U.S workforce development policy in 15 years, requires that a minimum 75% of youth funding (as opposed to 30% under the previous act) be used to serve out-of-school youth facing the greatest challenges in gaining skills and decent employment.	2015-ongoing	
	Improve and expand the provision of job training strategies	Fund grants that serve NEET youth aged 16-29	Serve NEET youth aged 16-29 using a combination of compelling and customer-centered job training strategies that position young people for entry on and along career pathways.	2015-ongoing	Earlier this year, the U.S. Department of Labor awarded \$22 million to seven targeted Youth Demonstration grants in urban areas with extraordinary and compelling need – high

			Provide youth with mentoring, supportive services, and work experiences designed to place them on the pathway toward attaining good jobs and will provide meaningful work experiences to ensure participants are ready to work and have the skills needed to be successful in the workplace.		unemployment, high crime rates, and low graduation rates.
	Pilot partnerships that will improve NEET youth outcomes	Improve the educational and employment opportunities of NEET youth	Performance Partnership Pilots combine funds from different federal agencies to improve education and employment outcomes among disconnected youth. Up to ten pilot sites will test innovative, outcome-focused strategies to achieve significant improvements in educational, employment, and other key outcomes for disconnected youth.	2014-ongoing	
Improve job opportunities					
C.	Increase job opportunities for youth	Create partnerships that facilitate increased job opportunities for youth	Youth CareerConnect grants enable schools to partner with local employers, community colleges, workforce investment boards and other groups to provide student with real-world career skills.	2014-ongoing	In 2014, 24 Youth CareerConnect grants were awarded for a total of \$107 million.

2. Key indicators of youth employment outcomes

This table will be completed every two years by the ILO and OECD to the extent possible to ensure the comparability of indicators. Countries are requested to fill in where possible any missing indicators. The data for these indicators have been derived from databases maintained by the ILO and OECD.

Youth employment outcomes (15-24 year olds unless indicated otherwise)

	Employment/population ratio			Unemployment rate			Incidence of long-term unemployment			Incidence of involuntary part-time employment			Incidence of informal employment			Incidence of temporary employment			NEET rate		
	2007 ^a	2013 ^b	2014	2007	2013	2014	2007	2013	2014	2007	2013	2014	2007	2013	2014	2007	2013	2014	2007	2013	2014
United States**	53.1	46.5	47.6	10.5	15.5	13.4	6.5	18.3	13.9	5.7	11.1	9.9							14.5	17.6	16.6

^a Reference year (pre-crisis)

^b Base year

****Please note, the United States has replaced the IO data for 2013 data, incidence of involuntary part-time employment, and NEET rates (calculations based on BLS data). Also, the United States collects data on youth aged 16-24 year olds, not 15-24 year olds.**

Commitment to promote safer and healthier workplaces (OSH)

1. Monitoring progress: tracking policy developments

Prepare a brief (2-3 pages) report on 2-3 key occupational safety and health policy commitments selected by each country. In line with the G20 Statement on Safer and Healthier Workplaces: Measures for Progress Review, (Annex C, G20 Labour and Employment Ministerial Declaration, Melbourne, 10-11 September 2014), the information on policies to address occupational safety and health could cover measures in the following four broad policy priority areas:

- A. National action that strengthens national policies, systems, programmes and strategies to improve occupational safety and health. (Commitments 1, 2, 3)

The U.S. Department of Labor's overall strategy is reflected in its enforcement initiative known as "Plan, Prevent and Protect." USDOL's Occupational Safety and Health Administration (OSHA) supports this strategy by focusing on fair and effective enforcement through the following programs.

Severe Violator Enforcement Program (SVEP). SVEP focuses enforcement efforts on significant hazards and violations by concentrating inspection resources on employers who have demonstrated recalcitrance or indifference to their OSH Act obligations by committing willful, repeated, or failure-to-abate violations involving high-emphasis hazards, such as falls, amputations, combustible dust, crystalline silica, lead, trenching/excavation, and shipbreaking.

