

## 11. Gender: Economic Participation

“We will take steps to remove the barriers to women’s economic participation and entrepreneurship.”

*G20 Riyadh Leaders’ Declaration*

### Assessment

	No Compliance	Partial Compliance	Full Compliance
Argentina			+1
Australia		0	
Brazil			+1
Canada			+1
China		0	
France		0	
Germany			+1
India		0	
Indonesia			+1
Italy		0	
Japan		0	
Korea			+1
Mexico			+1
Russia		0	
Saudi Arabia		0	
South Africa		0	
Turkey		0	
United Kingdom			+1
United States			+1
European Union			+1
Average		+0.50 (75%)	

### Background

Women’s active participation in the economy is crucial for economic growth and sustainable development around the world.<sup>2923</sup> Despite considerable efforts in progress, many women are currently still left out of the labour markets.<sup>2924</sup> Data from the International Labour Organization (ILO) indicates that the average rate of labour force participation for men, aged 25 to 54, is almost twice the number for women from the same age group.<sup>2925</sup> Meanwhile, they are overrepresented in unpaid work, including household activities and childcare and temporary employment under precarious conditions.<sup>2926</sup>

According to UN Women, women are often paid less than men, resulting in a “gender wage gap” of an estimated 23 per cent.<sup>2927</sup> In addition, mothers face a potential “motherhood wage penalty,”

<sup>2923</sup> Labour statistics on women, International Labour Organization (Geneva) n.d. Access Date: 28 February 2021. <https://ilostat.ilo.org/topics/women/>

<sup>2924</sup> Facts and Figures: Economic Empowerment, UN Women (New York) July 2018. Access Date: 28 February 2021. <https://www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures#notes>

<sup>2925</sup> Labour statistics on women, International Labour Organization (Geneva) n.d. Access Date: 28 February 2021. <https://ilostat.ilo.org/topics/women/>

<sup>2926</sup> Labour statistics on women, International Labour Organization (Geneva) n.d. Access Date: 28 February 2021. <https://ilostat.ilo.org/topics/women/>

<sup>2927</sup> Facts and Figures: Economic Empowerment, UN Women (New York) July 2018. Access Date: 28 February 2021. <https://www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures#notes>

meaning a fall in pay due to childbirth, which rises with the number of children (or the number of periods of maternal leave).<sup>2928</sup> They also encounter more disadvantages when planning to start businesses and thus less likely to eventually become entrepreneurs than their male counterparts.<sup>2929</sup>

Increasing women's participation in economic and entrepreneurial activities is essential for achieving gender equality, which underpins the efforts towards realizing the United Nations 2030 Agenda for Sustainable Development.<sup>2930</sup> The 2018 World Economic Forum stated that “empowering women to participate equally in the global economy could add [USD28 trillion] in GDP growth by 2025.”<sup>2931</sup>

The G20 recognizes and repeatedly emphasize the importance of engaging women's participation in the global economy. At the 2009 London Summit, the G20 leaders first declared a commitment to promote gender equality, agreeing to “build a fair and family-friendly labour market for both women and men.”<sup>2932</sup> They recognized that challenges to the world economy affect “the lives of women, men and children in every country,” with disproportionate impacts on the poorest and the most vulnerable population and called for a joint resolution to enable recovery and reform from economic crises.<sup>2933</sup>

At the 2010 Summits in Toronto and Seoul, the G20 started to pay special attention to the promotion of gender equality and inclusive economic growth. In the Seoul Development Consensus for Shared Growth, the G20 leaders committed to promoting gender equality together.<sup>2934</sup> They then endeavoured to identify the impact of “gender gaps” as part of the “barriers to increasing investment in skills development and productivity” in the Multi-Year Action Plan on Development.<sup>2935</sup>

At the 2012 Los Cabos Summit, the G20 Leaders committed to taking “concrete actions to overcome the barriers hindering women's full economic social participation and to expand economic opportunities for women in G20 economies,” which includes access to financial services and financial education.<sup>2936</sup> The Los Cabos Summit importantly marked the first time for the G20 leaders to dedicate separate commitments and promise concrete steps towards removing barriers and expanding opportunities for women's full economic participation in society.<sup>2937</sup>

At the 2013 St Petersburg Summit, G20 leaders committed to assisting women to overcome barriers to find and remain in employment, outlining specific measures to increase financial inclusion and financial literacy for women and girls through collaborations with the OECD/International Network

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<sup>2928</sup> The motherhood pay gap: A review of the issues, theory and international evidence, International Labour Office (Geneva) 2015. Access Date: 28 February 2021.

[https://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms\\_348041.pdf](https://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms_348041.pdf)

<sup>2929</sup> Facts and Figures: Economic Empowerment, UN Women (New York) July 2018. Access Date: 28 February 2021.

<https://www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures#notes>

<sup>2930</sup> Facts and Figures: Economic Empowerment, UN Women (New York) July 2018. Access Date: 28 February 2021.

<https://www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures#notes>

<sup>2931</sup> This is why women must play a greater role in the global economy, World Economic Forum (Geneva) 24 January 2018. Access Date: 28 February 2021. <https://www.weforum.org/agenda/2018/01/this-is-why-women-must-play-a-greater-role-in-the-global-economy/>

<sup>2932</sup> G20 Leaders' Conclusions on Gender, 2008-2014, G20 Research Group (Toronto) 5 January 2015. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/analysis/conclusions/gender-l.pdf>

<sup>2933</sup> G20 Action Plan for Recovery and Reform (London), G20 Information Centre (Toronto) 2 April 2009. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2009/2009communique0402.html>

<sup>2934</sup> G20 Leaders' Conclusions on Gender, 2008-2014, G20 Research Group (Toronto) 5 January 2015. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/analysis/conclusions/gender-l.pdf>

<sup>2935</sup> G20 Leaders' Conclusions on Gender, 2008-2014, G20 Research Group (Toronto) 5 January 2015. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/analysis/conclusions/gender-l.pdf>

<sup>2936</sup> G20 Leaders' Conclusions on Gender, 2008-2014, G20 Research Group (Toronto) 5 January 2015. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/analysis/conclusions/gender-l.pdf>

<sup>2937</sup> G20 Leaders' Conclusions on Gender, 2008-2014, G20 Research Group (Toronto) 5 January 2015. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/analysis/conclusions/gender-l.pdf>

for Financial Education (INFE) and the World Bank Group.<sup>2938</sup> In the 2014 Brisbane Action Plan, the G20 again committed to promoting greater participation and better quality for women's employment in the labour market, aiming to reduce the gap of labour force participation rates between men and women in G20 member countries by 25 per cent by 2025 and to "bring more than 100 million women into the labour force."<sup>2939</sup> This marked the first time G20 members agreed to a timeline and incorporated numeric targets to improve women's economic participation.

The G20 established an official engagement group, named "Women 20 (W20)," during the 2015 Antalya Summit cycle to further efforts in achieving gender equality and women's economic empowerment.<sup>2940</sup> The 2016 Hangzhou Summit then marked the first time the G20 Leaders committed to supporting policies that encourage greater participation of women entrepreneurs and women-led firms in the global economy.<sup>2941</sup>

The 2017 Hamburg Summit outlined the establishment of several initiatives in support of women's entrepreneurship and marked the first time the G20 Leaders dedicated a separate section to specify their commitments in "Women's Empowerment."<sup>2942</sup> They recognized that equal access to economic opportunities is fundamental for achieving gender equality, which forms a prerequisite for sustainable and inclusive growth.<sup>2943</sup> Between the years 2017 and 2018, the G20 members launched the #eSkills4Girls initiative to promote opportunities and equal participation for women and girls in the digital economy via enhanced access to information and communication technology (ICT) and STEM (Science, Technology, Engineering and Mathematics).<sup>2944</sup> They also established Women Entrepreneurs Financing Initiative (We-Fi), hosted by the World Bank Group, to reduce barriers to financial inclusion and enhance women's access to capital, markets and technical assistance.<sup>2945</sup> Additionally, they organized a Business Women Leaders' Taskforce to explore methods to increase women's economic participation and make relevant recommendations at the 2018 Buenos Aires Summit.<sup>2946</sup>

At the 2019 Osaka Summit, the G20 Leaders placed significant emphasis on women's empowerment. They committed to addressing the "gender gap in unpaid care work," which they identified as a major obstacle that impedes women's participation in the labour market.<sup>2947</sup>

At the 2020 Riyadh Summit, albeit held virtually due to the COVID-19 pandemic, the G20 Leaders echoed the relevant UN declarations and the 2019 Osaka summit in many aspects of women's

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<sup>2938</sup> G20 Leaders' Conclusions on Gender, 2008-2014, G20 Research Group (Toronto) 5 January 2015. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/analysis/conclusions/gender-l.pdf>

<sup>2939</sup> G20 Leaders' Conclusions on Gender, 2008-2014, G20 Research Group (Toronto) 5 January 2015. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/analysis/conclusions/gender-l.pdf>

<sup>2940</sup> Women's Summit Communiqué, G20 Information Centre (Toronto) 17 October 2015. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2015/151017-w20.html>

<sup>2941</sup> G20 Leaders' Communiqué: Hangzhou Summit, G20 Information Centre (Toronto) 5 September 2016. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2016/160905-communicue.html>

<sup>2942</sup> G20 Leaders' Declaration: Shaping an Interconnected World, G20 Information Centre (Toronto) 8 July 2017. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2017/2017-G20-leaders-declaration.html>

<sup>2943</sup> G20 Leaders' Declaration: Shaping an Interconnected World, G20 Information Centre (Toronto) 8 July 2017. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2017/2017-G20-leaders-declaration.html>

<sup>2944</sup> G20 Leaders' Declaration: Shaping an Interconnected World, G20 Information Centre (Toronto) 8 July 2017. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2017/2017-G20-leaders-declaration.html>

<sup>2945</sup> G20 Leaders' Declaration: Shaping an Interconnected World, G20 Information Centre (Toronto) 8 July 2017. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2017/2017-G20-leaders-declaration.html>

<sup>2946</sup> G20 Leaders' Declaration: Building Consensus for Fair and Sustainable Development, G20 Information Centre (Toronto) 1 December 2018. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2018/2018-leaders-declaration.html>

<sup>2947</sup> G20 Osaka Leaders' Declaration, G20 Information Centre (Toronto) 29 June 2019. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2019/2019-g20-osaka-leaders-declaration.html>

empowerment.<sup>2948</sup> They reaffirmed the importance of women’s and girl’s empowerment and recognized the enhancement of women’s participation as a key driver of economic growth.<sup>2949</sup> They also committed to further action to reduce gender pay gaps and combat stereotypes to end all forms of discrimination against women, including gender-based violence.<sup>2950</sup> Under the Saudi Presidency, the G20 commenced the Private Sector Alliance for the Empowerment and Progression of Women’s Economic Representation (EMPOWER) for women’s advancement in leadership positions in the realm.<sup>2951</sup>

### **Commitment Features**

The G20 commitment is to take steps to remove the barriers to women’s 1) economic participation and 2) entrepreneurship.<sup>2952</sup> As the world continues to experience setbacks from the COVID-19 pandemic, the G20 Leaders also promised actions to mitigate any widening of gender inequalities or undermining of the progress over recent decades.<sup>2953</sup> The goal of the commitment is to eliminate any impediment to increasing the overall level of women’s participation in the labour market and enhancing the quality of their employment, while assisting women in any entrepreneurial endeavours.

“To take steps” means to take any form of particular action towards the realization of a proposed goal. These actions can include, but not limited to, initiating new programs, implementing new policies, voicing verbal support and reinforcing existing efforts to eliminate things that prevent women from participating in the labour market and entrepreneurship.

“To remove” is understood to mean the elimination of gender-based hardship for women’s full participation in the economy and successful entrepreneurship. “Barriers” is understood to mean any obstacles that undermine women’s ability to fully participate in the labour market and global economy, as well as to engage and achieve success in entrepreneurship.

“Women” refers to female persons aged 15 and above, who are either employed, unemployed or absent in the labour force.<sup>2954</sup> Furthermore, the extent of “women’s economic participation” in society uses labour force participation rate as the main indicator; it measures the proportion of a country’s working-age female population that actively engages in the labour market, including those working and looking for work.<sup>2955</sup>

“Entrepreneurship” is understood to mean any commercial activity conducted by an independent business owner for profits.

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<sup>2948</sup> Leaders' Declaration, G20 Information Centre (Toronto) 21 November 2020. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2020/2020-g20-leaders-declaration-1121.html>

<sup>2949</sup> Leaders' Declaration, G20 Information Centre (Toronto) 21 November 2020. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2020/2020-g20-leaders-declaration-1121.html>

<sup>2950</sup> G20 Osaka Leaders' Declaration, G20 Information Centre (Toronto) 29 June 2019. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2019/2019-g20-osaka-leaders-declaration.html>; Leaders' Declaration, G20 Information Centre (Toronto) 21 November 2020. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2020/2020-g20-leaders-declaration-1121.html>

<sup>2951</sup> Leaders' Declaration, G20 Information Centre (Toronto) 21 November 2020. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2020/2020-g20-leaders-declaration-1121.html>

<sup>2952</sup> Leaders' Declaration, G20 Information Centre (Toronto) 21 November 2020. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2020/2020-g20-leaders-declaration-1121.html>

<sup>2953</sup> Leaders' Declaration, G20 Information Centre (Toronto) 21 November 2020. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2020/2020-g20-leaders-declaration-1121.html>

<sup>2954</sup> Labour Force Participation Rate, International Labour Organization (Geneva) n.d. Access Date: 28 February 2021. [https://www.ilo.org/ilostat-files/Documents/description\\_LFPR\\_EN.pdf](https://www.ilo.org/ilostat-files/Documents/description_LFPR_EN.pdf)

<sup>2955</sup> Labour Force Participation Rate, International Labour Organization (Geneva) n.d. Access Date: 28 February 2021. [https://www.ilo.org/ilostat-files/Documents/description\\_LFPR\\_EN.pdf](https://www.ilo.org/ilostat-files/Documents/description_LFPR_EN.pdf)

According to the ILO, there are two levels of women's economic participation: 1) employment and 2) management.<sup>2956</sup> Therefore, both the unemployment and underemployment of women reflect these obstacles. On the one hand, unemployment refers to the gap between female share in the working-age population and female share in employment, illustrating "hurdles to access paid work."<sup>2957</sup> On the other hand, underemployment indicates the gap between female share in employment and female share in the management, underscoring the existence of a "glass ceiling."<sup>2958</sup> An action that addresses both elements would have more breadth than another action that only addresses either element. Moreover, an action that brings structural reform beneficial for the promotion of gender equality in the long term would have more breadth than another remedial measure aimed to undo the damage due to the COVID-19 pandemic.

As well, this commitment has a depth component of how strong the action taken by the G20 member is. A G20 member must take significant action on both the domestic and international levels for full compliance. If a G20 member only takes partial action on one or both levels, it would only be considered partial compliance. Partial actions could include verbal reaffirmation of the commitment or attending meetings that discuss women's economic participation and entrepreneurship. For strong actions, a G20 would have to initiate a program or new law, contribute financial or technical assistance or implement policy changes to remove gender-based barriers by promoting women's full participation in the labour market and economy and implementing specific measures to promote women's engagement and success in entrepreneurship.

Women entrepreneurs encounter certain gender-based barriers to the initiation and growth of their businesses; these disadvantages can include, while not limited to, discriminatory property, matrimonial and inheritance laws and/or cultural practices, limitations on mobility, lack of voice and representation and unequal shares of family and household responsibilities. The G20 members should also recognize that women entrepreneurs are not a homogenous group.<sup>2959</sup>

To achieve full compliance, G20 members must take concrete actions to eradicate obstacles for women's full participation in the labour market and economy, as well as implement specific measures to promote women's engagement and success in entrepreneurship. Efforts to remove gender-based barriers to women's full participation in the labour market and economy include both initiatives to address "hurdles to access paid work" and "glass ceiling."<sup>2960</sup> These steps feature social policies and programs that increase women's labour force participation rate, reduce the gender pay gap, improve work conditions, enhance access to paid full-time employment, eliminate gender stereotypes, encourage the equal division of household and childcare responsibilities, promote representation of women in leadership positions and more.<sup>2961</sup> Efforts to remove barriers to women's engagement and success in entrepreneurship include social policies and programs that enable women entrepreneurs'

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<sup>2956</sup> Labour statistics on women, International Labour Organization (Geneva) n.d. Access Date: 28 February 2021. <https://ilostat.ilo.org/topics/women/>

<sup>2957</sup> Labour statistics on women, International Labour Organization (Geneva) n.d. Access Date: 28 February 2021. <https://ilostat.ilo.org/topics/women/>

<sup>2958</sup> Labour statistics on women, International Labour Organization (Geneva) n.d. Access Date: 28 February 2021. <https://ilostat.ilo.org/topics/women/>

<sup>2959</sup> Promoting Women's Entrepreneurship Development and Gender Equality, Phase III, International Labour Organization (Geneva) n.d. Access Date: 28 February 2021. [https://www.ilo.org/asia/projects/WCMS\\_099683/lang--en/index.htm](https://www.ilo.org/asia/projects/WCMS_099683/lang--en/index.htm)

<sup>2960</sup> Labour statistics on women, International Labour Organization (Geneva) n.d. Access Date: 28 February 2021. <https://ilostat.ilo.org/topics/women/>

<sup>2961</sup> Gender equality in the G20 – Additional analysis from the time dimension, International Labour Organization (Tokyo) 22-24 April 2019. Access Date: 28 February 2021. [https://www.ilo.org/wcmsp5/groups/public/---dgreports/---cabinet/documents/publication/wcms\\_713377.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---cabinet/documents/publication/wcms_713377.pdf)

access to commercial credits from formal financial service providers, more lucrative markets, ongoing training in aspects like finance and technology and more.<sup>2962</sup>

Partial compliance entails the G20 member’s ability to take action to remove gender-based barriers in at least one of the objectives: either the improvement of women’s full participation in the economy or the implementation of social policies that enhance the business environment for female entrepreneurs. For a score of non-compliance, the G20 member has completed none of the aforementioned criteria.

**Scoring Guidelines**

-1	G20 member does NOT take any action to remove barriers to women’s full participation in the labour market and economy NOR does it implement any specific measure to promote women’s engagement and success in entrepreneurship.
0	G20 member partially removes gender-based barriers by promoting women’s full participation in the labour market and economy OR implementing specific measures to promote women’s engagement and success in entrepreneurship.
+1	G20 member fully removes gender-based barriers by promoting to women’s full participation in the labour market and economy AND implementing specific measures to promote women’s engagement and success in entrepreneurship.

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**Argentina: +1**

Argentina has fully complied with its commitment to to remove the barriers to women’s economic participation and entrepreneurship.

On 24 November 2020, the National Administration of Social Security enacted Resolution 418/2020, which aimed to ensure that non-sexist language is used in all official documentation within the national administration.<sup>2963</sup> The goal of this resolution is to work towards creating an official environment where gender does not play a role in hindering any individual’s (especially women’s) economic opportunities.<sup>2964</sup>

On 18 December 2020, the Matanza Riachuelo Basin Authority enacted Resolution 275/2020, which mandated the procedure of appointing representatives to their Board of Directors to consider gender parity.<sup>2965</sup> The goal of this resolution is to ensure that women occupy leadership positions within the Matanza Riachuelo Basin Authority.<sup>2966</sup> On the same day, the Ministry of Economy’s Federal Bureau of Economic Policies with a Gender Perspective (formalized on 23 December 2020) assessed Argentina’s 2020 performance regarding gender in relation to the economy and set their goals for 2021.<sup>2967</sup> In setting the 2021 economic gender goals, the Bureau met with specific provincial officials from Tierra del Fuego, Catamarca, San Juan, Córdoba, Entre Ríos, Río Negro, Misiones, Tucuman,

<sup>2962</sup> Promoting Women’s Entrepreneurship Development and Gender Equality, Phase III, International Labour Organization (Geneva) n.d. Access Date: 28 February 2021. [https://www.ilo.org/asia/projects/WCMS\\_099683/lang-en/index.htm](https://www.ilo.org/asia/projects/WCMS_099683/lang-en/index.htm)

<sup>2963</sup> Resolution 418/2020, Official Bulletin of the Argentine Republic (Buenos Aires) 25 November 2020. Access Date: 18 May 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/237689/20201125>

<sup>2964</sup> Resolution 418/2020, Official Bulletin of the Argentine Republic (Buenos Aires) 25 November 2020. Access Date: 18 May 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/237689/20201125>

<sup>2965</sup> Resolution 275/2020, Official Bulletin of the Argentine Republic (Buenos Aires) 24 December 2020. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/239164/20201224?busqueda=1>

<sup>2966</sup> Resolution 275/2020, Official Bulletin of the Argentine Republic (Buenos Aires) 24 December 2020. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/237689/20201125?busqueda=1>

<sup>2967</sup> Federal Bureau of Economic Policies with Gender Perspective, Ministry of Economy (Buenos Aires) 18 December 2020. Access Date: 19 March 2021. [https://www.argentina.gob.ar/sites/default/files/informe\\_mf-genero.pdf](https://www.argentina.gob.ar/sites/default/files/informe_mf-genero.pdf)

La Rioja and La Pampa individually and with officials from the remaining provinces collectively, whereof, at such meetings, the Bureau had the provinces commit to working towards policies that advance women's status in the economy.<sup>2968</sup> The goal of having the provinces make these commitments is to ensure that Argentina's provincial governments work in tandem with the national government in working to advance women's status in the economy.<sup>2969</sup>

On 22 December 2020, the Ministry of Public Works enacted Resolution 193/2020, which implements the "Program for the Transversalization of Gender and Diversity Policies," a program which promotes equality in the public sphere to build a more just and inclusive society.<sup>2970</sup> The goal of this resolution is to expand and promote women's equitable employment in the public sphere, especially in the Ministry of Public Works.<sup>2971</sup>

On 23 December 2020, the National Parks Administration enacted Resolution 431/2020, which created the "Advisory Committee on Gender, Equality and Diversity Policies" under the National Parks Administration.<sup>2972</sup> This committee was created to advise and recommend courses of action to the National Parks Administration Board of Directors that generate public policies on issues of gender, equality, diversity and the elimination of violence.<sup>2973</sup> The goal of this resolution is to expand and promote women's equitable employment in the public sphere, specifically for those women working for and/or with the National Parks Administration.<sup>2974</sup>

On 23 December 2020, the Ministry of Economy enacted "Resolution 704/2020," which formally established the Federal Board of Economic Policies with a Gender Perspective ("la Mesa Federal de Políticas Económicas con Perspectiva de Género") under the Ministry of Economy.<sup>2975</sup> The ministry created this board to promote gender equality everywhere in Argentina, to improve the technical capacities of economic decision makers (providing analysis and building a set of indicators with a gendered perspective), to promote dialogue between the National Public Administration with the provincial administrations and the Autonomous City of Buenos Aires in tackling gender-economic issues, to strengthen economic policy tools with a gender perspective and map the data collected and missing by jurisdiction (specifically on gender gaps).<sup>2976</sup> The goal is to create a government entity that can, in a focused and specialized manner, especially considering the disproportionately negative effect that the COVID-19 pandemic has had on women's economic opportunities, work towards restoring women's "access to basic rights."<sup>2977</sup>

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<sup>2968</sup> Federal Bureau of Economic Policies with Gender Perspective, Ministry of Economy (Buenos Aires) 18 December 2020. Access Date: 19 March 2021. [https://www.argentina.gob.ar/sites/default/files/informe\\_mf-genero.pdf](https://www.argentina.gob.ar/sites/default/files/informe_mf-genero.pdf)

<sup>2969</sup> Federal Bureau of Economic Policies with Gender Perspective, Ministry of Economy (Buenos Aires) 18 December 2020. Access Date: 19 March 2021. [https://www.argentina.gob.ar/sites/default/files/informe\\_mf-genero.pdf](https://www.argentina.gob.ar/sites/default/files/informe_mf-genero.pdf)

<sup>2970</sup> Resolution 193/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 8 March 2021. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/239215/20201228?busqueda=1>

<sup>2971</sup> Resolution 193/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 8 March 2021. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/239215/20201228?busqueda=1>

<sup>2972</sup> Resolution 431/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 8 March 2021. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/239274/20201229?busqueda=1>

<sup>2973</sup> Resolution 431/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 8 March 2021. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/239274/20201229?busqueda=1>

<sup>2974</sup> Resolution 431/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 8 March 2021. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/239274/20201229?busqueda=1>

<sup>2975</sup> Resolution 704/2020, Ministry of Economy, Official Bulletin of the Argentine Republic (Buenos Aires) 23 December 2020. Access Date: 12 March 2020. <https://www.boletinoficial.gob.ar/detalleAviso/primera/239169/20201224>

<sup>2976</sup> Resolution 704/2020, Ministry of Economy, Official Bulletin of the Argentine Republic (Buenos Aires) 23 December 2020. Access Date: 12 March 2020. <https://www.boletinoficial.gob.ar/detalleAviso/primera/239169/20201224>

<sup>2977</sup> Resolution 704/2020, Ministry of Economy, Official Bulletin of the Argentine Republic (Buenos Aires) 23 December 2020. Access Date: 12 March 2020. <https://www.boletinoficial.gob.ar/detalleAviso/primera/239169/20201224>

On 1 January 2021, Argentina's 2021 National Budget came into effect and allocated ARS1.3 trillion to public policies that contribute to closing gaps in gender.<sup>2978</sup> The goal of such public policies is to reduce the economic disparities between men and women.<sup>2979</sup>

On 6 January 2021, Resolution 4/2021 was enacted, which saw the Matanza Riachuelo Basin Authority join the "Gender and Diversity Network of the Ministry of Public Works," a joint public-sector alliance which works to achieve gender equality in the public sphere (specifically within the Ministry of Public Works).<sup>2980</sup> The goal of this resolution is to expand and promote women's equitable employment in the public sphere, specifically for those women working for and/or with the Matanza Riachuelo Basin Authority.<sup>2981</sup>

On 21 February 2021, representatives from Argentina attended an online meeting alongside 56 representatives from Russia, Belgium, Canada, France, Hungary, Italy, Japan, Korea, Romania, Slovenia, the United Kingdom, the United States, the European Commission, the International Atomic Energy Agency, and the Organisation for Economic Co-operation and Development to discuss increasing the number of women in the nuclear power industry.<sup>2982</sup>

On 8 March 2021, the Ministry of Justice and Human Rights of the Nation enacted Resolution 8/2021, which created the "Public registry of complaints filed against magistrates for situations related to gender violence" in the area of the Plenary of the Council of the Magistracy.<sup>2983</sup> This public registry serves as an institution that survivors of gender violence from magistrates can go to report incidents, whereof, following reports from survivors, appropriate legal action can be taken.<sup>2984</sup> While the goal of creating this public registry was not directly having to do with women's involvement in the economy, through working against abuses by public magistrates which disproportionately affect women, this initiative serves to aid women in terms of accessibility to government services (which, in turn, aids women in advancing their economic status through government initiatives).<sup>2985</sup> On the same day, the Ministry of Foreign Affairs, International Trade and Worship enacted Resolution 38/2021, which instructed a variety of foreign affairs offices under the Ministry to implement policies that reduce gender inequalities of opportunity and treatment and created a "Gender Observatory" to design policies to reduce the gender gap.<sup>2986</sup> The goal of this resolution is to work to

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<sup>2978</sup> Budget: Law 27591, Legislation and Official Notices, Official Bulletin of the Argentine Republic (Buenos Aires) 14 December 2020. Access Date: 5 April 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/238364/20201214>

<sup>2979</sup> D'Alessandro: "The Budget is the tool we have to transform societies into more just an inclusive," Ministry of Economy (Buenos Aires) 5 March 2021. Access Date: 19 March 2021. <https://www.argentina.gob.ar/noticias/dalessandro-el-presupuesto-es-la-herramienta-que-tenemos-para-transformar-las-sociedades-en>

<sup>2980</sup> Resolution 4/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 8 March 2021. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/239658/20210108?busqueda=1>

<sup>2981</sup> Resolution 4/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 8 March 2021. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/239658/20210108?busqueda=1>

<sup>2982</sup> Online meeting on increasing the number of women in nuclear positions was held, Eurasian Women's Forum (Moscow) 21 February 2021. Access Date: 21 March 2021. <https://eawf.ru/news/novosti-soveta-ezhf/sostoyalos-onlayn-soveshchanie-po-uvlicheniyu-chisla-zhenshchin-v-yadernoy-energetike/>

<sup>2983</sup> Resolution 8/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 8 March 2021. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/241646/20210310?busqueda=1>

<sup>2984</sup> Resolution 8/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 8 March 2021. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/241646/20210310?busqueda=1>

<sup>2985</sup> Resolution 8/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 8 March 2021. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/241646/20210310?busqueda=1>

<sup>2986</sup> Resolution 38/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 8 March 2021. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/241604/20210309?busqueda=1>



improve women's employment opportunities and quality of employment within the Ministry of Foreign Affairs, International Trade and Worship.<sup>2987</sup>

On 30 March 2021, the Ministry of Economy's Federal Bureau of Economic Policies with a Gender Perspective implemented a new financial training course which will teach up to 800 people how to use the "financial tools of the banking system and the capital market to promote the financial inclusion of people who work in the National Public Administration."<sup>2988</sup> The goal of this training course is to promote the economic opportunities of those individuals who have traditionally been marginalized within the National Public Administration (with women being a plurality within this marginalized group).<sup>2989</sup>

On 15 April 2021, the Ministry of Transportation enacted Resolution 116/2021, which approved the "Strategic Plan for the incorporation of gender perspective in the scope of competence of the Ministry of Transport – 2020-2023" which is "aimed at mainstreaming the gender perspective in the competition policies of the Ministry of Transportation as thus also in the organizations and companies acting in its jurisdictional orbit."<sup>2990</sup> The goal of this resolution is to fight discrimination against women within the Ministry of Transportation by mainstreaming and institutionally integrating the gender perspective.<sup>2991</sup>

On 22 April 2021, the Chair of Ministers Secretariat for Public Innovation enacted Resolution 38/2021, which resolved to create the "G + T Center – Gender Center In Technology" under the Public Innovation Secretariat of the Head of Ministers Cabinet.<sup>2992</sup> Moving forward, this center will work to implement its nine point plan to promote women in science, technology, engineering and mathematics (STEM). The goal of this resolution is to work towards the "development of a more just, equitable and supportive society."<sup>2993</sup>

On 23 April 2021, the Ministry of Women, Gender and Diversity enacted Resolution 186/2021, which created the "Producir" program.<sup>2994</sup> This program is designed to provide economic aid to survivors of gender-based violence, most notably women.<sup>2995</sup> The goal of this program is to "promote the development of life projects with economic independence for women and LGBTI+

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<sup>2987</sup> Resolution 38/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 8 March 2021. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/241604/20210309?busqueda=1>

<sup>2988</sup> The course on financial tools with a gender perspective for State workers was presented, Ministry of Economy (Buenos Aires) 30 March 2021. Access Date: 30 April 2021. <https://www.argentina.gob.ar/noticias/se-presento-el-curso-sobre-herramientas-financieras-con-perspectiva-de-genero-para-las-0>

<sup>2989</sup> The course on financial tools with a gender perspective for State workers was presented, Ministry of Economy (Buenos Aires) 30 March 2021. Access Date: 30 April 2021. <https://www.argentina.gob.ar/noticias/se-presento-el-curso-sobre-herramientas-financieras-con-perspectiva-de-genero-para-las-0>

<sup>2990</sup> Resolution 116/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 15 April 2021. Access Date: 30 April 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/243146/20210419?busqueda=1>

<sup>2991</sup> Resolution 116/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 15 April 2021. Access Date: 30 April 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/243146/20210419?busqueda=1>

<sup>2992</sup> Resolution 38/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 15 April 2021. Access Date: 30 April 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/243452/20210423?busqueda=1>

<sup>2993</sup> Resolution 38/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 15 April 2021. Access Date: 30 April 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/243452/20210423?busqueda=1>

<sup>2994</sup> Resolution 186/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 23 April 2021. Access Date: 30 April 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/243502/20210426?busqueda=1>

<sup>2995</sup> Resolution 186/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 23 April 2021. Access Date: 30 April 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/243502/20210426?busqueda=1>

who are going through or have gone through situations of gender-based violence, by strengthening productive projects and economic units for social organizations.”<sup>2996</sup>

Argentina has fully complied with its commitment to remove barriers to the extent and quality of women’s participation in the labour market and economy through actions such as implementing anti-discriminatory regulations, mandating appointment procedures to consider gender parity, allocating funds to address economic disparity between men and women in annual budget and creating groups to lead and promote women’s participation in STEM.

