

2019 G20 Osaka Summit Interim Compliance Report

Prepared by

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From 30 June 2019 to 10 May 2020

14 October 2020

“The University of Toronto ... produced a detailed analysis to the extent of which each G20 country has met its commitments since the last summit ... I think this is important; we come to these summits, we make these commitments, we say we are going to do these things and it is important that there is an organisation that checks up on who has done what.”

— *David Cameron, Prime Minister, United Kingdom, at the 2012 Los Cabos Summit*

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12. Gender: Labour Market

“We will also address the gender gap in unpaid care work which remains a major obstacle to women’s participation in the labour market.”

G20 Osaka Leaders Declaration

Assessment

	Lack of Compliance	Work in Progress	Full Compliance
Argentina	-1		
Australia			+1
Brazil		0	
Canada			+1
China		0	
France			+1
Germany		0	
India			+1
Indonesia		0	
Italy		0	
Japan		0	
Korea	-1		
Mexico		0	
Russia		0	
Saudi Arabia			+1
South Africa		0	
Turkey			+1
United Kingdom			+1
United States			+1
European Union			+1
Overall Score		+0.35 (68%)	

Background

Women continue to remain underrepresented in the labour market globally. According to the International Labour Organization (ILO), women share the majority of care-giving responsibilities in the household and are thus hindered from joining the labour force due to the difficulty in sustaining a balance between home and work life.¹⁸⁴⁷ In 2019 the ILO reported that half of women worked at paid jobs worldwide, in comparison to four in five men.¹⁸⁴⁸ It reported that the increased participation of women in the workforce is critical because it can contribute both to human development and economic productivity.¹⁸⁴⁹

¹⁸⁴⁷ Towards a better future for women and work: Voices of women and men, International Labour Organization (ILO), 19 July 2019. Access Date: 20 November 2019. https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---sro-moscow/documents/publication/wcms_713438.pdf

¹⁸⁴⁸ Towards a better future for women and work: Voices of women and men, International Labour Organization (ILO), 19 July 2019. Access Date: 20 November 2019. https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---sro-moscow/documents/publication/wcms_713438.pdf

¹⁸⁴⁹ Towards a better future for women and work: Voices of women and men, International Labour Organization (ILO), 19 July 2019. Access Date: 20 November 2019. https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---sro-moscow/documents/publication/wcms_713438.pdf

At the 2019 Osaka Summit, the leaders reiterated the commitment they made the 2014 Brisbane Summit to “reduce the gap in labour force participation between men and women by 25 percent by 2025.”¹⁸⁵⁰ They emphasized the importance of measures to develop women’s access to the economy in order to improve global economic growth.¹⁸⁵¹

At the 2015 Antalya Summit, G20 members included the involvement of the Women’s 20 (W20) in order to promote women’s economic empowerment to further contribute to a reduction of gender inequality.¹⁸⁵²

At the 2016 Hangzhou Summit, G20 members promoted equitable access to the labour-market with a focus on women in industrialization, science, technology and innovation.¹⁸⁵³

The G20’s action on unpaid care work has been modest due to the persistence of “large gender gaps in the incidence of low-paid work.”¹⁸⁵⁴ Most measures undertaken by G20 members have involved supporting women in transition from maternity leave to the labour market and addressing harassment in the workplace that prevents women’s participation.¹⁸⁵⁵

Commitment Features

The G20 members committed to “address the gender gap in unpaid care work which remains a major obstacle to women’s participation in the labour market.”¹⁸⁵⁶ As per the G20 Osaka Leaders’ Declaration, the commitment seeks to address the gender gap in unpaid care work by 1) recognizing the role of care in society, 2) reducing the burden of unpaid care work and 3) to redistribute the burden of unpaid care work.¹⁸⁵⁷

“Address” refers to the attention given to or to deal with action taken to target the gender gap in unpaid care work at the national level.¹⁸⁵⁸ The three levels in addressing the gender-gap in unpaid care work used here are “recognition, reduction and redistribution” (3Rs strategy) as outlined by the Organisation for Economic Co-operation and Development (OECD) and the Swedish International Development Cooperation.¹⁸⁵⁹ “Recognition” means an active effort by the country to draw attention to the role of care in society, while making the contribution of carers visible — this could be verbal,

¹⁸⁵⁰ G20 Osaka Leaders’ Declaration, G20 (Osaka) 29 June 2019. Access Date: 19 November 2019.

<http://www.g20.utoronto.ca/2019/2019-g20-osaka-leaders-declaration.html>

¹⁸⁵¹ G20 Osaka Leaders’ Declaration, G20 (Osaka) 29 June 2019. Access Date: 19 November 2019.

<http://www.g20.utoronto.ca/2019/2019-g20-osaka-leaders-declaration.html>

¹⁸⁵² G20 Leaders’ Communique Antalya, G20 Information Centre (Toronto) 20 November 2015. Access Date: 19 November . <http://www.g20.utoronto.ca/2015/151116-communique.html>

¹⁸⁵³ G20 Leaders’ Communique Hangzhou, G20 Information Centre (Toronto) 5 September 2016. Access Date: 29 November 2019. <http://www.g20.utoronto.ca/2016/160905-communique.html>

¹⁸⁵⁴ Women at Work in G20 countries: Progress and policy action (Osaka) 22-24 April 2019. Access Date: 6 March 2020. <https://www.oecd.org/g20/summits/osaka/G20-Women-at-Work.pdf>.

¹⁸⁵⁵ Women at Work in G20 countries: Progress and policy action (Osaka) 22-24 April 2019. Access Date: 6 March 2020. <https://www.oecd.org/g20/summits/osaka/G20-Women-at-Work.pdf>.

¹⁸⁵⁶ G20 Osaka Leaders’ Declaration, G20 (Osaka) 29 June 2019. Access Date: 19 November 2019.

https://g20.org/en/documents/final_g20_osaka_leaders_declaration.html

¹⁸⁵⁷ G20 Osaka Leaders’ Declaration, G20 (Osaka) 29 June 2019. Access Date: 19 November 2019.

<http://www.g20.utoronto.ca/2019/2019-g20-osaka-leaders-declaration.html>

¹⁸⁵⁸ Compliance Coding Manual for International Institutional Commitments, Global Governance Program (Toronto) 6 August 2019. http://www.g7.utoronto.ca/compliance/Compliance_Coding_Manual_2019.pdf?fbclid=IwAR2bEV72Vpfy9P_dYFwwbLFyMlPIZKHefixdSV7dczhzS86GHPkNMWdqCP4

¹⁸⁵⁹ Quick Guide to What and How: Unpaid Care Work. OECD and Swedish International Development Cooperation Agency. (Stockholm) Access Date: 22 March 2020. <https://www.oecd.org/dac/gender-development/47565971.pdf>

symbolic or tangible efforts to recognize the role of females in unpaid care work.¹⁸⁶⁰ Recognition also involves the collection of data (qualitative and quantitative) on the distribution of the burden of care work among individuals, communities and institutions. Thus, recognition provides the information required for effective “reduction.”¹⁸⁶¹

“Reduction” could include efforts to decrease the time and labour burden imposed on women due to unpaid care work activities and removing obstacles to women’s participation in the labour market through the imposition of policies, government services and new infrastructure.¹⁸⁶²

“Redistribution” means the reallocation of the burden of unpaid care work across individuals, communities and institutions, in terms of time and resources, through policies and initiatives.¹⁸⁶³ This could be done by encouraging the implementation of economic and labour market policies that uphold ILO principles such as “flexible working arrangements, provision of parental leave, provision of affordable child-care, social security, pension credits, tax allowances and care services for the elderly.”¹⁸⁶⁴ Thus, the action to “address the gender gap” entails active endeavours to “recognize, reduce and redistribute” the burden imposed on females due to the gender-gap in unpaid care work by a G20 member headed at the national level.

“Unpaid care work” refers to “all unpaid services provided within a household for its members, including care of persons, housework and voluntary community work. These activities are considered work, because a third person could be paid to perform them.”¹⁸⁶⁵ There is a disproportionate gender gap in unpaid care work in terms of time commitment between males and females all over the world. “Unpaid” refers to the fact that no remuneration is paid to the individual performing the task.¹⁸⁶⁶ “Care” refers to activities that include the protection of dependents such as children or the elderly, in terms of health care and necessary maintenance.¹⁸⁶⁷ “Work” refers to physical or mental activity that is costly in terms of time and effort.¹⁸⁶⁸ In 2019 the OECD reported that men devoted 36 minutes to unpaid care responsibilities on average, of which 36 per cent went into housework and 64 per cent went to shopping, care for household members and travel related to household activities. By

¹⁸⁶⁰ Quick Guide to What and How: Unpaid Care Work. OECD and Swedish International Development Cooperation Agency. (Stockholm) Access Date: 22 March 2020. <https://www.oecd.org/dac/gender-development/47565971.pdf>

¹⁸⁶¹ Quick Guide to What and How: Unpaid Care Work. OECD and Swedish International Development Cooperation Agency. (Stockholm) Access Date: 22 March 2020. <https://www.oecd.org/dac/gender-development/47565971.pdf>

¹⁸⁶² Quick Guide to What and How: Unpaid Care Work. OECD and Swedish International Development Cooperation Agency. (Stockholm) Access Date: 22 March 2020. <https://www.oecd.org/dac/gender-development/47565971.pdf>

¹⁸⁶³ Quick Guide to What and How: Unpaid Care Work. OECD and Swedish International Development Cooperation Agency. (Stockholm) Access Date: 22 March 2020. <https://www.oecd.org/dac/gender-development/47565971.pdf>

¹⁸⁶⁴ Quick Guide to What and How: Unpaid Care Work. OECD and Swedish International Development Cooperation Agency. (Stockholm) Access Date: 22 March 2020. <https://www.oecd.org/dac/gender-development/47565971.pdf>

¹⁸⁶⁵ Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes. OECD Development Centre (Paris) 14 December 2019. Access Date: 22 March 2020. https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf

¹⁸⁶⁶ Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes. OECD Development Centre (Paris) 14 December 2019. Access Date: 22 March 2020. https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf

¹⁸⁶⁷ Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes. OECD Development Centre. (Paris) 14 December 2019. Access Date: 22 March 2020. https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf

¹⁸⁶⁸ Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes. OECD Development Centre (Paris) 14 December 2019. Access Date: 22 March 2020. https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf

comparison, women devoted on average six hours to unpaid care activities, with roughly 85 per cent of this time going towards housework only.¹⁸⁶⁹

Unpaid care work prevents a woman's ability to access employment and education opportunities. Efforts to address unpaid care work will tackle the uneven distribution of care-work, increase women's participation in the labour market, achieve a balance between employment and care work for the woman's dependents, and ensure women are compensated for their responsibilities in the home and in the market.¹⁸⁷⁰ Further efforts to address unpaid care work involves "expanding the use of social policy measures to encourage more gender balanced childcare, changing stereotypes and norms around caregiving and housework, closing the coverage gaps in early childhood education and care as well as increasing investments in care services, and by closing data gaps on gender differences in work-life balance."¹⁸⁷¹

"Women's participation" refers to the active implementation of efforts to increase the opportunities for women to achieve positions of leadership and management. Efforts to promote empowerment must include commitments to the provision of education, training opportunities, and the formation of policies and practices to create a gender-equal work environment within the national circumstances of the G20 member.¹⁸⁷² Efforts to target women's empowerment must be quality actions that recognize women's roles in reproduction and equip women with the necessary skills to enter into a workforce that is suited to their needs.¹⁸⁷³

"Obstacle" refers to barriers that prevent the involvement of women in the labour market. Thus, G20 members should partake in conscious and tangible actions that support the commitment to increase the participation of women in the labour force through an improvement on women's work-life balance.

To achieve full compliance, G20 members must address both the eradication of obstacles and efforts to promote women's participation in two key areas: improvement of work-life balance through investment in public services and the implementation of "family-friendly" workplace policies.¹⁸⁷⁴ Actions that improve women's work-life balance include improved access to public services for both children, the elderly, and the implementation of after-school care or pre-school educational services.¹⁸⁷⁵ Efforts to implement "family-friendly" policies include initiatives to increase maternity

¹⁸⁶⁹ Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes. OECD Development Centre (Paris) 14 December 2019. Access Date: 22 March 2020. https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf

¹⁸⁷⁰ Gender equality in the G20 — Additional analysis from the time dimension (summary), International Labour Organization and the Organisation for Economic Co-operation and Development 22 April 2019. Access Date: 5 March 2020. https://www.ilo.org/global/docs/WCMS_713377/lang--en/index.htm

¹⁸⁷¹ Gender equality in the G20 — additional analysis from the time dimension (Tokyo) 22-24 April 2019. Access Date: 6 March 2020. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---cabinet/documents/publication/wcms_713377.pdf.

¹⁸⁷² Quick Guide to What and How: Unpaid Care Work. OECD and Swedish International Development Cooperation Agency. (Stockholm) Access Date: 22 March 2020. <https://www.oecd.org/dac/gender-development/47565971.pdf>

¹⁸⁷³ Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes. OECD Development Centre. (Paris) 14 December 2019. Access Date: 22 March 2020. https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf

¹⁸⁷⁴ Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes. OECD Development Centre (Paris) 14 December 2019. Access Date: 22 March 2020. https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf

¹⁸⁷⁵ Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes. OECD Development Centre (Paris) 14 December 2019. Access Date: 22 March 2020. https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf

leave subsidies, increase paternity leave, and eliminate discriminatory social norms and gender stereotypes that discourage women’s participation within labour markets.¹⁸⁷⁶ Partial compliance entails the G20 member’s ability to take action to address at least one of the targets on either the improvement of public services directed towards care-work or the implementation of social policies that ensure the workplace is friendly to returning mothers and facilitates a smooth transition to the workplace.¹⁸⁷⁷ No compliance is the G20 member’s failure to meet any the targets within the gender commitment.

Scoring Guidelines

-1	G20 member does not address the gender gap by increasing public services to address unpaid care-work and does not implement policies to facilitate a “family-friendly” workplace.
0	G20 member partially addresses the gender gap by either increasing public services to address unpaid care work OR implementing policies to facilitate a “family-friendly” workplace.
+1	G20 member fully addresses the gender gap by increasing public services to address unpaid care work AND implementing policies to facilitate a “family-friendly” workplace.

*Compliance Director: Nicole Vucemilo
Lead Analyst: Shamshir Malik*

Argentina: -1

Argentina has not complied with its commitment to address the gender gap in unpaid care work through the effective recognition, reduction and reallocation the burden of unpaid care work in terms of time and labour resources.

On 16 July 2019, the International Labour Organization (ILO) reported that only two out of “10 companies have women as CEOs in Argentina.”¹⁸⁷⁸ According to the report, the joint initiative implemented by the ILO and UN Women a few years ago “to promote gender equality and women’s leadership in the business world” has not been successful in Argentina.¹⁸⁷⁹ Though the country has reported an increase in financial benefits by more than 15 per cent, women remain underrepresented in managerial and senior positions.¹⁸⁸⁰ During the compliance period, only a small number of women CEOs were employed by Argentinian companies.¹⁸⁸¹

On 16 December 2019, a report published by the World Economic Forum (Global Gender Gap Report 2020), reported that Argentina’s “marketing profession has reached gender parity.”¹⁸⁸² The report stated that women in Argentina’s labour market are more active, comprising 57 per cent of

¹⁸⁷⁶ Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes. OECD Development Centre (Paris) 14 December 2019. Access Date: 22 March 2020. https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf

¹⁸⁷⁷ Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes. OECD Development Centre (Paris) 14 December 2019. Access Date: 22 March 2020. https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf

¹⁸⁷⁸ Only 2 Out of 10 Companies have Women as CEOs in Argentina, International Labour Organization (Geneva) 16 July 2019. Access Date: 9 February 2020. https://www.ilo.org/actemp/news/WCMS_714836/lang--en/index.htm.