OSHA's new rule, "Severe Injury and Illness Reporting Requirements", 29 CFR 1904.39 covers all employers under OSHA's jurisdiction. Employers must now report to OSHA all work-related fatalities, hospitalizations, amputations and losses of an eye. This rule expands the list of severe work-related injuries that all covered employers must report. Even those employers who are exempt from maintaining injury and illness records are required to comply with OSHA's new severe injury and illness reporting requirements. With these new crucial reports, the agency will be able to more efficiently target its resources by identifying the workplaces where workers are at the greatest risk and allocating compliance assistance and enforcement resources accordingly.

Chemical Exposure Limits: OSHA is working on a multi-component initiative to reduce workplace exposures to hazardous chemicals. OSHA recognizes that many of its permissible exposure limits (PELs) are outdated and may be inadequate for ensuring protection of worker health. The agency plans has begun several initiatives and is developing new tools that will encourage employers to reduce chemical exposures in private sector and federal workplaces.

In 2014, OSHA updated its Respiratory Protection Directive to OSHA's field staff, emphasizing interrelated enforcement tools currently available to OSHA to protect employees from exposures to serious chemical hazards with no OSHA PELs; in 2015, OSHA updated its Hazard Communication Directive to OSHA's field staff, which included enforcement guidance for chemicals with no OSHA PEL; and the U.S. Department of Labor, at OSHA's request, submitted a recommendation for the President to release an Executive Order requiring federal agencies to use the most feasible and effective occupational exposure limits for their employees, which may be approved and issued in 2016.

Healthcare: OSHA is working to address the elevated incidence of work-related injuries and illnesses among healthcare workers (HCWs). Safety and health hazards faced by HCW include bloodborne pathogens and biological hazards, potential chemical and drug exposures, waste anesthetic gas exposures, respiratory hazards, ergonomic hazards from patient lifting and repetitive tasks, laser hazards, workplace violence, hazards associated with laboratories, and

radioactive material and x-ray hazards. This included issuing enforcement guidance to field offices directed to HCW in Inpatient Healthcare Settings, launching a rulemaking process that will lead to a comprehensive infectious disease standard that would require health care employers to comply with industry standard guidance, and issuing revised guidance on preventing workplace violence in health care and social services.

Ergonomics: OSHA continues to address musculoskeletal disorders (MSDs), which are among the most frequently reported causes of employees missing days of work– about one third. But since the U.S Congress rescinded OSHA’s ergonomics rule in 2001, OSHA is limited to enforcement using the general duty clause of the OSH Act to cite employers for ergonomic hazards.

B. National action that supports international collaboration and development, sharing and application of knowledge on OSH. (Commitments 6, 7, 8)

- USDOL and China’s State Administration of Work Safety (SAWS) have a Memorandum of Understanding (MOU) in place to promote bilateral cooperation on workplace safety and health. Under the MOU, USDOL has co-organized an annual senior-level policy dialogue (the U.S.-China Workplace Safety and Health Dialogue), sponsored technical exchange visits, and facilitated the sharing of best practices and innovative programs related to workplace safety and health and worker participation in management decisions.
- USDOL and India’s Ministry of Labor and Employment have an MOU in place to promote bilateral cooperation on labor and employment topics, including technical assistance on occupational safety and health. USDOL funded a project through the occupational health and safety training center at the University of Texas-Arlington to provide training to trainers and inspectors in the ports and docks and the offshore oil and gas exploration sector
- The U.S.-EU Working Group on Employment and Labor-Related Issues was established in 1996 with the adoption of a Memorandum of Understanding (MOU). Over the years the Working Group has sponsored meetings, workshops, and conferences that draw expertise from governments, trade unions, businesses, academia, and other organizations. OSHA and its counterparts in the EU have met annually in recent years.
- USDOL and Vietnam’s Ministry of Labor, Invalids and Social Affairs have a Memorandum of Understanding in place to promote bilateral cooperation on broad labor and employment topics, including occupational safety and health. The two countries conduct an annual labor dialogue to discuss national labor policies and programs, legal reform, and other technical exchanges.
- For more than a decade, USDOL has worked to address the workplace health, safety of foreign workers in the United States through agreements with embassies and consulates. USDOL provides information on safety and health to foreign workers and helps workers report to violations of the law.
- Since 1993, ILAB has been reporting on hazardous working conditions for children, and has produced over 30 Congressionally-mandated reports. The Secretary’s Findings on the Worst Forms of Child Labor, first published in 2002 and now in its 13th edition, has been reporting on children’s involvement in hazardous work. The report includes children’s work activities in agriculture, mining, construction, and services. The report includes available information on hazards such as dangerous tools, pesticides and

exposure to other toxins. We also report on work-related injuries or illnesses as a result of children's work in hazardous sectors.