Thus, Argentina receives a score of +1.

*Analyst: Ethan Ullmann*

### **Australia: 0**

Australia has partially complied with its commitment to remove the barriers to women’s economic participation and entrepreneurship.

On 26 November 2020, the Australian Government launched the Women in science, technology, engineering and mathematics (STEM) Cadetships and Advanced Apprenticeships Program.<sup>2997</sup> The program aims to “promote equality of opportunity in higher education” and provide “grants to higher education providers and employers, to improve participation of women in STEM Fields of Education.”<sup>2998</sup> This includes, “[increasing] the number of women with STEM qualifications in the labour force; [helping] women to upskill in STEM or gain job relevant skills to help build a STEM career; and [developing] a pathway to produce graduates with practical workplace skills in STEM sectors vital to Australia’s future productivity.”<sup>2999</sup>

On 8 March 2021, the Department of Education, Skills and Employment announced that it had opened applications for higher education providers to participate in the Women in STEM Cadetships and Advanced Apprenticeships Program from December 2021 to January 2021.<sup>3000</sup> The program has approved 18 higher education providers and supported nearly 600 women across Australia.<sup>3001</sup> Higher education providers who participate in this program also help to pair students with potential employers.<sup>3002</sup> The program supports working women from a variety of industries, including those undertaking courses in Science, Technology, Engineering, Mathematics or Agriculture.<sup>3003</sup> On the same day, the Australian Government announced the winners for their Women in STEM Cadetships

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<sup>2996</sup> Resolution 186/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 23 April 2021. Access Date: 30 April 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/243502/20210426?busqueda=1>

<sup>2997</sup> Other Grants Guidelines (Education) Amendment (Women in STEM) 2020, Federal Register of Legislation (Canberra) 26 November 2020. Access Date: 20 March 2021. <https://www.legislation.gov.au/Details/F2020L01515/Html/Text>

<sup>2998</sup> Other Grants Guidelines (Education) Amendment (Women in STEM) 2020, Federal Register of Legislation (Canberra) 26 November 2020. Access Date: 20 March 2021. <https://www.legislation.gov.au/Details/F2020L01515/Html/Text>

<sup>2999</sup> Other Grants Guidelines (Education) Amendment (Women in STEM) 2020, Federal Register of Legislation (Canberra) 26 November 2020. Access Date: 20 March 2021. <https://www.legislation.gov.au/Details/F2020L01515/Html/Text>

<sup>3000</sup> Women in STEM Cadetships and Advanced Apprenticeships Program, Department of Education, Skills and Employment (Canberra) 8 March 2021. Access Date: 10 March 2021. <https://www.dese.gov.au/women-stem-cadetships-and-advanced-apprenticeships>

<sup>3001</sup> Women in STEM Cadetships and Advanced Apprenticeships Program, Department of Education, Skills and Employment (Canberra) 8 March 2021. Access Date: 10 March 2021. <https://www.dese.gov.au/women-stem-cadetships-and-advanced-apprenticeships>

<sup>3002</sup> Women in STEM Cadetships and Advanced Apprenticeships Program, Department of Education, Skills and Employment (Canberra) 8 March 2021. Access Date: 10 March 2021. <https://www.dese.gov.au/women-stem-cadetships-and-advanced-apprenticeships>

<sup>3003</sup> Women in STEM Cadetships and Advanced Apprenticeships Program, Department of Education, Skills and Employment (Canberra) 8 March 2021. Access Date: 10 March 2021. <https://www.dese.gov.au/women-stem-cadetships-and-advanced-apprenticeships>

and Advanced Apprenticeships Program.<sup>3004</sup> The Australian Government has committed AUD24.8 million to the program this year.<sup>3005</sup> The program aims to support working women to study an “industry-relevant, higher education Diploma, Associate Degree or Advanced Diploma in a STEM field.”<sup>3006</sup> Grant funds will be allocated to both higher education providers and employers in order to implement approved STEM programs as well as cover the potential costs associated with flexible work hours.<sup>3007</sup> Additionally, Prime Minister Scott Morrison announced the launch of his AUD18 million advertisement campaign, focusing on the “issue of appropriate respect” and protecting women from violence.<sup>3008</sup> The goal is to challenge discriminatory notions fundamental to disrespectful languages and behaviours, such as comments like “playing like a girl,” in order to change the overall attitudes towards women.<sup>3009</sup>

Australia has partially complied with its commitment by taking action to remove gender-based barriers by promoting women’s full participation in the labour market and economy through its Women in STEM Cadetships and Advanced Apprenticeships Program as well as its anti-violence advertisement campaign. However, it did not implement any measures to promote women’s engagement and success in entrepreneurial activities.

Thus, Australia receives a score of 0.

*Analyst: Amanda Morana*

### **Brazil: +1**

Brazil has fully complied with its commitment to remove the barriers to women’s economic participation and entrepreneurship.

On 20 December 2020, the Ministry of Women, Family and Human Rights (MMFDH) launched the Qualifica Mulher (“Qualify Women”) pilot project, which aims to create a network of partnerships among governmental authorities and private entities in order to increase the employability of women facing socially vulnerable situations.<sup>3010</sup> This project offers professional courses in person or online and facilitates financial education and entrepreneurship workshops.<sup>3011</sup> The COVID-19 pandemic was a key factor in the implementation of the Qualifica Mulher project as an initiative to promote

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<sup>3004</sup> Women in STEM Cadetships and Advanced Apprenticeships Program, Department of Education, Skills and Employment (Canberra) 8 March 2021. Access Date: 10 March 2021. <https://www.dese.gov.au/women-stem-cadetships-and-advanced-apprenticeships>

<sup>3005</sup> Women in STEM Cadetships and Advanced Apprenticeships Program, Department of Education, Skills and Employment (Canberra) 8 March 2021. Access Date: 10 March 2021. <https://www.dese.gov.au/women-stem-cadetships-and-advanced-apprenticeships>

<sup>3006</sup> Women in STEM Cadetships and Advanced Apprenticeships Program, Department of Education, Skills and Employment (Canberra) 8 March 2021. Access Date: 10 March 2021. <https://www.dese.gov.au/women-stem-cadetships-and-advanced-apprenticeships>

<sup>3007</sup> Women in STEM Cadetships and Advanced Apprenticeships Program, Department of Education, Skills and Employment (Canberra) 8 March 2021. Access Date: 10 March 2021. <https://www.dese.gov.au/women-stem-cadetships-and-advanced-apprenticeships>

<sup>3008</sup> Remarks, International Women’s Day, Government of Australia (Canberra) 8 March 2021. Access Date: 1 May 2021. <https://www.pm.gov.au/media/remarks-international-womens-day>

<sup>3009</sup> Remarks, International Women’s Day, Government of Australia (Canberra) 8 March 2021. Access Date: 1 May 2021. <https://www.pm.gov.au/media/remarks-international-womens-day>

<sup>3010</sup> Ordinance No. 3175, of December 10, 2020, National Press (Brasilia) 11 December 2020. Access Date: 7 May 2021. <https://www.in.gov.br/en/web/dou/-/portaria-n-3.175-de-10-de-dezembro-de-2020-293539155>

<sup>3011</sup> Ordinance No. 3175, of December 10, 2020, National Press (Brasilia) 11 December 2020. Access Date: 7 May 2021. <https://www.in.gov.br/en/web/dou/-/portaria-n-3.175-de-10-de-dezembro-de-2020-293539155>

women's economic autonomy.<sup>3012</sup> More than 25,700 women have received training and attended entrepreneurship workshops.<sup>3013</sup>

On 20 April 2021, Minister of Women, Family and Human Rights Damares Alves, Governor of the Federal District Ibaneis Rocha and First Lady Michelle Bolsonaro attended the opening of the first CMB in Ceilandia, the most populated region in the Federal District.<sup>3014</sup> During this event, a Technical Cooperation Agreement of the Safe and Protected Women Program was signed by figures from the federal and district governments, the Court of Justice of the Federal District and Territories, and the Public Defender's Office of the Federal District.<sup>3015</sup> This Agreement aims to expand existing public services for female victims of violence through specialized services from the public healthcare system, opportunities for justice, social assistance networks, and promotions of women's economic independence.<sup>3016</sup>

On 29 April 2021, the MMFDH launched the Qualify for Entrepreneurship in Pernambuco initiative in partnership with the Federal Rural University of Pernambuco.<sup>3017</sup> This initiative is part of the MMFDH's Qualifica Mulher project, which aims to promote female economic autonomy, and is an attempt at regionalization of the Qualifica Mulher project in order to better meet economic needs of different regions of Brazil.<sup>3018</sup> This initiative covers courses in entrepreneurship, social media, waste management, hospitality in health units, hospital sanitation and hygiene, and food production, and is aimed at socially vulnerable women living in Jaboatão dos Guararapes, Paulista, São Lourenço da Mata and Recife.<sup>3019</sup>

Brazil has fully complied with its commitment by implementing specific measures to promote women's engagement and success in entrepreneurship through partnerships with private entities, governmental authorities and universities, as well as actions to remove barriers by implementing projects focused on expanding employment access to women.

Thus, Brazil receives a score of +1.

*Analyst: Nika Asgari*

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<sup>3012</sup> More than 25,700 socially vulnerable women receive training and entrepreneurship courses, Ministry of Women, Family and Human Rights (Brasilia) 8 March 2021. Access Date: 7 May 2021. <https://www.gov.br/mdh/pt-br/assuntos/noticias/2021/marco/mais-de-25-7-mil-mulheres-em-vulnerabilidade-social-recebem-cursos-de-capacitacao-e-empreendedorismo>

<sup>3013</sup> More than 25,700 socially vulnerable women receive training and entrepreneurship courses, Ministry of Women, Family and Human Rights (Brasilia) 8 March 2021. Access Date: 7 May 2021. <https://www.gov.br/mdh/pt-br/assuntos/noticias/2021/marco/mais-de-25-7-mil-mulheres-em-vulnerabilidade-social-recebem-cursos-de-capacitacao-e-empreendedorismo>

<sup>3014</sup> Inauguration of the House of Brazilian Women in Ceilandia (DF), Ministry of Women, Family and Human Rights (Brasilia) 20 April 2021. Access Date: 8 May 2021. <https://www.gov.br/mdh/pt-br/assuntos/noticias/2021/abril/inaugurada-a-casa-da-mulher-brasileira-de-ceilandia-df>

<sup>3015</sup> Inauguration of the House of Brazilian Women in Ceilandia (DF), Ministry of Women, Family and Human Rights (Brasilia) 20 April 2021. Access Date: 8 May 2021. <https://www.gov.br/mdh/pt-br/assuntos/noticias/2021/abril/inaugurada-a-casa-da-mulher-brasileira-de-ceilandia-df>

<sup>3016</sup> Inauguration of the House of Brazilian Women in Ceilandia (DF), Ministry of Women, Family and Human Rights (Brasilia) 20 April 2021. Access Date: 8 May 2021. <https://www.gov.br/mdh/pt-br/assuntos/noticias/2021/abril/inaugurada-a-casa-da-mulher-brasileira-de-ceilandia-df>

<sup>3017</sup> Project will qualify 1400 women in vulnerable situations in Pernambuco, Ministry of Women, Family and Human Rights (Brasilia) 29 April 2021. Access Date: 8 May 2021. <https://www.gov.br/mdh/pt-br/assuntos/noticias/2021/abril/projeto-vai-qualificar-1-4-mil-mulheres-em-situacao-de-vulnerabilidade-em-pernambuco>

<sup>3018</sup> Project will qualify 1400 women in vulnerable situations in Pernambuco, Ministry of Women, Family and Human Rights (Brasilia) 29 April 2021. Access Date: 8 May 2021. <https://www.gov.br/mdh/pt-br/assuntos/noticias/2021/abril/projeto-vai-qualificar-1-4-mil-mulheres-em-situacao-de-vulnerabilidade-em-pernambuco>

<sup>3019</sup> Project will qualify 1400 women in vulnerable situations in Pernambuco, Ministry of Women, Family and Human Rights (Brasilia) 29 April 2021. Access Date: 8 May 2021. <https://www.gov.br/mdh/pt-br/assuntos/noticias/2021/abril/projeto-vai-qualificar-1-4-mil-mulheres-em-situacao-de-vulnerabilidade-em-pernambuco>

**Canada: +1**

Canada has fully complied with its commitment to remove the barriers to women’s economic participation and entrepreneurship.

On 1 January 2021, Canada implemented the “Workplace Harassment and Violence Prevention Regulations” in order to curb workplace harassment and violence which women are often a target of.<sup>3020</sup> This policy outlines regulations for violence prevention in the workplace and procedures to respond to incidences of violence or harassment in the workplace.<sup>3021</sup> Thus, creating a less hostile work environment for marginalized groups.<sup>3022</sup>

On 1 January 2021, Canada implemented an amendment to the “Employment Equity Regulations” which introduced a new policy which requires “federally regulated private sector employers” to report salary data.<sup>3023</sup> The aim of this measure is to gain more data on wage gaps experienced by marginalized groups, which will be included in reports on employment equity and help inform future policies on the matter.<sup>3024</sup>

On 11 February 2021, Canada announced its “Feminist Response and Recovery Fund” which will direct CAD100 million in funds towards helping women “launch new projects or scale up past projects that increase women and girls’ participation in Canada’s economic, social, democratic and political life.”<sup>3025</sup> The funding aimed to provide an “intersectional response to COVID-19” by providing support for marginalized and underrepresented women.<sup>3026</sup>

On 21 February 2021, representatives from Canada attended an online meeting alongside 56 representatives from Argentina, Belgium, Russia, France, Hungary, Italy, Japan, Korea, Romania, Slovenia, the United Kingdom, the United States, the European Commission, the International

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<sup>3020</sup> Government of Canada publishes new regulations to prevent harassment and violence in federal workplaces, Employment and Development Canada (Quebec) 24 June 2020. Access Date: 14 March 2021. <https://www.canada.ca/en/employment-social-development/news/2020/06/government-of-canada-invites-canadian-workplaces-to-get-ready-for-new-regulations-against-harassment-and-violence.html>

<sup>3021</sup> Government of Canada publishes new regulations to prevent harassment and violence in federal workplaces, Employment and Development Canada (Quebec) 24 June 2020. Access Date: 14 March 2021. <https://www.canada.ca/en/employment-social-development/news/2020/06/government-of-canada-invites-canadian-workplaces-to-get-ready-for-new-regulations-against-harassment-and-violence.html>

<sup>3022</sup> Government of Canada publishes new regulations to prevent harassment and violence in federal workplaces, Employment and Development Canada (Quebec) 24 June 2020. Access Date: 14 March 2021. <https://www.canada.ca/en/employment-social-development/news/2020/06/government-of-canada-invites-canadian-workplaces-to-get-ready-for-new-regulations-against-harassment-and-violence.html>

<sup>3023</sup> Regulations Amending the Employment Equity Regulations, Employment and Social Development Canada (Ottawa) 25 November 2020. Access Date: 20 March 2021. <https://canadagazette.gc.ca/rp-pr/p2/2020/2020-11-25/html/sor-dors236-eng.html>

<sup>3024</sup> Regulations Amending the Employment Equity Regulations, Employment and Social Development Canada (Ottawa) 25 November 2020. Access Date: 20 March 2021. <https://canadagazette.gc.ca/rp-pr/p2/2020/2020-11-25/html/sor-dors236-eng.html>

<sup>3025</sup> Government of Canada to invest \$100 million to support women impacted by the pandemic, Women and Gender Equality Canada (Ottawa) 11 February 2021. Access Date: 11 March 2021. <https://www.canada.ca/en/women-gender-equality/news/2021/02/government-of-canada-to-invest-100-million-to-support-women-impacted-by-the-pandemic.html>

<sup>3026</sup> Government of Canada to invest \$100 million to support Women impacted by the pandemic, Women and Gender Equality Canada (Ottawa) 11 February 2021. Access Date: 11 March 2021. <https://www.canada.ca/en/women-gender-equality/news/2021/02/government-of-canada-to-invest-100-million-to-support-women-impacted-by-the-pandemic.html>

Atomic Energy Agency, and the Organisation for Economic Co-operation and Development to discuss increasing the number of women in the nuclear power industry.<sup>3027</sup>

On 24 February 2021, Canada announced that it will invest CAD843,750 in the Feminist Alliance for International Action (FAFIA).<sup>3028</sup> FAFIA will use these funds to combat systemic barriers to women's social and economic participation.<sup>3029</sup>

On 8 March 2021, Canada announced that it will formulate a task force of experts that will propose policies aimed at creating equitable opportunities for economic recovery during the COVID-19 pandemic.<sup>3030</sup> Recognizing that women face systemic barriers in the economy, this task force will specifically tackle economic issues facing women.<sup>3031</sup>

On 16 March 2021, Canada announced that it would be allocating CAD3.18 million to female entrepreneurs across the Prairies as part of its Women Entrepreneurship Strategy Ecosystem.<sup>3032</sup> This funding will be used to aid women entrepreneurs through the financial hardships of the COVID-19 pandemic, while also helping their businesses grow.<sup>3033</sup>

On 19 April 2021, Canada delivered its 2021 federal budget which included several policies that help facilitate women's economic participation.<sup>3034</sup> The budget included an investment of CAD30 billion over five years as part of its Early Learning and Child Care Plan which is aimed at reducing the costs of childcare so that mothers are able to return to work.<sup>3035</sup> Additionally, the budget also allocated CAD146.9 million over four years to the Women Entrepreneurship Strategy which will help women entrepreneurs have "greater access to financing, mentorship and training."<sup>3036</sup> Finally, the budget

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<sup>3027</sup> Online meeting on increasing the number of women in nuclear positions was held, Eurasian Women's Forum (Moscow) 21 February 2021. Access Date: 21 March 2021. <https://eawf.ru/news/novosti-soveta-ezhf/sostoyalos-onlayn-soveshchanie-po-uvlicheniyu-chisla-zhenshchin-v-yadernoy-energetike/>

<sup>3028</sup> Government of Canada invests \$1.6 million to help women and girls succeed, Women and Gender Equality (Ottawa) 24 February 2021. Access Date: 22 March 2021. <https://www.canada.ca/en/women-gender-equality/news/2021/02/government-of-canada-invests-16-million-to-help-women-and-girls-succeed.html>

<sup>3029</sup> Government of Canada invests \$1.6 million to help women and girls succeed, Women and Gender Equality (Ottawa) 24 February 2021. Access Date: 22 March 2021. <https://www.canada.ca/en/women-gender-equality/news/2021/02/government-of-canada-invests-16-million-to-help-women-and-girls-succeed.html>

<sup>3030</sup> Government announces members of new Task Force on Women in the Economy, Department of Finance Canada (Ottawa) 8 March 2021. Access Date: 20 March 2021. <https://www.canada.ca/en/department-finance/news/2021/03/government-announces-members-of-new-task-force-on-women-in-the-economy.html>

<sup>3031</sup> Government announces members of new Task Force on Women in the Economy, Department of Finance Canada (Ottawa) 8 March 2021. Access Date: 20 March 2021. <https://www.canada.ca/en/department-finance/news/2021/03/government-announces-members-of-new-task-force-on-women-in-the-economy.html>

<sup>3032</sup> Government of Canada supports recovery and growth of women-led businesses across the Prairies amid COVID-19 pandemic, Western Economic Diversification Canada (Winnipeg) 16 March 2021. Access Date: 30 April 2021. <https://www.canada.ca/en/western-economic-diversification/news/2021/03/government-of-canada-supports-recovery-and-growth-of-women-led-businesses-across-the-prairies-amid-covid-19-pandemic.html>

<sup>3033</sup> Government of Canada supports recovery and growth of women-led businesses across the Prairies amid COVID-19 pandemic, Western Economic Diversification Canada (Winnipeg) 16 March 2021. Access Date: 30 April 2021. <https://www.canada.ca/en/western-economic-diversification/news/2021/03/government-of-canada-supports-recovery-and-growth-of-women-led-businesses-across-the-prairies-amid-covid-19-pandemic.html>

<sup>3034</sup> Budget 2021: Supporting Women, Department of Finance Canada (Ottawa) 19 April 2021. Access Date 30 April 2021. <https://www.canada.ca/en/department-finance/news/2021/04/budget-2021-supporting-women.html>

<sup>3035</sup> Budget 2021: Supporting Women, Department of Finance Canada (Ottawa) 19 April 2021. Access Date 30 April 2021. <https://www.canada.ca/en/department-finance/news/2021/04/budget-2021-supporting-women.html>

<sup>3036</sup> Budget 2021: Supporting Women, Department of Finance Canada (Ottawa) 19 April 2021. Access Date 30 April 2021. <https://www.canada.ca/en/department-finance/news/2021/04/budget-2021-supporting-women.html>

provides an incentive of CAD10,000 for employers that hire underrepresented Canadians (including women) in the construction and manufacturing Red Seal trades.<sup>3037</sup>

Canada has fully complied with its commitment to remove barriers to the extent and quality of women's participation in the labour market and the economy through implementing domestic policies such as anti-harassment regulations and family-friendly childcare programs. Canada has also demonstrated actions in promoting women's engagement and success in entrepreneurial activities through allocating funds to help women entrepreneurs overcome financial hardship and grow their businesses.

Thus, Canada has received a score of +1.

*Analyst: Loujein Metwally*

### **China: 0**

China has partially complied with its commitment to remove the barriers to women's economic participation and entrepreneurship.

On 22 December 2020, President Xi Jinping stated that China will take the recovery from the pandemic as an opportunity to provide new opportunities for women to participate in politics and to improve women's participation in the management of national, economic, cultural and social affairs at the High-level Meeting of the United Nations General Assembly to Commemorate the 25th Anniversary of the World Conference on Women in Beijing.<sup>3038</sup> President Jinping spoke about the continuation of the implementation of the Beijing Declaration and the Action Plan through the protection of women and girls' rights and interests in an important position in public health and the resumption of work by broadening the employment channels for women and combat violations of women's rights.<sup>3039</sup>

On 2 February 2021, The All-China Women's Federation (ACWF) stated during its executive committee meeting that it will help women to secure more jobs and entrepreneurial opportunities in digital industries and the e-commerce sector, among other areas of the modern industrial system in 2021.<sup>3040</sup> More specifically, the Women's Federation will step up their financial support of women entrepreneurs and launch more training sessions and entrepreneurship competitions amid efforts to empower women.<sup>3041</sup>

On 23 February 2021, the General Office of the Central Committee of the Communist Party of China and the General Office of the State Council issued the "Opinions on Accelerating the

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<sup>3037</sup> Budget 2021: Supporting Women, Department of Finance Canada (Ottawa) 19 April 2021. Access Date 30 April 2021. <https://www.canada.ca/en/department-finance/news/2021/04/budget-2021-supporting-women.html>

<sup>3038</sup> Speech by Xi Jinping at the High-level Meeting of the United Nations General Assembly to Commemorate the 25th Anniversary of the World Conference on Women in Beijing, Ministry of Finance of the People's Republic of China (Beijing) 22 December 2021. Access Date: 22 March 2021. [http://he.mof.gov.cn/zt4/dj/xyd/202012/t20201222\\_3636319.htm](http://he.mof.gov.cn/zt4/dj/xyd/202012/t20201222_3636319.htm)

<sup>3039</sup> Speech by Xi Jinping at the High-level Meeting of the United Nations General Assembly to Commemorate the 25th Anniversary of the World Conference on Women in Beijing, Ministry of Finance of the People's Republic of China (Beijing) 22 December 2021. Access Date: 22 March 2021. [http://he.mof.gov.cn/zt4/dj/xyd/202012/t20201222\\_3636319.htm](http://he.mof.gov.cn/zt4/dj/xyd/202012/t20201222_3636319.htm)

<sup>3040</sup> All-China Women's Federation Vows to Help Women Secure More Professional Opportunities, All-China Women's Federation (Beijing) 4 February 2021. Access Date: 22 March 2021. <http://www.womenofchina.cn/womenofchina/html1/news/Highlight/2102/3454-1.htm>

<sup>3041</sup> All-China Women's Federation Vows to Help Women Secure More Professional Opportunities, All-China Women's Federation (Beijing) 4 February 2021. Access Date: 22 March 2021. <http://www.womenofchina.cn/womenofchina/html1/news/Highlight/2102/3454-1.htm>

Rejuvenation of Rural Talents.”<sup>3042</sup> Article 25 of the publication addressed the government’s intention to speed up the development of rural vocational education to encourage veterans, laid-off workers, migrant workers, high-quality farmers and left-behind women to apply for higher vocational colleges to decrease the gender gap in workforces.<sup>3043</sup> Institutions can appropriately lower the admission scores for the above populations on the corresponding quality tests.<sup>3044</sup>

On 6 March 2020, President Jinping spoke of the protection of women’s rights and women’s development on multiple occasions at the fourth annual session of the 13th National Committee of the Chinese People’s Political Consultative Conference.<sup>3045</sup> President Jinping stated that women represent an important force, driving social development and progress.<sup>3046</sup> He addressed the importance for party committees and governments at all levels to fully understand the significance of developing women’s undertakings.<sup>3047</sup> These include increases in attention, support and effort to severely crack down on illegal and criminal acts that infringe on women’s rights.<sup>3048</sup>

On 15 May 2021, the All-China Women’s Federation will open a bidding for a national project aims to encourage women to actively participate in the construction of network civilization and network ecological content governance.<sup>3049</sup> The project is a procurement project for all small and medium-sized Chinese enterprises.<sup>3050</sup> The applicants and companies may be prison enterprises or welfare units for people with disabilities.<sup>3051</sup> By providing resources through online and offline

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<sup>3042</sup> China Office and State Affairs Office issued opinions “Accelerate the revitalization of rural talents,” Xinhua News Agency (Beijing) 23 February 2021. Access Date: 22 March 2021.