¹⁸⁷⁹ Only 2 Out of 10 Companies have Women as CEOs in Argentina, International Labour Organization (Geneva) 16 July 2019. Access Date: 9 February 2020. https://www.ilo.org/actemp/news/WCMS_714836/lang--en/index.htm.

¹⁸⁸⁰ Only 2 Out of 10 Companies have Women as CEOs in Argentina, International Labour Organization (Geneva) 16 July 2019. Access Date: 9 February 2020. https://www.ilo.org/actemp/news/WCMS_714836/lang--en/index.htm.

¹⁸⁸¹ Only 2 Out of 10 Companies have Women as CEOs in Argentina, International Labour Organization (Geneva) 16 July 2019. Access Date: 9 February 2020. https://www.ilo.org/actemp/news/WCMS_714836/lang--en/index.htm.

¹⁸⁸² Global Gender Gap Report 2020, World Economic Forum (Cologne) 16 December 2019. Access Date: 9 February 2020. http://www3.weforum.org/docs/WEF_GGGR_2020.pdf.

workers. However, despite the equalization in labour participation, gender parity has not been reached in senior roles, professional and technical fields.¹⁸⁸³

On 9 December 2019, the United Nations Development Programme (UNDP) published a Human Development Report 2019 which found that “in Argentina, 39.5 per cent of parliamentary seats are held by women.”¹⁸⁸⁴ The report also noted that “female participation in the [Argentinian] labour market is 49.0 per cent compared to 72.8 for men.”¹⁸⁸⁵ Argentinian women’s empowerment was found to be unequal across all indicators presented in the report, such as reproductive health and family planning, and socioeconomic empowerment.¹⁸⁸⁶

Argentina has not complied with its commitment of addressing the gender gap in unpaid domestic work and has not taken action to increase women’s participation in the labour market in any of the three mentioned areas of recognition, reduction and redistribution.

Thus, Argentina has received a score of –1.

Analyst: Miranda Bocci

Australia: +1

Australia has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women’s participation in the labour market in all the three areas of recognition, reduction and reallocation.

On 1 August 2019, Australia announced its financial support of a new online directory called “STEM Women” to showcase women working in science, technology, engineering and mathematics (STEM) fields, in coordination with the Australian Academy of Science, the Australian Science Media Centre, and the Commonwealth Scientific and Industrial Research organization.¹⁸⁸⁷ The database helps connect a diverse range of women and offers them opportunities to progress their careers, such as posting about opportunities to speak at conferences, be part of committees and boards, and be nominated for awards and interviewed in the media.¹⁸⁸⁸ Users of the database can search for women in STEM based on their expertise, location, and other field searches.¹⁸⁸⁹

¹⁸⁸³ Global Gender Gap Report 2020, World Economic Forum (Cologny) 16 December 2019. Access Date: 9 February 2020. http://www3.weforum.org/docs/WEF_GGGR_2020.pdf.

¹⁸⁸⁴ Inequalities in Human Development in the 21st Century, United Nations Development Programme (New York) 9 December 2019. Access Date: 9 February 2020. http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/ARG.pdf.

¹⁸⁸⁵ Inequalities in Human Development in the 21st Century, United Nations Development Programme (New York) 9 December 2019. Access Date: 9 February 2020. http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/ARG.pdf.

¹⁸⁸⁶ Inequalities in Human Development in the 21st Century, United Nations Development Programme (New York) 9 December 2019. Access Date: 9 February 2020. http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/ARG.pdf.

¹⁸⁸⁷ New database to boost the visibility of women in STEM, the Australian Academy of Science (Canberra) 1 August 2019. Access Date: 11 February 2020. <https://www.science.org.au/news-and-events/news-and-media-releases/new-database-boost-visibility-women-stem>.

¹⁸⁸⁸ New database to boost the visibility of women in STEM, the Australian Academy of Science (Canberra) 1 August 2019. Access Date: 11 February 2020. <https://www.science.org.au/news-and-events/news-and-media-releases/new-database-boost-visibility-women-stem>.

¹⁸⁸⁹ New database to boost the visibility of women in STEM, the Australian Academy of Science (Canberra) 1 August 2019. Access Date: 11 February 2020. <https://www.science.org.au/news-and-events/news-and-media-releases/new-database-boost-visibility-women-stem>.

On 28 August 2019, the Workplace Gender Equality Agency (WGEA), a statutory agency under the Government of Australia, in coordination with KPMG, launched the newest instalment of the “She’s Price(d)less: the economics of the gender pay gap.”¹⁸⁹⁰ While the report lists factors that underlie the gender pay gap, and to what extent they contribute, the report also outlines information for employers on how to enact change.¹⁸⁹¹ The actions fall under the categories of Gender Discrimination, Care, family responsibilities and workplace participation and gender segregation in industries and occupations.¹⁸⁹² WGEA encouraged organizations to take at least one action from this report by the next Equal Pay Day, which occurs every year in August.¹⁸⁹³

On 11 October 2019, the Office for Women in the Department of the Prime Minister and Cabinet of the Australian Government announced the launch of the Academy for Enterprising Girls’ website. The academy offers Australian girls aged 10 to 18 years the opportunity to develop skills across a variety of design, STEM, and business disciplines.¹⁸⁹⁴ The program was initiated in light of the new digital economy and its associated technologies which will transform the future economic environment.¹⁸⁹⁵ Thus, the academy intends to train Australian girls for the workforce of the future.¹⁸⁹⁶ The Academy is supported by funding from the Australian government and is delivered through the Future Female Entrepreneurs Program.¹⁸⁹⁷ The program will also deliver free access to introductory skills on business ideas, innovation, design thinking, and digital skills to girls, regardless of their geographic location.¹⁸⁹⁸ This series will include a number of in-person workshops and entrepreneurship-e learning.¹⁸⁹⁹

¹⁸⁹⁰ We know the causes, now it’s time for action, The Workplace Gender Equality Agency (Sydney) 28 August 2019. Access Date: 11 February 2020. <https://www.wgea.gov.au/newsroom/latest-news/we-know-the-causes-now-its-time-for-action>.

¹⁸⁹¹ We know the causes, now it’s time for action, The Workplace Gender Equality Agency (Sydney) 28 August 2019. Access Date: 11 February 2020. <https://www.wgea.gov.au/newsroom/latest-news/we-know-the-causes-now-its-time-for-action>.

¹⁸⁹² We know the causes, now it’s time for action, The Workplace Gender Equality Agency (Sydney) 28 August 2019. Access Date: 11 February 2020. <https://www.wgea.gov.au/newsroom/latest-news/we-know-the-causes-now-its-time-for-action>.

¹⁸⁹³ We know the causes, now it’s time for action, The Workplace Gender Equality Agency (Sydney) 28 August 2019. Access Date: 11 February 2020. <https://www.wgea.gov.au/newsroom/latest-news/we-know-the-causes-now-its-time-for-action>.

¹⁸⁹⁴ Academy for Enterprising Girls’ website launch, The Office for Women in the Department of the Prime Minister and Cabinet of the Australian Government (Adelaide) 11 October 2019. Access Date: 10 February 2020. <https://www.pmc.gov.au/news-centre/office-women/academy-enterprising-girls-website-launch>.

¹⁸⁹⁵ Academy for Enterprising Girls’ website launch, The Office for Women in the Department of the Prime Minister and Cabinet of the Australian Government (Adelaide) 11 October 2019. Access Date: 10 February 2020. <https://www.pmc.gov.au/news-centre/office-women/academy-enterprising-girls-website-launch>.

¹⁸⁹⁶ Academy for Enterprising Girls’ website launch, The Office for Women in the Department of the Prime Minister and Cabinet of the Australian Government (Adelaide) 11 October 2019. Access Date: 10 February 2020. <https://www.pmc.gov.au/news-centre/office-women/academy-enterprising-girls-website-launch>.

¹⁸⁹⁷ Academy for Enterprising Girls’ website launch, The Office for Women in the Department of the Prime Minister and Cabinet of the Australian Government (Adelaide) 11 October 2019. Access Date: 10 February 2020. <https://www.pmc.gov.au/news-centre/office-women/academy-enterprising-girls-website-launch>.

¹⁸⁹⁸ Academy for Enterprising Girls’ website launch, The Office for Women in the Department of the Prime Minister and Cabinet of the Australian Government (Adelaide) 11 October 2019. Access Date: 10 February 2020. <https://www.pmc.gov.au/news-centre/office-women/academy-enterprising-girls-website-launch>.

¹⁸⁹⁹ Academy for Enterprising Girls’ website launch, The Office for Women in the Department of the Prime Minister and Cabinet of the Australian Government (Adelaide) 11 October 2019. Access Date: 10 February 2020. <https://www.pmc.gov.au/news-centre/office-women/academy-enterprising-girls-website-launch>.

On 22 October 2019, the WGEA released Australia's most comprehensive Gender Equality Strategy Toolkit (GES Toolkit).¹⁹⁰⁰ The GES Toolkit allows Australian businesses to measure their progress on workplace gender equality and also provides a blueprint for the implementation and development of gender equality strategies in the workplace.¹⁹⁰¹ The Toolkit was developed in response to feedback from businesses and organizations across Australia.¹⁹⁰²

Australia has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market by effectively recognizing, reducing and reallocating the burden of unpaid care work in terms of time and labour resources across individuals, communities and institutions.

Thus, Australia receives a score of +1.

Analyst: Andrea Ho

Brazil: 0

Brazil has partially complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in the three areas of recognition, reduction and reallocation.

On 25 November 2019, Brazil's Family, Women and Human Rights Minister Damares Alves held a news conference published by the Human Rights watch on 10 January 2020 which expressed concerns regarding the lack of action taken by the government to protect women from gender-based violence.¹⁹⁰³ It was noted during the conference that the funding for projects to work vulnerable women had been reduced since January of 2019.¹⁹⁰⁴

On 6 December 2019, National Confederation of Apparel Workers (CNTRV) President Francisca Trajano discussed a study that uncovered the extent of sexual harassment by supervisors, and the violence at work places such as in garment factories.¹⁹⁰⁵ Furthermore, it was noted that women of colour and those who belonged to the LGBTQ community are bullied and Afro-Brazilian women are often assigned the worse services.¹⁹⁰⁶ As per the new report "Promoting Human Rights and Strengthening Trade Union Action and Equality in the Brazilian Clothing Sector," women in Brazil's textile and shoe factories who took part in a recent study say they have faced violence in some

¹⁹⁰⁰ WGEA releases comprehensive gender equality toolkit for businesses, The Workplace Gender Equality Agency (Sydney) 22 October 2019. Access Date: 10 February 2020. <https://www.wgea.gov.au/wgea-releases-comprehensive-gender-equality-toolkit-for-businesses>.

¹⁹⁰¹ WGEA releases comprehensive gender equality toolkit for businesses, The Workplace Gender Equality Agency (Sydney) 22 October 2019. Access Date: 10 February 2020. <https://www.wgea.gov.au/wgea-releases-comprehensive-gender-equality-toolkit-for-businesses>.

¹⁹⁰² WGEA releases comprehensive gender equality toolkit for businesses, The Workplace Gender Equality Agency (Sydney) 22 October 2019. Access Date: 10 February 2020. <https://www.wgea.gov.au/wgea-releases-comprehensive-gender-equality-toolkit-for-businesses>.

¹⁹⁰³ Brazil's Empty Gestures to Women, Human Rights Watch (New York) 10 January 2020. Access Date: 8 February 2020. https://www.hrw.org/news/2020/01/10/brazils-empty-gestures-women?fbclid=IwAR0ebdqJ5-QMW82F7-1iQRQ5NGWIQRymHvRahu_rgUBARKrdk2xU2wYpFK8.

¹⁹⁰⁴ Brazil's Empty Gestures to Women, Human Rights Watch (New York) 10 January 2020. Access Date: 8 February 2020. https://www.hrw.org/news/2020/01/10/brazils-empty-gestures-women?fbclid=IwAR0ebdqJ5-QMW82F7-1iQRQ5NGWIQRymHvRahu_rgUBARKrdk2xU2wYpFK8.

¹⁹⁰⁵ Study: Gender Violence Rife In Brazil Garment Factories, Solidarity Center (Washington) 6 December 2019. Access Date: 8 February 2020 <https://www.solidaritycenter.org/study-gender-violence-rife-in-brazil-garment-factories/>.

¹⁹⁰⁶ Study: Gender Violence Rife In Brazil Garment Factories. Solidarity Center (Washington) 6 December 2019. Access Date: 8 February 2020 <https://www.solidaritycenter.org/study-gender-violence-rife-in-brazil-garment-factories/>.

capacity at work such as gender-based violence and harassment to the point where some women associated work with suffering.¹⁹⁰⁷

In January 2020, the Organisation of Economic and Cooperation Development released a report on *Enabling Women's Economic Development — New Approaches to Unpaid Care Work in Developing Countries* in which Brazil's initiative on unpaid care work is described. Promundo in Brazil is presently working towards “transforming gender stereotypes and changing norms relating to unpaid care work.”¹⁹⁰⁸ They “challenging masculinities and engaging men and boys in domestic activities” in order to remove those social stereotyping.¹⁹⁰⁹ Furthermore, Brazil aim to address the distribution of household responsibilities for unpaid care will endorse measure such as raising awareness on gender equality and creating programmes working with men to break social norms. Moreover, “sharing of care responsibilities” is promoted via Promundo and is brought to the policy making discussion table in the Secretariat for Women's Policies in Brazil.¹⁹¹⁰ Furthermore, Brazilian Secretariat State of Women's Policies will look to further enhance their work in unpaid care work by “formalizing unpaid domestic work.”¹⁹¹¹ It is noted in the report that “Promundo uses fatherhood to engage men in care” as it is understood to be a “transformative life cycle event for women and men.”¹⁹¹² Indirectly, Promundo is tackling the issue of unpaid care work that women are normally held responsible for through engaging men in care work and sharing responsibilities as the report states that their work with National Early Childhood Network extended paternity leave from five to twenty days for companies under Citizen Company programme.¹⁹¹³

In January 2020, Oxfam released a report called *Time to Care — Unpaid and underpaid care work and the global inequality crisis* mentions the larger issues that remain unaddressed such as unpaid and underpaid care work for women.¹⁹¹⁴ In addition, the report targets the leaders such as President Bolsonaro of Brazil and President Trump in the USA who continuously work towards cutting tax cuts, hatred for minorities and promote sexism through their policy making.¹⁹¹⁵

On 2 February 2020, Equal Times informed that the purpose of the “Promoting Human Rights and Strengthening Trade Union Action and Equality in the Brazilian Clothing Sector” report was to

¹⁹⁰⁷Study: Gender Violence Rife In Brazil Garment Factories, Solidarity Center (Washington) 6 December 2019. Access Date: 8 February 2020 <https://www.solidaritycenter.org/study-gender-violence-rife-in-brazil-garment-factories/>.