- USDOL has funded numerous OSH related projects, including:
 - **ILO/OSH:** ILAB is funding a \$10.5 million global OSH project through the ILO to build on OSH commitments made within the G20. The project seeks to develop pilot initiatives to improve workplace safety and health policy and to implement direct action initiatives in targeted countries where there is a high incidence of workplace injuries, accidents and deaths. The project will also include a youth component to help working youth make the transition from hazardous work into safe and healthy working conditions appropriate for their age, skills and experience.
 - **Ethiopia:** A four year \$10 million project in Ethiopia, funded by USDOL and implemented by World Vision, due to conclude at the end of 2015, provides occupational safety and health training to labor inspectors and conducts research on child labor, hazardous work and youth employment opportunities in collaboration with the Universities of Gondar and Addis Ababa.
 - **Colombia:** A USDOL-funded four year \$9 million project in Colombia implemented by PACT Inc., due to end in 2017, is helping to strengthen Colombia's capacity to identify and address violations of child labor and occupational safety and health laws (OSH) in artisanal and small-scale gold and coal mining. It also helps artisanal and small-scale miners improve their OSH standards.
 - **Global gold mining:** By the end of 2015, USDOL intends to fund a four year \$5 million project to reduce child labor and improve working conditions, including OSH, in artisanal and small-scale gold mining (ASGM). The project will include action at the country and global levels. At the country level, the project will include Ghana and the Philippines as pilot countries. At the global level, the project will develop networks and promote the sharing of good practices among stakeholders in countries where ASGM is significant.
- Each year USDOL hosts hundreds of government officials, business representatives, trade unionists, researchers, and other visitors from overseas. Many of the visitors are interested in laws, regulations, standards, and enforcement programs related to occupational safety and health.

C. National action that targets measures to improve OSH conditions for priority safety and health hazards, high risk sectors, SMEs, supply chains and vulnerable workers. (Commitments 4, 5, 10)

OSHA's enforcement is addressing high-priority safety and health issues, particularly focusing on high risk industry sectors and vulnerable workers.

Highly Hazardous Chemicals. For these industries, OSHA has clarified enforcement policy related to its Process Safety Management standard so that more effective enforcement efforts can be deployed while also providing necessary public notice of these policies. For example, OSHA issued notices to the fertilizer storage industry on the regulatory requirements of ammonium nitrate storage and issued a memorandum to its field agents on the enforcement of

those requirements.

Poultry Initiative: Workers employed in the poultry industry face many serious hazards that lead to serious injury, illness and death, including dangerous equipment, musculoskeletal disorders, high noise levels, and hazardous chemicals such as ammonia, chlorine, and antimicrobial agents. The incidence rate of occupational illness cases reported in the poultry industry is more than six times the average for all U.S. private industries. OSHA, along with Department of Agriculture, issued a letter to all poultry plants in early June 2015, and developed a poster on worker rights under OSHA, encouraging reports of injury and illness, which is required to be posted in every poultry plant.

Vulnerable Workers: OSHA has focused on protecting day laborers and other vulnerable workers in America who work in high-risk industries. Because of language barriers, literacy, lack of training and other challenges, these workers are often hard to reach, and are also at the greatest risk for injury, illness and death on the job.

OSHA's Temporary Worker initiative: The temporary worker industry grew by 125% since 1990, and nearly 10 million people work in temporary jobs per year. Many labor experts believe that the increased use of temporary workers is part of a structural, lasting shift in the job market. A number of temporary workers have been found in hazardous and less desirable industries performing some of the most hazardous tasks, such as tank cleaning, asbestos removal. To address this, OSHA clarified policy, reached out to stakeholders and issued informational guidance.