[http://www.moe.gov.cn/s78/A01/s4561/jgfwzx\\_zcwj/202103/t20210308\\_518402.html](http://www.moe.gov.cn/s78/A01/s4561/jgfwzx_zcwj/202103/t20210308_518402.html)

<sup>3043</sup> China Office and State Affairs Office issued opinions “Accelerate the revitalization of rural talents,” Xinhua News Agency (Beijing) 23 February 2021. Access Date: 22 March 2021.

[http://www.moe.gov.cn/s78/A01/s4561/jgfwzx\\_zcwj/202103/t20210308\\_518402.html](http://www.moe.gov.cn/s78/A01/s4561/jgfwzx_zcwj/202103/t20210308_518402.html)

<sup>3044</sup> China Office and State Affairs Office issued opinions “Accelerate the revitalization of rural talents,” Xinhua News Agency (Beijing) 23 February 2021. Access Date: 22 March 2021.

[http://www.moe.gov.cn/s78/A01/s4561/jgfwzx\\_zcwj/202103/t20210308\\_518402.html](http://www.moe.gov.cn/s78/A01/s4561/jgfwzx_zcwj/202103/t20210308_518402.html)

<sup>3045</sup> Xi Jinping on protection of women’s rights, XINHUA (Beijing) 8 March 2021. Access Date: 12 March 2021.

<http://en.people.cn/n3/2021/0308/c90000-9826589.html>

<sup>3046</sup> Xi Jinping on protection of women’s rights, XINHUA (Beijing) 8 March 2021. Access Date: 12 March 2021.

<http://en.people.cn/n3/2021/0308/c90000-9826589.html>

<sup>3047</sup> Xi Jinping on protection of women’s rights, XINHUA (Beijing) 8 March 2021. Access Date: 12 March 2021.

<http://en.people.cn/n3/2021/0308/c90000-9826589.html>

<sup>3048</sup> When Xi Jinping visited the members of the medical and health education sector who participated in the CPPCC meeting, Ministry of Civil Affairs of the People’s Republic of China (Beijing) 6 March 2021. Access Date: 22 March 2021.

<http://www.mca.gov.cn/article/xw/tt/202103/20210300032328.shtml>

<sup>3049</sup> All-China Women’s Federation Family Happiness and Health Project (Family Network Social Governance) (Package 2: Focusing on Family Participation in Network Social Governance Project-Designing and Making Animation Products) Public Bidding Announcement, Ministry of Finance of the People’s Republic of China (Beijing) 23 April 2021. Access Date: 1 May 2021. [http://www.mof.gov.cn/xinxi/zhongyangbiaoxun/zhaobiaogonggao/202104/t20210423\\_3691293.htm](http://www.mof.gov.cn/xinxi/zhongyangbiaoxun/zhaobiaogonggao/202104/t20210423_3691293.htm)

<sup>3050</sup> All-China Women’s Federation Family Happiness and Health Project (Family Network Social Governance) (Package 2: Focusing on Family Participation in Network Social Governance Project-Designing and Making Animation Products) Public Bidding Announcement, Ministry of Finance of the People’s Republic of China (Beijing) 23 April 2021. Access Date: 1 May 2021. [http://www.mof.gov.cn/xinxi/zhongyangbiaoxun/zhaobiaogonggao/202104/t20210423\\_3691293.htm](http://www.mof.gov.cn/xinxi/zhongyangbiaoxun/zhaobiaogonggao/202104/t20210423_3691293.htm)

<sup>3051</sup> All-China Women’s Federation Family Happiness and Health Project (Family Network Social Governance) (Package 2: Focusing on Family Participation in Network Social Governance Project-Designing and Making Animation Products) Public Bidding Announcement, Ministry of Finance of the People’s Republic of China (Beijing) 23 April 2021. Access Date: 1 May 2021. [http://www.mof.gov.cn/xinxi/zhongyangbiaoxun/zhaobiaogonggao/202104/t20210423\\_3691293.htm](http://www.mof.gov.cn/xinxi/zhongyangbiaoxun/zhaobiaogonggao/202104/t20210423_3691293.htm)



communication, this project aims to remove barriers for housewives and women in rural China to participate in network social governance and to improve their comprehensive network literacy.<sup>3052</sup>

China has partially complied with its commitment to remove barriers to the extent and quality of women's participation in the labour market and economy through actions such as multiple verbal affirmations and national projects to increase women's participation in network social governance. However, it did not implement any measures to promote women's engagement and success in entrepreneurial activities.

Thus, China receives a score of 0.

*Analyst: Ziyi Liu*

### **France: 0**

France has partially complied with its commitment to remove the barriers to women's economic participation and entrepreneurship.

On 26 January 2021, the drafting of a guide for an international standard on gender equality under the high patronage of President Emmanuel Macron began.<sup>3053</sup> It is announced by the Ministry for Europe and Foreign Affairs, the Ministry for the Economy, Finance and the Recovery, as well as the Ministry for Gender Equality, Diversity and Equal Opportunity, together with the French National Standards Association, that the guide for this standard will be published in June 2021.<sup>3054</sup> This standard aims to develop a normative reference in France, which can also provide a basis for an international standard.<sup>3055</sup> It will apply to both internal and external dimensions of activities in French organizations, including private and public sectors.<sup>3056</sup> The guide covers the topics of education and training of specific measures, reproductive and sexual rights for women in the workforce, prevention

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<sup>3052</sup> All-China Women's Federation Family Happiness and Health Project (Family Network Social Governance) (Package 2: Focusing on Family Participation in Network Social Governance Project-Designing and Making Animation Products) Public Bidding Announcement, Ministry of Finance of the People's Republic of China (Beijing) 23 April 2021. Access Date: 1 May 2021. [http://www.mof.gov.cn/xinxi/zhongyangbiaoxun/zhaobiaogonggao/202104/t20210423\\_3691293.htm](http://www.mof.gov.cn/xinxi/zhongyangbiaoxun/zhaobiaogonggao/202104/t20210423_3691293.htm)

<sup>3053</sup> Communiqué issued by the Ministry for Europe and Foreign Affairs, the Ministry for the Economy, Finance and the Recovery and the Ministry for Gender Equality, Diversity and Equal Opportunity – International Women's Day: toward an international standard on gender equality, The Ministry for Europe and Foreign Affairs (Paris) 8 March 2021. Access Date: 1 May 2021. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/article/communique-issued-by-the-ministry-for-europe-and-foreign-affairs-the-ministry>

<sup>3054</sup> Communiqué issued by the Ministry for Europe and Foreign Affairs, the Ministry for the Economy, Finance and the Recovery and the Ministry for Gender Equality, Diversity and Equal Opportunity – International Women's Day: toward an international standard on gender equality, The Ministry for Europe and Foreign Affairs (Paris) 8 March 2021. Access Date: 1 May 2021. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/article/communique-issued-by-the-ministry-for-europe-and-foreign-affairs-the-ministry>

<sup>3055</sup> Communiqué issued by the Ministry for Europe and Foreign Affairs, the Ministry for the Economy, Finance and the Recovery and the Ministry for Gender Equality, Diversity and Equal Opportunity – International Women's Day: toward an international standard on gender equality, The Ministry for Europe and Foreign Affairs (Paris) 8 March 2021. Access Date: 1 May 2021. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/article/communique-issued-by-the-ministry-for-europe-and-foreign-affairs-the-ministry>

<sup>3056</sup> Communiqué issued by the Ministry for Europe and Foreign Affairs, the Ministry for the Economy, Finance and the Recovery and the Ministry for Gender Equality, Diversity and Equal Opportunity – International Women's Day: toward an international standard on gender equality, The Ministry for Europe and Foreign Affairs (Paris) 8 March 2021. Access Date: 1 May 2021. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/article/communique-issued-by-the-ministry-for-europe-and-foreign-affairs-the-ministry>

and elimination of violence and discrimination to girls and women and economic empowerment of women and their participation in public and economic life.<sup>3057</sup>

On 21 February 2021, representatives from France attended an online meeting alongside 56 representatives from Argentina, Belgium, Canada, Russia, Hungary, Italy, Japan, Korea, Romania, Slovenia, the United Kingdom, the United States, the European Commission, the International Atomic Energy Agency, and the Organisation for Economic Co-operation and Development to discuss increasing the number of women in the nuclear power industry.<sup>3058</sup>

On 25 February 2021, Minister of Solidarity and Health Olivier Véran participated in the launch of the Global Initiative on the place of women in the health and care sector, supported by the French government, the World Health Organization and the non-governmental organization Women in Global Health.<sup>3059</sup> Minister Véran presented the objectives of this initiative, including to promote the place of women in the health and care sector in positions of responsibility on a global scale, to promote the recognition of unpaid work and reduce the pay gap between women and men, to protect women against sexual harassment and violence at work and to guarantee safe and decent working conditions.<sup>3060</sup>

On 3 March 2021, France, together with UN Women, Mexico and civil societies announced that they will hold the Generation Equality Forum virtually in Mexico City on 29-31 March 2021.<sup>3061</sup> This forum will aim to highlight the need for international economic gender equality for women and girls by providing a platform for women and Action Coalitions.<sup>3062</sup> The forum will also lead to an announcement at the Paris event of commitment and announce investments into gender equality.<sup>3063</sup>

On 8 March 2021, the French National Standards Association, the Ministry for Europe and Foreign Affairs, the Ministry for the Economy, Finance and the Recovery and the Ministry for Gender Equality, Diversity and Equal Opportunity announced the launch an initiative intended to establish

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<sup>3057</sup> Communiqué issued by the Ministry for Europe and Foreign Affairs, the Ministry for the Economy, Finance and the Recovery and the Ministry for Gender Equality, Diversity and Equal Opportunity – International Women’s Day: toward an international standard on gender equality, The Ministry for Europe and Foreign Affairs (Paris) 8 March 2021. Access Date: 1 May 2021. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/article/communique-issued-by-the-ministry-for-europe-and-foreign-affairs-the-ministry>

<sup>3058</sup> Online meeting on increasing the number of women in nuclear positions was held, Eurasian Women’s Forum (Moscow) 21 February 2021. Access Date: 21 March 2021. <https://eawf.ru/news/novosti-soveta-ezhf/sostoyalos-onlayn-soveshchanie-po-uvlicheniyu-chisla-zhenshchin-v-yadernoy-energetike/>

<sup>3059</sup> Launch of the Initiative on the place of women in the health and care sector, Ministry of Solidarity and Health (Paris) 25 February 2021. Access Date: 22 March 2021. <https://solidarites-sante.gouv.fr/ministere/europe-et-international/article/lancement-de-l-initiative-sur-la-place-des-femmes-dans-le-secteur-de-la-sante>

<sup>3060</sup> Launch of the Initiative on the place of women in the health and care sector, Ministry of Solidarity and Health (Paris) 25 February 2021. Access Date: 22 March 2021. <https://solidarites-sante.gouv.fr/ministere/europe-et-international/article/lancement-de-l-initiative-sur-la-place-des-femmes-dans-le-secteur-de-la-sante>

<sup>3061</sup> The Countdown to the 2021 Generation equality Forum begins, The Government of Mexico (Mexico City) 3 March 2021. Access Date: 13 March 2021. [https://www.gob.mx/sre/prensa/the-countdown-to-the-2021-generation-equality-forum-begins?idiom=en&fbclid=IwAR1eqLpqvwdKojVQX7LlSeB90vlzy1k\\_m7tVK-XmWchA9D30q0f\\_zrJO5Es](https://www.gob.mx/sre/prensa/the-countdown-to-the-2021-generation-equality-forum-begins?idiom=en&fbclid=IwAR1eqLpqvwdKojVQX7LlSeB90vlzy1k_m7tVK-XmWchA9D30q0f_zrJO5Es)

<sup>3062</sup> The Countdown to the 2021 Generation equality Forum begins, The Government of Mexico (Mexico City) 3 March 2021. Access Date: 13 March 2021. [https://www.gob.mx/sre/prensa/the-countdown-to-the-2021-generation-equality-forum-begins?idiom=en&fbclid=IwAR1eqLpqvwdKojVQX7LlSeB90vlzy1k\\_m7tVK-XmWchA9D30q0f\\_zrJO5Es](https://www.gob.mx/sre/prensa/the-countdown-to-the-2021-generation-equality-forum-begins?idiom=en&fbclid=IwAR1eqLpqvwdKojVQX7LlSeB90vlzy1k_m7tVK-XmWchA9D30q0f_zrJO5Es)

<sup>3063</sup> The Countdown to the 2021 Generation equality Forum begins, The Government of Mexico (Mexico City) 3 March 2021. Access Date: 13 March 2021. [https://www.gob.mx/sre/prensa/the-countdown-to-the-2021-generation-equality-forum-begins?idiom=en&fbclid=IwAR1eqLpqvwdKojVQX7LlSeB90vlzy1k\\_m7tVK-XmWchA9D30q0f\\_zrJO5Es](https://www.gob.mx/sre/prensa/the-countdown-to-the-2021-generation-equality-forum-begins?idiom=en&fbclid=IwAR1eqLpqvwdKojVQX7LlSeB90vlzy1k_m7tVK-XmWchA9D30q0f_zrJO5Es)

an international standard on gender equality.<sup>3064</sup> The initiative will cover the following topics: education, health and sexual reproductive rights, prevention and elimination of gender-based violence, the rights of women and girls and female economic empowerment.<sup>3065</sup>

On 22 March 2021, the World Health Organization announced that France co-sponsored the 65th Commission on the Status of Women Side Event, which was organized under the Gender Equal Health and Care Workforce Initiative.<sup>3066</sup> The event aimed to discuss women's leadership in the healthcare sector and feasible policy interventions to ensure a more gender-equitable and representative leadership provided by women.<sup>3067</sup> A high-level interactive panel discussion was planned for the event to explore opportunities to advance women's leadership in the health and care workforce.<sup>3068</sup> This year's priority theme for the 65th Commission on the Status of Women is "Women's full and effective participation and decision-making in public life, as well as the elimination of violence, sexual harassment, for achieving gender equality, public safety and for empowering all women and girls working in the public sphere."<sup>3069</sup>

On 29 to 31 March 2021, the Generation Equality Forum, organized by UN Women and co-hosted by France and Mexico, was held in Mexico City and will culminate in Paris 30 June to 2 July 2021.<sup>3070</sup> The Forum aims to enhance women's leadership as countries recover from COVID-19.<sup>3071</sup> It included 100 official side-events, which all revolve around the urgency and accountability for gender equality in the public sphere.<sup>3072</sup>

France has partially complied with its commitment to remove barriers to the extent and quality of women's participation in the labour market and economy through actions such as setting anti-discriminatory standards, supporting women's leadership in workforce and hosting international

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<sup>3064</sup> Communiqué issued by the Ministry for Europe and Foreign Affairs, the Ministry for the Economy, Finance and the Recovery and the Ministry for Gender Equality, Diversity and Equal Opportunity – International Women's Day: toward an international standard on gender equality, Ministry of Europe and Foreign Affairs (Paris) 8 March 2021. Access Date: 22 March 2021. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/article/communique-issued-by-the-ministry-for-europe-and-foreign-affairs-the-ministry>

<sup>3065</sup> Communiqué issued by the Ministry for Europe and Foreign Affairs, the Ministry for the Economy, Finance and the Recovery and the Ministry for Gender Equality, Diversity and Equal Opportunity – International Women's Day: toward an international standard on gender equality, Ministry of Europe and Foreign Affairs (Paris) 8 March 2021. Access Date: 22 March 2021. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/article/communique-issued-by-the-ministry-for-europe-and-foreign-affairs-the-ministry>

<sup>3066</sup> Gender Equal Health and Care Workforce: Enabling Women to Lead, World Health Organization (Geneva) 23 March 2021. Access Date: 22 March 2021. <https://www.who.int/news-room/events/detail/2021/03/23/default-calendar/gender-equal-health-and-care-workforce-enabling-women-to-lead>

<sup>3067</sup> Gender Equal Health and Care Workforce: Enabling Women to Lead, World Health Organization (Geneva) 23 March 2021. Access Date: 22 March 2021. <https://www.who.int/news-room/events/detail/2021/03/23/default-calendar/gender-equal-health-and-care-workforce-enabling-women-to-lead>

<sup>3068</sup> Gender Equal Health and Care Workforce: Enabling Women to Lead, World Health Organization (Geneva) 23 March 2021. Access Date: 22 March 2021. <https://www.who.int/news-room/events/detail/2021/03/23/default-calendar/gender-equal-health-and-care-workforce-enabling-women-to-lead>

<sup>3069</sup> Media Advisory: UN's Commission on the Status of Women highlights women's full and effective participation and decision-making in public life, 15-26 March, UN Women (New York) 22 March 2021. Access Date: 11 March 2021. <https://www.unwomen.org/en/news/stories/2021/3/media-advisory-csw65-commission-on-the-status-of-women-2021>

<sup>3070</sup> Media Advisory: UN's Commission on the Status of Women highlights women's full and effective participation and decision-making in public life, 15-26 March, UN Women (New York) 22 March 2021. Access Date: 11 March 2021. <https://www.unwomen.org/en/news/stories/2021/3/media-advisory-csw65-commission-on-the-status-of-women-2021>

<sup>3071</sup> Media Advisory: UN's Commission on the Status of Women highlights women's full and effective participation and decision-making in public life, 15-26 March, UN Women (New York) 22 March 2021. Access Date: 11 March 2021. <https://www.unwomen.org/en/news/stories/2021/3/media-advisory-csw65-commission-on-the-status-of-women-2021>

<sup>3072</sup> Media Advisory: UN's Commission on the Status of Women highlights women's full and effective participation and decision-making in public life, 15-26 March, UN Women (New York) 22 March 2021. Access Date: 11 March 2021. <https://www.unwomen.org/en/news/stories/2021/3/media-advisory-csw65-commission-on-the-status-of-women-2021>

forum on gender equality. However, it did not implement any measures to promote women's engagement and success in entrepreneurial activities.

Thus, France receives a score of 0.

*Analyst: Ziyi Liu*

### **Germany: +1**

Germany has fully complied with its commitment to remove the barriers to women's economic participation and entrepreneurship.

On 1 January 2021, UN Women released a report called Women in Politics: 2021, to present statistics that directly reflect the progress on women's economic participation in Germany. According to the report, Germany falls in the second-highest category of percentage of women in ministerial positions with around 40 per cent of women out of all minister positions.<sup>3073</sup>

On 3 January 2021, the new National Action Plan to implement the Women, Peace and Security Agenda was addressed in the Federal Cabinet with the goal of strengthening the participation of women in peace processes and strengthening the participation of women in crisis management.<sup>3074</sup>

On 6 January 2021, the federal government proposed the Second Management Positions Act – FÜPoG II. The draft law further develops and improves the Management Positions Act (FÜPoG) that came into force in 2015 by making it mandatory for certain private listed companies and public sector German businesses to include more women on their executive boards. The law was passed by the German Parliament on 11 June 2021.<sup>3075</sup>

On 21 January 2021, the Federal Labour Court of Germany ruled that, the woman executive who managed a department within a public insurer in Hanover, “had earnings of EUR1,006 less per month than the median compensation, in terms of basic salaries and bonuses, of six male colleagues in comparable positions,” which was a clear indicator of gender discrimination.<sup>3076</sup> “The court confirmed that the burden falls on her employer to prove that the disparity is not based on gender.”<sup>3077</sup> This ruling was considered a guiding principle of the new decision on the Remuneration Transparency Act, which passed in 2017 (pay-transparency law) requiring employers to disclose male colleagues' wages or salaries.<sup>3078</sup>

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<sup>3073</sup> Women in Politics 2021, United Nations Entity for Gender Equality and the Empowerment of Women (New York) March 2021. Access Date: 29 April 2021. <https://www.unwomen.org/en/digital-library/publications/2021/03/women-in-politics-map-2021>

<sup>3074</sup> New Action Plan for the Women, Peace and Security Agenda in the Federal Cabinet, Federal Foreign Office (Berlin) 23 January 2021. Access Date: 15 March 2021. <https://www.auswaertiges-amt.de/en/aussenpolitik/themen/menschenrechte/05-frauen/women-conflict-prevention/291532>

<sup>3075</sup> Law to supplement and amend the regulations for the equal participation of women in management positions in the private sector and in the public service (Second Management Positions Act – FÜPoG II), Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Berlin) 5 March 2021. Access Date: 21 March 2021. <https://www.bmfsfj.de/bmfsfj/service/gesetze/zweites-fuehrungspositionengesetz-fuepog-2-164226>

<sup>3076</sup> Top Gender Top German Labour Court Boosts Equal Pay Procedure for Women, Deutsche Welle (Bonn) 21 January 2021. Access Date: 15 March 2021. <https://www.dw.com/en/top-german-labor-court-boosts-equal-pay-procedure-for-women/a-56305574>

<sup>3077</sup> Top Gender Top German Labour Court Boosts Equal Pay Procedure for Women, Deutsche Welle (Bonn) 21 January 2021. Access Date: 15 March 2021. <https://www.dw.com/en/top-german-labor-court-boosts-equal-pay-procedure-for-women/a-56305574>

<sup>3078</sup> Information on the Law on Promotion of Pay Transparency, Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (Berlin) 1 July 2017. Access Date: 15 March 2021. <https://www.bmfsfj.de/resource/blob/117322/cbecce81bb4ce80ad969176e3a6b8293/das-entgelttransparenzgesetz-informationen-zum-gesetz-zur-foerderung-der-entgelttransparenz-data.pdf>

On 12 February 2021, the nationwide start-up agency sponsored by Germany's Federal Ministry for Family, Senior Citizens, Women and Youth, launched a digital series about women entrepreneurs. As a campaign to encourage and support more women in managerial positions, the series is meant to inspire and educate women entrepreneurship through career guidance and promotion of women entrepreneur role models.<sup>3079</sup>

On 6 March 2021, German Chancellor Angela Merkel spoke about the need to defend the advances made in gender equality as the global coronavirus pandemic threatens the efforts towards removing traditional gender roles.<sup>3080</sup> In an effort to reconcile this potential setback, "the chancellor said that the federal government was working on expanding childcare facilities, especially for pre-school-aged children, in order to make it easier for women to work."<sup>3081</sup> Another cause for concern that was raised by German chancellor was the gender pay gap in Germany, explaining the need for parity in all areas including wages between women and men.<sup>3082</sup>

On 8 March 2021, the European Social Fund (ESF) Federal Program "Perspective Re-Entry" funded by the Federal Ministry for Family, Seniors, Women and Youth and the European Social Fund, launched a new month-long initiative under the motto "Strong Women" on International Women's Day.<sup>3083</sup> The focus of the program is to promote and set an example for more social, societal and political equality between women and men through campaigns.<sup>3084</sup> This ESF program is being implemented in cooperation with the Federal Employment Agency within the framework of the "Perspective re-entry" program.<sup>3085</sup>

On 10 March 2021, the Federal Cabinet decided to bring forward a new law in establishing a Federal Equality Foundation intended to promote and accelerate the necessary changes toward gender equality by finding solutions to inequality, providing a support network and increasing knowledge on issues among citizens.<sup>3086</sup> "The draft law to establish the Federal Equality Foundation will be introduced to the German Bundestag at the initiative of the government parliamentary groups. After funds for the federal foundation have already been entered in the federal budget, important steps in establishing the

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<sup>3079</sup> Women can do Everything, The National Agency for Women Start-ups Activities and Services (Stuttgart) 10 February 2021. Access Date: 15 March 2021. [https://www.existenzgruenderinnen.de/SharedDocs/Downloads/DE/bga-Schwerpunkte/Pressemitteilung-Frauen-koennen-alles-10022021.pdf?\\_\\_blob=publicationFile](https://www.existenzgruenderinnen.de/SharedDocs/Downloads/DE/bga-Schwerpunkte/Pressemitteilung-Frauen-koennen-alles-10022021.pdf?__blob=publicationFile)

<sup>3080</sup> Angela Merkel calls for gender equality in face of pandemic, Deutsche Welle (Bonn) 6 March 2021. Access Date: 15 March 2021. <https://www.dw.com/en/womens-day-angela-merkel-calls-for-gender-equality-in-face-of-pandemic/a-56794914>

<sup>3081</sup> Angela Merkel calls for gender equality in face of pandemic, Deutsche Welle (Bonn) 6 March 2021. Access Date: 15 March 2021. <https://www.dw.com/en/womens-day-angela-merkel-calls-for-gender-equality-in-face-of-pandemic/a-56794914>

<sup>3082</sup> Angela Merkel calls for gender equality in face of pandemic, Deutsche Welle (Bonn) 6 March 2021. Access Date: 15 March 2021. <https://www.dw.com/en/womens-day-angela-merkel-calls-for-gender-equality-in-face-of-pandemic/a-56794914>

<sup>3083</sup> Perspective re-entry – unlocking potential starts the campaign Strong Women on International Women's Day, Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (Berlin) n.d. Access Date: 15 March 2021. [https://www.perspektive-wiedereinstieg.de/Inhalte/DE/Service/Nachrichtenarchiv/perspektive\\_wiedereinstieg\\_potentiale\\_erschlie%C3%9Fen\\_startet\\_am\\_weltfrauentag\\_die\\_aktion\\_starke\\_frauen.html](https://www.perspektive-wiedereinstieg.de/Inhalte/DE/Service/Nachrichtenarchiv/perspektive_wiedereinstieg_potentiale_erschlie%C3%9Fen_startet_am_weltfrauentag_die_aktion_starke_frauen.html)

<sup>3084</sup> Perspective re-entry – unlocking potential starts the campaign Strong Women on International Women's Day, Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (Berlin) n.d. Access Date: 15 March 2021. [https://www.perspektive-wiedereinstieg.de/Inhalte/DE/Service/Nachrichtenarchiv/perspektive\\_wiedereinstieg\\_potentiale\\_erschlie%C3%9Fen\\_startet\\_am\\_weltfrauentag\\_die\\_aktion\\_starke\\_frauen.html](https://www.perspektive-wiedereinstieg.de/Inhalte/DE/Service/Nachrichtenarchiv/perspektive_wiedereinstieg_potentiale_erschlie%C3%9Fen_startet_am_weltfrauentag_die_aktion_starke_frauen.html)

<sup>3085</sup> Perspective re-entry – unlocking potential starts the campaign Strong Women on International Women's Day, Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (Berlin) n.d. Access Date: 15 March 2021. [https://www.perspektive-wiedereinstieg.de/Inhalte/DE/Service/Nachrichtenarchiv/perspektive\\_wiedereinstieg\\_potentiale\\_erschlie%C3%9Fen\\_startet\\_am\\_weltfrauentag\\_die\\_aktion\\_starke\\_frauen.html](https://www.perspektive-wiedereinstieg.de/Inhalte/DE/Service/Nachrichtenarchiv/perspektive_wiedereinstieg_potentiale_erschlie%C3%9Fen_startet_am_weltfrauentag_die_aktion_starke_frauen.html)

<sup>3086</sup> Minister Giffey wants to accelerate equality, Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (Berlin) 10 March 2021. Access Date: 15 March 2021. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/ministerin-giffey-will-gleichstellung-beschleunigen-174256>

foundation, such as the appointment of a board of directors, are to be taken this year.”<sup>3087</sup> The establishment of the “Federal Equality Foundation” is a project from the Federal Government’s first inter-departmental gender equality strategy in the history of the Federal Republic of Germany.<sup>3088</sup>

On 8 April 2021, the Global Gender Gap Index published statistics which benchmark gender gap disparities on economic, education, health and political-based criteria. Germany ranked 11 with a score of 0.8, close to Iceland’s score of 0.87, which was ranked as number one in providing the most gender equal conditions.<sup>3089</sup> Germany is considered one of the countries where women are in the head-of-state positions more frequently.<sup>3090</sup>

On 15 April 2021, the German Bundestag approved a draft law for the establishment of the Federal Equality Foundation. The foundation will work by showing where more gender equality is needed, networking and supporting those committed to gender equality, and by discussing gender equality with citizens. The aim of the foundation is to enable women and men to lead a self-determined life so that they can develop their potential regardless of gender.<sup>3091</sup>

Germany has fully complied with its commitment to remove barriers to the extent and quality of women’s participation in the labour market and economy through actions such as presenting statistics about domestic status quo, issuing compensations and implementing family-friendly childcare programs. Furthermore, Germany has taken action to support women’s entrepreneurship through the digital series to promote women in entrepreneurship positions.

Thus, Germany receives a score of +1.

*Analyst: Elizabeth Lerman*

## **India: 0**

India has partially complied with taking steps to remove the barriers to women’s economic participation and entrepreneurship.