¹⁹⁰⁸ *Enabling Women's Economic Development New Approach to Unpaid Care Work in Developing Countries*, OECD (Paris) 3 June 2014. Access Date: 20 March 2020 <https://www-oecd-ilibrary-org.proxy.library.uu.nl/sites/ec90d1b1-en/index.html?itemId=/content/publication/ec90d1b1-en>.

¹⁹⁰⁹ *Enabling Women's Economic Development New Approach to Unpaid Care Work in Developing Countries*, OECD (Paris) 3 June 2014. Access Date: 20 March 2020 <https://www-oecd-ilibrary-org.proxy.library.uu.nl/sites/ec90d1b1-en/index.html?itemId=/content/publication/ec90d1b1-en>.

¹⁹¹⁰ *Enabling Women's Economic Development New Approach to Unpaid Care Work in Developing Countries*, OECD (Paris) 3 June 2014. Access Date: 20 March 2020 <https://www-oecd-ilibrary-org.proxy.library.uu.nl/sites/ec90d1b1-en/index.html?itemId=/content/publication/ec90d1b1-en>.

¹⁹¹¹ *Enabling Women's Economic Development New Approach to Unpaid Care Work in Developing Countries*, OECD (Paris) 3 June 2014. Access Date: 20 March 2020 <https://www-oecd-ilibrary-org.proxy.library.uu.nl/sites/ec90d1b1-en/index.html?itemId=/content/publication/ec90d1b1-en>.

¹⁹¹² *Enabling Women's Economic Development New Approach to Unpaid Care Work in Developing Countries*, OECD (Paris) 3 June 2014. Access Date: 20 March 2020 <https://www-oecd-ilibrary-org.proxy.library.uu.nl/sites/ec90d1b1-en/index.html?itemId=/content/publication/ec90d1b1-en>.

¹⁹¹³ *Enabling Women's Economic Development New Approach to Unpaid Care Work in Developing Countries*, OECD (Paris) 3 June 2014. Access Date: 20 March 2020 <https://www-oecd-ilibrary-org.proxy.library.uu.nl/sites/ec90d1b1-en/index.html?itemId=/content/publication/ec90d1b1-en>.

¹⁹¹⁴ *Time to Care*, Oxfam (Oxford) January 2020. Access Date: 20 March 2020. <https://oxfamlibrary.openrepository.com/bitstream/handle/10546/620928/bp-time-to-care-inequality-200120-en.pdf>.

¹⁹¹⁵ *Time to Care*, Oxfam (Oxford) January 2020. Access Date: 20 March 2020. <https://oxfamlibrary.openrepository.com/bitstream/handle/10546/620928/bp-time-to-care-inequality-200120-en.pdf>.

create a dialogue between the workers to seek refuge from gender-based violence.¹⁹¹⁶ The report led the Union members at garment factories in southern Brazilian state of Minas Gerais to negotiate a contract clause to trainings for managers to combat gender-based violence and harassment in workplaces. Moreover, CNRTV president Francisca Trajano states that Unions are being monitored to address gender-based violence and harassment.¹⁹¹⁷

Brazil has partially complied with its commitment to address the gender gap in unpaid care work and to take action to increase women's participation in labour market.

Thus, Brazil received a score of 0.

Analyst: Varisha Naeem

Canada: +1

Canada has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in all the three areas of recognition, reduction and reallocation.

On 5 July 2019, Minister of Employment, Workforce Development and Labour Patty Hadju announced a payment of CAD2,786,696 to the AfterMeToo, APTN and the Canadian Women's Foundation, as part of Employment and Social Development Canada's Workplace Harassment and Violence Prevention Fund.¹⁹¹⁸ The fund intends to support the three organizations collaborative project: Roadmap to Future Workplaces.¹⁹¹⁹ The project aims to ensure that workplaces for both genders are safe, accountable and transparent environments that are free from violence and sexual harassment.¹⁹²⁰

On 23 July 2019, the representative of the riding of Halifax in the Canadian House of Commons Andy Fillmore has announced on behalf of Minister Hajdu the granting of a CAD2.5 million funds to the Nova Scotia Apprenticeship Agency in support of its Advancing Women in Apprenticeship project.¹⁹²¹ The project aims to increase the awareness of forty women from diverse communities, including Indigenous females, African Nova Scotians and newcomers on skilled trades and employer-

¹⁹¹⁶ Gender Violence Study in Brazilian Garment Factories Provides A Wake-Up Call To Action, Equal Times (Brussels) 3 February 2020. Access Date: 8 February 2020. <https://www.equaltimes.org/gender-violence-study-in-brazilian#.Xj3TYVJKhQL>.

¹⁹¹⁷ Gender Violence Study in Brazilian Garment Factories Provides A Wake-Up Call To Action, Equal Times (Brussels) 3 February 2020. Access Date: 8 February 2020. <https://www.equaltimes.org/gender-violence-study-in-brazilian#.Xj3TYVJKhQL>.

¹⁹¹⁸ Government of Canada supports training and resources for workplace harassment and violence, Government of Canada (Toronto) 5 July 2019. Access Date: 23 January 2020. <https://www.canada.ca/en/employment-social-development/news/2019/07/government-of-canada-supports-training-and-resources-for-workplace-harassment-and-violence.html>.

¹⁹¹⁹ Government of Canada supports training and resources for workplace harassment and violence, Government of Canada (Toronto) 5 July 2019. Access Date: 23 January 2020. <https://www.canada.ca/en/employment-social-development/news/2019/07/government-of-canada-supports-training-and-resources-for-workplace-harassment-and-violence.html>.

¹⁹²⁰ Government of Canada supports training and resources for workplace harassment and violence, Government of Canada (Toronto) 5 July 2019. Access Date: 23 January 2020. <https://www.canada.ca/en/employment-social-development/news/2019/07/government-of-canada-supports-training-and-resources-for-workplace-harassment-and-violence.html>.

¹⁹²¹ Government of Canada helps women in Atlantic provinces prepare for high-demand and well-paying jobs in the construction trades, Government of Canada (Halifax) 23 July 2019. Access Date: 23 January 2020. <https://www.canada.ca/en/employment-social-development/news/2019/07/government-of-canada-helps-women-in-atlantic-provinces-prepare-for-highdemand-and-wellpaying-jobs-in-the-construction-trades.html>.

specific training, in addition to supporting women in finding well-paying jobs in construction trades.¹⁹²²

On 7 August 2019, Minister of Small Business and Export Promotion Honourable Mary Ng and as part of the Women Entrepreneurship Strategy, announced an investment of CAD1.7 million in ventureLAB to launch the initiative Tech Undivided.¹⁹²³ As stated by Melissa Chee, President and CEO of ventureLAB, “We are excited to launch Tech Undivided. This initiative will support women working in tech by bridging gender and diversity gaps and creating equity in tech, a sector in which women have been historically under-represented.”¹⁹²⁴

On 22 August 2019, Minister Ng announced a federal fund of CAD19 million to women entrepreneurs, academic institutes and non-governmental organizations supporting women entrepreneurs in Ontario province.¹⁹²⁵ The fund will be utilized by the recipients to support and educate Canadian women, marginalized women with mental disabilities, Indigenous women in rural communities and new immigrants to start up and enhance their own businesses.¹⁹²⁶ In addition, will offer effective solutions for overcoming barriers preventing the participation of women in the workforce.¹⁹²⁷

On 10 December 2019, Minister of Justice and Attorney General David Lametti announced that funding of CAD1.7 million will be granted over a five-year period to the Prince Edward Island Human Rights Commission and the Community Legal Information Association of Prince Edward Island.¹⁹²⁸ As a result of this governmental support, the Prince Edward Island Human Rights Commission will conduct public awareness campaigns directed to both male and female employers, in addition to with training sessions for employers to support identification and prevention of sexual harassment in the workplace.¹⁹²⁹ While the Community Legal Information Association project will

¹⁹²² Government of Canada helps women in Atlantic provinces prepare for high-demand and well-paying jobs in the construction trades, Government of Canada (Halifax) 23 July 2019. Access Date: 23 January 2020. <https://www.canada.ca/en/employment-social-development/news/2019/07/government-of-canada-helps-women-in-atlantic-provinces-prepare-for-highdemand-and-wellpaying-jobs-in-the-construction-trades.html>.

¹⁹²³ Minister Ng announces Women Entrepreneurship Strategy investment, Government of Canada (Markham) 7 August 2019. Access Date: 13 March 2020. <https://www.canada.ca/en/innovation-science-economic-development/news/2019/08/minister-ng-announces-women-entrepreneurship-strategy-investment.html>.

¹⁹²⁴ Minister Ng announces Women Entrepreneurship Strategy investment, Government of Canada (Markham) 7 August 2019. Access Date: 13 March 2020. <https://www.canada.ca/en/innovation-science-economic-development/news/2019/08/minister-ng-announces-women-entrepreneurship-strategy-investment.html>.

¹⁹²⁵ Minister Ng announces Women Entrepreneurship Strategy investment, Government of Canada (Toronto) 22 August 2019. Access Date: 13 February 2020. <https://www.canada.ca/en/innovation-science-economic-development/news/2019/08/minister-ng-announces-women-entrepreneurship-strategy-investments2.html>.

¹⁹²⁶ Minister Ng announces Women Entrepreneurship Strategy investment, Government of Canada (Toronto) 22 August 2019. Access Date: 13 February 2020. <https://www.canada.ca/en/innovation-science-economic-development/news/2019/08/minister-ng-announces-women-entrepreneurship-strategy-investments2.html>.

¹⁹²⁷ Minister Ng announces Women Entrepreneurship Strategy investment, Government of Canada (Toronto) 22 August 2019. Access Date: 13 February 2020. <https://www.canada.ca/en/innovation-science-economic-development/news/2019/08/minister-ng-announces-women-entrepreneurship-strategy-investments2.html>.

¹⁹²⁸ Government of Canada supports initiatives to address workplace sexual harassment in Prince Edward Island, Government of Canada (Charlottetown) 10 December 2019. Access Date: 23 January 2020. <https://www.canada.ca/en/department-justice/news/2019/12/government-of-canada-supports-initiatives-to-address-workplace-sexual-harassment-in-prince-edward-island.html>.

¹⁹²⁹ Government of Canada supports initiatives to address workplace sexual harassment in Prince Edward Island, Government of Canada (Charlottetown) 10 December 2019. Access Date: 23 January 2020. <https://www.canada.ca/en/department-justice/news/2019/12/government-of-canada-supports-initiatives-to-address-workplace-sexual-harassment-in-prince-edward-island.html>.

provide free legal advice program for victims of sexual harassment in the workplace, in addition to conducting a public legal education campaign for employees and employers.¹⁹³⁰

On 13 February 2020, Minister of Labour Honourable Filomena Tassi announced the launch of Build a Dream's Career Exploration Expansion project which targets the recruitment of female high school students to jobs in the skilled service industry.¹⁹³¹ The project received a fund of CAD728,000 through the Skilled Trades Awareness and Readiness program, which intends to promote the participation of all Canadians facing barriers such as women in the service industry.¹⁹³² The program includes career expos, skill development workshops and work experiences. An estimate of 5,000 females are expected to benefit from the program across Canada.¹⁹³³ As stated by Carla Qualtrough, Minister of Employment, Workforce Development and Disability Inclusion, "The new Skilled Trades Awareness and Readiness program will help equip young Canadian women facing barriers to employment with the foundational skills, knowledge and experience they need to get training and start well-paying careers in the skilled trades."¹⁹³⁴

Canada has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market by effectively recognizing, reducing and reallocating the burden of unpaid care work in terms of time and labour resources across individuals, communities and institutions.

Thus, Canada has received a score of +1.

Analyst: Omar Abdellatif

China: 0

China has partially complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in the three areas of recognition, reduction and reallocation.

On 2 July 2019, the State Council of the People's Republic of China announced that it would dedicate further efforts to improving working conditions on the household service industry which

¹⁹³⁰ Government of Canada supports initiatives to address workplace sexual harassment in Prince Edward Island, Government of Canada (Charlottetown) 10 December 2019. Access Date: 23 January 2020. <https://www.canada.ca/en/department-justice/news/2019/12/government-of-canada-supports-initiatives-to-address-workplace-sexual-harassment-in-prince-edward-island.html>.

¹⁹³¹ Government of Canada helps young women prepare for high-demand and well-paying jobs in the skilled trades, Government of Canada (Windsor) 13 February 2020. Access Date: 23 February 2020. <https://www.canada.ca/en/employment-social-development/news/2020/02/government-of-canada-helps-young-women-prepare-for-high-demand-and-well-paying-jobs-in-the-skilled-trades.html>.

¹⁹³² Government of Canada helps young women prepare for high-demand and well-paying jobs in the skilled trades, Government of Canada (Windsor) 13 February 2020. Access Date: 23 February 2020. <https://www.canada.ca/en/employment-social-development/news/2020/02/government-of-canada-helps-young-women-prepare-for-high-demand-and-well-paying-jobs-in-the-skilled-trades.html>.

¹⁹³³ Government of Canada helps young women prepare for high-demand and well-paying jobs in the skilled trades, Government of Canada (Windsor) 13 February 2020. Access Date: 23 February 2020. <https://www.canada.ca/en/employment-social-development/news/2020/02/government-of-canada-helps-young-women-prepare-for-high-demand-and-well-paying-jobs-in-the-skilled-trades.html>.

¹⁹³⁴ Government of Canada helps young women prepare for high-demand and well-paying jobs in the skilled trades, Government of Canada (Windsor) 13 February 2020. Access Date: 23 February 2020. <https://www.canada.ca/en/employment-social-development/news/2020/02/government-of-canada-helps-young-women-prepare-for-high-demand-and-well-paying-jobs-in-the-skilled-trades.html>.

has employed tens of millions of rural women.¹⁹³⁵ The State Council released a guideline that encouraged domestic service providers to sign labor contracts with their employees, pay salaries above minimum wage, and offer social security to women working in the household service industry.¹⁹³⁶ Domestic service providers that adhere to these guidelines will qualify for value-added tax deductions, easier loans, and diversified financing channels.¹⁹³⁷ The State Council also intends to set up training programs in colleges, run by home service enterprises, to promote skill development and awareness about these new conditions.¹⁹³⁸ The new program is anticipated to bring drastic changes to home services enterprises, which previously just functioned as “matchmakers,” that have not held accountable for work-related incidents or pre-work training.¹⁹³⁹

On 15 August 2019, the State Council hosted the fifth annual Guizhou women’s manual skills and innovative projects competition in Guiyang, the capital of South West China’s Guizhou province.¹⁹⁴⁰ The program has been run by the local government in an attempt to train rural women in embroidery, wax dyeing, and other handicrafts to give them meaningful skills to lift them out of poverty.¹⁹⁴¹

On 11 October 2019, the State Council announced that the China’s Spring Bud Project, aimed at helping impoverished girls to finish schooling, has funded and helped over 3.69 million girls in the past 30 years, collected donations worth USD297.5 million and provided assistance to building 1,811 “Spring Bud” schools.¹⁹⁴²

On 20 November 2019, the State Council announced that rural women in Guangxi were being trained in embroidery as part of a workshop in Rongshui Miao, an autonomous county in South China’s Guangxi Zhuang’s autonomous region.¹⁹⁴³ The project involves a “night schooling program,

¹⁹³⁵ Timely upgrade for household service sector, The State Council of the People’s Republic of China (Beijing) 2 July 2019. Access Date: 10 February 2020.

http://english.www.gov.cn/policies/policy_watch/2019/07/02/content_281476744187922.html.