Falls Campaign: Falls are the leading cause of death in the U.S. construction sector. OSHA and its partners have organized a National Fall Prevention Campaign for the last four years, collaborating with National Institute on Safety and Health (NIOSH), labor unions and industry representatives to raise awareness of the issue with outreach, publications and media.

Small and Medium Enterprises (SME)s: The Office of Small Business Assistance (OSBA) administers OSHA's On-Site Consultation Program, conducts small business safety and health outreach, and serves as liaison and a point of contact within the agency for small businesses. OSHA's On-site Consultation Program offers free and confidential safety and occupational health advice to small and medium-sized businesses in all states and several U.S territories, with priority given to high-hazard worksites.

D. National action that fosters a culture of consultation, collaboration and collective action with social partners to improve occupational safety and health. (Commitment 9)

Cooperative Programs: OSHA offers the several cooperative programs under which businesses, labor groups, and other organizations can work cooperatively with OSHA to help prevent injuries, illnesses and fatalities in the workplace. OSHA's Voluntary Protection Programs (VPP), OSHA Strategic Partnerships (OSP), OSHA's Safety and Health Achievement Recognition Program (SHARP), OSHA Challenge and OSHA Alliance programs each work with differing groups. These include large and small employers with existing safety and health management systems (SHMS) who want to promote continuous improvement, missing or immature SHMS to help develop or enhance, industry sectors with common SHMS concerns, or Associations, trade groups or training entities wanting to improve the safety and health at American's workplace by preventing workplace injuries and illnesses.

Voluntary Protection Programs (VPP): OSHA's VPP recognizes facilities in the private industry and federal agencies who have implemented effective safety and health management systems (SHMS) and maintain injury and illness rates below national Bureau of Labor Statistics averages for their respective industries. In VPP, management, labor, and OSHA work cooperatively and proactively to prevent fatalities, injuries, and illnesses through a system

focused on: hazard prevention and control; worksite analysis; training; and management commitment and worker involvement and strive for continuous improvement in their SHMS programs. OSHA’s Strategic Partnership Program (OSPP) provides opportunities for OSHA to partner with employers, workers, professional or trade associations, labor organizations, and other interested stakeholders to eliminate serious hazards and enhance workplace safety and health practices. Each OSPP establish specific goals, strategies, and performance measures to improve worker safety and health.

OSHA’s Alliance Program: This program allows the agency to establish formal, voluntary, cooperative relationships between OSHA and key stakeholders to improve occupational safety and health across a variety of sectors, including construction, oil and gas, and healthcare. Alliance participants include employers and trade associations; labor unions and other labor groups; professional associations; educational institutions; community- and faith-based organizations; consulates; local, state, and federal government agencies; and other organizations or institutions. Through the Program, OSHA and alliance participants collaborate in developing and promoting compliance assistance tools and resources, sharing information with workers and employers, and educating workers and employers about their rights and responsibilities.

2. Key indicators of OSH outcomes

Countries are requested to fill in this table every two years. The ILO will assist in completing the table to the extent the information required has been shared with the ILO.

**Table 7. Monitoring Progress: Tracking Policy Developments
Safer and healthier workplaces**

Key indicators	2013 (base)	2015	2017	2019	2021
General indicators					
Occupational injury and disease rates (frequency rate or incident rate)					
• Occupational fatal injuries	3.3 per 100,000 full-time workers				
• Occupational non-fatal injuries	3.3 per 100 full-time workers				
• Occupational disease	18.8 per 100,000 full-time workers				
Policy indicators					
Workers covered by OSH legal protections (% of workers)	94%				
Workers covered by employment injury insurance or program (% of workers)	89% (2012 estimate)				
Inspectorate responsible for OSH enforcement (number of “full time equivalent” OSH inspectors)	2,226 (FY2013)				

Enterprises with health and safety committees, established consistent with national law (% of enterprises)					
Enterprises implementing occupational health and safety management systems (% of enterprises)					
Workers covered by basic occupational health services (% of workers)					
OSH training integrated in to job training and skills development programmes (% of training programmes)					

Section 6. NEW POLICY COMMITMENTS

Please indicate any new policy commitments since 2014

New policy measure(s)	Description	Rationale*
A.		
B.		
...		

* This column will briefly explain why such new policies are introduced and what impacts are expected.