On 3 February 2021, Commerce Secretary Dr. Anup Wadhawan announced that the budget for the 2021-2022 year will include an amount of INR10,000 million for the welfare of women Tea workers and their children, particularly in Assam and West Bengal.<sup>3092</sup> This will benefit approximately 623,000 women workers.<sup>3093</sup>

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<sup>3087</sup> Minister Giffey wants to accelerate equality, Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (Berlin) 10 March 2021. Access Date: 15 March 2021. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/ministerin-giffey-will-gleichstellung-beschleunigen-174256>

<sup>3088</sup> Minister Giffey wants to accelerate equality, Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (Berlin) 10 March 2021. Access Date: 15 March 2021. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/ministerin-giffey-will-gleichstellung-beschleunigen-174256>

<sup>3089</sup> The Global Gender Gap Report 2021, World Economic Forum (Geneva) March 2021. Access Date: 29 April 2021. [http://www3.weforum.org/docs/WEF\\_GGGR\\_2021.pdf](http://www3.weforum.org/docs/WEF_GGGR_2021.pdf)

<sup>3090</sup> The Global Gender Gap Report 2021, World Economic Forum (Geneva) March 2021. Access Date: 29 April 2021. [http://www3.weforum.org/docs/WEF\\_GGGR\\_2021.pdf](http://www3.weforum.org/docs/WEF_GGGR_2021.pdf)

<sup>3091</sup> Bundestag resolves to establish a “Federal Equality Foundation,” Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Berlin) 16 April 2021. Access Date: 3 May 2021. <https://www.bmfsfj.de/bmfsfj/aktuelles/alle-meldungen/bundestag-beschliesst-errichtung-einer-bundesstiftung-gleichstellung--176922>

<sup>3092</sup> Key Highlights of Union Budget 2021-2022, Ministry of Finance (New Delhi) 3 February 2021. Access Date: 26 April 2021. <https://pib.gov.in/PressReleaseDetailm.aspx?PRID=1693907>

<sup>3093</sup> Commerce Secretary DrAnup Wadhawan says the Budget 2021-22 will enhance India’s growth in manufacturing, trade and other sectors, Ministry of Commerce and Industry (New Delhi) 3 February 2021. Access Date: 26 April 2021. <https://commerce.gov.in/press-releases/commerce-secretary-dranup-wadhawan-says-the-budget-2021-22-will-enhance-indias-growth-in-manufacturing-trade-and-other-sectors/?hilite=%27women%27>

On 23 February 2021, Vice President Shri M. Venkaiah Naidu stated that though the current Lok Sabha had the historically highest number of women in parliament, namely 78, they account for only 14 per cent of the total number of people in parliament and in legislatures.<sup>3094</sup> He added that creating reservations for women in parliament and legislature “needs urgent attention and consensus of all political parties.”<sup>3095</sup>

India has partially complied with its commitment to remove barriers to the extent and quality of women’s participation in the labour market and economy through actions such as allocating funds and offering verbal affirmations. However, it did not implement any measures to promote women’s engagement and success in entrepreneurial activities.

Thus, India receives a score of 0.

*Analyst: Debasmita Bhattacharya*

### **Indonesia: +1**

Indonesia has fully complied in its commitment to remove the barriers to women’s economic participation and entrepreneurship.

On 10 December, the Ministry of Women’s Empowerment and Child Protection in collaboration with the UN Population Fund, Indonesia and UN Women released the Guidelines for the Protection of Women’s Rights from Discrimination and Gender-Based Violence in Pandemic Situations.<sup>3096</sup> The guidelines were shared to several “ministries/agencies, local government organizations and program and service providers related to women.”<sup>3097</sup> The guidelines’ aims include the prevention of “stigma,” “discrimination,” and ensure that proper rights are granted against survivors of gender-based violence (which includes “economic empowerment”).<sup>3098</sup>

On 10 December 2020, Minister of Law and Human Rights Yasonna H. Laoly discussed the update for the National Plan for Human Rights in a speech for World Human Rights Day.<sup>3099</sup> The new update serves to include concrete actions with the goal of “resolving human rights issues of vulnerable groups” including women (which is an attempt at decreasing women’s barriers to

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<sup>3094</sup> Vice President calls for ending low representation to women in Parliament and legislatures, Ministry of Finance (Hyderabad) 23 February 2021. Access Date: 29 April 2021. <https://vicepresidentofindia.nic.in/pressrelease/vice-president-calls-ending-low-representation-women-parliament-and-legislatures>

<sup>3095</sup> Vice President calls for ending low representation to women in Parliament and legislatures, Ministry of Finance (Hyderabad) 23 February 2021. Access Date: 29 April 2021. <https://vicepresidentofindia.nic.in/pressrelease/vice-president-calls-ending-low-representation-women-parliament-and-legislatures>

<sup>3096</sup> A Guide to Protecting Women from Gender-Based Violence During the Pandemic Launched, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 10 December 2021. Access Date: 22 March 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/2992/panduan-perlindungan-perempuan-dari-kekerasan-berbasis-gender-selama-pandemi-diluncurkan>

<sup>3097</sup> A Guide to Protecting Women from Gender-Based Violence During the Pandemic Launched, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 10 December 2021. Access Date: 22 March 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/2992/panduan-perlindungan-perempuan-dari-kekerasan-berbasis-gender-selama-pandemi-diluncurkan>

<sup>3098</sup> A Guide to Protecting Women from Gender-Based Violence During the Pandemic Launched, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 10 December 2021. Access Date: 22 March 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/2992/panduan-perlindungan-perempuan-dari-kekerasan-berbasis-gender-selama-pandemi-diluncurkan>

<sup>3099</sup> International Human Rights Day, Menkumham: Government Prepares the 5<sup>th</sup> RANHAM Focuses on Resolving Vulnerable Human Rights Issues, Ministry of Law and Human Rights (Jakarta) 10 December 2020. Access Date: 30 April 2021. <https://www.kemenkumham.go.id/publikasi/siaran-pers/hari-ham-internasional-menkumham-pemerintah-menyusun-ranham-ke-5-fokus-menyelesaikan-isu-hak-asasi-kelompok-rentan>

economic participation).<sup>3100</sup> Furthermore, President Joko Widodo in a speech for World Human Rights Day also announced that the Joint Secretariat of the National Action Plan for Human Rights has finished the draft of the action plan which he hopes will be implemented in 2021.<sup>3101</sup> Director General of Human Rights Mualimin Abdi also stated that he hopes that the National Action Plan for Human Rights will be signed by the President “in the near future.”<sup>3102</sup>

On 12 December 2020, Minister of Finance Sri Mulyani Indrawati attended a webinar entitled “Towards a Planet 50:50 Business Contribution to Achieving SDG ‘5’” hosted by Indonesia Business Coalition for Women Empowerment and the Global Reporting Initiative.<sup>3103</sup> In the webinar, Minister Indrawati emphasized that the Indonesian State Budget should be used to advance gender equality, which includes equality in economic participation and entrepreneurship.<sup>3104</sup> She discussed that some barriers that women face are “social norms, cultural norms and even interpretations of religious teachings.”<sup>3105</sup> She highlighted the government’s existing efforts to help women, for instance through social assistance, like the Family Hope Program which is given almost exclusively to female heads of families.<sup>3106</sup> Furthermore, she emphasizes policies that support small and medium enterprises, such as the use of ultra-micro financing and small business credits for businesses that are mainly composed of and owned by women.<sup>3107</sup> Furthermore, she highlighted the new initiative of Special Non-Physical Allocation Funds to protect women and children (which is a form of women’s economic empowerment).<sup>3108</sup>

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<sup>3100</sup> International Human Rights Day, Menkumham: Government Prepares the 5<sup>th</sup> RANHAM Focuses on Resolving Vulnerable Human Rights Issues, Ministry of Law and Human Rights (Jakarta) 10 December 2020. Access Date: 30 April 2021. <https://www.kemerkumham.go.id/publikasi/siaran-pers/hari-ham-internasional-menkumham-pemerintah-menyusun-ranham-ke-5-fokus-menylesaikan-isu-hak-asasi-kelompok-rentan>

<sup>3101</sup> Government is Fully Committed to Upholding Human Rights, Ministry of Law and Human Rights (Jakarta) 10 December 2020. Access Date: 30 April 2021. <https://www.kemerkumham.go.id/berita/pemerintah-berkomitmen-penuh-dalam-penegakan-ham>

<sup>3102</sup> The Fifth Generation of RANHAM, Not Just a Document, is Now the Benchmark of Commitment to Implementing Human Rights, Ministry of Law and Human Rights (Jakarta) 14 December 2020. Access Date: 30 April 2021. <https://www.kemerkumham.go.id/berita/ranham-generasi-kelima-tak-sekedar-dokumen-kini-jadi-tolok-ukur-komitmen-pelaksanaan-ham>

<sup>3103</sup> In 2021, the Government Supports Gender Equality with Non-Physical DAK for the Protection of Women and Children, Ministry of Finance (Jakarta) 12 December 2021. Access Date: 30 April 2021. <https://www.kemenkeu.go.id/publikasi/berita/tahun-2021-pemerintah-dukung-kesetaraan-gender-dengan-dak-nonfisik-pelayanan-perlindungan-perempuan-dan-anak/>

<sup>3104</sup> In 2021, the Government Supports Gender Equality with Non-Physical DAK for the Protection of Women and Children, Ministry of Finance (Jakarta) 12 December 2021. Access Date: 30 April 2021. <https://www.kemenkeu.go.id/publikasi/berita/tahun-2021-pemerintah-dukung-kesetaraan-gender-dengan-dak-nonfisik-pelayanan-perlindungan-perempuan-dan-anak/>

<sup>3105</sup> In 2021, the Government Supports Gender Equality with Non-Physical DAK for the Protection of Women and Children, Ministry of Finance (Jakarta) 12 December 2021. Access Date: 30 April 2021. <https://www.kemenkeu.go.id/publikasi/berita/tahun-2021-pemerintah-dukung-kesetaraan-gender-dengan-dak-nonfisik-pelayanan-perlindungan-perempuan-dan-anak/>

<sup>3106</sup> In 2021, the Government Supports Gender Equality with Non-Physical DAK for the Protection of Women and Children, Ministry of Finance (Jakarta) 12 December 2021. Access Date: 30 April 2021. <https://www.kemenkeu.go.id/publikasi/berita/tahun-2021-pemerintah-dukung-kesetaraan-gender-dengan-dak-nonfisik-pelayanan-perlindungan-perempuan-dan-anak/>

<sup>3107</sup> In 2021, the Government Supports Gender Equality with Non-Physical DAK for the Protection of Women and Children, Ministry of Finance (Jakarta) 12 December 2021. Access Date: 30 April 2021. <https://www.kemenkeu.go.id/publikasi/berita/tahun-2021-pemerintah-dukung-kesetaraan-gender-dengan-dak-nonfisik-pelayanan-perlindungan-perempuan-dan-anak/>

<sup>3108</sup> In 2021, the Government Supports Gender Equality with Non-Physical DAK for the Protection of Women and Children, Ministry of Finance (Jakarta) 12 December 2021. Access Date: 30 April 2021. <https://www.kemenkeu.go.id/publikasi/berita/tahun-2021-pemerintah-dukung-kesetaraan-gender-dengan-dak-nonfisik-pelayanan-perlindungan-perempuan-dan-anak/>



On 16 December 2020, the Ministry of Women’s Empowerment and Child Protection implemented the the Official Development Assistance program in collaboration with the Korean Ministry of Gender Equality and Family.<sup>3109</sup> This program is meant to increase women’s economic empowerment, fight child marriage, domestic violence, human trafficking, and the current COVID-19 pandemic.<sup>3110</sup> The program provides vocational training such as classes in sewing, beauty care, cooking, e-commerce and information technology training.<sup>3111</sup>

On 22 December 2020, the Ministry of Women’s Empowerment and Child Protection hosted a virtual ceremony for Mother’s Day.<sup>3112</sup> The ceremony aimed to empower Indonesian women. In the ceremony, Minister of Women’s Empowerment and Child Protection I Gusti Ayu Bintang Darmawati emphasized that patriarchal perceptions of women in Indonesian society hinder women’s economic participation.<sup>3113</sup> She emphasized that “equal partnerships between women and men” are essential to advance policy agendas. She also stressed that that women’s empowerment is a step toward increased economic participation by women and gender equality.<sup>3114</sup>

On 15 to 17 February 2021, Secretary General of the Ministry of Manpower Anwar Sanusi served as Co-Chair of the G20 Employment Working Group meeting.<sup>3115</sup> In the meeting, G20 leaders discussed increasing women’s economic participation and increasing “social protection for workers.”<sup>3116</sup> In particular, they discussed their goal of lowering women’s labour force participation gap to 25 per cent by 2025.<sup>3117</sup> Secretary General Sanusi stated that in Indonesia women have a labour force participation gap of 29.28 per cent, but that he is confident that Indonesia will meet the target by 2025.<sup>3118</sup> He asked for assistance in the form of “easy access and easy mobility to obtain

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<sup>3109</sup> Cooperation Between Indonesia and South Korea, Strengthening Women’s Economic Empowerment in Indonesia, Ministry Empowerment Women and Child Protection Republic of Indonesia (Jakarta) 17 December 2020. Access Date: 21 March 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3003/kerjasama-indonesia-korea-selatan-perkuat-pemberdayaan-ekonomi-perempuan-di-indonesia>

<sup>3110</sup> Cooperation Between Indonesia and South Korea, Strengthening Women’s Economic Empowerment in Indonesia, Ministry Empowerment Women and Child Protection Republic of Indonesia (Jakarta) 17 December 2020. Access Date: 21 March 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3003/kerjasama-indonesia-korea-selatan-perkuat-pemberdayaan-ekonomi-perempuan-di-indonesia>

<sup>3111</sup> Cooperation Between Indonesia and South Korea, Strengthening Women’s Economic Empowerment in Indonesia, Ministry Empowerment Women and Child Protection Republic of Indonesia (Jakarta) 17 December 2020. Access Date: 21 March 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3003/kerjasama-indonesia-korea-selatan-perkuat-pemberdayaan-ekonomi-perempuan-di-indonesia>

<sup>3112</sup> The peak of the 92nd PHI, The Importance of Gender Equality in Nation Development, InfoPublik (Jakarta) 22 December 2021. Access Date: 22 March 2021. <http://infopublik.id/kategori/nasional-sosial-budaya/499444/puncak-phi-ke-92-pentingnya-kesetaraan-gender-dalam-pembangunan-bangsa>

<sup>3113</sup> The peak of the 92nd PHI, The Importance of Gender Equality in Nation Development, InfoPublik (Jakarta) 22 December 2021. Access Date: 22 March 2021. <http://infopublik.id/kategori/nasional-sosial-budaya/499444/puncak-phi-ke-92-pentingnya-kesetaraan-gender-dalam-pembangunan-bangsa>

<sup>3114</sup> The peak of the 92nd PHI, The Importance of Gender Equality in Nation Development, InfoPublik (Jakarta) 22 December 2021. Access Date: 22 March 2021. <http://infopublik.id/kategori/nasional-sosial-budaya/499444/puncak-phi-ke-92-pentingnya-kesetaraan-gender-dalam-pembangunan-bangsa>

<sup>3115</sup> Indonesia Reduces Gender Gap Level of 25 Percent Until 2025, InfoPublik (Jakarta) 18 February 2021. Access Date: 22 March 2021. <http://infopublik.id/kategori/nasional-sosial-budaya/511530/indonesia-tekan-tingkat-kesenjangan-gender-25-persen-hingga-tahun-2025#>

<sup>3116</sup> Indonesia Reduces Gender Gap Level of 25 Percent Until 2025, InfoPublik (Jakarta) 18 February 2021. Access Date: 22 March 2021. <http://infopublik.id/kategori/nasional-sosial-budaya/511530/indonesia-tekan-tingkat-kesenjangan-gender-25-persen-hingga-tahun-2025#>

<sup>3117</sup> Indonesia Reduces Gender Gap Level of 25 Percent Until 2025, InfoPublik (Jakarta) 18 February 2021. Access Date: 22 March 2021. <http://infopublik.id/kategori/nasional-sosial-budaya/511530/indonesia-tekan-tingkat-kesenjangan-gender-25-persen-hingga-tahun-2025#>

<sup>3118</sup> Indonesia Reduces Gender Gap Level of 25 Percent Until 2025, InfoPublik (Jakarta) 18 February 2021. Access Date: 22 March 2021. <http://infopublik.id/kategori/nasional-sosial-budaya/511530/indonesia-tekan-tingkat-kesenjangan-gender-25-persen-hingga-tahun-2025#>

training, capital assistance, entrepreneurship development, adequate social protection and a working environment that is conducive to the ‘non-workforce’ group, especially those who take care of the household” to help increase women’s economic participation.<sup>3119</sup>

On 5 March 2021, the Strategic Plan of the Deputy for Gender Equality was signed by Deputy for Gender Equality Agustina Erni.<sup>3120</sup> It contains “policies and strategies” to help the Ministry of Women’s Empowerment and Child Protection to achieve its targets as indicated in the Ministry of Women Empowerment and Child Protection’s Strategic Plan of 2020-2024, which includes women empowerment in economic participation and entrepreneurship.<sup>3121</sup> The report also aims to “provide clarity and goals and objectives” as well as outline “outcome indicators.”<sup>3122</sup>

On 8 March 2021, the Center for Strengthening Character of the Ministry of Education and Culture hosted a webinar promoting women’s leadership and gender equality.<sup>3123</sup> During the webinar, Minister of Education and Culture Nadiem Anwar Makarim identified “intolerance, sexual violence and bullying” as three barriers to women’s success.<sup>3124</sup> Furthermore, Minister of Finance Sri Mulyani attended the Women’s World Banking Virtual Conference entitled “Call to Action: Reaching Financial Equality for Women” in which she highlighted that a barrier that women face (in economic participation and entrepreneurship) are a lack of financial and digital literacy, as well as difficulty receiving capital from banks and other financial institutions.<sup>3125</sup> She emphasized Indonesia’s previous attempts in providing easier access to banks more, such as implementing interest subsidies, increased assistance to ultra-micro and small and medium enterprises and digital and financial literacy classes.<sup>3126</sup>

On 9 March 2021, Secretary General of the Ministry of Communication and Information Mira Tayyiba attended a virtual conference for the Network of Women (NOW) in the International Telecommunication Union.<sup>3127</sup> NOW strives for gender equality leading up to the World

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<sup>3119</sup> Indonesia Reduces Gender Gap Level of 25 Percent Until 2025, InfoPublik (Jakarta) 18 February 2021. Access Date: 22 March 2021. <http://infopublik.id/kategori/nasional-sosial-budaya/511530/indonesia-tekan-tingkat-kesenjangan-gender-25-persen-hingga-tahun-2025#>

<sup>3120</sup> The Strategic Plan Deputy for Field Gender Equality, Ministry of Women’s Empowerment and Child Protection (Jakarta) 23 April 2021. Access Date: 29 April 2021. <https://kemenpppa.go.id/lib/uploads/list/1ebd0-renstra-deputi-bidang-kg-2020-2024.pdf>

<sup>3121</sup> The Strategic Plan Deputy for Field Gender Equality, Ministry of Women’s Empowerment and Child Protection (Jakarta) 23 April 2021. Access Date: 29 April 2021. <https://kemenpppa.go.id/lib/uploads/list/1ebd0-renstra-deputi-bidang-kg-2020-2024.pdf>

<sup>3122</sup> The Strategic Plan Deputy for Field Gender Equality, Ministry of Women’s Empowerment and Child Protection (Jakarta) 23 April 2021. Access Date: 29 April 2021. <https://kemenpppa.go.id/lib/uploads/list/1ebd0-renstra-deputi-bidang-kg-2020-2024.pdf>

<sup>3123</sup> Minister of Education and Culture: Education Must be Free of Intolerance, Sexual Violence and Bullying, InfoPublik (Jakarta) 8 March 2021. Access Date: 11 March 2021. <http://infopublik.id/kategori/nasional-sosial-budaya/516522/mendikbud-dunia-pendidikan-harus-bebas-intoleransi-kekerasan-seksual-dan-perundungan#>

<sup>3124</sup> Minister of Education and Culture: Education Must be Free of Intolerance, Sexual Violence and Bullying, InfoPublik (Jakarta) 8 March 2021. Access Date: 11 March 2021. <http://infopublik.id/kategori/nasional-sosial-budaya/516522/mendikbud-dunia-pendidikan-harus-bebas-intoleransi-kekerasan-seksual-dan-perundungan#>

<sup>3125</sup> Minister of Finance: Covid-19 Has Severely Affected Women, Ministry of Finance (Jakarta) 9 March 2021. Access Date: 30 April 2021. <https://www.kemenkeu.go.id/en/publications/news/minister-of-finance-covid-19-has-severely-affected-women/>

<sup>3126</sup> Minister of Finance: Covid-19 Has Severely Affected Women, Ministry of Finance (Jakarta) 9 March 2021. Access Date: 30 April 2021. <https://www.kemenkeu.go.id/en/publications/news/minister-of-finance-covid-19-has-severely-affected-women/>

<sup>3127</sup> Minimizing Gender Gap, Kominfo Equips Indonesian Women with Digital Capabilities, InfoPublik (Jakarta) 9 March 2021. Access Date: 11 March 2021. <http://infopublik.id/kategori/siaran-pers/516865/perkecil-kesenjangan-gender-kominfo-bekali-perempuan-indonesia-kemampuan-digital#>

Development Telecommunications Conference in November 2021 in Addis Ababa, Ethiopia.<sup>3128</sup> This meeting was specific to the Asia-Pacific region.<sup>3129</sup> In the meeting, Secretary General of Communication and Information Mira Tayyiba acknowledged a communication and technology gap of one per cent for women’s cell phone usage and a five per cent gap for internet usage.<sup>3130</sup> Secretary General Tayyiba stated that she would like to see a decrease in the digital skills gap and increase participation for women in the information and technology sector.<sup>3131</sup> She reaffirmed Indonesia’s existing effort to reduce the gap through the “Digital Talent Scholarship Program.”<sup>3132</sup>

On 12 April 2021, the Ministry of Women Empowerment and Child Protection announced that Indonesia will be hosting G20 Empower in 2022. In a meeting for the Socialization and Discussion on Preparation for G20 Empower Implementation Minister of Women Empowerment and Child Protection Bintang Puspayoga pushed for the implementation of more regional policies to empower women and decrease barriers in terms of “health, education and economy.”<sup>3133</sup> The District/City Office of Women Empowerment and Child Protection in Bali Province, the Indonesian Entrepreneurs Association and the Indonesian Chamber of Commerce and Industry were also in attendance to discuss policies for women’s economic participation and entrepreneurship.<sup>3134</sup> Minister Puspayoga also called on the Indonesian Entrepreneurs Association to support female entrepreneurship.<sup>3135</sup>

On 14 April 2021, the Ministry of Women Empowerment and Child Protection announced the Government of Indonesia has allocated IDR101,747 billion for the Special Non-Physical Allocation Fund for Women and Child Protection Services.<sup>3136</sup> This fund was created to reduce instances of violence against women and children, improve access to services for victims of violence, as well as provide “operational assistance” through the form of legal aid, which attempts to reduce barriers to women’s economic participation and entrepreneurship.<sup>3137</sup>

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<sup>3128</sup> NETWORK OF WOMEN (NoW), International Telecommunication Union (Geneva). Access Date: 22 March 2021. <https://www.itu.int/en/ITU-D/Conferences/WTDC/WTDC21/Pages/NoW/default.aspx>

<sup>3129</sup> NETWORK OF WOMEN (NoW), International Telecommunication Union (Geneva). Access Date: 22 March 2021. <https://www.itu.int/en/ITU-D/Conferences/WTDC/WTDC21/Pages/NoW/default.aspx>

<sup>3130</sup> Minimizing Gender Gap, Kominfo Equips Indonesian Women with Digital Capabilities, InfoPublik (Jakarta) 9 March 2021. Access Date: 11 March 2021. <http://infopublik.id/kategori/siaran-pers/516865/perkecil-kesenjangan-gender-kominfo-bekali-perempuan-indonesia-kemampuan-digital#>

<sup>3131</sup> Minimizing Gender Gap, Kominfo Equips Indonesian Women with Digital Capabilities, InfoPublik (Jakarta) 9 March 2021. Access Date: 11 March 2021. <http://infopublik.id/kategori/siaran-pers/516865/perkecil-kesenjangan-gender-kominfo-bekali-perempuan-indonesia-kemampuan-digital#>

<sup>3132</sup> Minimizing Gender Gap, Kominfo Equips Indonesian Women with Digital Capabilities, InfoPublik (Jakarta) 9 March 2021. Access Date: 11 March 2021. <http://infopublik.id/kategori/siaran-pers/516865/perkecil-kesenjangan-gender-kominfo-bekali-perempuan-indonesia-kemampuan-digital#>

<sup>3133</sup> Minister Bintang Asks Regional Heads to make more Pro-Women Policies, Ministry of Women Empowerment and Child Protection (Denpasar) 12 April 2021. Access Date: 29 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3137/menteri-bintang-minta-kepala-daerah-membuat-kebijakan-berpihak-pada-perempuan>

<sup>3134</sup> Minister Bintang Asks Regional Heads to make more Pro-Women Policies, Ministry of Women Empowerment and Child Protection (Denpasar) 12 April 2021. Access Date: 29 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3137/menteri-bintang-minta-kepala-daerah-membuat-kebijakan-berpihak-pada-perempuan>

<sup>3135</sup> Minister Bintang Asks Regional Heads to make more Pro-Women Policies, Ministry of Women Empowerment and Child Protection (Denpasar) 12 April 2021. Access Date: 29 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3137/menteri-bintang-minta-kepala-daerah-membuat-kebijakan-berpihak-pada-perempuan>

<sup>3136</sup> Minister Bintang Asks the Use of the DAK Budget to be Right on Target, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Denpasar) 14 April 2021. Access Date: 29 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3138/menteri-bintang-minta-penggunaan-anggaran-dak-tepat-sasaran>

<sup>3137</sup> Minister Bintang Asks the Use of the DAK Budget to be Right on Target, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Denpasar) 14 April 2021. Access Date: 29 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3138/menteri-bintang-minta-penggunaan-anggaran-dak-tepat-sasaran>

<https://www.kemenpppa.go.id/index.php/page/read/29/3138/menteri-bintang-minta-penggunaan-anggaran-dak-tepat-sasaran>

On 23 April 2021, the Ministry of Women's Empowerment and Child Protection affirmed their commitment to the protection of women and children from violence in accordance with Presidential Regulation Number 65 of 2020.<sup>3138</sup> It highlighted its current efforts to reduce violence against women and children, through its distribution of the Special Non-Physical Allocation Fund for Women and Child Protection Services, which is an attempt to reduce barriers for women's economic participation and entrepreneurship.<sup>3139</sup> Furthermore, Minister Puspayoga attended a virtual meeting entitled "The Fruit of Raden Ajeng Kartini's Thoughts on Creating Dignified Indonesian Women Towards an Advanced Indonesia" to discuss women's economic empowerment.<sup>3140</sup> Minister Puspayoga emphasized that women should have equal opportunities for higher education and choice of career, which are essential for women's economic participation.<sup>3141</sup>

On 24 April 2021, the Ministry of Women's Empowerment and Child Protection affirmed their goal to increase women's economic participation, especially in micro, small and medium enterprises.<sup>3142</sup> It highlighted the importance of female employment and acknowledges that increased coordination with non-governmental agencies, local governments, community organizations and private actors is needed to ensure women's economic participation.<sup>3143</sup> Furthermore, the Ministry mentioned previous attempts to empower women through their creation of "Women Friendly and Child Care Villages."<sup>3144</sup> Furthermore, Minister Puspayoga attended the National Webinar 05 Central Board of the Prosperous Justice Party to discuss women's empowerment and economic participation.<sup>3145</sup> She acknowledges that women's participation is needed for "national economic development" and that the COVID-19 pandemic and several natural disasters has only exacerbated struggles faced by

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<sup>3138</sup> Improve the Scope and Quality of Services for Women and Children Victims of Violence through Special Allocation Funds, Ministry of Women Empowerment and Child Protection (Jakarta) 24 April 2021. Access Date: 29 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3157/kemen-pppa-tingkatkan-cakupan-dan-kualitas-layanan-bagi-perempuan-dan-anak-korban-kekerasan-melalui-dana-alokasi-khusus-dak>

<sup>3139</sup> Improve the Scope and Quality of Services for Women and Children Victims of Violence through Special Allocation Funds, Ministry of Women Empowerment and Child Protection (Jakarta) 24 April 2021. Access Date: 29 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3157/kemen-pppa-tingkatkan-cakupan-dan-kualitas-layanan-bagi-perempuan-dan-anak-korban-kekerasan-melalui-dana-alokasi-khusus-dak>

<sup>3140</sup> Interpreting RA Kartini's Struggle, Women Have the Right to Take an Active Role and Develop According to Their Own Choices, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 24 April 2021. Access Date: 27 April 2021. [kemenpppa.go.id/index.php/page/read/29/3160/memaknai-perjuangan-ra-kartini-perempuan-berhak-berperan-aktif-dan-berkembang-sesuai-pilihannya-sendiri](https://www.kemenpppa.go.id/index.php/page/read/29/3160/memaknai-perjuangan-ra-kartini-perempuan-berhak-berperan-aktif-dan-berkembang-sesuai-pilihannya-sendiri)

<sup>3141</sup> Interpreting RA Kartini's Struggle, Women Have the Right to Take an Active Role and Develop According to Their Own Choices, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 24 April 2021. Access Date: 27 April 2021. [kemenpppa.go.id/index.php/page/read/29/3160/memaknai-perjuangan-ra-kartini-perempuan-berhak-berperan-aktif-dan-berkembang-sesuai-pilihannya-sendiri](https://www.kemenpppa.go.id/index.php/page/read/29/3160/memaknai-perjuangan-ra-kartini-perempuan-berhak-berperan-aktif-dan-berkembang-sesuai-pilihannya-sendiri)

<sup>3142</sup> Realizing Women's Economic Empowerment in Gender-Based MSMEs, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 25 April 2021. Access Date: 27 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3162/wujudkan-pemberdayaan-perkonomian-perempuan-dalam-umkm-berbasis-gender#>

<sup>3143</sup> Realizing Women's Economic Empowerment in Gender-Based MSMEs, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 25 April 2021. Access Date: 27 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3162/wujudkan-pemberdayaan-perkonomian-perempuan-dalam-umkm-berbasis-gender#>

<sup>3144</sup> Realizing Women's Economic Empowerment in Gender-Based MSMEs, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 25 April 2021. Access Date: 27 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3162/wujudkan-pemberdayaan-perkonomian-perempuan-dalam-umkm-berbasis-gender#>

<sup>3145</sup> Empowerment of Women the Key to Success of National Development, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 25 April 2021. Access Date: 27 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3164/pemberdayaan-perempuan-kunci-keberhasilan-pembangunan-nasional>

women, especially female entrepreneurs.<sup>3146</sup> She affirmed Indonesia's commitment to empowering women in entrepreneurship as outlined in Indonesia's 2020-2024 National Medium-Term Development Plan.<sup>3147</sup> Minister Puspayoga suggested that women should be more included in "national economic recovery."<sup>3148</sup> The webinar affirmed Indonesia's commitment to "increasing women's empowerment in entrepreneurship" as outlined in the existing 2020-2024 National Medium-Term Development Plan.<sup>3149</sup> Furthermore, Minister Puspayoga also emphasized that increasing women's "access and skills" to information and communication technology is essential for the empowerment of female entrepreneurs.<sup>3150</sup> The webinar also discussed "data and information on the progress and challenges of Indonesian women in various fields of development," which includes economic participation.<sup>3151</sup>

On 28 April, Minister Puspayoga attended a virtual public meeting with the Association for the Development of Women's Resources.<sup>3152</sup> During the meeting, Minister Puspayoga affirmed Indonesia's commitment to increasing women's economic participation and spoke to several women involved in local initiatives to improve women's engagement in "entrepreneurship, cooperatives and digital literacy."<sup>3153</sup> Deputy for Gender Equality Lenny N. Rosalin also discussed future collaboration with "women survivors of violence, women survivors of disasters and women heads of families" to inspire other women and encourage them to participate in the economic sector.<sup>3154</sup>

Indonesia has fully complied with its commitment to removing barriers to the extent and quality of women's participation in the labour market and economy through virtual conferences and webinars acknowledging these gender-based barriers and affirming support. Indonesia has also promoted women's engagement and success in entrepreneurship since the particular topics were covered extensively during the aforementioned discussions.