¹⁹³⁶ Timely upgrade for household service sector, The State Council of the People’s Republic of China (Beijing) 2 July 2019. Access Date: 10 February 2020.

http://english.www.gov.cn/policies/policy_watch/2019/07/02/content_281476744187922.html.

¹⁹³⁷ Timely upgrade for household service sector, The State Council of the People’s Republic of China (Beijing) 2 July 2019. Access Date: 10 February 2020.

http://english.www.gov.cn/policies/policy_watch/2019/07/02/content_281476744187922.html.

¹⁹³⁸ Timely upgrade for household service sector, The State Council of the People’s Republic of China (Beijing) 2 July 2019. Access Date: 10 February 2020.

http://english.www.gov.cn/policies/policy_watch/2019/07/02/content_281476744187922.html.

¹⁹³⁹ Timely upgrade for household service sector, The State Council of the People’s Republic of China (Beijing) 2 July 2019. Access Date: 10 February 2020.

http://english.www.gov.cn/policies/policy_watch/2019/07/02/content_281476744187922.html.

¹⁹⁴⁰ 5th Guizhou women’s manual skills, innovative products competition held in Guiyang, The State Council of the People’s Republic of China (Xinhua) 15 August 2019. Access Date: 10 February 2020.

http://english.www.gov.cn/news/photos/201908/15/content_WS5d54b03ac6d0c6695ff7eb88.html.

¹⁹⁴¹ 5th Guizhou women’s manual skills, innovative products competition held in Guiyang, The State Council of the People’s Republic of China (Xinhua) 15 August 2019. Access Date: 10 February 2020.

http://english.www.gov.cn/news/photos/201908/15/content_WS5d54b03ac6d0c6695ff7eb88.html.

¹⁹⁴² China’s Spring Bud Project helps over 3.69m girls in 30 years, The State Council of the People’s Republic of China (Xinhua) 11 October 2019. Access Date: 10 February 2020.

http://english.www.gov.cn/news/photos/201910/11/content_WS5da04694c6d0bcf8c4c14e4c.html.

¹⁹⁴³ Rural women in Guangxi trained in embroidery, The State Council of the People’s Republic of China (Xinhua) 2 November 2019. Access Date: 10 February 2020.

http://english.www.gov.cn/news/photos/201911/20/content_WS5dd49b1dc6d0bcf8c4c1777e.html.

run by the local government, with the aim of helping rural women learn embroidery to support their skills development and their ability to get out of poverty.¹⁹⁴⁴

On 4 January 2020, the State Council announced that the Shangdang township's flower industry was reducing the unemployment rates for women in Shangdang.¹⁹⁴⁵ Promoting the flower industry has been part of Shangdang's industrial restructuring program.¹⁹⁴⁶ The flower industry, in particular, has helped many women from its rural areas gain employment.¹⁹⁴⁷

On 7 January 2020, the State Council announced the signing of a State Council decree to publish a regulation which would guarantee payments of wages to rural migrant workers, with an emphasis on female migrant workers, to go into effect on 1 May 2020.¹⁹⁴⁸ To ensure that rural migrant workers get their wages on time, and in full, this regulation has clauses identifying the responsibilities of employers and related government departments for regulating wage payments.¹⁹⁴⁹ In particular, the Women's Federation will be given a role in receiving reports and complaints and ensuring obligations are met according to the regulation.¹⁹⁵⁰

On 9 March 2020, the State Council announced that 28,000 female medical workers who were sent to aid epidemic control efforts in Hubei would be recognized through satisfying for personal or special items.¹⁹⁵¹ This is an attempt by the government to recognize women working in the healthcare, medical, and science and technology industry who have played a significant role in treating patients.¹⁹⁵²

China has partially complied with its commitment by effectively recognizing and redistribute the gender gap in unpaid care work, but not taking any concrete measures to reallocate the burden in terms of time and labour on certain individuals, communities and institutions.

¹⁹⁴⁴ Rural women in Guangxi trained in embroidery, The State Council of the People's Republic of China (Xinhua) 2 November 2019. Access Date: 10 February 2020.

http://english.www.gov.cn/news/photos/201911/20/content_WS5dd49b1dc6d0bcf8c4c1777e.html.

¹⁹⁴⁵ Shangdang township's burgeoning flower industry helps women out of unemployment, The State Council The People's Republic of China (Xinhua) 4 January 2020. Access Date: 10 February 2020.

http://english.www.gov.cn/news/photos/202001/04/content_WS5e0ffc75c6d0cee5d284b202.html.

¹⁹⁴⁶ Shangdang township's burgeoning flower industry helps women out of unemployment, The State Council The People's Republic of China (Xinhua) 4 January 2020. Access Date: 10 February 2020.

http://english.www.gov.cn/news/photos/202001/04/content_WS5e0ffc75c6d0cee5d284b202.html.

¹⁹⁴⁷ Shangdang township's burgeoning flower industry helps women out of unemployment, The State Council The People's Republic of China (Xinhua) 4 January 2020. Access Date: 10 February 2020.

http://english.www.gov.cn/news/photos/202001/04/content_WS5e0ffc75c6d0cee5d284b202.html.

¹⁹⁴⁸ Government releases regulation on guaranteeing wages for migrant workers, The State Council The People's Republic of China (Xinhua) 7 January 2020. Access Date: 22 March 2020.

http://english.www.gov.cn/policies/latestreleases/202001/07/content_WS5e148c74c6d0cee5d284b565.html.

¹⁹⁴⁹ Government releases regulation on guaranteeing wages for migrant workers, The State Council The People's Republic of China (Xinhua) 7 January 2020. Access Date: 22 March 2020.

http://english.www.gov.cn/policies/latestreleases/202001/07/content_WS5e148c74c6d0cee5d284b565.html.

¹⁹⁵⁰ Government releases regulation on guaranteeing wages for migrant workers, The State Council The People's Republic of China (Xinhua) 7 January 2020. Access Date: 22 March 2020.

http://english.www.gov.cn/policies/latestreleases/202001/07/content_WS5e148c74c6d0cee5d284b565.html.

¹⁹⁵¹ About 28 000 female medical workers go to help Hubei, The State Council of the People's Republic of China (Xinhua) 9 March 2020. Access Date: 22 March 2020.

http://english.www.gov.cn/statecouncil/ministries/202003/09/content_WS5e658fa7c6d0c201c2cbdced.html.

¹⁹⁵² About 28 000 female medical workers go to help Hubei, The State Council of the People's Republic of China (Xinhua) 9 March 2020. Access Date: 22 March 2020.

http://english.www.gov.cn/statecouncil/ministries/202003/09/content_WS5e658fa7c6d0c201c2cbdced.html.

Thus, China receives a score of 0.

Analyst: Andrea Ho

France: +1

France has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in all the three areas of recognition, reduction and reallocation.

On 13 July 2019, UN Women announced that the “global gathering” for gender equality through Generation Equality Forum initiated by UN Women and co-chaired by France and Mexico with the aid of civil society will take place in Mexico City, Mexico, from 7-8 May 2020 and will close in Paris from 7-10 July of 2020.¹⁹⁵³ The purpose of the forum is going to be a universal public conversation to call for immediate action on accountability on gender equality as well as to celebrate and empower women.¹⁹⁵⁴

From 24-26 August 2019, during the G7 gathering in Biarritz, President Emmanuel Macron prioritized gender equality, and adapting the Biarritz Partnership that was launched by the Heads of State and Government at the Biarritz Summit.¹⁹⁵⁵ This initiative was presented in the effort to create an international coalition to fight gender inequality.¹⁹⁵⁶ This coalition draws on the report with recommendations of the G7 Gender Equality Advisory Council submitted to the leaders at the Summit.¹⁹⁵⁷ The Gender Equality Advisory Council's members and mandates were renewed by President Macron in 2019.¹⁹⁵⁸

On 26 August 2019, from the Biarritz Summit in France, the Biarritz Partnership on Gender Equality demonstrates that the economic situation of women remains imbalanced to that of men in France.¹⁹⁵⁹ There are many cases where women face “economic violence” as per the definition in the Istanbul Convention.¹⁹⁶⁰ The number of women who depend on their spouses is large who do not even have

¹⁹⁵³The Generation Equality Forum — Save The Date! UN Women (Geneva) 23 July 2019. Access Date: 8 February 2020. <https://www.unwomen.org/en/news/stories/2019/7/announcer-generation-equality-forum>.

¹⁹⁵⁴ The Generation Equality Forum — Save The Date! UN Women (Geneva) 23 July 2019. Access Date: 8 February 2020. <https://www.unwomen.org/en/news/stories/2019/7/announcer-generation-equality-forum>.

¹⁹⁵⁵ The Biarritz Partnership for Gender Equality, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) Access Date: 8 February 2020. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/french-g7-presidency/the-biarritz-partnership-for-gender-equality/>.

¹⁹⁵⁶ The Biarritz Partnership for Gender Equality, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) Access Date: 8 February 2020. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/french-g7-presidency/the-biarritz-partnership-for-gender-equality/>.

¹⁹⁵⁷ The Biarritz Partnership for Gender Equality, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) Access Date: 8 February 2020. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/french-g7-presidency/the-biarritz-partnership-for-gender-equality/>.

¹⁹⁵⁸ Publication Of The Report Of The G7 Gender Equality Advisory Council, Elysee (Paris) 20 August 2019. Access Date: 8 February 2020. <https://www.elysee.fr/en/g7/2019/08/20/publication-of-the-report-of-the-g7-gender-equality-advisory-council>.

¹⁹⁵⁹ France, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) Access Date: 8 February 2020. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/french-g7-presidency/the-biarritz-partnership-for-gender-equality/article/france>.

¹⁹⁶⁰ France, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) Access Date: 8 February 2020. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/french-g7-presidency/the-biarritz-partnership-for-gender-equality/article/france>.

access to their bank accounts and means of payments.¹⁹⁶¹ In addition, fewer women find themselves earning a best paying position in the labour market.¹⁹⁶² The law will include a measure to promote female entrepreneurship and small and medium-sized enterprises headed by women through Bpifrance and the Agence des Participations de l'Etat (inspired by the Women-Owned Small Businesses/Small Business Act in the United States) as well as promoting the Business Angels and financing schemes for female-owned businesses.¹⁹⁶³ This law will bring about solid change in favour of gender equality in France as well as the economic development of our country.¹⁹⁶⁴

On 19 November 2019, in an article published in the Financial Times, Marlene Schiappa, France's secretary of state for gender equality, wrote that France has opted for a law on the economic emancipation of women.¹⁹⁶⁵ The French government will propose defining economic violence in law as per the suggestions of Council of Europe's Istanbul Convention.¹⁹⁶⁶ The plan involves imposing an employer-quotas to increase the female participation in the workforce and giving women the opportunity to work in banks and become entrepreneurs.¹⁹⁶⁷

On 25 November 2019, the Ministry of Europe and Foreign Affairs released a press statement on women's rights on the UN's International Day for the Elimination of Violence against Women.¹⁹⁶⁸ France remains committed to eliminating all forms of gender-based inequalities towards women.¹⁹⁶⁹ President Macron prioritizes women rights which was reflected in his G7 presidency alongside is presidency of the Committee of Ministers of the Council of Europe through his commitment on working with France's European and international partners to make the campaign Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence known globally.¹⁹⁷⁰ France also announced EUR6.2 million in financial support for the Global Survivors

¹⁹⁶¹ France, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) Access Date: 8 February 2020. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/french-g7-presidency/the-biarritz-partnership-for-gender-equality/article/france>.

¹⁹⁶² France, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) Access Date: 8 February 2020. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/french-g7-presidency/the-biarritz-partnership-for-gender-equality/article/france>.

¹⁹⁶³ France, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) Access Date: 8 February 2020. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/french-g7-presidency/the-biarritz-partnership-for-gender-equality/article/france>.

¹⁹⁶⁴ France, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) Access Date: 8 February 2020. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/french-g7-presidency/the-biarritz-partnership-for-gender-equality/article/france>.

¹⁹⁶⁵ French Minister: Gender Equality Must Be at The Heart Of Everything, Financial Times (London) 20 November 2019. Access Date: 8 February 2020. <https://www.ft.com/content/9de2ce6e-09a7-11ea-bb52-34c8d9dc6d84>.

¹⁹⁶⁶ French Minister: Gender Equality Must Be at The Heart Of Everything, Financial Times (London) 20 November 2019. Access Date: 8 February 2020. <https://www.ft.com/content/9de2ce6e-09a7-11ea-bb52-34c8d9dc6d84>.

¹⁹⁶⁷ French Minister: Gender Equality Must Be at The Heart Of Everything, Financial Times (London) 20 November 2019. Access Date: 8 February 2020. <https://www.ft.com/content/9de2ce6e-09a7-11ea-bb52-34c8d9dc6d84>.

¹⁹⁶⁸ UN — International Day For The Elimination Of Violence Against Women, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) 25 November 2019. Access Date: 8 February 2020. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/article/un-international-day-for-the-elimination-of-violence-against-women-25-nov-2019>.

¹⁹⁶⁹ UN — International Day For The Elimination Of Violence Against Women, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) 25 November 2019. Access Date: 8 February 2020. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/article/un-international-day-for-the-elimination-of-violence-against-women-25-nov-2019>.

¹⁹⁷⁰ UN — International Day For The Elimination Of Violence Against Women, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) 25 November 2019. Access Date: 8 February 2020. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/article/un-international-day-for-the-elimination-of-violence-against-women-25-nov-2019>.

Fund, and to help women who work with victims of this terror as well as aid survivors of violence to get reintegrated into ordinary life.¹⁹⁷¹

France has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market by effectively recognizing, reducing and reallocating the burden of unpaid care work in terms of time and labour resources across individuals, communities and institutions.

Thus, France receives a score of +1.

Analyst: Varisha Naeem

Germany: 0

Germany has partially complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in the three areas of recognition, reduction and reallocation.

On February 2020, Franziska Giffey, Germany's family minister, has called for women to be better represented on the directory boards of large companies.¹⁹⁷² Minister Giffey wants to require large German enterprises to have women on their directory boards, with legislation potentially coming as soon as this year.¹⁹⁷³

On 7 March 2020, Chancellor Angela Merkel stressed that enforcing equality remains a major issue in Germany, noting the gap between working men and women.¹⁹⁷⁴ Chancellor Merkel intends to create more inclusive policies involved with homemaking, support, care and also the upbringing of children that will allow equal participation of women in the working.¹⁹⁷⁵

In June 2019, the government implemented the initiative "No clichés" (Klischeefrei).¹⁹⁷⁶ It is a national cooperation project which promotes non-clichéd vocational and study choices, free from restrictive gender stereotypes.¹⁹⁷⁷ It offers support to all involved in the vocational choice process to enable them to help girls and boys make vocational choices that match their strengths — free from

¹⁹⁷¹ UN — International Day For The Elimination Of Violence Against Women, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) 25 November 2019. Access Date: 8 February 2020.

<https://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/article/un-international-day-for-the-elimination-of-violence-against-women-25-nov-2019>.

¹⁹⁷² German minister calls for female quota in boardrooms, end to "boys" club, DW News (Berlin) 17 February 2019. Access Date: 26 March 2020. <https://www.dw.com/en/german-minister-calls-for-female-quota-in-boardrooms-end-to-boys-club/a-52403735>.

¹⁹⁷³ German minister calls for female quota in boardrooms, end to "boys" club, DW News (Berlin) 17 February 2019. Access Date: 26 March 2020. <https://www.dw.com/en/german-minister-calls-for-female-quota-in-boardrooms-end-to-boys-club/a-52403735>.

¹⁹⁷⁴ Merkel: Germany must do more on gender equality, DW News (Berlin) 7 March 2020. Access Date: 27 March 2020. <https://www.dw.com/en/merkel-germany-must-do-more-on-gender-equality/a-52677474>.

¹⁹⁷⁵ Merkel: Germany must do more on gender equality, DW News (Berlin) 7 March 2020. Access Date: 27 March 2020. <https://www.dw.com/en/merkel-germany-must-do-more-on-gender-equality/a-52677474>.

¹⁹⁷⁶ Report of the Federal Republic of Germany, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Berlin) August 2019. Access Date: 27 March 2020.

https://www.unece.org/fileadmin/DAM/Gender/Beijing_20/Germany.pdf.

¹⁹⁷⁷ Report of the Federal Republic of Germany, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Berlin) August 2019. Access Date: 27 March 2020.

https://www.unece.org/fileadmin/DAM/Gender/Beijing_20/Germany.pdf.

gender stereotypes.¹⁹⁷⁸ The initiative's service center advises the network of partners who are committed to providing non-clichéd vocational guidance within and outside their institutions and offers practice-oriented material, background information and success stories on gender-sensitive vocational guidance.¹⁹⁷⁹

In July 2019, the amount granted for children increased, and children under six receive EUR150, for children aged six to 11 EUR202 and for children aged 12 to 17 EUR272.¹⁹⁸⁰ In addition to child benefit, single parents thus receive financial assistance for their children in the amount of the minimum maintenance payment stipulated under civil law.¹⁹⁸¹

In August 2019, through the implementation and evaluate the Good Childcare Act (Gute-KiTa-Gesetz), the government is providing the federal states (Länder) with EUR5.5 billion in investments until 2022 to improve the quality of child daycare at a local level.¹⁹⁸² This includes employing more personnel, extending opening hours and reducing fees (with free daycare for children from low-income families).¹⁹⁸³

Germany partially complied with its commitment by effectively recognizing the gender gap in unpaid care work and to taking actions in the areas of childcare and paternity leave.

Thus, Germany receives a score of 0.

Analyst: Aleena Ahmed

India: +1

India has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in all the three areas of recognition, reduction and reallocation.

On 5 July 2019, the Ministry of Women and Child Development (WCD) announced its support for women entrepreneurship through programs such as the Micro Units Development and Refinance Agency which involve bringing credit systems to underfunded women, and the Stand-up India and the Self Help Group (SHG) movement.¹⁹⁸⁴ In particular, the WCD intends to expand the SHG

¹⁹⁷⁸ Report of the Federal Republic of Germany, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Berlin) August 2019. Access Date: 27 March 2020.

https://www.unece.org/fileadmin/DAM/Gender/Beijing_20/Germany.pdf.

¹⁹⁷⁹ Report of the Federal Republic of Germany, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Berlin) August 2019. Access Date: 27 March 2020.

https://www.unece.org/fileadmin/DAM/Gender/Beijing_20/Germany.pdf.

¹⁹⁸⁰ Report of the Federal Republic of Germany, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Berlin) August 2019. Access Date: 27 March 2020.

https://www.unece.org/fileadmin/DAM/Gender/Beijing_20/Germany.pdf.

¹⁹⁸¹ Report of the Federal Republic of Germany, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Berlin) August 2019. Access Date: 27 March 2020.

https://www.unece.org/fileadmin/DAM/Gender/Beijing_20/Germany.pdf.

¹⁹⁸² Annex for the Biarritz Partnership on Gender Equality, Elysee (Paris) 26 August 2019. Access Date 27 March 2020.

<https://www.elysee.fr/admin/upload/default/0001/05/b4bbf5d5cabbb20b6b20b77f735df145419f4c27.pdf>.

¹⁹⁸³ Annex for the Biarritz Partnership on Gender Equality, Elysee.fr (Paris) 26 August 2019. Access Date 27 March 2020.

<https://www.elysee.fr/admin/upload/default/0001/05/b4bbf5d5cabbb20b6b20b77f735df145419f4c27.pdf>.

¹⁹⁸⁴ Press Release: Ease of living promotes women led development, Press Information Bureau Government of India Ministry of Women and Children Development (New Delhi) 5 July 2019. Access Date: 10 February 2020.

<https://pib.gov.in/PressReleaseDetail.aspx?PRID=1577447>.

interest subvention programme to all districts.¹⁹⁸⁵ Every woman who can be verified as a SHG member with a Jan Dha Bank account will be allowed an overdraft of INR1000.¹⁹⁸⁶

On 12 July 2019, WCD announced a new Nirbhaya Fund dedicated to enhancing the security and safety of women.¹⁹⁸⁷ The scheme includes a number of initiatives such as the “One Stop Centres” for women suffering from violence and the “Women Helpline.”¹⁹⁸⁸ While the One Stop Centre aims to provide a range of services to women suffering from violence, including security services, medical support, legal counselling, psycho-social counselling, and temporary shelter, the “Women Helpline” intends to provide 24-hour emergency services and information to women suffering from violence by linking them to the appropriate services.¹⁹⁸⁹

On 21 November 2019, the Government of India enhanced the honorarium of Anganwadi Workers from INR3,000 to 4,500 a month.¹⁹⁹⁰ Anganwadi are centers that provide basic healthcare support to mothers and children in rural India; their employees are mainly women.¹⁹⁹¹ These women offer their services voluntarily and on a part time basis. Their work often went unrecognized and unpaid, before they were offered honorariums.¹⁹⁹²

On 29 November 2019, the WCD announced the implementation of the National Creche Scheme in the states and united territories to provide day care facilities to children (aged six months to six years) of working mothers.¹⁹⁹³ This scheme will assess the need for additional creches in each state/united territory to determine how many more are needed.¹⁹⁹⁴ Guidelines concerning the establishment and

¹⁹⁸⁵ Press Release: Ease of living promotes women led development, Press Information Bureau Government of India Ministry of Women and Children Development (New Delhi) 5 July 2019. Access Date: 10 February 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1577447>.

¹⁹⁸⁶ Press Release: Ease of living promotes women led development, Press Information Bureau Government of India Ministry of Women and Children Development (New Delhi) 5 July 2019. Access Date: 10 February 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1577447>.

¹⁹⁸⁷ Press Release: Women Helplines, Press Information Bureau Government of India Ministry of Women and Children Development (New Delhi) 12 July 2019. Access Date: 10 February 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1578566>.

¹⁹⁸⁸ Press Release: Women Helplines, Press Information Bureau Government of India Ministry of Women and Children Development (New Delhi) 12 July 2019. Access Date: 10 February 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1578566>.

¹⁹⁸⁹ Press Release: Women Helplines, Press Information Bureau Government of India Ministry of Women and Children Development (New Delhi) 12 July 2019. Access Date: 10 February 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1578566>.

¹⁹⁹⁰ Press release: Increase in Salary of Workers and Helpers, Press Information Bureau Government of India Ministry of Women and Children Development (New Delhi) 21 November 2019. Access Date: 10 February 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1592815>.

¹⁹⁹¹ Press release: Increase in Salary of Workers and Helpers, Press Information Bureau Government of India Ministry of Women and Children Development (New Delhi) 21 November 2019. Access Date: 10 February 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1592815>.

¹⁹⁹² Press release: Increase in Salary of Workers and Helpers, Press Information Bureau Government of India Ministry of Women and Children Development (New Delhi) 21 November 2019. Access Date: 10 February 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1592815>.

¹⁹⁹³ Press release: Creches and Day Care Centres, Press Information Bureau Government of India Ministry of Women and Children Development (New Delhi) 29 November 2019. Access Date: 10 February 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1594223>.

¹⁹⁹⁴ Press release: Creches and Day Care Centres, Press Information Bureau Government of India Ministry of Women and Children Development (New Delhi) 29 November 2019. Access Date: 10 February 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1594223>.

maintenance of creches, particularly to ensure a consistent level of hygiene, first-aid, breastfeeding, and nutrition have been established.¹⁹⁹⁵

On 29 November 2019, the WCD announced the success of the online complaint management system for sexual harassment electronic-Box (She-Box) for registering complaints related to sexual harassment at workplace by women, including by government and private employees.¹⁹⁹⁶ So far 203 cases have been dealt with, including cases in the central government, state government, and private sector.¹⁹⁹⁷

On 7 February 2020, the WCD announced that it would provide other monetary incentives to Anganwadi workers, aside from the honorarium announced in November 2019.¹⁹⁹⁸ It also reaffirmed its support for the honorarium program.¹⁹⁹⁹

On 14 February 2020, the WCD announced a partnership with the Ministry of Skill Development and Entrepreneurship aimed at enabling and empowering women to engage in advanced skill development and related industries.²⁰⁰⁰ In particular, the WCD hopes to boost women's participation in high-productivity sectors and ensure that grassroots organizations are aware of the government's initiatives to close gaps in gender parity.²⁰⁰¹ For example, the WCD names the Indian start-up industry as having very few females and that the artificial intelligence sector should aim to have a higher proportion of women in its workforce.²⁰⁰²

On 29 February 2020, the WCD announced 11 chairs named after prominent Indian women scientists together with several "Women in Science" programs aimed at recognizing, inspiring, encouraging, and giving recognition to women in the fields of Science and Technology.²⁰⁰³ The 11 chairs have been instituted in the fields of research including Agriculture, Biotechnology,

¹⁹⁹⁵ Press release: Creches and Day Care Centres, Press Information Bureau Government of India Ministry of Women and Children Development (New Delhi) 29 November 2019. Access Date: 10 February 2020.

<https://pib.gov.in/PressReleaseDetail.aspx?PRID=1594223>.

¹⁹⁹⁶ Press release: SHE-box, Press Information Bureau Government of India Ministry of Information Women and Children Development (New Delhi) 29 November 2019. Access Date: 10 February 2020.

<https://pib.gov.in/PressReleaseDetail.aspx?PRID=1594218>.

¹⁹⁹⁷ Press release: SHE-box, Press Information Bureau Government of India Ministry of Information Women and Children Development (New Delhi) 29 November 2019. Access Date: 10 February 2020.

<https://pib.gov.in/PressReleaseDetail.aspx?PRID=1594218>.

¹⁹⁹⁸ Press release: Honorarium for Anganwadi workers, Press Information Bureau Government of India Ministry of Information Women and Children Development (New Delhi) 7 February 2020. Access Date: 10 February 2020.

<https://pib.gov.in/PressReleaseDetail.aspx?PRID=1602394>.

¹⁹⁹⁹ Press release: Honorarium for Anganwadi workers, Press Information Bureau Government of India Ministry of Information Women and Children Development (New Delhi) 7 February 2020. Access Date: 10 February 2020.

<https://pib.gov.in/PressReleaseDetail.aspx?PRID=1602394>.

²⁰⁰⁰ Press release: WCD Ministry partners with Ministry of Skill Development & Entrepreneurship for Skilling of Women & Children, Press Information Bureau Government of India Ministry of Information Women and Children Development (New Delhi) 14 February 2020. Access Date: 22 March 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1603208>.

²⁰⁰¹ Press release: WCD Ministry partners with Ministry of Skill Development & Entrepreneurship for Skilling of Women & Children, Press Information Bureau Government of India Ministry of Information Women and Children Development (New Delhi) 14 February 2020. Access Date: 22 March 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1603208>.

²⁰⁰² Press release: WCD Ministry partners with Ministry of Skill Development & Entrepreneurship for Skilling of Women & Children, Press Information Bureau Government of India Ministry of Information Women and Children Development (New Delhi) 14 February 2020. Access Date: 22 March 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1603208>.

²⁰⁰³ Press release: Government announces 11 chairs in the name of eminent women in various fields of Science & Technology, Press Information Bureau Government of India Ministry of Information Women and Children Development (New Delhi) 29 February 2020. Access Date: 22 March 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1604744>.

Phytomedicine, Biochemistry, Medicine, Social Sciences, Earth Science and Meteorology, Engineering, Mathematics, and Physics and Fundamental Research.²⁰⁰⁴

On 6 March 2020, the WCD, in coordination with various ministries of India and the State Governments, announced a number of programs being implemented to benefit the welfare of single women, widows with no support, as well as underprivileged young women.²⁰⁰⁵ The schemes relevant to women's increased participation in the labour market are as follows: while the Indira Gandhi National Widow Pension Scheme aims to implement a pension program for widows and elderly below the poverty line, the Mahila Shakti Kendra Scheme aims to empower rural women through community participation and so they may feel comfortable engaging in various career opportunities.²⁰⁰⁶

On 13 March 2020, the WCD announced that the Pradhan Mantri Vandana Yojana maternity benefit scheme has been delivered to 855,731 beneficiaries, each receiving INR5,000 under the scheme.²⁰⁰⁷

India has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market by effectively recognizing, reducing and reallocating the burden of unpaid care work in terms of time and labour resources across individuals, communities and institutions.

Thus, India receives a score of +1.

Analyst: Andrea Ho

Indonesia: 0

Indonesia has partially complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in the three areas of recognition, reduction and reallocation.

On 26 December 2019, the provincial government of Bangka Belitung Islands and UN Women announced a partnership to support women's entrepreneurship and economic empowerment in Bangka Belitung Islands.²⁰⁰⁸ The goal is to provide women with equal economic opportunities.²⁰⁰⁹

²⁰⁰⁴ Press release: Government announces 11 chairs in the name of eminent women in various fields of Science & Technology, Press Information Bureau Government of India Ministry of Information Women and Children Development (New Delhi) 29 February 2020. Access Date: 22 March 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1604744>.

²⁰⁰⁵ Press release: Schemes for Welfare of Women, Press Information Bureau Government of India Ministry of Information Women and Children Development (New Delhi) 6 March 2020. Access Date: 22 March 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1605557>.

²⁰⁰⁶ Press release: Schemes for Welfare of Women, Press Information Bureau Government of India Ministry of Information Women and Children Development (New Delhi) 6 March 2020. Access Date: 22 March 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1605557>.

²⁰⁰⁷ Press release: Maternity Benefit Disbursed to 1.36 Core Beneficiaries under PMMVY, Press Information Bureau Government of India Ministry of Information Women and Children Development (New Delhi) 13 March 2020. Access Date: 22 March 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1606295>.

²⁰⁰⁸ UN Women to Support Provincial Initiatives on Women's Economic Empowerment in Bangka Belitung Island, UN Women (Pangkal Pinang) 3 January 2020. Access Date: 31 January 2020. <https://asiapacific.unwomen.org/en/news-and-events/stories/2020/01/un-women-to-support-provincial-initiatives-on-wee-in-bangka-belitung-islands>.

²⁰⁰⁹ UN Women to Support Provincial Initiatives on Women's Economic Empowerment in Bangka Belitung Island, UN Women (Pangkal Pinang) 3 January 2020. Access Date: 31 January 2020. <https://asiapacific.unwomen.org/en/news-and-events/stories/2020/01/un-women-to-support-provincial-initiatives-on-wee-in-bangka-belitung-islands>.