Thus, Indonesia receives a score of +1.

*Analyst: Veronique Nuqui*

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<sup>3146</sup> Empowerment of Women the Key to Success of National Development, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 25 April 2021. Access Date: 27 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3164/pemberdayaan-perempuan-kunci-keberhasilan-pembangunan-nasional>

<sup>3147</sup> Empowerment of Women the Key to Success of National Development, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 25 April 2021. Access Date: 27 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3164/pemberdayaan-perempuan-kunci-keberhasilan-pembangunan-nasional>

<sup>3148</sup> Empowerment of Women the Key to Success of National Development, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 25 April 2021. Access Date: 27 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3164/pemberdayaan-perempuan-kunci-keberhasilan-pembangunan-nasional>

<sup>3149</sup> Empowerment of Women the Key to Success of National Development, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 25 April 2021. Access Date: 27 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3164/pemberdayaan-perempuan-kunci-keberhasilan-pembangunan-nasional>

<sup>3150</sup> Continue Kartini's Ideal, Women are Required to Be Technologically Skilled, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 25 April 2021. Access Date: 27 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3163/lanjutkan-cita-cita-kartini-perempuan-dituntut-terampil-teknologi>

<sup>3151</sup> Continue Kartini's Ideal, Women are Required to Be Technologically Skilled, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 25 April 2021. Access Date: 27 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3163/lanjutkan-cita-cita-kartini-perempuan-dituntut-terampil-teknologi>

<sup>3152</sup> Optimizing Women's Economic Participation to Improve the National Economy, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 29 April 2021. Access Date: 29 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3171/optimalisasi-partisipasi-ekonomi-perempuan-tingkatkan-perekonomian-nasional>

<sup>3153</sup> Optimizing Women's Economic Participation to Improve the National Economy, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 29 April 2021. Access Date: 29 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3171/optimalisasi-partisipasi-ekonomi-perempuan-tingkatkan-perekonomian-nasional>

<sup>3154</sup> Optimizing Women's Economic Participation to Improve the National Economy, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 29 April 2021. Access Date: 29 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3171/optimalisasi-partisipasi-ekonomi-perempuan-tingkatkan-perekonomian-nasional>

**Italy: 0**

Italy has partially complied with its commitment to remove the barriers to women's economic participation and entrepreneurship.

On 29 January 2021, the Ministry of Labor and Social Policies announced that it will be holding its first two-day long meeting for the Employment Working Group of 2021 on 15 February 2021.<sup>3155</sup> The meeting aims to discuss two of the three themes relating to work and social policies; female employment and the strengthening of social protection systems.<sup>3156</sup> In particular, “the promotion of quality job opportunities for women, the reduction of the pay gap and the creation of a favourable environment for female entrepreneurship.”<sup>3157</sup> This meeting is being held in order to invite members of the group to express their opinions and form proposals for the final documents that will be presented at the summit of the Ministers of Labor and Social policies on 23 June 2021, in Catania.<sup>3158</sup>

On 9 February 2021, the Ministry of Finance announced the Recovery and Resilience Plan (RRP).<sup>3159</sup> The RRP aims to define actions and interventions through the mobilization of EUR300 billion, in order to overcome the economic and social impact of the COVID-19 pandemic.<sup>3160</sup> Almost half a million jobs were lost due to the COVID-19 pandemic and of those 70 per cent were held by women.<sup>3161</sup> The RRP will focus on kickstarting Italy's economy and increasing growth and employment rates while simultaneously paying close attention to gender inequality.<sup>3162</sup>

On 21 February 2021, representatives from Italy attended an online meeting alongside 56 representatives from Argentina, Belgium, Canada, France, Hungary, Russia, Japan, Korea, Romania, Slovenia, the United Kingdom, the United States, the European Commission, the International Atomic Energy Agency, and the Organisation for Economic Co-operation and Development to discuss increasing the number of women in the nuclear power industry.<sup>3163</sup>

On 23 February 2021, INPS announced clarifications to their 2021 Budget Law.<sup>3164</sup> The law aims to provide employers with a monetary benefit of up to EUR6,000 as an incentive to hire disadvantaged workers.<sup>3165</sup> This includes “women at least 50 years of age and unemployed for over 12 months; women of any age, residing in regions eligible for funding under the structural funds of the European Union who have not been in regular paid employment for at least 6 months; women of any age who

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<sup>3155</sup> Employment Working Group 2021, Ministry of Labor and Social Policies (Rome) 29 January 2021. Access Date: 20 March 2021. <https://www.lavoro.gov.it/notizie/pagine/employment-working-group-2021.aspx/>

<sup>3156</sup> Employment Working Group 2021, Ministry of Labor and Social Policies (Rome) 29 January 2021. Access Date: 20 March 2021. <https://www.lavoro.gov.it/notizie/pagine/employment-working-group-2021.aspx/>

<sup>3157</sup> Employment Working Group 2021, Ministry of Labor and Social Policies (Rome) 29 January 2021. Access Date: 20 March 2021. <https://www.lavoro.gov.it/notizie/pagine/employment-working-group-2021.aspx/>

<sup>3158</sup> Employment Working Group 2021, Ministry of Labor and Social Policies (Rome) 29 January 2021. Access Date: 20 March 2021. <https://www.lavoro.gov.it/notizie/pagine/employment-working-group-2021.aspx/>

<sup>3159</sup> The Recovery and Resilience Plan: Next Generation Italia, Ministry of Finance (Rome) 9 February 2021. Access Date: 20 March 2021. <https://www.mef.gov.it/en/focus/The-Recovery-and-Resilience-Plan-Next-Generation-Italia/>

<sup>3160</sup> The Recovery and Resilience Plan: Next Generation Italia, Ministry of Finance (Rome) 9 February 2021. Access Date: 20 March 2021. <https://www.mef.gov.it/en/focus/The-Recovery-and-Resilience-Plan-Next-Generation-Italia/>

<sup>3161</sup> The Recovery and Resilience Plan: Next Generation Italia, Ministry of Finance (Rome) 9 February 2021. Access Date: 20 March 2021. <https://www.mef.gov.it/en/focus/The-Recovery-and-Resilience-Plan-Next-Generation-Italia/>

<sup>3162</sup> The Recovery and Resilience Plan: Next Generation Italia, Ministry of Finance (Rome) 9 February 2021. Access Date: 20 March 2021. <https://www.mef.gov.it/en/focus/The-Recovery-and-Resilience-Plan-Next-Generation-Italia/>

<sup>3163</sup> Online meeting on increasing the number of women in nuclear positions was held, Eurasian Women's Forum (Moscow) 21 February 2021. Access Date: 21 March 2021. [https://eawf.ru/news/novosti-soveta-ezhf/sostoyalos-onlayn-soveshchanie-po-uvlicheniyu-chisla-zhenshchin-v-yadernoy-energetike-/](https://eawf.ru/news/novosti-soveta-ezhf/sostoyalos-onlayn-soveshchanie-po-uvlicheniyu-chisla-zhenshchin-v-yadernoy-energetike/)

<sup>3164</sup> Contribution waiver for hiring women, Ministry of Labor and Social Policies (Rome) 23 February 2021. Access Date: 10 March 2021. <https://www.lavoro.gov.it/notizie/Pagine/Esonero-contributivo-per-assunzione-donne.aspx>

<sup>3165</sup> Contribution waiver for hiring women, Ministry of Labor and Social Policies (Rome) 23 February 2021. Access Date: 10 March 2021. <https://www.lavoro.gov.it/notizie/Pagine/Esonero-contributivo-per-assunzione-donne.aspx>

carry out professions or work activities in economic sectors characterized by a marked employment disparity by gender and who have not been in regularly paid employment for at least 6 months; women of any age, resident everywhere and without regular paid employment for at least 24 months.”<sup>3166</sup> The INPS recognizes incentivized employment relationships such as “fixed term hiring; permanent hiring; and permanent transformations of a previous facilitated relationship.”<sup>3167</sup>

On 8 April 2021, Minister of Labor and Social Policies Andrea Orlando met with the National Councillor for Equality, Francesca Bagni Cipriani to address the issue of female employment.<sup>3168</sup>

On 23 April 2021, Minister Orlando sent a letter to the Ministry inviting them to take the appropriate action to ensure the widest participation of women in the governing bodies of institutions and representative assemblies.<sup>3169</sup>

Italy has partially complied with its commitment to remove barriers to the extent and quality of women’s participation in the labour market and economy through actions such as allocating funds and designing policies to promote female employment. However, it did not implement any measures to promote women’s engagement and success in entrepreneurial activities.

Thus, Italy receives a score of 0.

*Analyst: Amanda Morana*

### **Japan: 0**

Japan has partially complied with its commitment to remove the barriers to women’s economic participation and entrepreneurship.

On 21 February 2021, representatives from Japan attended an online meeting alongside 56 representatives from Russia, Belgium, Canada, France, Hungary, Italy, Argentina, Korea, Romania, Slovenia, the United Kingdom, the United States, the European Commission, the International Atomic Energy Agency, and the Organisation for Economic Co-operation and Development to discuss increasing the number of women in the nuclear power industry.<sup>3170</sup>

On 19 March 2021, Minister of State for Gender Equality Marukawa Tamayo issued a statement on behalf of Japan at the 65th Session of the Commission on the Status of Women General Discussion.<sup>3171</sup> She announced new targets to the plan for gender equality, which Japan formulated

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<sup>3166</sup> Contribution waiver for hiring women, Ministry of Labor and Social Policies (Rome) 23 February 2021. Access Date: 10 March 2021. <https://www.lavoro.gov.it/notizie/Pagine/Esonero-contributivo-per-assunzione-donne.aspx>

<sup>3167</sup> Contribution waiver for hiring women, Ministry of Labor and Social Policies (Rome) 23 February 2021. Access Date: 10 March 2021. <https://www.lavoro.gov.it/notizie/Pagine/Esonero-contributivo-per-assunzione-donne.aspx>

<sup>3168</sup> Minister Orlando meets National Councillor for Equality, Ministry of Labor and Social Policies (Rome) 8 April 2021. Access Date: 28 April 2021. <https://www.lavoro.gov.it/stampa-e-media/Comunicati/Pagine/Ministro-Orlando-incontra-Consigliera-Nazionale-di-Parita.aspx>

<sup>3169</sup> Orlando sends a letter to supervised bodies for gender equality in governing bodies and representative assemblies, Ministry of Labor and Social Policies (Rome) 23 April 2021. Access Date: 28 March 2021. <https://www.lavoro.gov.it/stampa-e-media/Comunicati/Pagine/Orlando-invia-lettera-a-Enti-vigilati-per-parita-di-genere.aspx>

<sup>3170</sup> Online meeting on increasing the number of women in nuclear positions was held, Eurasian Women’s Forum (Moscow) 21 February 2021. Access Date: 21 March 2021. <https://eawf.ru/news/novosti-soveta-ezhf/sostoyalos-onlayn-soveshchanie-po-uelicheniyu-chisla-zhenshchin-v-yadernoy-energetike/>

<sup>3171</sup> Statement by H.E. Ms. Marukawa Tamayo, Minister State for Gender Equality, Minister in charge of Women’s Empowerment, the 65th Session of the Commission on the Status of Women General Discussion, Permanent Mission of Japan to the United Nations (New York) 19 March 2021. Access Date: 20 May 2021. [https://www.un.emb-japan.go.jp/itpr\\_en/murakawa031921.html](https://www.un.emb-japan.go.jp/itpr_en/murakawa031921.html)

last year based on the Basic Act in light of the Beijing Declaration.<sup>3172</sup> She stated Japan's intention to address gender-based disparities by 2030 through implementing measures to increase the proportion of women in leadership positions to 30 per cent of all.<sup>3173</sup> She also voiced support for victims of violence based on gender as well as intention to eliminate all kinds of violence against women.<sup>3174</sup> Additionally, she echoed the UN's emphasis on women and girls amid global recovery from the COVID-19 pandemic and promised ongoing international cooperation for gender equality.<sup>3175</sup>

On 1 April 2021, Japan provided USD1.9 million to the United Nations Women's Safe and Prosperous District Programme. This funding focuses on protecting women's livelihoods in Papua New Guinea that have been affected by the COVID-19 pandemic.<sup>3176</sup> This programme aims to improve working conditions in Tari, Wewak and Alotau markets by increasing access to clean water and sanitation facilities as well as security services.<sup>3177</sup> This programme also plans to increase access to financial tools for market vendors in recognition that over 60 per cent of market vendors who are women in Papua New Guinea.<sup>3178</sup> This programme will focus on promoting digital financial tools and on training women in various different trades to access new economic opportunities during and after the COVID-19 pandemic.<sup>3179</sup>

Japan has partially complied with its commitment to remove barriers to the extent and quality of women's participation in the labour market and economy through actions such as verbal affirmation and announcement of future policies to promote female economic empowerment. However, it did not implement any measures to promote women's engagement and success in entrepreneurial activities.

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<sup>3172</sup> Statement by H.E. Ms. Marukawa Tamayo, Minister State for Gender Equality, Minister in charge of Women's Empowerment, the 65<sup>th</sup> Session of the Commission on the Status of Women General Discussion, Permanent Mission of Japan to the United Nations (New York) 19 March 2021. Access Date: 20 May 2021. [https://www.un.emb-japan.go.jp/itpr\\_en/murakawa031921.html](https://www.un.emb-japan.go.jp/itpr_en/murakawa031921.html)

<sup>3173</sup> Statement by H.E. Ms. Marukawa Tamayo, Minister State for Gender Equality, Minister in charge of Women's Empowerment, the 65<sup>th</sup> Session of the Commission on the Status of Women General Discussion, Permanent Mission of Japan to the United Nations (New York) 19 March 2021. Access Date: 20 May 2021. [https://www.un.emb-japan.go.jp/itpr\\_en/murakawa031921.html](https://www.un.emb-japan.go.jp/itpr_en/murakawa031921.html)

<sup>3174</sup> Statement by H.E. Ms. Marukawa Tamayo, Minister State for Gender Equality, Minister in charge of Women's Empowerment, the 65<sup>th</sup> Session of the Commission on the Status of Women General Discussion, Permanent Mission of Japan to the United Nations (New York) 19 March 2021. Access Date: 20 May 2021. [https://www.un.emb-japan.go.jp/itpr\\_en/murakawa031921.html](https://www.un.emb-japan.go.jp/itpr_en/murakawa031921.html)

<sup>3175</sup> Statement by H.E. Ms. Marukawa Tamayo, Minister State for Gender Equality, Minister in charge of Women's Empowerment, the 65<sup>th</sup> Session of the Commission on the Status of Women General Discussion, Permanent Mission of Japan to the United Nations (New York) 19 March 2021. Access Date: 20 May 2021. [https://www.un.emb-japan.go.jp/itpr\\_en/murakawa031921.html](https://www.un.emb-japan.go.jp/itpr_en/murakawa031921.html)

<sup>3176</sup> Japan contributes USD1.9 million to secure women's livelihoods during COVID-19 pandemic, The Information Center for COVID-19 in Papua New Guinea (Port Moresby) 8 April 2021. Access Date: 10 May 2021. <https://covid19.info.gov.pg/index.php/2021/04/08/japan-contributes-usd19-million-to-secure-womens-livelihoods-during-covid-19-pandemic>

<sup>3177</sup> Japan contributes USD1.9 million to secure women's livelihoods during COVID-19 pandemic, The Information Center for COVID-19 in Papua New Guinea (Port Moresby) 8 April 2021. Access Date: 10 May 2021. <https://covid19.info.gov.pg/index.php/2021/04/08/japan-contributes-usd19-million-to-secure-womens-livelihoods-during-covid-19-pandemic>

<sup>3178</sup> Japan contributes USD1.9 million to secure women's livelihoods during COVID-19 pandemic, The Information Center for COVID-19 in Papua New Guinea (Port Moresby) 8 April 2021. Access Date: 10 May 2021. <https://covid19.info.gov.pg/index.php/2021/04/08/japan-contributes-usd19-million-to-secure-womens-livelihoods-during-covid-19-pandemic>

<sup>3179</sup> Japan contributes USD1.9 million to secure women's livelihoods during COVID-19 pandemic, The Information Center for COVID-19 in Papua New Guinea (Port Moresby) 8 April 2021. Access Date: 10 May 2021. <https://covid19.info.gov.pg/index.php/2021/04/08/japan-contributes-usd19-million-to-secure-womens-livelihoods-during-covid-19-pandemic>



Thus, Japan receives a score of 0.

*Analyst: Nika Asgari*

### **Korea: +1**

Korea has fully complied with its commitment to remove the barriers to women's economic participation and entrepreneurship.

On 16 December 2020, the Ministry of Gender Equality and Family (MOGEF) implemented the Official Development Assistance program in collaboration with the Indonesian Ministry of Women's Empowerment and Child Protection.<sup>3180</sup> This program is meant to increase women's economic empowerment, fight child marriage, domestic violence, human trafficking, and the current COVID-19 pandemic.<sup>3181</sup> The program provides vocational training such as classes in sewing, beauty care, cooking, e-commerce and information technology training.<sup>3182</sup>

On 19 January 2021, MOGEF enacted the "Government support for childcare service to be expanded up to 840 hours a year/Percentage of government support to be increased 5 per cent," which is a multi-policy program that makes childcare services more accessible and provides support to households requiring childcare services.<sup>3183</sup> The objective of this program is to alleviate many households' childcare burden (whereof, given that the childcare burden tends to primarily fall onto women, this program allows for many women to put more effort into involving themselves in the economy).<sup>3184</sup>

On 2 February 2021, MOGEF announced, through their 2021 Report on government business, "MOGEF's Major business plan 2021," which is a multi-action four section plan created to enhance women's status in Korea overall.<sup>3185</sup> Section one of the plan, "[Equality for All!] Realizing a gender equality society," provides three policy initiatives which all work towards improving women's economic participation and entrepreneurship.<sup>3186</sup> The first policy initiative works to promote women's employment in stable well paying positions, especially through the payment of the "Saeil employment subsidy" (KRW800,000) to employers hiring women as regular employees (after six months).<sup>3187</sup> The second policy works to fight gender-based discrimination factors in "major policies"

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<sup>3180</sup> Cooperation Between Indonesia and South Korea, Strengthening Women's Economic Empowerment in Indonesia, Ministry Empowerment Women and Child Protection Republic of Indonesia (Jakarta) 17 December 2020. Access Date: 21 March 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3003/kerjasama-indonesia-korea-selatan-perkuat-pemberdayaan-ekonomi-perempuan-di-indonesia>

<sup>3181</sup> Cooperation Between Indonesia and South Korea, Strengthening Women's Economic Empowerment in Indonesia, Ministry Empowerment Women and Child Protection Republic of Indonesia (Jakarta) 17 December 2020. Access Date: 21 March 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3003/kerjasama-indonesia-korea-selatan-perkuat-pemberdayaan-ekonomi-perempuan-di-indonesia>

<sup>3182</sup> Cooperation Between Indonesia and South Korea, Strengthening Women's Economic Empowerment in Indonesia, Ministry Empowerment Women and Child Protection Republic of Indonesia (Jakarta) 17 December 2020. Access Date: 21 March 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3003/kerjasama-indonesia-korea-selatan-perkuat-pemberdayaan-ekonomi-perempuan-di-indonesia>

<sup>3183</sup> Government support for childcare service to be expanded up to 840 hours a year/Percentage of government support to be increased 5%p, Ministry of Gender Equality and Family (Seoul) 19 January 2021. Access Date: 17 March 2021 [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707536](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707536)

<sup>3184</sup> Government support for childcare service to be expanded up to 840 hours a year/Percentage of government support to be increased 5%p, Ministry of Gender Equality and Family (Seoul) 19 January 2021. Access Date: 17 March 2021 [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707536](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707536)

<sup>3185</sup> 2021 Report on government business Recovery, Inclusiveness and Leap, Ministry of Gender Equality and Family (Seoul) 1 February 2021. Access Date: 17 March 2021. [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707549](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707549)

<sup>3186</sup> 2021 Report on government business Recovery, Inclusiveness and Leap, Ministry of Gender Equality and Family (Seoul) 1 February 2021. Access Date: 17 March 2021. [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707549](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707549)

<sup>3187</sup> 2021 Report on government business Recovery, Inclusiveness and Leap, Ministry of Gender Equality and Family (Seoul) 1 February 2021. Access Date: 17 March 2021. [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707549](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707549)

related to education, culture, welfare and employment.<sup>3188</sup> Additionally, this policy initiative enhances the effects of gender equality systems including the launch of the Gender Awareness Budget Committee.<sup>3189</sup> The third policy establishes a “foothold-type gender equality center” in Busan which serves to promote gender equality culture to the public.<sup>3190</sup> The goals of these three policy initiatives are to promote women’s employment and create an employment culture of gender equality.<sup>3191</sup>

On 18 February 2021, the Gender Equality Committee of the Ministry of Gender Equality and Family finalized the “National Action Plan on UNSCR 1325,” which is a six-section plan created to improve women’s well-being, economic status and economic participation in Korea.<sup>3192</sup> Sections one to four and six are relevant to this report. Section one improves the cultural status of women, especially regarding the cultural status of women in the economy.<sup>3193</sup> Section two has businesses directly employ women who are either currently working as interns or are not working at all. Section three promotes women working in public government enterprises to “higher-up positions.”<sup>3194</sup> Section four expands childcare infrastructure to aid those individuals who take care of children (traditionally women), providing such individuals with more time to involve themselves in the economy.<sup>3195</sup> Section six calls for the establishment of “local gender equality centers to...foster a gender equality atmosphere,” a 2021 gender equality status survey to be taken and for the execution of all the aforementioned policy programs.<sup>3196</sup> The objective of all of these aforementioned programs is to promote women’s cultural status and employment status in the economy.<sup>3197</sup>

On 21 February 2021, representatives from Korea attended an online meeting alongside 56 representatives from Russia, Belgium, Canada, France, Hungary, Italy, Japan, Argentina, Romania, Slovenia, the United Kingdom, the United States, the European Commission, the International

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<sup>3188</sup> 2021 Report on government business Recovery, Inclusiveness and Leap, Ministry of Gender Equality and Family (Seoul) 1 February 2021. Access Date: 17 March 2021. [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707549](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707549)

<sup>3189</sup> 2021 Report on government business Recovery, Inclusiveness and Leap, Ministry of Gender Equality and Family (Seoul) 1 February 2021. Access Date: 17 March 2021. [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707549](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707549)

<sup>3190</sup> 2021 Report on government business Recovery, Inclusiveness and Leap, Ministry of Gender Equality and Family (Seoul) 1 February 2021. Access Date: 17 March 2021. [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707549](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707549)

<sup>3191</sup> 2021 Report on government business Recovery, Inclusiveness and Leap, Ministry of Gender Equality and Family (Seoul) 1 February 2021. Access Date: 17 March 2021. [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707549](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707549)

<sup>3192</sup> Effort for a gender-equal society where everyone respects each other and lives in harmony Gender Equality Committee finalizes, National Action Plan (NAP) on UNSCR 1325, Ministry of Gender Equality and Family (Seoul) 18 2 2021. Access Date: 17 March 2021. [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707607](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707607)

<sup>3193</sup> Effort for a gender-equal society where everyone respects each other and lives in harmony Gender Equality Committee finalizes, National Action Plan (NAP) on UNSCR 1325, Ministry of Gender Equality and Family (Seoul) 18 2 2021. Access Date: 17 March 2021. [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707607](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707607)

<sup>3194</sup> Effort for a gender-equal society where everyone respects each other and lives in harmony Gender Equality Committee finalizes, National Action Plan (NAP) on UNSCR 1325, Ministry of Gender Equality and Family (Seoul) 18 2 2021. Access Date: 17 March 2021. [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707607](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707607)

<sup>3195</sup> Effort for a gender-equal society where everyone respects each other and lives in harmony Gender Equality Committee finalizes, National Action Plan (NAP) on UNSCR 1325, Ministry of Gender Equality and Family (Seoul) 18 2 2021. Access Date: 17 March 2021. [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707607](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707607)

<sup>3196</sup> Effort for a gender-equal society where everyone respects each other and lives in harmony Gender Equality Committee finalizes, National Action Plan (NAP) on UNSCR 1325, Ministry of Gender Equality and Family (Seoul) 18 2 2021. Access Date: 17 March 2021. [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707607](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707607)

<sup>3197</sup> Effort for a gender-equal society where everyone respects each other and lives in harmony Gender Equality Committee finalizes, National Action Plan (NAP) on UNSCR 1325, Ministry of Gender Equality and Family (Seoul) 18 2 2021. Access Date: 17 March 2021. [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707607](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707607)

Atomic Energy Agency, and the Organisation for Economic Co-operation and Development to discuss increasing the number of women in the nuclear power industry.<sup>3198</sup>

On 2 March 2021, the Budget Office, Budget Policy Division of the Ministry of Economy and Finance, formalized additions to Korea's 2021 Budget.<sup>3199</sup> Among these additions were KRW2.1 trillion allocated to "help create jobs for young adults, middle-aged and women" and KRW0.2 trillion allocated to "Promote demand-driven job training and provide job seeker services for young adults and women."<sup>3200</sup> The goal of such additions is to, among other goals, promote women's involvement in the economy, especially in light of the disproportionate effect of COVID-19 on women's employment.<sup>3201</sup>

On 4 March 2021, MOGEF enacted "Concentration on recovery from the COVID-19 shock on women's employment; starting to improve the way things are handled for women's jobs," which seeks to enhance the economic status of women in Korea through a five-point plan.<sup>3202</sup> Point one is expected to create 780,000 jobs for women.<sup>3203</sup> Point two aids women who are actively seeking jobs and/or are actively trying to start up new businesses.<sup>3204</sup> Point three helps those with childcare difficulties (mainly women) find or regain and secure job opportunities.<sup>3205</sup> Point four reduces gender disparities in the workplace and enhances women's status in the labor force.<sup>3206</sup> Point five strengthens government agencies that aid women in pursuing and securing good employment opportunities.<sup>3207</sup> The goal of this program is to make the economy more equitable for women and, especially considering the disproportionately negative effect that COVID-19 has had on women's