On 5 February 2020, Minister of National Development Planning Suharso Monoarfa announced that the Indonesian government will fight to end child marriage.²⁰¹⁰ The goal is to decrease the child marriage prevalence rate from 11.2 per cent to 8.74 per cent.²⁰¹¹

Indonesia has partially complied with its commitment to by taking steps to effectively recognize and reduce the gender gap in unpaid care work, but not taking any concrete measures to reallocate the burden in terms of time and labour on certain individuals, communities and institutions.

Thus, Indonesia receives a score of 0.

Analyst: Dania Asabi Ogie

Italy: 0

Italy has partially complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in the three areas of recognition, reduction and reallocation.

On 16 December 2019, Italy aims to raise the quota of women within corporate boards to 40 per cent.²⁰¹² This raise in the so-called "pink tax" stems from a budget measure implemented in 2011.²⁰¹³

On 13 January 2020, in a report published by the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO), the experts highlight a lack of protection for women against violence within Italy.²⁰¹⁴ GREVIO "has urged the Italian authorities to enact more measures to protect women from violence."²⁰¹⁵ However, this has yielded no visible change within the society. The report acknowledges Italy's use of the "Istanbul Convention," but raises a number of concerns with any actuality of changes.

Italy has attempted to redistribute the burden of unpaid care work through some measures but has not undertaken any other efforts to reduce or recognize the gender gap in unpaid care work.

Thus, Italy receives a score of 0.

Analyst: Evangeline Procopoudis

²⁰¹⁰ Government of Indonesia Commits to End Child Marriage, UNFPA (Jakarta) 5 February 2020. Access Date: 8 February 2020. <https://indonesia.unfpa.org/en/news/government-indonesia-commits-end-child-marriage>.

²⁰¹¹ Government of Indonesia Commits to End Child Marriage, UNFPA (Jakarta) 5 February 2020. Access Date: 8 February 2020. <https://indonesia.unfpa.org/en/news/government-indonesia-commits-end-child-marriage>.

²⁰¹² Italy aims to boost quotas for women on corporate boards, Reuters (Milan) 16 December 2019. Access Date: 8 February 2020. <https://www.reuters.com/article/italy-women/italy-aims-to-boost-quotas-for-women-on-corporate-boards-idUSL8N28Q49S>.

²⁰¹³ Italy aims to boost quotas for women on corporate boards, Reuters (Milan) 16 December 2019. Access Date: 8 February 2020. <https://www.reuters.com/article/italy-women/italy-aims-to-boost-quotas-for-women-on-corporate-boards-idUSL8N28Q49S>.

²⁰¹⁴ Italy: more measures needed to protect women from violence, Council of Europe (Strasbourg) 13 January 2020. Access Date 8 February 2020. <https://www.coe.int/en/web/portal/-/italy-more-measures-needed-to-protect-women-from-violence>.

²⁰¹⁵ Italy: more measures needed to protect women from violence, Council of Europe (Strasbourg) 13 January 2020. Access Date 8 February 2020. <https://www.coe.int/en/web/portal/-/italy-more-measures-needed-to-protect-women-from-violence>.

Japan: 0

Japan has partially complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in the three areas of recognition, reduction and reallocation.

On 15 January 2020, Environment Minister Shinjiro Koizumi announced that he will be taking a two-week paternity leave after his first child is born in order to change the mindsets of working fathers in the country.²⁰¹⁶

On 3 April 2020, the Ministry of Foreign Affairs of Japan hosted the sixth annual World Assembly for Women.²⁰¹⁷ The goal of the conference is to have discussions on various women's issues including women's empowerment.²⁰¹⁸

Japan has partially complied with its commitment by effectively recognizing the gender gap in unpaid care work, but not taking any concrete measures to redistribute or reallocate the burden in terms of time and labour on certain individuals, communities and institutions.

Thus, Japan receives a score of 0.

Analyst: Dania Asabi Ogie

Korea: -1

Korea has not complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in the three areas of recognition, reduction and reallocation.

On 30 June 2019, the Organisation for Economic Co-operation and Development reported that Korea's gender gap in employment rate is smaller among "men and women with less than upper secondary levels."²⁰¹⁹ Also, Korea's female workers remain "consistently under-represented in top positions — [where] they face what is often called the 'glass ceiling.'"²⁰²⁰ Additionally, women tend to hold different types of jobs than their male counterparts.²⁰²¹ For example, women find it difficult "to

²⁰¹⁶ A Japanese Politician Is Taking Paternity Leave. It's a Big Deal, The New York Times (Tokyo) 15 January 2020. Access Date: 8 February 2020. <https://www.nytimes.com/2020/01/15/world/asia/japan-koizumi-paternity-leave.html>.

²⁰¹⁷ Government of Japan hosts the 6th annual World Assembly for Women in Tokyo, the Ministry of Foreign Affairs of Japan (Tokyo) 24 January 2020. Access Date: 31 January 2020. https://www.mofa.go.jp/fp/hr_ha/page22e_000940.html.

²⁰¹⁸ Government of Japan hosts the 6th annual World Assembly for Women in Tokyo, the Ministry of Foreign Affairs of Japan (Tokyo) 24 January 2020. Access Date: 31 January 2020. https://www.mofa.go.jp/fp/hr_ha/page22e_000940.html.

²⁰¹⁹ Gender Differences in Employment, Organization for Economic Co-operation and Development (Paris) 30 June 2019. Access Date: 2 February 2020. https://www.oecd.org/els/soc/LMF_1_6_Gender_differences_in_employment_outcomes.pdf.

²⁰²⁰ Gender Differences in Employment, Organization for Economic Co-operation and Development (Paris) 30 June 2019. Access Date: 2 February 2020. https://www.oecd.org/els/soc/LMF_1_6_Gender_differences_in_employment_outcomes.pdf.

²⁰²¹ Gender Differences in Employment, Organization for Economic Co-operation and Development (Paris) 30 June 2019. Access Date: 2 February 2020. https://www.oecd.org/els/soc/LMF_1_6_Gender_differences_in_employment_outcomes.pdf.

reach managerial positions in Korea, where they make up only around 12-13 per cent of managers.”²⁰²²

In October 2019, a report published by the International Monetary Fund, found that unpaid domestic work accounts for 10 per cent of gross domestic product in Korea.²⁰²³ According to this report, “unpaid work declines with the level of economic development of [the] country and female labour participation rises.”²⁰²⁴ Female labour participation has the potential for reducing unpaid work and boosting Korea’s economy, “as economies get richer, ... unpaid work by men increases, allowing for a redistribution of unpaid work by gender and an increase in paid work by women.”²⁰²⁵ The report concludes that “the decline in unpaid work as countries become richer is explained by reductions in domestic chores.”²⁰²⁶

In October 2019, the International Monetary Fund (IMF) published a further report in which it recommends that Korea institute labour market reforms in order to support higher female labour force participation.²⁰²⁷

Korea has not complied with its commitment of addressing the gender gap in unpaid domestic work and has not taken action to increase women’s participation in the labour market in any of the three mentioned areas of recognition, reduction and redistribution.

Thus, Korea has received a score of -1.

Analyst: Miranda Bocci

Mexico: 0

Mexico has partially complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women’s participation in the labour market in the three areas of recognition, reduction and reallocation.

On 13 July 2019, UN Women announced that the “global gathering” for gender equality through Generation Equality Forum initiated by UN Women and co-chaired by France and Mexico with the aid of civil society will take place in Mexico City, Mexico from 7-8 May 2020 and will close in Paris

²⁰²² Gender Differences in Employment, Organization for Economic Co-operation and Development (Paris) 30 June 2019. Access Date: 2 February 2020.

https://www.oecd.org/els/soc/LMF_1_6_Gender_differences_in_employment_outcomes.pdf.

²⁰²³ IMF Working Paper — Reducing and Redistributing Unpaid Work: Stronger Policies to Support Gender Equality, International Monetary Fund (Washington D.C.) October 2019. Access Date: 2 February 2020.

<https://www.imf.org/en/Publications/WP/Issues/2019/10/15/Reducing-and-Redistributing-Unpaid-Work-Stronger-Policies-to-Support-Gender-Equality-48688>.

²⁰²⁴ IMF Working Paper — Reducing and Redistributing Unpaid Work: Stronger Policies to Support Gender Equality, International Monetary Fund (Washington D.C.) October 2019. Access Date: 2 February 2020.

<https://www.imf.org/en/Publications/WP/Issues/2019/10/15/Reducing-and-Redistributing-Unpaid-Work-Stronger-Policies-to-Support-Gender-Equality-48688>.

²⁰²⁵ IMF Working Paper — Reducing and Redistributing Unpaid Work: Stronger Policies to Support Gender Equality, International Monetary Fund (Washington D.C.) October 2019. Access Date: 2 February 2020.

<https://www.imf.org/en/Publications/WP/Issues/2019/10/15/Reducing-and-Redistributing-Unpaid-Work-Stronger-Policies-to-Support-Gender-Equality-48688>.

²⁰²⁶ IMF Working Paper — Reducing and Redistributing Unpaid Work: Stronger Policies to Support Gender Equality, International Monetary Fund (Washington D.C.) October 2019. Access Date: 2 February 2020.

<https://www.imf.org/en/Publications/WP/Issues/2019/10/15/Reducing-and-Redistributing-Unpaid-Work-Stronger-Policies-to-Support-Gender-Equality-48688>.

²⁰²⁷ G-20 Report on Strong, Sustainable, Balanced, and Inclusive Growth, International Monetary Fund (Washington D.C.) October 2019. Access Date: 2 February 2020. <https://www.imf.org/external/np/g20/pdf/2019/101119b.pdf>.

from 7 to 10 July of 2020.²⁰²⁸ The purpose of the Forum is going to be a universal public conversation to call for immediate action on accountability on gender equality as well as to celebrate and empower women.²⁰²⁹

On 9 January 2020, Mexico announced its first Mexico's Feminist Foreign Policy (FFP).²⁰³⁰ This is in line with Mexico's ambitious multilateral policy and reinforces the Mexican government's commitment to the agenda of gender equality and non-discrimination.²⁰³¹ Adding to other international examples, Mexico's FFP will seek to apply its focus on human rights and gender equality across all sectors and all areas of Mexico's foreign policy; to make visible the contribution of women to foreign policy and global actions, and to maintain its consistency and congruence by doing this both within and outside of the Foreign Ministry.²⁰³²

On 15 January 2020, in a news article by Devex, it was stated that the Feminist Foreign Policy strategy will be implemented over the 2020-2024 period and has five principles: a foreign policy with a gender perspective and feminist agenda abroad; a foreign ministry with gender parity; a foreign ministry that is free of violence and safe for all; visible equality of women in the foreign ministry; and feminism within all areas of the foreign ministry.²⁰³³

On 14 January 2020, in an article in Foreign Policy, Lyric Thompson wrote that Mexico created a working definition of Feminism for government policy that “prioritizes gender equality and enshrines the human rights of women and other traditionally marginalized groups, allocates significant resources to achieve that vision and seeks through its implementation to disrupt patriarchal and male-dominated power structures across all of its levers of influence (aid, trade, defense and diplomacy), informed by the voices of feminist activists, groups and movements.”²⁰³⁴

Mexico has recognized and drew attention to the gender gap. However, Mexico remains the same in other aspects and did not take concrete action for paternity or maternity leave, reducing violence against women, and it did not have engage with the private sector to promote women's economic empowerment. It has not implemented policies that would redistribute the burden of unpaid care work such as flexible working arrangements, provision of parental leave, provision of affordable childcare and social security.

Thus, Mexico receives a score of 0.

Analyst: Aleena Ahmed

²⁰²⁸The Generation Equality Forum — Save The Date! UN Women (Geneva) 23 July 2019. Access Date: 8 February 2020. <https://www.unwomen.org/en/news/stories/2019/7/announcer-generation-equality-forum>.

²⁰²⁹ The Generation Equality Forum — Save The Date! UN Women (Geneva) 23 July 2019. Access Date: 8 February 2020. <https://www.unwomen.org/en/news/stories/2019/7/announcer-generation-equality-forum>.

²⁰³⁰ Mexico Adopts Feminist Foreign Policy, Gobierno de México (Mexico City) 9 January 2020. Access Date: 28 March 2020. <https://www.gob.mx/sre/prensa/mexico-adopts-feminist-foreign-policy?idiom=en>.

²⁰³¹ Mexico Adopts Feminist Foreign Policy, Gobierno de México (Mexico City) 9 January 2020. Access Date: 28 March 2020. <https://www.gob.mx/sre/prensa/mexico-adopts-feminist-foreign-policy?idiom=en>.

²⁰³² Mexico Adopts Feminist Foreign Policy, Gobierno de México (Mexico) 9 January 2020. Access Date: 28 March 2020. <https://www.gob.mx/sre/prensa/mexico-adopts-feminist-foreign-policy?idiom=en>.

²⁰³³ Mexico releases Latin America's first feminist foreign policy, Devex (Washington D.C.) 15 January 2020. Access Date: 28 March 2020. <https://www.devex.com/news/mexico-releases-latin-america-s-first-feminist-foreign-policy-96363>.

²⁰³⁴ Mexican Diplomacy has gone feminist, Lyric Thompson, Foreign Policy (Washington D.C.) 14 January 2020. Access Date: 27 March 2020. <https://foreignpolicy.com/2020/01/14/mexican-diplomacy-feminist-foreign-policy/>.

Russia: 0

Russia has partially complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in the three areas of recognition, reduction and reallocation.

On 18 July 2019, the Ministry of Labor and Social Protection of the Russian Federation issued an order shortening the list of professions in which women's employment is restricted, including employment in certain occupations in the chemical industry, metallurgy, oil production, coal mining, manufacturing of insulation, and some others owing to the harmful effects of certain compounds on women's reproductive health.²⁰³⁵ The goal is to increase women's participation in more forms of industry, reflecting technological advancements have allowed women to work in the professions previously deemed dangerous.²⁰³⁶

On 16 December 2019, the World Economic Forum released its annual Global Gender Gap Index ranking, tracking the equality of men and women in 153 countries in four categories: economic participation and opportunity, educational attainment, health and survival and political empowerment. Russia fell six spots on the index, from 75th last year to 81st this year, placing between El Salvador and Ethiopia.²⁰³⁷

Russia has partially complied with its commitment to by taking steps to effectively recognize the gender gap in unpaid care work, but not taking any concrete measures to reduce or reallocate the burden in terms of time and labour on certain individuals, communities and institutions.

Thus, Russia receives a score of 0.

Analyst: Derron Yu

Saudi Arabia: +1

Saudi Arabia has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in all the three areas of recognition, reduction and reallocation.

On 1 August 2019, the Saudi Council of Ministers led by King Salman bin Abdulaziz Al Saud adopted amendments to the Labor Law, clearly stating that an employee can be either a male or female.²⁰³⁸ In addition, to prohibiting employers from dismissing females or threatening them with job release during periods of maternity or pregnancy leaves and periods of illness resulting from childbirth or pregnancy.²⁰³⁹ The new amendments also included protection against discrimination in

²⁰³⁵ Russian Federation: Government Shortens List of Professions in Which Women's Employment Is Restricted, Library of Congress (Washington D.C.) 7 October 2019. Access Date: 8 February 2020. <http://www.loc.gov/law/foreign-news/article/russian-federation-government-shortens-list-of-professions-in-which-womens-employment-is-restricted/>.

²⁰³⁶ Russian Federation: Government Shortens List of Professions in Which Women's Employment Is Restricted, Library of Congress (Washington D.C.) 7 October 2019. Access Date: 8 February 2020. <http://www.loc.gov/law/foreign-news/article/russian-federation-government-shortens-list-of-professions-in-which-womens-employment-is-restricted/>.

²⁰³⁷ Russia's Gender Equality Rating Drops — WEF Report, The Moscow Times (Moscow) 17 December 2019. Access Date: 8 February 2020. <https://www.themoscowtimes.com/2019/12/17/russias-gender-equality-rating-drops-wef-report-a68643>.

²⁰³⁸ The Council of Minister decides to approve amendments to the travel and civil status documents system, work and social security system, Um Al Qura Newspaper (Riyadh) 1 August 2019. Access Date: 27 February 2020. <https://www.uqn.gov.sa/articles/1564686389678699500/>.

²⁰³⁹ The Council of Minister decides to approve amendments to the travel and civil status documents system, work and social security system, Um Al Qura Newspaper (Riyadh) 1 August 2019. Access Date: 27 February 2020. <https://www.uqn.gov.sa/articles/1564686389678699500/>.

employment, preventing employers from asking female employees to obtain approval from their male guardian before they are able to be employed.²⁰⁴⁰ As stated in the amended articles of the law “citizens are equal with respect to the right to work without any discrimination on the basis of sex, disability, age, or any other form of discrimination.”²⁰⁴¹

On 3 October 2019, Minister of Labor and Social Development Ahmed Al-Rajhi passed a set of regulations that intends to protect employers including women from harassment in their workplace environment.²⁰⁴² As stated by Khalid Abal-Khail, spokesman of the Ministry of Labor and Social Development “the minister’s decision aims to eliminate all forms of harassment and protect individuals from words, acts, implicit behaviour or innuendo of a sexual nature by one individual against another targeting that individual’s body, modesty or personal life.”²⁰⁴³

On 12 December 2019, the Saudi government-owned Human Resources Development Fund (Hadaf) signed an agreement with Careem car-hire service company to increase the number of female employees benefiting from the “Wusool” transportation programme and to expand the program’s coverage to new regions and provinces in the Kingdom.²⁰⁴⁴ Wusool programme covers up to 80 per cent of the costs of transporting working women to and from their workplace with the aim of empowering women, supporting their job stability, and increasing their participation in the labour market, through reducing the burden of transportation costs for Saudi women working in the private sector.²⁰⁴⁵

On 6 January 2020, Hadaf announced an amendment to the entry requirements and support mechanism in the “Qurrah” program which aims to contribute to women’s empowerment and stability in the labour market, through providing daycare and nurseries for children of female employees in different provinces of the Kingdom.²⁰⁴⁶ Under the new amendment, the support children will cover up to two children until the age of six years old, instead of the age of four. The fund will conduct a partial contribution to the costs of the daycare per child as follows: SAR800 for the first year, SAR600 during the second year, SAR500 and SAR400 for the third and fourth years respectively.²⁰⁴⁷ The Qurrah program aims to promote the percentage of Saudi females working in the private sector and contribute to the stability of Saudi women in their workplace.

²⁰⁴⁰ The Council of Minister decides to approve amendments to the travel and civil status documents system, work and social security system, Um Al Qura Newspaper (Riyadh) 1 August 2019. Access Date: 27 February 2020. <https://www.uqn.gov.sa/articles/1564686389678699500/>.

²⁰⁴¹ The Council of Minister decides to approve amendments to the travel and civil status documents system, work and social security system, Um Al Qura Newspaper (Riyadh) 1 August 2019. Access Date: 27 February 2020. <https://www.uqn.gov.sa/articles/1564686389678699500/>.

²⁰⁴² Workplace anti-harassment rules to be in force from Oct. 20, Saudi Gazette (Riyadh) 3 October 2019. Access Date: 31 January 2020. <http://www.saudigazette.com.sa/article/578936/SAUDI-ARABIA/Workplace-anti-harassment-rules-to-be-in-force-from-Oct-20>.

²⁰⁴³ Workplace anti-harassment rules to be in force from Oct. 20, Saudi Gazette (Riyadh) 3 October 2019. Access Date: 31 January 2020. <http://www.saudigazette.com.sa/article/578936/SAUDI-ARABIA/Workplace-anti-harassment-rules-to-be-in-force-from-Oct-20>.

²⁰⁴⁴ Hadaf agrees with Careem on increasing the number of beneficiaries of the Wusool programme, Sabq online newspaper (Riyadh) 12 December 2019. Access Date: 25 January 2020. <https://mobile.sabq.org/LP73HS>.

²⁰⁴⁵ Hadaf agrees with Careem on increasing the number of beneficiaries of the Wusool programme, Sabq online newspaper (Riyadh) 12 December 2019. Access Date: 25 January 2020. <https://mobile.sabq.org/LP73HS>.

²⁰⁴⁶ Government program supports child care costs for 2,514 Saudi female employees in the private sector, Saudi Press Agency (Riyadh) 6 January 2020. Access Date: 26 January 2020. <https://www.spa.gov.sa/2019589>.

²⁰⁴⁷ Government program supports child care costs for 2,514 Saudi female employees in the private sector, Saudi Press Agency (Riyadh) 6 January 2020. Access Date: 26 January 2020. <https://www.spa.gov.sa/2019589>.

On 24 January 2020, the Saudi Minister of Civil Service Sulaiman Al Hamdan announced that his Ministry achieved the 2020 target of reducing the gender gap between men and women in service jobs to 37 per cent.²⁰⁴⁸ Al Hamdan also confirmed that “the creation of the Women’s Empowerment Agency, the appointment of the first female undersecretary in the Ministry of Civil Service, and the appointment of female directors at the ministry’s branches in the provinces of Assir, Jazan and Qassim for the first time in the history of the Ministry.”²⁰⁴⁹

On 8 March 2020, Minister of Communications and Information Technology Abdullah Bin Amer Al-Swaha launched the Women Empowerment Program, which aims to promote women’s participation in the workforce, through increasing remarking job opportunities for females and establishing a digital system that develops and attracts employees skills to perform digital transformation.²⁰⁵⁰ The program includes the enhancing of females digital skills, awareness level, entrepreneurship and innovation.²⁰⁵¹ In addition to promoting the employment of Saudi females in the sector, and empowering them in positions of leadership, through conducting employment programs.²⁰⁵²

Saudi Arabia has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women’s participation in the labour market by effectively recognizing, reducing and reallocating the burden of unpaid care work in terms of time and labour resources across individuals, communities and institutions.

Thus, Saudi Arabia has received a score of +1.

Analyst: Omar Abdellatif

South Africa: 0

South Africa has partially complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women’s participation in the labour market in the three areas of recognition, reduction and reallocation.

On 1 August 2019, Minister Maite Nkoana-Mashabane announced the inaugural Women’s Month Program to reflect on South Africa’s “success in achieving gender equality and mainstreaming the gender agenda across all sectors,” including entrepreneurship and gender roles.²⁰⁵³ Minister Maite also strongly encouraged the businesses to highlight gender inequalities to ensure that discrimination within the workplace could be eradicated.²⁰⁵⁴

²⁰⁴⁸ Minister of Civil Service: Employing citizens by contracting system, Okaz Newspaper (Riyadh) 24 January 2020. Access Date: 30 January 2020. <https://www.okaz.com.sa/news/local/2006927>.

²⁰⁴⁹ Minister of Civil Service: Employing citizens by contracting system, Okaz Newspaper (Riyadh) 24 January 2020. Access Date: 30 January 2020. <https://www.okaz.com.sa/news/local/2006927>.

²⁰⁵⁰ Women’s important role in development stressed, Saudi Gazette (Riyadh) 10 March 2020. Access Date: 17 March 2020. <http://saudigazette.com.sa/article/590672/SAUDI-ARABIA/Womens-important-role-in-development-stressed>.

²⁰⁵¹ Women’s important role in development stressed, Saudi Gazette (Riyadh) 10 March 2020. Access Date: 17 March 2020. <http://saudigazette.com.sa/article/590672/SAUDI-ARABIA/Womens-important-role-in-development-stressed>.

²⁰⁵² Women’s important role in development stressed, Saudi Gazette (Riyadh) 10 March 2020. Access Date: 17 March 2020. <http://saudigazette.com.sa/article/590672/SAUDI-ARABIA/Womens-important-role-in-development-stressed>.

²⁰⁵³ Minister Maite Nkoana-Mashabane launches Women’s Month, South African Government (Cape Town) 1 August 2019. Access Date: 6 February 2020. <https://www.gov.za/speeches/department-women-youth-and-persons-disabilities-launches-women’s-month-1-aug-2019-0000>.

²⁰⁵⁴ Minister Maite Nkoana-Mashabane launches Women’s Month, South African Government (Cape Town) 1 August 2019. Access Date: 6 February 2020. <https://www.gov.za/speeches/department-women-youth-and-persons-disabilities-launches-women’s-month-1-aug-2019-0000>.

On 7 August 2019, the Chair of South Africa’s Multi-Party Women’s Caucus (MPWC) appealed to all ministries to create gender responsive and inclusive budgets to take account the needs of women within the society.²⁰⁵⁵

On 19 September 2019, the Commission for Employment Equity (CEE) condemned workplace violence and harassment, citing it as a “human rights violation...[and] a threat to equal opportunities.”²⁰⁵⁶ The CEE also cites the work of the International Labour Organization (ILO) in their adoption of the ILO Violence and Harassment Convention.²⁰⁵⁷ The CEE is in the process of creating a “Code of Good Practice,” to eliminate workplace violence and harassment for all workers in South Africa.²⁰⁵⁸

On 27 September 2019, South African public servants marched to fight gender-based violence and femicide — to bring together all parts of South African society to stop the violence and killing of women and children.²⁰⁵⁹ This march highlights the dedication of South African public servants to the cause of fighting violence against women and children in the face of inequality.²⁰⁶⁰

On 9 December 2019, the Gauteng Provincial Legislature’s Portfolio Committee on Community Safety “commended the ... community’s for successful convictions made in ... cases of gender-based violence.”²⁰⁶¹ The commendation highlights six successful conviction cases bringing justice to those affected by gender-based violence within the community, demonstrating a step towards equality.²⁰⁶²

South Africa has succeeded in recognizing the gender gap in unpaid care work but has not reduced or redistributed the burden of unpaid care work across individuals, communities and institutions.

Thus, South Africa receives a score of 0.

Analyst: Evangeline Procopondis

²⁰⁵⁵ Parliament on gender-responsive planning and budgeting framework, South African Government (Cape Town) 7 August 2019. Access Date: 6 February 2020. <https://www.gov.za/speeches/gender-responsive-7-aug-2019-0000>.

²⁰⁵⁶ Employment and Labour on eliminating violence and harassment in the workplace, South African Government (Cape Town) 19 September 2019. Access Date: 6 February 2020. <https://www.gov.za/speeches/elimination-and-prevention-violence-19-sep-2019-0000>.

²⁰⁵⁷ Employment and Labour on eliminating violence and harassment in the workplace, South African Government (Cape Town) 19 September 2019. Access Date: 6 February 2020. <https://www.gov.za/speeches/elimination-and-prevention-violence-19-sep-2019-0000>.

²⁰⁵⁸ Employment and Labour on eliminating violence and harassment in the workplace, South African Government (Cape Town) 19 September 2019. Access Date: 6 February 2020. <https://www.gov.za/speeches/elimination-and-prevention-violence-19-sep-2019-0000>.

²⁰⁵⁹ Communications on arrangements for public service march against gender-based violence and femicide, South African Government (Cape Town) 26 September 2019. Access Date: 6 February 2020. <https://www.gov.za/speeches/government-communications-arrangements-public-service-march-against-gender-based-violence>.

²⁰⁶⁰ Communications on arrangements for public service march against gender-based violence and femicide, South African Government (Cape Town) 26 September 2019. Access Date: 6 February 2020. <https://www.gov.za/speeches/government-communications-arrangements-public-service-march-against-gender-based-violence>.

²⁰⁶¹ Gauteng Legislature on cases of gender-based violence, South African Government (Cape Town) 6 December 2019. Access Date: 6 February 2020. <https://www.gov.za/speeches/committee-commends-department’s-strides-fighting-gbv-6-dec-2019-0000>.

²⁰⁶² Gauteng Legislature on cases of gender-based violence, South African Government (Cape Town) 6 December 2019. Access Date: 6 February 2020. <https://www.gov.za/speeches/committee-commends-department’s-strides-fighting-gbv-6-dec-2019-0000>.

Turkey: +1

Tukey has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women’s participation in the labour market in all the three areas of recognition, reduction and reallocation.

In July 2019, the government of Turkey presented its second Voluntary National Review.²⁰⁶³ The report provides a review of Turkey’s progress towards Sustainable Development Goals and the integration of Sustainable Development Goals (SDG) into a national agenda.²⁰⁶⁴ The following policies will be implemented in the upcoming years to achieve SDG 5.²⁰⁶⁵ They include mainstreaming the principle of equal opportunities for women and men into the in-service training programs of public institutions and organizations, structuring the budgets of all institutions and organisations in a way that they will support equal opportunities for women and men, mainstreaming activities and studies for raising awareness to prevent all forms of violence against women, revising the current legislation for women and girls in the context of prevention of early and forced marriages, generating detailed data on early and forced marriages at regional and local levels, mainstreaming and increasing the efficiency of activities conducted to facilitate equal participation of women in politics and decision-making processes and ensuring that women may benefit from the opportunities and rights on an equal basis and stepping up work to strengthen women’s cooperatives.²⁰⁶⁶

In September 2019, the Ministry of Family, Labour and Social Services has set goals in the women’s section of the 11th Development Plan (2019-2023).²⁰⁶⁷ The main objective is to prevent all kinds of discrimination against women and to ensure that women benefit and strengthen equal rights and opportunities in all spheres of social life.²⁰⁶⁸ Turkey aims to strengthen the economic status of women and aim to reach these targets by the end of 2023, the female labour force participation rate will be 38.5 per cent, the female employment rate will be 34 per cent, the ratio of women among self-employed will be 20 per cent and the proportion of women in employers will be 10 per cent.²⁰⁶⁹

In September 2019, during the 2019 Annual Presidential Program, the Ministry of Family, Labour and social services efforts are underway to expand the areas of economic, social and cultural activities in order to strengthen the social position of women in Turkey and for them to benefit from equal opportunities, to ensure greater participation in the development process, business life and decision-

²⁰⁶³ Strong Ground towards common goals — Turkey presents its second VNR report in New York, United Nations Development Program (New York) 15 July 2019. Access Date: 27 March 2020. <https://www.tr.undp.org/content/turkey/en/home/presscenter/articles/2019/07/tuerkiye--kueresel-hedefler-yolundaki-ilerlemesini-ozetleyen-ra.html>.

²⁰⁶⁴ Strong Ground towards common goals — Turkey presents its second VNR report in New York, United Nations Development Program (New York) 15 July 2019. Access Date: 27 March 2020. <https://www.tr.undp.org/content/turkey/en/home/presscenter/articles/2019/07/tuerkiye--kueresel-hedefler-yolundaki-ilerlemesini-ozetleyen-ra.html>.