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<sup>3198</sup> Online meeting on increasing the number of women in nuclear positions was held, Eurasian Women's Forum (Moscow) 21 February 2021. Access Date: 21 March 2021. <https://eawf.ru/news/novosti-soveta-ezhf/sostoyalos-onlayn-soveshchanie-po-uvlicheniyu-chisla-zhenshchin-v-yadernoy-energetike/>

<sup>3199</sup> 2021 Supplementary Budget Proposal, Ministry of Economy and Finance (Seoul) 2 March 2021. Access Date: 17 March 2021. <https://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=5080>

<sup>3200</sup> 2021 Supplementary Budget Proposal, Ministry of Economy and Finance (Seoul) 2 March 2021. Access Date: 17 March 2021. <https://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=5080>

<sup>3201</sup> 2021 Supplementary Budget Proposal, Ministry of Economy and Finance (Seoul) 2 March 2021. Access Date: 17 March 2021. <https://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=5080>

<sup>3202</sup> Concentration on recovery from the COVID-19 shock on women's employment; starting to improve the way things are handled for women's jobs, Ministry of Gender Equality and Family (Seoul) 4 March 2021. Access Date: 12 March 2021. [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707635](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707635)

<sup>3203</sup> Concentration on recovery from the COVID-19 shock on women's employment; starting to improve the way things are handled for women's jobs, Ministry of Gender Equality and Family (Seoul) 4 March 2021. Access Date: 12 March 2021. [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707635](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707635)[http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707635](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707635)

<sup>3204</sup> Concentration on recovery from the COVID-19 shock on women's employment; starting to improve the way things are handled for women's jobs, Ministry of Gender Equality and Family (Seoul) 4 March 2021. Access Date: 12 March 2021. [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707635](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707635)[http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707635](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707635)

<sup>3205</sup> Concentration on recovery from the COVID-19 shock on women's employment; starting to improve the way things are handled for women's jobs, Ministry of Gender Equality and Family (Seoul) 4 March 2021. Access Date: 12 March 2021. [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707635](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707635)

<sup>3206</sup> Concentration on recovery from the COVID-19 shock on women's employment; starting to improve the way things are handled for women's jobs, Ministry of Gender Equality and Family (Seoul) 4 March 2021. Access Date: 12 March 2021. [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707635](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707635)

<sup>3207</sup> Concentration on recovery from the COVID-19 shock on women's employment; starting to improve the way things are handled for women's jobs, Ministry of Gender Equality and Family (Seoul) 4 March 2021. Access Date: 12 March 2021. [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707635](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707635)

economic opportunities, help those women who have faced (and continue to face) employment difficulties due to COVID-19 return to work.<sup>3208</sup>

On 25 March 2021, the Budget Office, Budget Policy Division of the Ministry of Economy and Finance, put into law the aforementioned additions to Korea's 2021 Budget.<sup>3209</sup>

On 26 April 2021, MOGEF enacted "2025 Families Shoulder To Shoulder," which is a multi-point multi-year plan to improve the well-being of families and women in Korea.<sup>3210</sup> This plan includes within it many initiatives which, although they are not explicitly designated as programs which improve the economic status of women in Korea, end up consequently improving the economic status of women in Korea. These initiatives include combatting discriminatory expressions in government publications (creating a more equitable socio-economic climate for women which does force them into the role of homemaker), "lowering the bar concerning the age bracket (from 24 to 34) eligible for additional childcare expense paid to single-parent families" (dominated by women, providing women with a greater amount of financial support, thus increasing women's economic opportunities), expanding childcare support services for single-parent families "with low income, disabled parents/children, etc." (dominated by women, relieving many economically marginalized women of some childcare pressures, thus increasing their overall economic opportunities) and expanding maternity leave eligibility "from wage earners to all workers" (expanding economic support for women who were previously ineligible for maternity leave).<sup>3211</sup> The goal of this program is to relieve families, especially single-parent families (which are dominated by women), of many of the challenges they currently face, especially in relation to childcare (which are, at their core, economic issues).<sup>3212</sup>

Korea has partially complied with its commitment to remove barriers to the extent and quality of women's participation in the labour market and economy through actions such as allocating funds in the annual budget and implementing family-friendly childcare programs. Furthermore, Korea has invested in programs that support women trying to start their own businesses.

Thus, Korea receives a score of +1.

*Analyst: Ethan Ullmann*

### **Mexico: +1**

Mexico has fully complied with its commitment to remove the barriers to women's economic participation and entrepreneurship.

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<sup>3208</sup> Concentration on recovery from the COVID-19 shock on women's employment; starting to improve the way things are handled for women's jobs, Ministry of Gender Equality and Family (Seoul) 4 March 2021. Access Date: 12 March 2021. [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707635](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707635)

<sup>3209</sup> 2021 Supplementary Budget Passed, Ministry of Economy and Finance (Seoul) 25 March 2021. Access Date: 30 April 2021. <https://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=5094>

<sup>3210</sup> 2025 Families shoulder to shoulder We will strive to build "a society wherein all families and their members are respected," Ministry of Gender Equality and Family (Seoul) 26 April 2021. Access Date: 30 April 2021. [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707760](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707760)

<sup>3211</sup> 2025 Families shoulder to shoulder We will strive to build "a society wherein all families and their members are respected," Ministry of Gender Equality and Family (Seoul) 26 April 2021. Access Date: 30 April 2021. [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707760](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707760)

<sup>3212</sup> 2025 Families shoulder to shoulder We will strive to build "a society wherein all families and their members are respected," Ministry of Gender Equality and Family (Seoul) 26 April 2021. Access Date: 30 April 2021. [http://www.mogef.go.kr/eng/pr/eng\\_pr\\_s101d.do?mid=eng001&bbsn=707760](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707760)

On 11 December 2020, President López Obrador signed the Presidential Declaration of the Pacific Alliance on Gender Equality at the Summit of the Pacific Alliance.<sup>3213</sup> The goal of this agreement is to eliminate barriers which prevent women from gaining access to capital and loans, provide aid to ensure gender equality in the workplace, promote women in decision making and increase the proportion of women with science, technology, engineering and mathematics degrees.<sup>3214</sup>

On 28 January 2021, Interior Secretary Olga Sanchez Cordero highlighted in a press release highlighted her gender-focused policy goals.<sup>3215</sup> These goals included reducing violence against women and promoting peacebuilding panels throughout the country to determine how women can get access to resources and opportunities.<sup>3216</sup>

On 8 February 2021, the Ministry of Economy opened applications for the Financial Support Programs for Family Micro Enterprises or “Credit to the World.”<sup>3217</sup> This program will grant 20,000 support grants of MXN25,000 each to female business owners.<sup>3218</sup> The goal of this commitment is to re-establish those micro-enterprises affected by the COVID-19 pandemic.<sup>3219</sup>

On 18 February 2021, the Institute of Mexicans Abroad held a conversation on “Mexican Women in Latin America.”<sup>3220</sup> During this event, the Executive Secretary of the Economic Commission for Latin America and the Caribbean Alicia Bárcena discussed a proposal for including domestic workers as a priority group for the COVID-19 vaccinations.<sup>3221</sup> She also proposed providing emergency income for women forced out of work because of the pandemic.<sup>3222</sup>

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<sup>3213</sup> President López Obrador participates in XV Summit of the Pacific Alliance, The Government of Mexico (Mexico City) 12 December 2020. Access Date: 18 March 2021. <https://www.gob.mx/presidencia/prensa/president-lopez-obrador-participates-in-xv-summit-of-the-pacific-alliance>

<sup>3214</sup> President López Obrador participates in XV Summit of the Pacific Alliance, The Government of Mexico (Mexico City) 12 December 2020. Access Date: 18 March 2021. <https://www.gob.mx/presidencia/prensa/president-lopez-obrador-participates-in-xv-summit-of-the-pacific-alliance>

<sup>3215</sup> In Mexico, there is a government of historic change and transformation: Olga Sánchez Cordero, The Government of Mexico (Mexico City) 28 January 2021. Access Date: 18 March 2021. <https://www.gob.mx/sre/prensa/in-mexico-theres-is-a-government-of-historic-change-and-transformation-olga-sanchez-cordero>

<sup>3216</sup> In Mexico, there is a government of historic change and transformation: Olga Sánchez Cordero, The Government of Mexico (Mexico City) 28 January 2021. Access Date: 18 March 2021. <https://www.gob.mx/sre/prensa/in-mexico-theres-is-a-government-of-historic-change-and-transformation-olga-sanchez-cordero>

<sup>3217</sup> Start receiving applications for the Financial Support Program for Family Microenterprises (Credit to the World) 2021, The Government of Mexico (Mexico City) 8 February 2021. Access Date: 11 March 2021. <https://www.gob.mx/se/articulos/inicia-recepcion-de-solicitudes-para-el-programa-de-apoyo-financiero-para-microempresas-familiares-credito-a-la-palabra-2021>

<sup>3218</sup> Start receiving applications for the Financial Support Program for Family Microenterprises (Credit to the World) 2021, The Government of Mexico (Mexico City) 8 February 2021. Access Date: 11 March 2021. <https://www.gob.mx/se/articulos/inicia-recepcion-de-solicitudes-para-el-programa-de-apoyo-financiero-para-microempresas-familiares-credito-a-la-palabra-2021>

<sup>3219</sup> Start receiving applications for the Financial Support Program for Family Microenterprises (Credit to the World) 2021, The Government of Mexico (Mexico City) 8 February 2021. Access Date: 11 March 2021. <https://www.gob.mx/se/articulos/inicia-recepcion-de-solicitudes-para-el-programa-de-apoyo-financiero-para-microempresas-familiares-credito-a-la-palabra-2021>

<sup>3220</sup> The Institute of Mexicans Abroad holds a conversation on "Mexican Women in Latin America," The Government of Mexico (Mexico City) 18 February 2021. Access Date: 19 March 2021. <https://www.gob.mx/sre/prensa/the-institute-of-mexicans-abroad-holds-a-conversation-on-mexican-women-in-latin-america>

<sup>3221</sup> The Institute of Mexicans Abroad holds a conversation on "Mexican Women in Latin America," The Government of Mexico (Mexico City) 18 February 2021. Access Date: 19 March 2021. <https://www.gob.mx/sre/prensa/the-institute-of-mexicans-abroad-holds-a-conversation-on-mexican-women-in-latin-america>

<sup>3222</sup> The Institute of Mexicans Abroad holds a conversation on "Mexican Women in Latin America," The Government of Mexico (Mexico City) 18 February 2021. Access Date: 19 March 2021. <https://www.gob.mx/sre/prensa/the-institute-of-mexicans-abroad-holds-a-conversation-on-mexican-women-in-latin-america>

On 2 March 2021, Undersecretary of Foreign Affairs Carmen Moreno Toscano ran the first meeting of the Gender Links Network.<sup>3223</sup> During the event, various high position government officials highlighted the need to advance gender-equality and allow women to “break the glass ceiling” and “unstuck themselves from the sticky floor.”<sup>3224</sup> The aim of the Gender Links Network meeting is to promote international cooperation, women’s equality and empowerment.<sup>3225</sup>

On 3 March 2021, Mexico, together with UN Women, France and civil societies announced that they will hold the Generation Equality Forum virtually in Mexico City on 29-31 March 2021.<sup>3226</sup> This forum will aim to highlight the need for international economic gender equality for women and girls by providing a platform for women and Action Coalitions.<sup>3227</sup> The forum will also lead to an announcement at the Paris event of commitment and announce investments into gender equality.<sup>3228</sup>

On 29 to 31 March 2021, the Generation Equality Forum, organized by UN Women and co-hosted by Mexico and France, was held in Mexico City and will culminate in Paris 30 June to 2 July 2021.<sup>3229</sup> The Forum aims to enhance women’s leadership as countries recover from COVID-19.<sup>3230</sup> It included 100 official side-events, which all revolve around the urgency and accountability for gender equality in the public sphere.<sup>3231</sup>

On 28 April 2021, Mexico and the Inter-American Development Bank held a virtual meeting of businesswomen of the Pacific Alliance.<sup>3232</sup> The meeting consisted of discussions about the effects of the COVID-19 pandemic on business women and recognize and overcome the barrier to the

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<sup>3223</sup> First Meeting of the Gender Links Network 2021, The Government of Mexico (Mexico City) 2 March 2021. Access Date: 21 March 2021. <https://www.gob.mx/sre/prensa/first-meeting-of-the-gender-links-network-2021>

<sup>3224</sup> First Meeting of the Gender Links Network 2021, The Government of Mexico (Mexico City) 2 March 2021. Access Date: 21 March 2021. <https://www.gob.mx/sre/prensa/first-meeting-of-the-gender-links-network-2021>

<sup>3225</sup> First Meeting of the Gender Links Network 2021, The Government of Mexico (Mexico City) 2 March 2021. Access Date: 21 March 2021. <https://www.gob.mx/sre/prensa/first-meeting-of-the-gender-links-network-2021>

<sup>3226</sup> The Countdown to the 2021 Generation equality Forum begins, The Government of Mexico (Mexico City) 3 March 2021. Access Date: 13 March 2021. <https://www.gob.mx/sre/prensa/the-countdown-to-the-2021-generation-equality-forum-begins>

<sup>3227</sup> The Countdown to the 2021 Generation equality Forum begins, The Government of Mexico (Mexico City) 3 March 2021. Access Date: 13 March 2021. <https://www.gob.mx/sre/prensa/the-countdown-to-the-2021-generation-equality-forum-begins>

<sup>3228</sup> The Countdown to the 2021 Generation equality Forum begins, The Government of Mexico (Mexico City) 3 March 2021. Access Date: 13 March 2021. <https://www.gob.mx/sre/prensa/the-countdown-to-the-2021-generation-equality-forum-begins>

<sup>3229</sup> Media Advisory: UN’s Commission on the Status of Women highlights women’s full and effective participation and decision-making in public life, 15-26 March, UN Women (New York) 22 March 2021. Access Date: 11 March 2021. <https://www.unwomen.org/en/news/stories/2021/3/media-advisory-csw65-commission-on-the-status-of-women-2021>

<sup>3230</sup> Media Advisory: UN’s Commission on the Status of Women highlights women’s full and effective participation and decision-making in public life, 15-26 March, UN Women (New York) 22 March 2021. Access Date: 11 March 2021. <https://www.unwomen.org/en/news/stories/2021/3/media-advisory-csw65-commission-on-the-status-of-women-2021>

<sup>3231</sup> Media Advisory: UN’s Commission on the Status of Women highlights women’s full and effective participation and decision-making in public life, 15-26 March, UN Women (New York) 22 March 2021. Access Date: 11 March 2021. <https://www.unwomen.org/en/news/stories/2021/3/media-advisory-csw65-commission-on-the-status-of-women-2021>

<sup>3232</sup> Virtual Meeting of Business Women of the Pacific Alliance, The Government of Mexico (Mexico City) 28 April 2021. Access Date: 29 April 2021. <https://www.gob.mx/se/es/articulos/encuentro-virtual-de-mujeres-empresarias-de-la-alianza-del-pacifico-270841>

autonomy and empowerment of female businesses.<sup>3233</sup> Over 200 people including businesswomen and policy makers attended the panel-based discussion.<sup>3234</sup>

Mexico has fully complied with its commitment to remove barriers to the extent and quality of women's participation in the labour market and economy through actions such as hosting international virtual conferences and providing financial support. Furthermore, Mexico supported women's entrepreneurship through the Credit to the World program.

Thus, Mexico receives a score of +1.

*Analyst: Samar Moghal*

### **Russia: 0**

Russia has partially complied with its commitment to remove barriers to women's economic participation and entrepreneurship.

On 1 January 2021, Russia implemented a policy that reduces the number of banned jobs for Russian women from 456 to 100.<sup>3235</sup> The policy aims to increase women's economic participation by increasing the number of jobs Russian women are allowed to pursue.<sup>3236</sup>

On 21 February 2021, representatives from Russia attended an online meeting alongside 56 representatives from Argentina, Belgium, Canada, France, Hungary, Italy, Japan, Korea, Romania, Slovenia, the United Kingdom, the United States, the European Commission, the International Atomic Energy Agency, and the Organisation for Economic Co-operation and Development to discuss increasing the number of women in the nuclear power industry.<sup>3237</sup> The project coordinator of the Council of the Eurasian Women's Forum Angelica Khaperskaya presented the "Russian experience in achieving gender balance in science and technology during the meeting."<sup>3238</sup>

On 21 April 2021, President Vladimir Putin announced new support measures to aid single-parent families and pregnant women during his annual address to the Federal Assembly in Moscow.<sup>3239</sup> In his speech, President Putin announced that parents who are forced to leave work to care for a sick child, which is often times the mother, will now be able to continue to receive 100 per cent of their salary,

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<sup>3233</sup> Virtual Meeting of Business Women of the Pacific Alliance, The Government of Mexico (Mexico City) 28 April 2021. Access Date: 29 April 2021. <https://www.gob.mx/se/es/articulos/encuentro-virtual-de-mujeres-empresarias-de-la-alianza-del-pacifico-270841>

<sup>3234</sup> Virtual Meeting of Business Women of the Pacific Alliance, The Government of Mexico (Mexico City) 28 April 2021. Access Date: 29 April 2021. <https://www.gob.mx/se/es/articulos/encuentro-virtual-de-mujeres-empresarias-de-la-alianza-del-pacifico-270841>

<sup>3235</sup> Russian Women Are Ready to Reclaim Once- Forbidden Jobs, The Moscow Times (Moscow) 6 March 2020. Access Date: 20 March 2021. <https://www.themoscowtimes.com/2020/03/06/russian-women-are-ready-to-reclaim-once-forbidden-jobs-a69544>

<sup>3236</sup> Russian Women Are Ready to Reclaim Once- Forbidden Jobs, The Moscow Times (Moscow) 6 March 2020. Access Date: 20 March 2021. <https://www.themoscowtimes.com/2020/03/06/russian-women-are-ready-to-reclaim-once-forbidden-jobs-a69544>

<sup>3237</sup> Online meeting on increasing the number of women in nuclear positions was held, Eurasian Women's Forum (Moscow) 21 February 2021. Access Date: 21 March 2021. <https://eawf.ru/news/novosti-soveta-ezhf/sostoyalos-onlayn-soveshchanie-po-uvlicheniyu-chisla-zhenshchin-v-yadernoy-energetike-/>

<sup>3238</sup> Online meeting on increasing the number of women in nuclear positions was held, Eurasian Women's Forum (Moscow) 21 February 2021. Access Date: 21 March 2021. <https://eawf.ru/news/novosti-soveta-ezhf/sostoyalos-onlayn-soveshchanie-po-uvlicheniyu-chisla-zhenshchin-v-yadernoy-energetike-/>

<sup>3239</sup> Presidential Address to the Federal Assembly, President of Russia (Moscow) 21 April 2021. Access Date: 1 May 2021. <http://en.kremlin.ru/events/president/news/65418>

while caring for their child, up to seven years old.<sup>3240</sup> These new announcements will work towards financially supporting pregnant women and single-parent families in order to minimize the financial burden they might face, as well as encouraging the participation of women in the labour force.<sup>3241</sup>

On 23 April 2021, Deputy Prime Minister for Social Policy, Labour, Health and Pension Provision Tatyana Golikova hosted a meeting of the Russian Tripartite Commission on a draft governmental decree on a program for organizing vocational training and education for certain Russian citizens until 2024 due to the impact of the COVID-19 pandemic on the labour market.<sup>3242</sup> The eligible citizens would be those over age 50, those of pre-retirement age, and women on leave to care for young children.<sup>3243</sup> The plan is for at least 168,800 people to undergo vocational training and education in 2021 and at least 125,000 people annually from 2022 to 2024.<sup>3244</sup>

Russia has partially complied with its commitment to remove barriers to the extent and quality of women's participation in the labour market and economy through actions such as releasing previous restrictions on women's employment. However, it did not implement any measures to promote women's engagement and success in entrepreneurial activities.

Thus, Russia has received a score of 0.

*Analyst: Lougein Metwally*

### **Saudi Arabia: 0**

Saudi Arabia has partially complied with its commitment to remove barriers to women's economic participation and entrepreneurship.

On 8 March 2021, Minister of Commerce and Investment Majid bin Abdullah Al-Qasabi announced the launch of a new program to encourage Saudi women to join the accounting profession.<sup>3245</sup> Organized by the Saudi Organization for Certified Public Accountants, the program includes training, qualification, entrepreneurship and employment streams in order to empower women and increase female participation in the national economy.<sup>3246</sup>

On 22 April 2021, the Saudi Human Resources Development Fund introduced a new initiative to boost female employment in the private sector by subsidizing transport costs in partnership with vehicle for hire company, Careem.<sup>3247</sup> This initiative allows women to receive an 80 per cent discount on the cost of each journey, with the ceiling of support increased to SAR1,100 a month for those with a monthly wage of SAR6,000 or less, and SAR800 for those earning between SAR6,001 to

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<sup>3240</sup> Presidential Address to the Federal Assembly, President of Russia (Moscow) 21 April 2021. Access Date: 1 May 2021. <http://en.kremlin.ru/events/president/news/65418>

<sup>3241</sup> Presidential Address to the Federal Assembly, President of Russia (Moscow) 21 April 2021. Access Date: 1 May 2021. <http://en.kremlin.ru/events/president/news/65418>

<sup>3242</sup> Tatyana Golikova held a meeting of the Russian Tripartite Commission for the Regulation of Social and Labour Relations, Government of the Russian Federation (Moscow) 23 April 2021. Access Date: 11 May 2021. <http://government.ru/news/42048/>

<sup>3243</sup> Tatyana Golikova held a meeting of the Russian Tripartite Commission for the Regulation of Social and Labour Relations, Government of the Russian Federation (Moscow) 23 April 2021. Access Date: 11 May 2021. <http://government.ru/news/42048/>

<sup>3244</sup> Tatyana Golikova held a meeting of the Russian Tripartite Commission for the Regulation of Social and Labour Relations, Government of the Russian Federation (Moscow) 23 April 2021. Access Date: 11 May 2021. <http://government.ru/news/42048/>

<sup>3245</sup> Saudi Arabia launches women's accountancy program, Arab News (Riyadh) 9 March 2021. Access Date: 15 May 2021. <https://www.arabnews.com/node/1822231/saudi-arabia>

<sup>3246</sup> Saudi Arabia launches women's accountancy program, Arab News (Riyadh) 9 March 2021. Access Date: 15 May 2021. <https://www.arabnews.com/node/1822231/saudi-arabia>

<sup>3247</sup> Saudi transport program extends support for women, Arab News (Riyadh) 22 April 2021. Access Date: 15 May 2021. <https://www.arabnews.com/node/1846841/saudi-arabia>



SAR8,000 per month.<sup>3248</sup> This initiative aims to reduce the burden of transport costs for Saudi women working in the private sector.<sup>3249</sup>

Saudi Arabia has partially complied with its commitment to support women's economic participation and entrepreneurship by announcing the launch of a new program and initiative to boost women's participation in the labour market. However, Saudi Arabia has not implemented concrete actions for this commitment.

Thus, Saudi Arabia receives a score of 0.

*Analyst: Warisa Rahman*

### **South Africa: 0**

South Africa has partially complied with its commitment to remove barriers to women's economic participation and entrepreneurship.

On 19 November 2020, the Cabinet approved launching the "Women's Economic Justice towards a non-violent and non-sexist South Africa" theme for the 16 Days of Activism Campaign, which aims to promote the economic empowerment of women.<sup>3250</sup>

On 27 January 2021, Minister of Higher Education, Science and Innovation Blade Nzimande expressed concern for the underrepresentation of women in the construction sector and stated that the Economic Reconstruction and Recovery Plan created in response to the COVID-19 pandemic was an opportunity to address these shortcomings.<sup>3251</sup>

On 4 February 2021, President Cyril Ramaphosa launched the Gender Based Violence and Femicide Response Fund 1, which raised ZAR128 million from the private sector organizations and businesses.<sup>3252</sup> The fund will support the National Strategic Plan, which aims to end gender-based inequalities through six pillars: Accountability, Coordination and Leadership, Prevention and Rebuilding Social Cohesion, Justice, Safety and Protection, Response, Care, Support and Healing, Economic Power and Research and Information Management.<sup>3253</sup>

On 25 February 2021, President Ramaphosa announced the Manufacturing Scheme —a component of the Small, Medium and Micro Enterprises (SMME) Debt Relief Scheme Fund— which aims to help SMME drive economic recovery from the COVID-19 pandemic, stating that at least 40 per cent of funds must go to women-owned enterprises.<sup>3254</sup>

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<sup>3248</sup> Saudi transport program extends support for women, Arab News (Riyadh) 22 April 2021. Access Date: 15 May 2021. <https://www.arabnews.com/node/1846841/saudi-arabia>

<sup>3249</sup> Saudi transport program extends support for women, Arab News (Riyadh) 22 April 2021. Access Date: 15 May 2021. <https://www.arabnews.com/node/1846841/saudi-arabia>

<sup>3250</sup> Statement on virtual Cabinet Meeting of 18 November 2020, Government Communications (Pretoria) 19 November 2020. Access Date: 20 March 2021. <https://www.gov.za/speeches/statement-virtual-cabinet-meeting-18-november-2020-19-nov-2020-0000>.

<sup>3251</sup> Minister Blade Nzimande: Construction Sector Education and Training Authority Infrastructure Summit, Department of Higher Education, Science and Innovation (Pretoria) 27 January 2021. Access Date: 19 March 2021. <https://www.gov.za/speeches/remarks-minister-27-jan-2021-0000>

<sup>3252</sup> Presidency on Gender-Based Violence and Femicide (GBVF) Response Fund, The Presidency (Pretoria) 5 February 2021. Access Date: 27 April 2021. <https://www.gov.za/speeches/gbvf-response-5-feb-2021-0000>

<sup>3253</sup> Presidency on Gender-Based Violence and Femicide (GBVF) Response Fund, The Presidency (Pretoria) 5 February 2021. Access Date: 27 April 2021. <https://www.gov.za/speeches/gbvf-response-5-feb-2021-0000>

<sup>3254</sup> President Cyril Ramaphosa: Virtual engagement with SMMEs and Cooperatives, The Presidency (Cape Town) 25 February 2021. Access Date: 20 March 2021. <https://www.gov.za/speeches/president-cyril-ramaphosa-virtual-engagement-smmes-and-cooperatives-25-feb-2021-0000>.

On 8 March 2021, Minister Lindiwe Sisulu welcomed a Memorandum of Understanding which aims to empower women to manage and lead accredited Social Housing Institutions.<sup>3255</sup> Sisulu stated that “women need to step up and make an equal contribution in industrial production as well as in the corporate workforce.”<sup>3256</sup>

On 17 March 2021, Deputy President David Mabuza spoke to the National Assembly on the importance of strategies which develop employment prospects for women following the COVID-19 pandemic and announced that the new Human Resource Development Strategy, which will respond particularly to the skills needs of women, is under review.<sup>3257</sup>

South Africa has partially complied with its commitment to remove barriers to the extent and quality of women’s participation in the labour market and economy through actions such as the creation of funds and training programs to improve female employment. While South Africa has supported the participation of women in the labour market and economy, it has not implemented significant concrete actions.

Thus, South Africa receives a score of 0.

*Analyst: Debasmita Bhattacharya*

### **Turkey: 0**

Turkey has partially complied with its commitment to remove barriers to women’s economic participation and entrepreneurship.

On 21 December 2020, the Mothers at Work Project for women’s employment launched by the Turkish Government Employment Agency began to expand its scope. The program initially focused on providing vocational training courses and programs for disadvantaged women who either cannot work as a result of having to stay home and care for their kids, those relying on social benefits or those exposed to domestic violence. However, the government hopes to raise the women’s employment rate in Turkey further with new incentives such as financial support for women’s cooperatives and interest rate free loans for female entrepreneurs.<sup>3258</sup> Maternity leave for working women has also been increased along with increased financial support for child-caring women.<sup>3259</sup>

On 8 March 2021, President Recep Tayyip Erdogan, announced at his AKP Women Branch’s General Convention that the government will be creating a new commission at the parliament to

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<sup>3255</sup> Minister Lindiwe Sisulu on commitment to women empowerment, Department of Human Settlements, Water and Sanitation (Pretoria) 8 March 2021. Access Date: 11 March 2021. <https://www.gov.za/speeches/minister-lindiwe-sisulu-commitment-women-empowerment-8-mar-2021-0000>.

<sup>3256</sup> Minister Lindiwe Sisulu on commitment to women empowerment, Department of Human Settlements. 8 March 2021. (Access Date: 11 March 2021. <https://www.gov.za/speeches/minister-lindiwe-sisulu-commitment-women-empowerment-8-mar-2021-0000>

<sup>3257</sup> Deputy President David Mabuza on youth empowerment post Coronavirus COVID-19 era, The Presidency (Cape Town) 17 March 2021. Access Date: 20 March 2021. <https://www.gov.za/speeches/deputy-president-david-mabuza-youth-empowerment-post-coronavirus-covid-19-era-17-mar-2021>.

<sup>3258</sup> Project for women’s employment in Turkey expands scope (Istanbul) 21 December 2020. Access Date: 9 March 2021. <https://www.dailysabah.com/turkey/mothers-at-work-project-for-womens-employment-in-turkey-expands-scope/news>

<sup>3259</sup> Project for women’s employment in Turkey expands scope (Istanbul) 21 December 2020. Access Date: 9 March 2021. <https://www.dailysabah.com/turkey/mothers-at-work-project-for-womens-employment-in-turkey-expands-scope/news>

tackle the violence against women.<sup>3260</sup> Efforts will be launched in every legal and social field to empower women, raise awareness and mitigate any widening of gender inequalities.<sup>3261</sup>

Turkey has partially complied with its commitment to remove barriers to the extent and quality of women's participation in the labour market and economy by effectively recognizing the gender gap in the labour market. However, it did not take implement sufficient measures to promote women's engagement and success in entrepreneurial activities.

Thus, Turkey receives a score of 0.

*Analyst: Elizabeth Lerman*

### **United Kingdom: +1**

The United Kingdom has fully complied with its commitment to remove barriers to women's economic participation and entrepreneurship.

On 15 December 2020, Her Majesty's Revenue and Customs published the 2020 gender pay gap report.<sup>3262</sup> These reports are published in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.<sup>3263</sup> The Equality, Diversity and Inclusion Strategy used in these reports focuses on creating an inclusive, respectful and representative workplace that reflects the society it serves, where all colleagues can thrive and where equality, diversity and difference are valued.<sup>3264</sup>

On 17 December 2020, in a speech titled "The New Fight for Fairness," Minister for Women and Equalities Liz Truss set out the UK's new approach to tackling inequality in the UK.<sup>3265</sup> The speech marked a new approach to the UK's equality policy, with a commitment to individual dignity and opportunity at its heart.<sup>3266</sup>

On 17 December 2020, Minister Truss also launched the Equality Data Programme in the speech, the large-scale project will gather data in order to better understand the barriers that people from every background are facing across the UK.<sup>3267</sup> The Equality Data Programme is the UK's broadest

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<sup>3260</sup> Turkey Marks International Women's Day (Ankara) 8 March 2021. Access Date: 21 March 2021.

<https://www.hurriyetdailynews.com/president-erdogan-marks-international-womens-day-162961>

<sup>3261</sup> Turkey Marks International Women's Day (Ankara) 8 March 2021. Access Date: 21 March 2021.

<https://www.hurriyetdailynews.com/president-erdogan-marks-international-womens-day-162961>

<sup>3262</sup> HMRC and Valuation Office Agency: gender pay gap report and data 2020, UK Government (London) 15 December 2020. Access Date: 27 March 2021. <https://www.gov.uk/government/publications/hmrc-and-valuation-office-agency-gender-pay-gap-report-and-data-2020/hmrc-and-valuation-office-agency-gender-pay-gap-report-and-data-2020>

<sup>3263</sup> HMRC and Valuation Office Agency: gender pay gap report and data 2020, UK Government (London) 15 December 2020. Access Date: 27 March 2021. <https://www.gov.uk/government/publications/hmrc-and-valuation-office-agency-gender-pay-gap-report-and-data-2020>

<sup>3264</sup> HMRC and Valuation Office Agency: gender pay gap report and data 2020, UK Government (London) 15 December 2020. Access Date: 27 March 2021. <https://www.gov.uk/government/publications/hmrc-and-valuation-office-agency-gender-pay-gap-report-and-data-2020/hmrc-and-valuation-office-agency-gender-pay-gap-report-and-data-2020>

<sup>3265</sup> 'Fight For Fairness' speech to set out government's new approach to equality, UK Government (London) 17 December 2020. Access Date: 25 March 2021. <https://www.gov.uk/government/news/fight-for-fairness-speech-to-set-out-governments-new-approach-to-equality>

<sup>3266</sup> 'Fight For Fairness' speech to set out government's new approach to equality, UK Government (London) 17 December 2020. Access Date: 25 March 2021. <https://www.gov.uk/government/news/fight-for-fairness-speech-to-set-out-governments-new-approach-to-equality>

<sup>3267</sup> 'Fight For Fairness' speech to set out government's new approach to equality, UK Government (London) 17 December 2020. Access Date: 25 March 2021. <https://www.gov.uk/government/news/fight-for-fairness-speech-to-set-out-governments-new-approach-to-equality>

and most comprehensive equality data project yet.<sup>3268</sup> The program will emphasize the disparities people are facing to ensure real inequalities are addressed, using more data than ever to ensure our policies work.<sup>3269</sup> This is a significant change from the previous work of the Equality Hub, which often focused on people with a single protected characteristic and compared outcomes narrowly within those groups.<sup>3270</sup>

On 5 January 2021, the Domestic Abuse Bill was debated in the House of Lords.<sup>3271</sup> It contains new measures to protect victim-survivors of domestic abuse and when the bill has progressed through Parliament, economic abuse will be recognized in law for the very first time.<sup>3272</sup> The inclusion of economic abuse in the legal definition of domestic abuse helps raise awareness of it.<sup>3273</sup> The Bill will help hold perpetrators of economic abuse to account so that victims can access justice and services such as the police, housing and social services will also need to consider how they respond to economic abuse.<sup>3274</sup> Though the Bill was introduced to Parliament in early 2020, it has faced a series of delays and is therefore expected to become law in 2021.<sup>3275</sup>

On 10 February 2021, the UK government released a new guidance note in a series of guidance notes on the strategic outcomes of the UK National Action Plan on Women, Peace and Security (2018 to 2022) to support implementing policy and program interventions in each area.<sup>3276</sup> This note is meant to provide guidance to government staff and partners to implement strategic outcome 3 of the plan: commitments on preventing and responding to gender-based violence in conflict.<sup>3277</sup> Strategic Outcome 3 (preventing gender-based violence) the UK government commits to increasing the number and scale of interventions that integrate effective measures to prevent and respond to gender-based violence in conflict, with a focus on addressing violence against women and girls.<sup>3278</sup>

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<sup>3268</sup> New large-scale data project will get to the heart of disparities, UK Government (London) 17 December 2020. Access Date: 25 March 2021. <https://www.gov.uk/government/news/new-large-scale-data-project-will-get-to-the-heart-of-disparities>

<sup>3269</sup> New large-scale data project will get to the heart of disparities, UK Government (London) 17 December 2020. Access Date: 25 March 2021. <https://www.gov.uk/government/news/new-large-scale-data-project-will-get-to-the-heart-of-disparities>

<sup>3270</sup> 'Fight For Fairness' speech to set out government's new approach to equality, UK Government (London) 17 December 2020. Access Date: 25 March 2021. <https://www.gov.uk/government/news/fight-for-fairness-speech-to-set-out-governments-new-approach-to-equality>

<sup>3271</sup> Domestic Abuse Bill, UK Parliament (London) 5 January 2021. Access Date: 27 March 2021.

<sup>3272</sup> Economic abuse and the Domestic Abuse Bill, Surviving Economic Abuse (London) n.d. Access Date: 27 March 2021. <https://survivingeconomicabuse.org/i-need-help/economic-abuse-and-the-law/domestic-abuse-bill/>

<sup>3273</sup> Economic abuse and the Domestic Abuse Bill, Surviving Economic Abuse (London) n.d. Access Date: 27 March 2021. <https://survivingeconomicabuse.org/i-need-help/economic-abuse-and-the-law/domestic-abuse-bill/>

<sup>3274</sup> Economic abuse and the Domestic Abuse Bill, Surviving Economic Abuse (London) n.d. Access Date: 27 March 2021. <https://survivingeconomicabuse.org/i-need-help/economic-abuse-and-the-law/domestic-abuse-bill/>

<sup>3275</sup> Domestic Abuse Bill, UK Parliament (London) 25 March 2021. Access Date: 27 March 2021. <https://bills.parliament.uk/bills/2709>

<sup>3276</sup> UK national action plan on women, peace and security 2018 to 2022 guidance note: preventing gender-based violence, UK Government (London) 10 February 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/publications/uk-national-action-plan-on-women-peace-and-security-2018-to-2022-guidance-note-preventing-gender-based-violence>

<sup>3277</sup> UK national action plan on women, peace and security 2018 to 2022 guidance note: preventing gender-based violence, UK Government (London) 10 February 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/publications/uk-national-action-plan-on-women-peace-and-security-2018-to-2022-guidance-note-preventing-gender-based-violence>

<sup>3278</sup> UK national action plan on women, peace and security 2018 to 2022 guidance note: preventing gender-based violence, UK Government (London) 10 February 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/publications/uk-national-action-plan-on-women-peace-and-security-2018-to-2022-guidance-note-preventing-gender-based-violence>

On 21 February 2021, representatives from the UK attended an online meeting alongside 56 representatives from Russia, Belgium, Canada, France, Hungary, Italy, Japan, Korea, Romania, Slovenia, Argentina, the United States, the European Commission, the International Atomic Energy Agency, and the Organisation for Economic Co-operation and Development to discuss increasing the number of women in the nuclear power industry.<sup>3279</sup>

On 23 February 2021, the Hampton-Alexander Review report revealed that more than a third (34.3 per cent) of Financial Times Stock Exchange (FTSE) 350 board positions are now held by women, with the number of women on boards increasing by 50 per cent over the last 5 years.<sup>3280</sup> The data has been published in the final report from the government-backed Hampton-Alexander Review, which was launched in 2016 to encourage UK-listed companies to appoint more women to their boards and into senior leadership positions.<sup>3281</sup> The figures also show an increase in women in wider senior leadership roles.<sup>3282</sup> FTSE 100, 250 and 350 all reached the target of women making up 33 per cent of boards by the end of 2020, highlighting the success of the government’s voluntary, business-led approach.<sup>3283</sup>

On 8 March 2021, UK announced the creation of a new advisory council to lead the UK’s gender equality work at the G7.<sup>3284</sup> The Gender Equality Advisory Council will produce recommendations to drive women’s empowerment across the world to ensure women are at the heart of the build back better agenda as we recover from COVID-19.<sup>3285</sup> Building on the foundations laid by the Canadian and French G7 presidencies, the GEAC will champion the core principles of freedom, opportunity, individual humanity and dignity for women and girls around the world.<sup>3286</sup> The Council will produce an independent report and set out recommendations as to how the G7 should work together so that women across the globe drive and benefit from the pandemic recovery.<sup>3287</sup> Chair of the Gender Equality Advisory Council Sarah Sands, said: “The G7 is an opportunity to tear down the hurdles that hold women back.”<sup>3288</sup>

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<sup>3279</sup> Online meeting on increasing the number of women in nuclear positions was held, Eurasian Women’s Forum (Moscow) 21 February 2021. Access Date: 21 March 2021. <https://eawf.ru/news/novosti-soveta-ezhf/sostoyalos-onlayn-soveshchanie-po-uvlicheniyu-chisla-zhenshchin-v-yadernoy-energetike/>

<sup>3280</sup> The changing face of business: number of women on FTSE boards up by 50% in just 5 years, UK Government (London) 23 February 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/the-changing-face-of-business-number-of-women-on-ftse-boards-up-by-50-in-just-5-years>

<sup>3281</sup> The changing face of business: number of women on FTSE boards up by 50% in just 5 years, UK Government (London) 23 February 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/the-changing-face-of-business-number-of-women-on-ftse-boards-up-by-50-in-just-5-years>

<sup>3282</sup> The changing face of business: number of women on FTSE boards up by 50% in just 5 years, UK Government (London) 23 February 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/the-changing-face-of-business-number-of-women-on-ftse-boards-up-by-50-in-just-5-years>

<sup>3283</sup> The changing face of business: number of women on FTSE boards up by 50% in just 5 years, UK Government (London) 23 February 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/the-changing-face-of-business-number-of-women-on-ftse-boards-up-by-50-in-just-5-years>

<sup>3284</sup> Government launches G7 Gender Equality Advisory Council, UK Government (London) 8 March 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/government-launches-g7-gender-equality-advisory-council>

<sup>3285</sup> Government launches G7 Gender Equality Advisory Council, UK Government (London) 8 March 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/government-launches-g7-gender-equality-advisory-council>

<sup>3286</sup> Government launches G7 Gender Equality Advisory Council, UK Government (London) 8 March 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/government-launches-g7-gender-equality-advisory-council>

<sup>3287</sup> Government launches G7 Gender Equality Advisory Council, UK Government (London) 8 March 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/government-launches-g7-gender-equality-advisory-council>

<sup>3288</sup> Government launches G7 Gender Equality Advisory Council, UK Government (London) 8 March 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/government-launches-g7-gender-equality-advisory-council>

On 8 March 2021, Science Minister Amanda Solloway announced the 2021 Women in Innovation Award winners.<sup>3289</sup> Women in Innovation a diversity and inclusion campaign and funding program, which aims to get more women to innovate in business.<sup>3290</sup> The campaign first launched in 2016 with research to understand the challenges of being a female entrepreneur and a women-only competition with awards offering innovation grant funding and a tailored program of mentoring and business support.<sup>3291</sup> The support helped the award holders grow their businesses while creating new role models for the next generation.<sup>3292</sup> Three of Scotland's leading female entrepreneurs have received UK backing to drive forward their novel innovations and business ideas to help the UK build back better from the COVID-19 pandemic.<sup>3293</sup> Each winner received GBP50,000 funding to establish and bring to market their disruptive business ideas, many of which have been born out in response to the COVID-19 pandemic.<sup>3294</sup> Emily Nott, Head of Equality, Diversity and Inclusion at Innovate UK said: "With 2020 proving to be an incredibly difficult year for everyone and particularly women, continuing to support female entrepreneurs in 2021 has been a real priority for Innovate UK."<sup>3295</sup>

On 19 April 2021, the first ever Investing in Women Code (IWC) annual progress report was published.<sup>3296</sup> In 2018, Her Majesty's Treasury commissioned CEO of NatWest Group Alison Rose to lead an independent review into the female entrepreneurial journey and highlight the barriers faced by women when starting and growing their businesses, leading to the publication of the Alison Rose Review of Female Entrepreneurship in March 2019.<sup>3297</sup> A key finding of the Rose Review was that access to finance is a significant barrier to female entrepreneurship.<sup>3298</sup> As the first recommendation of the Rose Review, the IWC was launched in 2019 to develop a better picture of the funding of female entrepreneurs across the financial services and encourage signatories to adopt and share best practices to support female entrepreneurs.<sup>3299</sup> The IWC is a commitment to support the advancement of female entrepreneurship in the United Kingdom by improving female entrepreneurs' access to tools, resources and finance.<sup>3300</sup> The first annual IWC report analyzed data from signatory members of the Code.<sup>3301</sup> It used a set of agreed guidelines and metrics to analyze funding for female

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<sup>3289</sup> Scottish women entrepreneurs win national award for innovation, UK Government (London) 8 March 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/scottish-women-entrepreneurs-win-national-award-for-innovation>

<sup>3290</sup> Innovate UK: diversity and inclusion, UK Government (London) 20 March 2020. Access Date: 27 March 2021. <https://www.gov.uk/government/collections/innovate-uk-diversity-and-inclusion#women-in-innovation:-campaign>

<sup>3291</sup> Innovate UK: diversity and inclusion, UK Government (London) 20 March 2020. Access Date: 27 March 2021. <https://www.gov.uk/government/collections/innovate-uk-diversity-and-inclusion#women-in-innovation:-campaign>

<sup>3292</sup> Innovate UK: diversity and inclusion, UK Government (London) 20 March 2020. Access Date: 27 March 2021. <https://www.gov.uk/government/collections/innovate-uk-diversity-and-inclusion#women-in-innovation:-campaign>

<sup>3293</sup> Scottish women entrepreneurs win national award for innovation, UK Government (London) 8 March 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/scottish-women-entrepreneurs-win-national-award-for-innovation>

<sup>3294</sup> Scottish women entrepreneurs win national award for innovation, UK Government (London) 8 March 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/scottish-women-entrepreneurs-win-national-award-for-innovation>

<sup>3295</sup> Scottish women entrepreneurs win national award for innovation, UK Government (London) 8 March 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/scottish-women-entrepreneurs-win-national-award-for-innovation>

<sup>3296</sup> The Annual Investing in Women Code report, UK Government (London) 19 April 2021. Access Date: 1 May 2021. <https://www.gov.uk/government/publications/the-annual-investing-in-women-code-report>

<sup>3297</sup> The Annual Investing in Women Code report, UK Government (London) 19 April 2021. Access Date: 1 May 2021. <https://www.gov.uk/government/publications/the-annual-investing-in-women-code-report>

<sup>3298</sup> The Annual Investing in Women Code report, UK Government (London) 19 April 2021. Access Date: 1 May 2021. <https://www.gov.uk/government/publications/the-annual-investing-in-women-code-report>

<sup>3299</sup> The Annual Investing in Women Code report, UK Government (London) 19 April 2021. Access Date: 1 May 2021. <https://www.gov.uk/government/publications/the-annual-investing-in-women-code-report>

<sup>3300</sup> The Annual Investing in Women Code report, UK Government (London) 19 April 2021. Access Date: 1 May 2021. <https://www.gov.uk/government/publications/the-annual-investing-in-women-code-report>

<sup>3301</sup> The Annual Investing in Women Code report, UK Government (London) 19 April 2021. Access Date: 1 May 2021. <https://www.gov.uk/government/publications/the-annual-investing-in-women-code-report>

entrepreneurs and explores how all signatories can better enable female entrepreneurs to successfully access the tools, resources and investment they need to build and grow their businesses.<sup>3302</sup>

On 29 April 2021, the Domestic Abuse Bill passed both Houses of Parliament and been signed into law.<sup>3303</sup> The Domestic Abuse Act will provide further protections to the millions of people who experience domestic abuse and strengthen measures to tackle perpetrators.<sup>3304</sup> The bill introduces a wide-ranging legal definition of domestic abuse which incorporates a range of abuses beyond physical violence, including emotional, coercive or controlling behaviour and economic abuse.<sup>3305</sup>

The United Kingdom has fully complied with its commitment to remove barriers to the extent and quality of women's participation in the labour market and economy through actions such as reaffirming female representation in managerial roles. It has also promoted women's engagement and success in entrepreneurial activities with analyses about domestic status quo, which provided guidance for policymaking.

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

*Analyst: Warisa Rahman*

### **United States: +1**

The United States has fully complied with its commitment to remove barriers to women's economic participation and entrepreneurship.

On 27 December 2020, President Donald Trump signed the Fiscal Year 2021 Omnibus Appropriations Act providing USD50 million to the Women Entrepreneurs Finance Initiative (We-fi).<sup>3306</sup> We-fi seeks to empower women-owned and led small and mid-size enterprises in 39 countries.<sup>3307,3308</sup> This organization accomplishes this empowerment through increasing women's access to finance, markets, training and networks and easing the legal and regulatory biases that impede women business owners in running their businesses.<sup>3309</sup>

On 27 December 2020, President Donald Trump signed the Fiscal Year 2021 Omnibus Appropriations Act providing USD200 million to the Women's Global Development and Prosperity Initiative (WGDP).<sup>3310</sup> This initiative aims to improve women's access to education and skills training,

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<sup>3302</sup> The Annual Investing in Women Code report, UK Government (London) 19 April 2021. Access Date: 1 May 2021. <https://www.gov.uk/government/publications/the-annual-investing-in-women-code-report>

<sup>3303</sup> Landmark Domestic Abuse Bill receives Royal Assent, UK Parliament (London) 29 April 2021. Access Date: 1 May 2021. <https://www.gov.uk/government/news/landmark-domestic-abuse-bill-receives-royalassent>

<sup>3304</sup> Landmark Domestic Abuse Bill receives Royal Assent, UK Parliament (London) 29 April 2021. Access Date: 1 May 2021. <https://www.gov.uk/government/news/landmark-domestic-abuse-bill-receives-royalassent>

<sup>3305</sup> Landmark Domestic Abuse Bill receives Royal Assent, UK Parliament (London) 29 April 2021. Access Date: 1 May 2021. <https://www.gov.uk/government/news/landmark-domestic-abuse-bill-receives-royalassent>

<sup>3306</sup> 2020 Annual Report, We-Fi Secretariat (Washington) 31 December 2021. Access Date: 17 March 2021. <https://we-fi.org/wp-content/uploads/2021/03/WeFi-Annual-Report-2020.pdf>

<sup>3307</sup> Fy 2021 Omnibus Appropriations Bill, National Conference of State Legislatures (Washington) January 4, 2021. Access date: 15 March 2021. [https://www.ncsl.org/documents/statefed/NCSL\\_Summary\\_FY2021\\_Omnibus\\_Appropriations\\_Bill.pdf](https://www.ncsl.org/documents/statefed/NCSL_Summary_FY2021_Omnibus_Appropriations_Bill.pdf)

<sup>3308</sup> 2020 Annual Report, We-Fi Secretariat (Washington) 31 December 2021. Access Date: 17 March 2021. <https://we-fi.org/wp-content/uploads/2021/03/WeFi-Annual-Report-2020.pdf>

<sup>3309</sup> 2020 Annual Report, We-Fi Secretariat (Washington) 31 December 2021. Access Date: 17 March 2021. <https://we-fi.org/wp-content/uploads/2021/03/WeFi-Annual-Report-2020.pdf>

<sup>3310</sup> Fy 2021 Omnibus Appropriations Bill, National Conference of State Legislatures (Washington) 4 January 2021. Access Date: 15 March 2021. [https://www.ncsl.org/documents/statefed/NCSL\\_Summary\\_FY2021\\_Omnibus\\_Appropriations\\_Bill.pdf](https://www.ncsl.org/documents/statefed/NCSL_Summary_FY2021_Omnibus_Appropriations_Bill.pdf)

increase women's access to market, networks and capital and to reduce the legal, cultural and regulatory barriers to women's full participation in the economy.<sup>3311</sup>

On 11 February 2021, the US Global Development and Prosperity Initiative (USAID) together with Mastercard Foundation and Schneider Electric launch a USD1.4 million partnership to create 750 energy-sector jobs for women in Cote d'Ivoire.<sup>3312</sup> USAID provided USD500,000 of this initiative from their WGDP budget allocation.<sup>3313</sup> The aim of this project is to improve women's access to technical training opportunities to qualify for full-time employment as energy sales personnel.<sup>3314</sup> This project also seeks to help participants overcome the prejudices of integrating into a male-dominated field.<sup>3315</sup>

On 19 February 2021, the US Embassy in Bosnia and Herzegovina closed applications for their Women's Empowerment Small Grants Program.<sup>3316</sup> This program provides USD300,000 to non-government organizations to run projects to increase the participation of women in government or business.<sup>3317</sup> The aims of these grants is to promote projects regarding women's empowerment in economics, government and their communities and schools as well as to prevent gender-based violence and promote awareness of women's health issues.<sup>3318</sup>

On 21 February 2021, representatives from the US attended an online meeting alongside 56 representatives from Russia, Belgium, Canada, France, Hungary, Italy, Japan, Korea, Romania, Slovenia, the United Kingdom, Argentina, the European Commission, the International Atomic Energy Agency, and the Organisation for Economic Co-operation and Development to discuss increasing the number of women in the nuclear power industry.<sup>3319</sup>

On 22 February 2021, Secretary of State Antony J. Blinken spoke at the 46th Session of the Human Rights Council announcing that the US will seek election to the Human Rights Council for the 2022 to 2024 term.<sup>3320</sup> During this session he says that the US is "committed to advancing gender equality

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<sup>3311</sup> Women's Global Development and Prosperity initiative Annual Report, Women's Global Development and Prosperity Initiative (Washington) n.d. Access Date: March 13 2021. <https://www.state.gov/wp-content/uploads/2021/01/W-GDP-Annual-Report-2020-2021.pdf>

<sup>3312</sup> The United States of America Provides \$500,000 to Create Energy Sector Jobs for 750 Young Women in Cote D'Ivoire, USAID (Washington) 15 March 2021. Access Date: 20 March 2021. <https://www.usaid.gov/cote-divoire/press-releases/united-states-america-provides-500000-create-energy>

<sup>3313</sup> The United States of America Provides \$500,000 to Create Energy Sector Jobs for 750 Young Women in Cote D'Ivoire, USAID (Washington) 15 March 2021. Access Date: 20 March 2021. <https://www.usaid.gov/cote-divoire/press-releases/united-states-america-provides-500000-create-energy>

<sup>3314</sup> The United States of America Provides \$500,000 to Create Energy Sector Jobs for 750 Young Women in Cote D'Ivoire, USAID (Washington) 15 March 2021. Access Date: 20 March 2021. <https://www.usaid.gov/cote-divoire/press-releases/united-states-america-provides-500000-create-energy>

<sup>3315</sup> The United States of America Provides \$500,000 to Create Energy Sector Jobs for 750 Young Women in Cote D'Ivoire, USAID (Washington) 15 March 2021. Access Date: 20 March 2021. <https://www.usaid.gov/cote-divoire/press-releases/united-states-america-provides-500000-create-energy>

<sup>3316</sup> Women's Empowerment Small Grants Program, U.S. Embassy (Sarajevo) 19 February 2021. Access Date: 12 March 2021. <https://ba.usembassy.gov/education-culture/grant-opportunities/womens-empowerment-small-grants-program/>

<sup>3317</sup> Women's Empowerment Small Grants Program, U.S. Embassy (Sarajevo) 19 February 2021. Access Date: 12 March 2021. <https://ba.usembassy.gov/education-culture/grant-opportunities/womens-empowerment-small-grants-program/>

<sup>3318</sup> Women's Empowerment Small Grants Program, U.S. Embassy (Sarajevo) 19 February 2021. Access Date: 12 March 2021. <https://ba.usembassy.gov/education-culture/grant-opportunities/womens-empowerment-small-grants-program/>

<sup>3319</sup> Online meeting on increasing the number of women in nuclear positions was held, Eurasian Women's Forum (Moscow) 21 February 2021. Access Date: 21 March 2021. <https://eawf.ru/news/novosti-soveta-ezhf/sostoyalos-onlayn-soveshchanie-po-uvlicheniyu-chisla-zhenshchin-v-yadernoy-energetike/>

<sup>3320</sup> Remarks to the 46th Session of the Human Rights Council, U.S. Department of State (Washington) 22 February 2021. Access Date: 18 March 2021. <https://www.state.gov/remarks-to-the-46th-session-of-the-human-rights-council/>



and uplifting the rights of women and girls” and “will pursue policy to end violence and discrimination of all kinds.”<sup>3321</sup>

On 26 February 2021, the US Embassy in Uganda released an opportunity for funding for the new Ugandan cohort of the Academy of Women Entrepreneurs.<sup>3322</sup> This opportunity provides USD30,000 for a training program for 100 female entrepreneurs between the ages of 25 to 40.<sup>3323</sup> The aim of this project is to provide skills for funding and scaling up their businesses and developing networks of collaborators for the entrepreneurs.<sup>3324</sup>

On 6 March 2021, President Joseph Biden signed the COVID Relief Bill.<sup>3325</sup> This bill provides an expansion of child tax credit for parents as well as USD15 billion for child-development block grants, USD1 billion for the Head Start early education program and USD24 billion stabilization fund for childcare providers.<sup>3326</sup> This project will ease the burden on women of choosing between work and supervising their children using the COVID-19 pandemic.<sup>3327</sup>

On 8 March 2021, President Biden issued an executive order establishing The White House Gender Policy Council.<sup>3328</sup> The aim of this council is to “increase women’s economic security and opportunity by addressing structural barriers to women’s participation” and by “decreasing wage and wealth gaps” between men and women.<sup>3329</sup> For example, it promises to provide support for childcare, combat gender stereotypes, as well as to promote participation in science, technology, engineering and mathematics fields and leadership positions.<sup>3330</sup>

On 8 March 2021, USAID released a technical brief which provides considerations, recommendations and resources to support a gender-based response for the COVID-19 pandemic.<sup>3331</sup> This document recommends engaging women’s leadership for COVID-19 response,

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<sup>3321</sup> Remarks to the 46th Session of the Human Rights Council, U.S. Department of State (Washington) 22 February 2021. Access Date: 18 March 2021. <https://www.state.gov/remarks-to-the-46th-session-of-the-human-rights-council/>

<sup>3322</sup> NOFO – Academy for Women Entrepreneurs, 2021, U.S. Embassy (Kampala) n.d. Access Date: 15 March 2021. <https://ug.usembassy.gov/nofo-academy-for-women-entrepreneurs-2021-afkam-pas-fy21-2-closing-monday-april-12-2021/>

<sup>3323</sup> NOFO – Academy for Women Entrepreneurs, 2021, U.S. Embassy (Kampala) n.d. Access Date: 15 March 2021. <https://ug.usembassy.gov/nofo-academy-for-women-entrepreneurs-2021-afkam-pas-fy21-2-closing-monday-april-12-2021/>

<sup>3324</sup> NOFO – Academy for Women Entrepreneurs, 2021, U.S. Embassy (Kampala) n.d. Access Date: 15 March 2021. <https://ug.usembassy.gov/nofo-academy-for-women-entrepreneurs-2021-afkam-pas-fy21-2-closing-monday-april-12-2021/>

<sup>3325</sup> Biden’s newly signed rescue plan will help get parents back to work — by supporting child care, NBC Universal (New York) 11 March 2021. <https://www.nbcnews.com/business/economy/stimulus-bill-contains-billions-shore-daycare-centers-parents-child-care-n1260697>

<sup>3326</sup> Biden’s newly signed rescue plan will help get parents back to work — by supporting child care, NBC Universal (New York) 11 March 2021. <https://www.nbcnews.com/business/economy/stimulus-bill-contains-billions-shore-daycare-centers-parents-child-care-n1260697>

<sup>3327</sup> Biden’s newly signed rescue plan will help get parents back to work — by supporting child care, NBC Universal (New York) 11 March 2021. <https://www.nbcnews.com/business/economy/stimulus-bill-contains-billions-shore-daycare-centers-parents-child-care-n1260697>

<sup>3328</sup> Executive Order on Establishment of the White House Gender Policy Council, The White House (Washington) 8 March 2021. Access Date: 10 March 2021. <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/03/08/executive-order-on-establishment-of-the-white-house-gender-policy-council/>

<sup>3329</sup> Executive Order on Establishment of the White House Gender Policy Council, The White House (Washington) 8 March 2021. Access Date: 10 March 2021. <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/03/08/executive-order-on-establishment-of-the-white-house-gender-policy-council/>

<sup>3330</sup> Executive Order on Establishment of the White House Gender Policy Council, The White House (Washington) 8 March 2021. Access Date: 10 March 2021. <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/03/08/executive-order-on-establishment-of-the-white-house-gender-policy-council/>

<sup>3331</sup> USAID’S Gender and COVID-19 Guidance, USAID (Washington) 8 March 2021. Access Date: 20 March 2021. <https://www.usaid.gov/gender-and-covid-19-brief>

training and supporting men to assume family duties, decrease the gender digital divide and support women's unions and female-dominated fields to curtail the impact of the COVID-19 pandemic.<sup>3332</sup>

On 10 April 2021, the United States Department of State along with the Providing Opportunities for Women's Economic Rise and Embassy Abu Dhabi closed its applications for the Women Tech Founders Program.<sup>3333</sup> This program seeks to provide women tech entrepreneurs from the Middle East and North Africa with the skill required for them to use technology to expand their businesses. The workshops will span four days and include sections on design thinking, machine learning, product development and objective-key-results.<sup>3334</sup>

On 26 April 2021, President Biden issued an executive order establishing the Task Force on Worker Organizing and Empowerment.<sup>3335</sup> This task force aims to support "worker power, worker organizing and collective bargaining" including identifying policies, practices and programs which may promote hostile labour environments for marginalized workers including women.<sup>3336</sup>

On 29 April 2021, President Biden announced the American Families Plan.<sup>3337</sup> This plan aims to lift over ten million people out of poverty in 2022.<sup>3338</sup> To accomplish this, the plan sets the goal of creating a right to paid family and medical leave "to ensure working parents and caregivers, including workers of color and low-wage workers, can equitably access the time off they need to support their families."<sup>3339</sup>

The United States has fully complied with its commitment to remove barriers to the extent and quality of women's participation in the labour market and economy through actions such as creating family-friendly welfare programs and empowering female workers with training workshops. It has also promoted women's engagement and success in entrepreneurial activities via financial initiatives designed for female entrepreneurs.