²⁰⁶⁵ Tukey Sustainable Development Goals 2nd VNR 2019, Strong Ground towards Common Goals, United Nations (New York) July 2019. Access Date; 27 March 2020. https://sustainabledevelopment.un.org/content/documents/23862Turkey_VNR_110719.pdf.

²⁰⁶⁶ Tukey Sustainable Development Goals 2nd VNR 2019, Strong Ground towards Common Goals, United Nations (New York) July 2019. Access Date: 27 March 2020. https://sustainabledevelopment.un.org/content/documents/23862Turkey_VNR_110719.pdf.

²⁰⁶⁷ Women in Turkey, Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

²⁰⁶⁸ Women in Turkey, Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

²⁰⁶⁹ Women in Turkey, Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

making mechanisms and to prevent violence against women.²⁰⁷⁰ Additionally, the ministry includes the following measures; in order to increase female employment in the labor market, women's opportunities for vocational training and skill development will be strengthened, especially in the areas of technology production such as coding and software.²⁰⁷¹ To increase women's participation in the labor force and employment, practices that link work and family life will be implemented in order to facilitate access to care services.²⁰⁷² The ministry aspire for the, "active participation of women in economic, social, cultural life and all levels of decision-making mechanisms in a way to strengthen equality of opportunity between men and women in the field of rights will be encouraged, especially starting from the local."²⁰⁷³ To do so, the policy includes following measures: researches will be carried out to strengthen women's economic and social life, projects will be conducted, trainings will be organized.²⁰⁷⁴ In order to improve women's economic activities, women entrepreneurs will be provided with consultancy and guidance services in business development processes and women will be given priority in support in this field.²⁰⁷⁵ Mechanisms aiming to improve the economic activities of women in digital environments such as websites, portals and applications will be established and training programs and seminars will be organized to ensure the empowerment of women entrepreneurs in e-commerce.²⁰⁷⁶ Support mechanisms for increasing women entrepreneurship in rural areas will be provided.²⁰⁷⁷

In September 2019, the issue of combating violence against women is included.²⁰⁷⁸ In the 11th Development Plan covering the years 2019-2023, the policies above are in place to organize education to eliminate negative attitudes and that reinforce domestic violence and to increase the capacity of preventive and preventive services in order to prevent forced marriages.²⁰⁷⁹

In September 2019, the Ministry of Family, Labour and Social Services provided 7,739 of women staying at women's shelters with awareness training; 745 of them were provided with literacy courses, and 8,258 participated in social, artistic and sporting activities.²⁰⁸⁰ The Social Assistance and Solidarity Foundation, with the help of municipalities and foundations, provided economic support to 2,280 women.²⁰⁸¹ As of September 2019, 5,042 women residing in women's shelters benefited from

²⁰⁷⁰ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

²⁰⁷¹ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

²⁰⁷² Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

²⁰⁷³ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

²⁰⁷⁴ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

²⁰⁷⁵ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

²⁰⁷⁶ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

²⁰⁷⁷ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

²⁰⁷⁸ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

²⁰⁷⁹ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

²⁰⁸⁰ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

²⁰⁸¹ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

vocational courses and 915 women were employed, 4,489 children who stayed with their mothers in women's shelters benefited from nurseries and children's clubs and legal support was provided to 3,728 women receiving service from a women's shelter.²⁰⁸²

As of September 2019, Law No. 5510 on Social Security and General Health Insurance will regulate "maternal status" and "maternal insurance."²⁰⁸³ Furthermore, "the Regulation on the Employment Conditions of Female Employees in Night Shifts" adopted with regard to the Law No. 6331 on Occupational Health and Safety regulates the conditions of female employees in the night shifts who are in pregnancy or maternity.²⁰⁸⁴

Turkey has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market by effectively recognizing, reducing and reallocating the burden of unpaid care work in terms of time and labour resources across individuals, communities and institutions.

Thus, Turkey receives a score of +1.

Analyst: Aleena Ahmed

United Kingdom: +1

The United Kingdom has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in all the three areas of recognition, reduction and reallocation.

On 3 July 2019, Minister for Women and Equalities Penny Mordaunt announced the launch of the gender equality roadmap for change, which aims to financially empower women from elementary to retirement age.²⁰⁸⁵ The new initiative intends to re-evaluate the enforcement of equal pay legislation.²⁰⁸⁶ In addition to ensuring women are safe in the workplace and are protected from sexual harassment through launching a consultation to ensure legislation is up to scratch laws on third party harassment are clarified and strengthened.²⁰⁸⁷

On 22 July 2019, Business Minister Kelly Tolhurst announced that new mothers and pregnant employed women will be eligible to receive legal protection against redundancy for a period up to two years, with an additional extension of six months upon their return to work.²⁰⁸⁸ The new

²⁰⁸² Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

²⁰⁸³ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

²⁰⁸⁴ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

²⁰⁸⁵ Penny Mordaunt sets out plan to empower UK women, Gov.UK (London) 3 July 2019. Access Date: 27 January 2020. <https://www.gov.uk/government/news/penny-mordaunt-sets-out-plan-to-empower-uk-women>.

²⁰⁸⁶ Penny Mordaunt sets out plan to empower UK women, Gov.UK (London) 3 July 2019. Access Date: 27 January 2020. <https://www.gov.uk/government/news/penny-mordaunt-sets-out-plan-to-empower-uk-women>.

²⁰⁸⁷ Penny Mordaunt sets out plan to empower UK women, Gov.UK (London) 3 July 2019. Access Date: 27 January 2020. <https://www.gov.uk/government/news/penny-mordaunt-sets-out-plan-to-empower-uk-women>.

²⁰⁸⁸ Pregnant women and new parents to get enhanced redundancy protections, Gov.UK (London) 22 July 2019. Access Date: 27 January 2020. <https://www.gov.uk/government/news/pregnant-women-and-new-parents-to-get-enhanced-redundancy-protections>.

initiative will also cover employees who are on adoption or shared parental leave. Which will ensure that new parents including mothers are in working environments that are free of discrimination.²⁰⁸⁹

On 2 September 2019, Secretary of State for Work and Pensions Amber Rudd announced the launch of a new online job search scheme that intends to support parents in creating a balance between work and their parentage duties.²⁰⁹⁰ Rudd stated that the new initiative will make it easier for parents to find work.²⁰⁹¹ Using technology, the new website will include more than 50,000 job adverts with flexible job schedules.²⁰⁹²

On 16 January 2020, the UK government announced a GBP3.5 million aid to support female entrepreneurs in Africa, assisting them with overcoming barriers to starting businesses and promoting their connection with international markets.²⁰⁹³ The British initiative and through joint cooperation with the Governments of Kenya, Nigeria and Ghana, intends to offer 3,000 more job opportunities for African females and aims to reduce inequality in the workplace.²⁰⁹⁴

The United Kingdom has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market by effectively recognizing, reducing and reallocating the burden of unpaid care work in terms of time and labour resources across individuals, communities and institutions.

Thus, The United Kingdom has received a score of +1.

Analyst: Omar Abdellatif

United States: +1

The United States of America has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in all the three areas of recognition, reduction and reallocation.

On 30 July 2019, the House of Representatives presented a "Safe from the Start Act of 2019" bill in the First Session of the 116th Congress.²⁰⁹⁵ This act aims to improve the United States consideration of, and strategic support for, programs to prevent and respond to gender-based violence from the onset of humanitarian emergencies.²⁰⁹⁶

²⁰⁸⁹ Pregnant women and new parents to get enhanced redundancy protections, Gov.UK (London) 22 July 2019. Access Date: 27 January 2020. <https://www.gov.uk/government/news/pregnant-women-and-new-parents-to-get-enhanced-redundancy-protections>.

²⁰⁹⁰ New flexi job search that's not just for mums, Gov.UK (London) 1 September 2019. Access Date: 27 January 2020. <https://www.gov.uk/government/news/new-flexi-job-search-that-s-not-just-for-mums>.

²⁰⁹¹ New flexi job search that's not just for mums, Gov.UK (London) 1 September 2019. Access Date: 27 January 2020. <https://www.gov.uk/government/news/new-flexi-job-search-that-s-not-just-for-mums>.

²⁰⁹² New flexi job search that's not just for mums, Gov.UK (London) 1 September 2019. Access Date: 27 January 2020. <https://www.gov.uk/government/news/new-flexi-job-search-that-s-not-just-for-mums>.

²⁰⁹³ UK aid boosts support for African women entrepreneurs to expand businesses into global markets, Gov.UK (London) 16 January 2020. Access Date: 12 March 2020. <https://www.gov.uk/government/news/uk-aid-boosts-support-for-african-women-entrepreneurs-to-expand-businesses-into-global-markets>.

²⁰⁹⁴ UK aid boosts support for African women entrepreneurs to expand businesses into global markets, Gov.UK (London) 16 January 2020. Access Date: 12 March 2020. <https://www.gov.uk/government/news/uk-aid-boosts-support-for-african-women-entrepreneurs-to-expand-businesses-into-global-markets>.

²⁰⁹⁵ H.R.4092 — Safe from the Start Act of 2019, US Congress (Washington D.C.) 7 July 2019. Access Date: 8 February 2020. <https://www.congress.gov/bill/116th-congress/house-bill/4092/text>.

²⁰⁹⁶ H.R.4092 — Safe from the Start Act of 2019, US Congress (Washington D.C.) 7 July 2019. Access Date: 8 February 2020. <https://www.congress.gov/bill/116th-congress/house-bill/4092/text>.

On 18 September 2019, U.S. Consul General Claire Pierangelo launched the Academy for Women Entrepreneurs, a State Department–led initiative.²⁰⁹⁷ The program’s selected participants receive lessons on business management, network with like-minded entrepreneurs and mentors, and learn the practical skills required to create successful and sustainable businesses. This initiative aims to support women entrepreneurs around the world and increase entrepreneurship skills for women.²⁰⁹⁸

On 28 August 2019, the Department of Labor awarded approximately USD1.5 million in grant funding to organizations in Illinois, Virginia, and Wisconsin to help recruit, train, and retain more women in quality pre-apprenticeship and apprenticeship programs.²⁰⁹⁹ The grants serve to help increase women’s participation in traditionally male-dominated industries such as manufacturing, infrastructure, and cybersecurity.²¹⁰⁰

The United States has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women’s participation in the labour market by effectively recognizing, reducing and reallocating the burden of unpaid care work in terms of time and labour resources across individuals, communities and institutions.

Thus, the United States receives a score of +1.

Analyst: Derron Yu

European Union: +1

The European Union has fully complied with its commitment to address the gender gap in unpaid care work and to take action to increase women’s participation in the labour market.

On 1 August 2019, the Work-Life Balance Directive for Working Parents and Carers came into effect.²¹⁰¹ This will encourage an improved and supportive work-life balance for both parents and carers; facilitate better sharing strategies on parental leave; and will target the lack of women within the labour market.²¹⁰² The intention of the Work-Life Balance Directive for Working Parents and Carers is to grant parents and carers flexible working-hours to better facilitate women’s presence within the labour market and women’s economic independence.²¹⁰³

²⁰⁹⁷U.S. Consulate Launches Academy for Women Entrepreneurs, US Embassy & Consulate in Nigeria (Lagos) 18 September 2019. Access Date: 8 February 2020. <https://ng.usembassy.gov/u-s-consulate-launches-academy-for-women-entrepreneurs/>.

²⁰⁹⁸U.S. Consulate Launches Academy for Women Entrepreneurs, US Embassy & Consulate in Nigeria (Lagos) 18 September 2019. Access Date: 8 February 2020. <https://ng.usembassy.gov/u-s-consulate-launches-academy-for-women-entrepreneurs/>.

²⁰⁹⁹ U.S Department of Labor Awards Nearly \$1.5 Million to Increase Apprenticeship Participation, Expand Job Opportunities for American Woman, U.S. Department of Labour (Washington D.C.) 28 August 2019. Access Date: 8 February 2020. <https://www.dol.gov/newsroom/releases/wb/wb20190828>.

²¹⁰⁰ U.S Department of Labor Awards Nearly \$1.5 Million to Increase Apprenticeship Participation, Expand Job Opportunities for American Woman U.S. Department of Labour (Washington D.C.) 28 August 2019. Access Date: 8 February 2020. <https://www.dol.gov/newsroom/releases/wb/wb20190828>.

²¹⁰¹ EU Work-life Balance Directive enters into force, European Commission (Brussels) 22 August 2019. Access Date: 26 August 2020. <https://ec.europa.eu/social/main.jsp?catId=89&furtherNews=yes&langId=en&newsId=9438>.

²¹⁰² EU Work-life Balance Directive enters into force, European Commission (Brussels) 22 August 2019. Access Date: 26 August 2020. <https://ec.europa.eu/social/main.jsp?catId=89&furtherNews=yes&langId=en&newsId=9438>.

²¹⁰³ EU Work-life Balance Directive enters into force, European Commission (Brussels) 22 August 2019. Access Date: 26 August 2020. <https://ec.europa.eu/social/main.jsp?catId=89&furtherNews=yes&langId=en&newsId=9438>.

In June 2019, a European Commission report suggested that the government increase the labour force participation of women to levels closer or equal to those of men, and that it provides quality childcare to support mothers' transition into the workforce.²¹⁰⁴

On 14 January 2020 the European Commission stated it would proposed in early 2020 a new European Gender Equality Strategy to “close the gender pay gap, including through binding pay transparency measures.”²¹⁰⁵ It also seeks to advance the pension gap, to promote women's access to labour markets, and to increase the number of women in senior positions in businesses and organizations. It does not specify if it addresses unpaid care work.

On 5 March 2020 the EC released its Union of Equality: Gender Equality Strategy 2020-2025.²¹⁰⁶ It states that “eliminating the gender pay gap requires addressing all of its root causes, including women's lower participation in the labour market, invisible and unpaid work.” It further acknowledges that “women also carry a disproportionate burden of unpaid work, which constitutes a significant share of economic activity.” From this, the Strategy includes an EC proposal for a Child Guarantee to reduce barriers to access of necessary services for child well-being and development, and to address poverty and inequality. It calls on EU member states to “ensure adequate investments in early childhood education, care services and long-term care services.” At the end of 2020, the EC will launch a consultation process for a Green Paper on Ageing. In all the Strategy address unpaid care work, education, childcare, social care, household care, inequality, ageing, gender parity in business and government, health, intersectionality and more.

The European Union has partially complied with its commitment of addressing the gender gap in unpaid care work. Through the Work-Life Balance Directive for Working Parents and Carers, the EU has implemented policies to facilitate a “family-friendly” workplace, and has taken action to address the gender pay gap in terms of unpaid work by improving public services.

Thus, the European Union has received a score of +1.

Analyst: Miranda Bocci

²¹⁰⁴ Employment and Social Developments in Europe, Development Aid (Nicosia) June 2019. Access Date: 7 February 2020. <https://www.developmentaid.org/api/frontend/cms/uploadedImages/2019/07/KE-BD-19-001-EN-N.pdf>.

²¹⁰⁵ Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: A Strong Social Europe for Just Transitions, European Commission, 14 January 2020. Access Date: 25 September 2020. https://ec.europa.eu/commission/presscorner/api/files/attachment/860460/Strong_Social_Europe_Communication_and_Annex.pdf.pdf.

²¹⁰⁶ A Union of Equality: Gender Equality Strategy 2020-2025, European Commission, 5 March 2020. Access Date: 25 September 2020. <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0152>.