Thus, United States receives a score of +1.

*Analyst: Samar Moghal*

### **European Union: +1**

The European Union has fully complied with its commitment to remove barriers to women's economic participation and entrepreneurship.

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<sup>3332</sup> USAID'S Gender and COVID-19 Guidance, USAID (Washington) 8 March 2021. Access Date: 20 March 2021.

<https://www.usaid.gov/gender-and-covid-19-brief>

<sup>3333</sup> Women Tech founders Program, U.S. Department of State (Washington) n.d. Access Date: 24 April 2021.

<https://www.state.gov/women-tech-founders-program/>

<sup>3334</sup> Women Tech founders Program, U.S. Department of State (Washington) n.d. Access Date: 24 April 2021.

<https://www.state.gov/women-tech-founders-program/>

<sup>3335</sup> Executive Order on Worker Organizing and Empowerment, The White House (Washington) 26 April 2021. Access Date: 27 April 2021. <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/04/26/executive-order-on-worker-organizing-and-empowerment/>

<sup>3336</sup> Executive Order on Worker Organizing and Empowerment, The White House (Washington) 26 April 2021. Access Date: 27 April 2021. <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/04/26/executive-order-on-worker-organizing-and-empowerment/>

<sup>3337</sup> FACT SHEET: The American Families Plan Advances Advances Equity and Racial Justice, The White House (Washington) 29 April 2021. Access Date: 30 April 2021. <https://www.whitehouse.gov/briefing-room/statements-releases/2021/04/29/fact-sheet-the-american-families-plan-advances-equity-and-racial-justice/>

<sup>3338</sup> FACT SHEET: The American Families Plan Advances Advances Equity and Racial Justice, The White House (Washington) 29 April 2021. Access Date: 30 April 2021. <https://www.whitehouse.gov/briefing-room/statements-releases/2021/04/29/fact-sheet-the-american-families-plan-advances-equity-and-racial-justice/>

<sup>3339</sup> FACT SHEET: The American Families Plan Advances Advances Equity and Racial Justice, The White House (Washington) 29 April 2021. Access Date: 30 April 2021. <https://www.whitehouse.gov/briefing-room/statements-releases/2021/04/29/fact-sheet-the-american-families-plan-advances-equity-and-racial-justice/>

On 25 November 2020, the European Commission and the High Representative of the Union for Foreign Affairs and Security Policy released an updated version of the European Union’s Action Plan on Gender Equality and Women’s Empowerment in External Action for 2021–2025 (GAP III).<sup>3340</sup> GAP III strives to reduce barriers to women’s economic participation and promote women to leadership positions in the workplace, primarily through five pillars of action.<sup>3341</sup> It called on the European Union to “lead by example” and adopted new methods to measure results.<sup>3342</sup> These pillars also included introducing “stringent rules” to apply and monitor “gender mainstreaming” across all sectors, developing a shared vision and approach and facilitating close cooperation to promote gender equity and accelerating the progress in “fighting against gender-based violence and promoting the economic, social and political empowerment of women and girls.”<sup>3343</sup>

On 22 December 2020, the European Commission stated that it is committed to accomplish a “Union of equality” and made reference to President of the European Commission Ursula von der Leyen’s past actions of creating “a dedicated equality portfolio and the Task force on Equality.”<sup>3344</sup> The Commission identified that it will take further action through its “proposal for binding pay transparency measures,” enacting GAP III and create a “legislative proposal” in 2021 concerning violence towards women.<sup>3345</sup>

On 21 January 2021, the European Parliament adopted the European Commission’s Gender Equality Strategy for 2020 to 2025.<sup>3346</sup> The report has six main aims: to address violence against women as well as stereotypes against women, decrease women’s gaps in the labour force, in pay and at-home care, increase women’s participation in leadership positions in “executive boards and managerial positions,” consider gender in the creation of policies and programmes; increase funding for actions that aid gender equality and promote gender equality around the world.<sup>3347</sup> Members of the European Parliament urge for more “binding measures to define and prohibit violence and harassment at work,” as well as more “binding measures on pay transparency.”<sup>3348</sup> Members also emphasized that more

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<sup>3340</sup> Gender Action Plan – putting women and girls' rights at the heart of the global recovery for a gender-equal world, European Commission (Brussels) 25 November 2020. Access Date: 11 March 2021.

[https://ec.europa.eu/commission/presscorner/detail/en/IP\\_20\\_2184](https://ec.europa.eu/commission/presscorner/detail/en/IP_20_2184)

<sup>3341</sup> Gender Action Plan – putting women and girls' rights at the heart of the global recovery for a gender-equal world, European Commission (Brussels) 25 November 2020. Access Date: 11 March 2021.

[https://ec.europa.eu/commission/presscorner/detail/en/IP\\_20\\_2184](https://ec.europa.eu/commission/presscorner/detail/en/IP_20_2184)

<sup>3342</sup> Gender Action Plan – putting women and girls' rights at the heart of the global recovery for a gender-equal world, European Commission (Brussels) 25 November 2020. Access Date: 11 March 2021.

[https://ec.europa.eu/commission/presscorner/detail/en/IP\\_20\\_2184](https://ec.europa.eu/commission/presscorner/detail/en/IP_20_2184)

<sup>3343</sup> Gender Action Plan – putting women and girls' rights at the heart of the global recovery for a gender-equal world, European Commission (Brussels) 25 November 2020. Access Date: 11 March 2021.

[https://ec.europa.eu/commission/presscorner/detail/en/IP\\_20\\_2184](https://ec.europa.eu/commission/presscorner/detail/en/IP_20_2184)

<sup>3344</sup> Union of equality: The First Year of Actions and Achievements, European Commission (Brussels) 22 December 2020. Access Date: 22 March 2021. [https://ec.europa.eu/commission/commissioners/2019-2024/dalli/announcements/union-equality-first-year-actions-and-achievements\\_en](https://ec.europa.eu/commission/commissioners/2019-2024/dalli/announcements/union-equality-first-year-actions-and-achievements_en)

<sup>3345</sup> Union of equality: The First Year of Actions and Achievements, European Commission (Brussels) 22 December 2020. Access Date: 22 March 2021. [https://ec.europa.eu/commission/commissioners/2019-2024/dalli/announcements/union-equality-first-year-actions-and-achievements\\_en](https://ec.europa.eu/commission/commissioners/2019-2024/dalli/announcements/union-equality-first-year-actions-and-achievements_en)

<sup>3346</sup> Gender Equality Strategy 2020-2025: Parliament’s Reaction and Input, European Parliament (Strasbourg) 21 January 2021. Access Date: 22 March 2021. <https://www.europarl.europa.eu/news/en/press-room/20210114IPR95617/gender-equality-strategy-2020-2025-parliament-s-reaction-and-input>

<sup>3347</sup> Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions A Union of Gender Equality: Gender Equality Strategy 2020-2025, European Commission (Brussels) 5 March 2020. Access Date: 22 March 2021. <https://www.europarl.europa.eu/news/en/press-room/20210114IPR95617/gender-equality-strategy-2020-2025-parliament-s-reaction-and-input>

<sup>3348</sup> Gender Equality Strategy 2020-2025: Parliament’s Reaction and Input, European Parliament (Strasbourg) 21 January 2021. Access Date: 22 March 2021. <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0152>

observance surrounding member states' compliance on women's rights is needed, especially in states that showed heightened resistance to women's rights.<sup>3349</sup>

On 25 January 2021, the European Parliament held a public hearing entitled "Gender aspects of precarious work."<sup>3350</sup> The hearing discussed the gap between men and women with regard to "precarious work, poverty," pay and minimum wages.<sup>3351</sup> The hearing acknowledged that these are barriers that women face in economic participation and serves as a stepping point for the European "Commission's proposal for a Directive on adequate minimum wages in the European Union."<sup>3352</sup>

On 11 February 2021, the European Parliament adopted a resolution related "to assess the progress made in women's rights over the last 25 years."<sup>3353</sup> The Members of Parliament called on the European Commission to take on more actions to address the barriers that women face, which includes addressing women's participation and decreasing the gender pay gap.<sup>3354</sup>

On 21 February 2021, representatives from the European Commission attended an online meeting alongside 56 representatives from Argentina, Russia, Belgium, Canada, France, Hungary, Italy, Japan, Korea, Romania, Slovenia, the United Kingdom, the United States, the International Atomic Energy Agency, and the Organisation for Economic Co-operation and Development to discuss increasing the number of women in the nuclear power industry.<sup>3355</sup>

On 4 March 2021, the European Commission put forward a proposal to increase pay transparency to address the gender pay gap.<sup>3356</sup> This proposal includes "measures to ensure pay transparency for workers and employers" and "better access to justice for victims of pay discrimination."<sup>3357</sup> The measures in the proposal include increasing transparency for jobseekers and employees. The proposal also requires employers with over 250 employees to "publish information on the pay gap between female and male workers in their organization" and conduct a "pay assessment" if their pay gap is over 5 per cent.<sup>3358</sup> The proposal also seeks "better access" to "compensation for workers," increased "burden of proof on employer" to disprove pay discrimination, "sanctions to include fines" and

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<sup>3349</sup> Gender Equality Strategy 2020-2025: Parliament's Reaction and Input, European Parliament (Strasbourg) 21 January 2021. Access Date: 22 March 2021. <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0152>

<sup>3350</sup> Public Hearing on "Gender aspects of precarious work," European Parliament (Strasbourg). Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/public-hearing-on-gender-aspects-of-prec/product-details/20210115CHE08101>

<sup>3351</sup> Public Hearing on "Gender aspects of precarious work," European Parliament (Strasbourg). Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/public-hearing-on-gender-aspects-of-prec/product-details/20210115CHE08101>

<sup>3352</sup> Public Hearing on "Gender aspects of precarious work," European Parliament (Strasbourg). Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/public-hearing-on-gender-aspects-of-prec/product-details/20210115CHE08101>

<sup>3353</sup> The Parliament's Fight for Gender Equality in the EU, European Parliament (Strasbourg) 9 March 2021. Access Date: 1 May 2021. <https://www.europarl.europa.eu/news/en/headlines/priorities/social/20190712STO56961/the-parliament-s-fight-for-gender-equality-in-the-eu>

<sup>3354</sup> European Parliament Resolution of 11 February 2021 on Challenges Ahead for Women's Rights in Europe: More than 25 Years After the Beijing Declaration and Platform for Action, European Parliament (Brussels) 12 February 2021. Access Date: 1 May 2021. [https://www.europarl.europa.eu/doceo/document/TA-9-2021-0058\\_EN.html#def\\_1\\_2](https://www.europarl.europa.eu/doceo/document/TA-9-2021-0058_EN.html#def_1_2)

<sup>3355</sup> Online meeting on increasing the number of women in nuclear positions was held, Eurasian Women's Forum (Moscow) 21 February 2021. Access Date: 21 March 2021. <https://eawf.ru/news/novosti-soveta-ezhf/sostoyalos-onlayn-soveshchanie-po-uvlicheniyu-chisla-zhenshchin-v-yadernoy-energetike/>

<sup>3356</sup> Pay Transparency: Commission Proposes Measures to Ensure Equal Pay for Equal Work, European Commission (Brussels) 4 March 2021. Access Date: 26 April 2021. [https://ec.europa.eu/commission/presscorner/detail/en/ip\\_21\\_881](https://ec.europa.eu/commission/presscorner/detail/en/ip_21_881)

<sup>3357</sup> Pay Transparency: Commission Proposes Measures to Ensure Equal Pay for Equal Work, European Commission (Brussels) 4 March 2021. Access Date: 26 April 2021. [https://ec.europa.eu/commission/presscorner/detail/en/ip\\_21\\_881](https://ec.europa.eu/commission/presscorner/detail/en/ip_21_881)

<sup>3358</sup> Pay Transparency: Commission Proposes Measures to Ensure Equal Pay for Equal Work, European Commission (Brussels) 4 March 2021. Access Date: 26 April 2021. [https://ec.europa.eu/commission/presscorner/detail/en/ip\\_21\\_881](https://ec.europa.eu/commission/presscorner/detail/en/ip_21_881)

action by “equality bodies and workers’ representatives” in “legal or administrative proceedings on behalf of workers as well as lead on collective claims on equal pay.”<sup>3359</sup>

On 5 March 2021, the European Commission published the 2021 Report on Gender Equality in the EU.<sup>3360</sup> This report emphasizes that the COVID-19 pandemic has “exacerbated existing inequalities between women and men in almost all areas of life.”<sup>3361</sup> It highlights that the major struggles to achieving gender equality during the pandemic was “a surge in domestic violence,” increased “workload, health risk and challenges to work-life balance” as frontline workers are mostly female and a disproportionate loss of jobs to women as they were “overrepresented in sectors that are worst affected by the crisis.”<sup>3362</sup> Furthermore, the report also brings to light that women have had a decrease in work-life balance due to an increase in duties such as childrearing and housework as well as face a lack of representation in “COVID-19 decision-making bodies.”<sup>3363</sup> In response to the findings in the report, the European Commission’s Joint Research Centre and the European Institute for Gender Equality created the Gender Equality Strategy Monitoring Portal which tracks Member States’ actions to promote gender equality.<sup>3364</sup>

On 8 March 2021, the European Committee of the Regions (CoR) hosted a virtual conference to discuss actions that leaders can take to increase women’s participation in politics.<sup>3365</sup> Attendees of the conference were the “President and the Members of the CoR, Members of the European Parliament and participants in the CoR’s Young Elected Politicians Programme.”<sup>3366</sup> In the conference, it was highlighted that women made up less than a third of roughly one million local and regional politicians.<sup>3367</sup> Attendees of the conference emphasized the need to increase women’s participation in politics and urged members all governmental levels to take action to decrease women’s participation gap, respond to violent attacks made against women in politics and speak out against sexism against women.<sup>3368</sup> Furthermore, the European Commission announced that they will be supporting women in “deep tech” as part of their “Women TechEU” initiative.<sup>3369</sup> The initiative seeks to encourage female participation in “deep tech start-ups in Europe and help grow their companies” by offering

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<sup>3359</sup> Pay Transparency: Commission Proposes Measures to Ensure Equal Pay for Equal Work, European Commission (Brussels) 4 March 2021. Access Date: 26 April 2021. [https://ec.europa.eu/commission/presscorner/detail/en/ip\\_21\\_881](https://ec.europa.eu/commission/presscorner/detail/en/ip_21_881)

<sup>3360</sup> International Women’s Day 2021: COVID-19 Pandemic is a Major Challenge for Gender Equality, European Commission (Brussels) 5 March 2021. Access Date: 26 April 2021. [https://ec.europa.eu/commission/presscorner/detail/en/ip\\_21\\_1011](https://ec.europa.eu/commission/presscorner/detail/en/ip_21_1011)

<sup>3361</sup> International Women’s Day 2021: COVID-19 Pandemic is a Major Challenge for Gender Equality, European Commission (Brussels) 5 March 2021. Access Date: 26 April 2021. [https://ec.europa.eu/commission/presscorner/detail/en/ip\\_21\\_1011](https://ec.europa.eu/commission/presscorner/detail/en/ip_21_1011)

<sup>3362</sup> International Women’s Day 2021: COVID-19 Pandemic is a Major Challenge for Gender Equality, European Commission (Brussels) 5 March 2021. Access Date: 26 April 2021. [https://ec.europa.eu/commission/presscorner/detail/en/ip\\_21\\_1011](https://ec.europa.eu/commission/presscorner/detail/en/ip_21_1011)

<sup>3363</sup> International Women’s Day 2021: COVID-19 Pandemic is a Major Challenge for Gender Equality, European Commission (Brussels) 5 March 2021. Access Date: 26 April 2021. [https://ec.europa.eu/commission/presscorner/detail/en/ip\\_21\\_1011](https://ec.europa.eu/commission/presscorner/detail/en/ip_21_1011)

<sup>3364</sup> International Women’s Day 2021: COVID-19 Pandemic is a Major Challenge for Gender Equality, European Commission (Brussels) 5 March 2021. Access Date: 26 April 2021. [https://ec.europa.eu/commission/presscorner/detail/en/ip\\_21\\_1011](https://ec.europa.eu/commission/presscorner/detail/en/ip_21_1011)

<sup>3365</sup> CoR Calls for Action as Pandemic Widens Gender Gap and Women Represent Only 30% of the 1 Million Local EU Politicians, European Committee of the Regions (Brussels) 8 March 2021. Access Date: 22 March 2021. <https://cor.europa.eu/en/news/Pages/CoR-international-women's-day.aspx>

<sup>3366</sup> CoR Calls for Action as Pandemic Widens Gender Gap and Women Represent Only 30% of the 1 Million Local EU Politicians, European Committee of the Regions (Brussels) 8 March 2021. Access Date: 22 March 2021. <https://cor.europa.eu/en/news/Pages/CoR-international-women's-day.aspx>

<sup>3367</sup> CoR Calls for Action as Pandemic Widens Gender Gap and Women Represent Only 30% of the 1 Million Local EU Politicians, European Committee of the Regions (Brussels) 8 March 2021. Access Date: 22 March 2021. <https://cor.europa.eu/en/news/Pages/CoR-international-women's-day.aspx>

<sup>3368</sup> CoR Calls for Action as Pandemic Widens Gender Gap and Women Represent Only 30% of the 1 Million Local EU Politicians, European Committee of the Regions (Brussels) 8 March 2021. Access Date: 22 March 2021. <https://cor.europa.eu/en/news/Pages/CoR-international-women's-day.aspx>

<sup>3369</sup> EU to Launch New Support Scheme for Women in Deep Tech and Call for Mentors, European Commission (Brussels) 8 March 2021. Access Date: 26 April 2021. [https://ec.europa.eu/info/news/eu-launch-new-support-scheme-women-deep-tech-and-call-mentors-2021-mar-08\\_en](https://ec.europa.eu/info/news/eu-launch-new-support-scheme-women-deep-tech-and-call-mentors-2021-mar-08_en)

“coaching and mentoring to female CEOs and founders, as well as targeted funding.”<sup>3370</sup> Commissioner for Innovation, Research, Culture, Education and Youth Mariya Gabriel called for mentors for this initiative. It will take place on 23 to 24 June 2021 and support “up to 50 deep tech start-ups from EU Member States and Associated Countries.”<sup>3371</sup>

On 15 March 2021, the European Commission adopted Horizon Europe’s Strategic Plan.<sup>3372</sup> Horizon Europe seeks to promote research and innovation and is set to cost EUR95.5 billion.<sup>3373</sup> It seeks to address “eight horizontal topics,” of which “gender equality and inclusiveness” is one.<sup>3374</sup> This includes women empowerment in entrepreneurship, for instance through its plan to include at least 40 per cent of companies led by women to put forward their proposals.<sup>3375</sup>

On 13 April 2021, the Council of Europe Committee of the Parties to the Istanbul Convention held a meeting. In this meeting, it adopted a framework to oversee the recommendations undertaken by different states.<sup>3376</sup> In this meeting, Secretary General of the Council of Europe Marija Pejčinović Burić expressed regret that Turkey withdrew from the Istanbul Convention on 22 March 2021 and affirmed the European Union’s commitment to the convention.<sup>3377</sup> This meeting serves as a step towards the removal of women’s barriers to economic participation an entrepreneurship as it seeks to defend women from gender-based violence and domestic violence.

On 19 April 2021, the Committee on Women’s Rights and Gender Equality held a public hearing entitled “Empowering EU supports for women entrepreneurs and investors, including through [Multiannual Financial Framework] 2021-2027.”<sup>3378</sup> The hearing emphasized that encouraging women to pursue entrepreneurship is key for European economic recovery.<sup>3379</sup> The hearing also

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<sup>3370</sup> EU to Launch New Support Scheme for Women in Deep Tech and Call for Mentors, European Commission (Brussels) 8 March 2021. Access Date: 26 April 2021. [https://ec.europa.eu/info/news/eu-launch-new-support-scheme-women-deep-tech-and-call-mentors-2021-mar-08\\_en](https://ec.europa.eu/info/news/eu-launch-new-support-scheme-women-deep-tech-and-call-mentors-2021-mar-08_en)

<sup>3371</sup> EU to Launch New Support Scheme for Women in Deep Tech and Call for Mentors, European Commission (Brussels) 8 March 2021. Access Date: 26 April 2021. [https://ec.europa.eu/info/news/eu-launch-new-support-scheme-women-deep-tech-and-call-mentors-2021-mar-08\\_en](https://ec.europa.eu/info/news/eu-launch-new-support-scheme-women-deep-tech-and-call-mentors-2021-mar-08_en)

<sup>3372</sup> Horizon Europe’s First Strategic Plan 2021-2024: Commission Sets for Research and Innovation Priorities for a Sustainable Future, European Commission (Brussels) 15 March 2021. Access Date: 1 May 2021. [https://ec.europa.eu/commission/presscorner/detail/en/IP\\_21\\_1122](https://ec.europa.eu/commission/presscorner/detail/en/IP_21_1122)

<sup>3373</sup> Horizon Europe’s First Strategic Plan 2021-2024: Commission Sets for Research and Innovation Priorities for a Sustainable Future, European Commission (Brussels) 15 March 2021. Access Date: 1 May 2021. [https://ec.europa.eu/commission/presscorner/detail/en/IP\\_21\\_1122](https://ec.europa.eu/commission/presscorner/detail/en/IP_21_1122)

<sup>3374</sup> Horizon Europe the Strategic Plan 2021-2024, Publications Office of the European Union (Luxembourg) 19 March 2021. Access Date: 1 May 2021. <https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/c5f77da0-8c52-11eb-b85c-01aa75ed71a1>

<sup>3375</sup> Horizon Europe Gender Equality: A Strengthened Commitment in Horizon Europe, Publications Office of the European Union (Luxembourg) 11 February 2021. Access Date: 1 May 2021. <https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/c0b30b4b-6ce2-11eb-aeb5-01aa75ed71a1>

<sup>3376</sup> The Committee of the Parties Adopts a Framework for the Supervision of its Recommendations Addressed to States Parties, Council of Europe (Strasbourg) 16 April 2021. Access Date: 1 May 2021. [https://www.coe.int/en/web/istanbul-convention/newsroom/-/asset\\_publisher/anlnZ5mw6yX/content/the-committee-of-the-parties-adopts-a-framework-for-the-supervision-of-its-recommendations-addressed-to-states-parties](https://www.coe.int/en/web/istanbul-convention/newsroom/-/asset_publisher/anlnZ5mw6yX/content/the-committee-of-the-parties-adopts-a-framework-for-the-supervision-of-its-recommendations-addressed-to-states-parties)

<sup>3377</sup> 10<sup>th</sup> Meeting of the Committee of the Parties Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention), Council of Europe (Strasbourg) 13 April 2021. Access Date: 1 May 2021. <https://www.coe.int/en/web/secretary-general/-/10th-meeting-of-the-committee-of-the-parties-council-of-europe-convention-on-preventing-and-combating-violence-against-women-and-domestic-violence-ist>

<sup>3378</sup> 19-04-2021 14:00 Public Hearing – Empowering Women Entrepreneurs and Investors, European Parliament (Strasbourg) 19 April 2021. Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/public-hearing-empowering-women-entrep/produit-details/20210406CHE08624>

<sup>3379</sup> 19-04-2021 14:00 Public Hearing – Empowering Women Entrepreneurs and Investors, European Parliament (Strasbourg) 19 April 2021. Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/public-hearing-empowering-women-entrep/produit-details/20210406CHE08624>

discussed about using the Multiannual Financial Framework for 2021-2027 to support woman-led companies.<sup>3380</sup>

On 14 to 15 April 2021, the Gender Equality Commission held a meeting to discuss the draft of the 2020 annual report for the Gender Equality Strategy.<sup>3381</sup> In this meeting, the Gender Equality Commission spoke about progress made under its six objectives to achieve gender equality.<sup>3382</sup> These objectives are to “Prevent and combat gender stereotypes and sexism,” “Prevent and combat violence against women and domestic violence,” “Ensure the equal access of women to justice,” “Protect the rights of migrant, refugee and asylum-seeking women and girls” and “Achieve gender mainstreaming in all policies and measures,” which include measures to achieve gender equality in economic participation.<sup>3383</sup>

On 22 April 2021, the Committee on Women’s Rights and Gender Equality held a meeting to vote on the draft report for “Promoting gender equality in science, technology, engineering and mathematics (STEM) education and careers.”<sup>3384</sup> The draft discusses the lack of female participation in the STEM field and calls on the “removal of all barriers.”<sup>3385</sup> The vote resulted in the adoption of the draft report, which is a step towards removing barriers for women’s economic participation in STEM.<sup>3386</sup> Furthermore, the Committee on Employment and Social Affairs and the Committee on Women’s Rights and Gender Equality held a joint hearing to discuss the European Commission’s proposal for pay transparency.<sup>3387</sup> The hearing is a step towards the removal of barriers to women’s economic participation, as lack of pay transparency is a main barrier that women face.<sup>3388</sup> Moreover, the Gender Mainstreaming Network held a meeting to discuss gender mainstreaming practices by committees and delegations in the European Parliament, which is a form of women’s economic empowerment.<sup>3389</sup>

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<sup>3380</sup> The European Investment Bank Funding Women Entrepreneurs Through MFF 2021-2027, European Parliament (Strasbourg) 19 April 2021. Access Date: 1 May 2021. <https://www.europarl.europa.eu/cmsdata/232466/S.Dustdar.%20Funding%20Women%20Entrepreneurs%20Through%20MFF%202021-2027.pdf>

<sup>3381</sup> Gender Equality Commission Held its 19<sup>th</sup> Meeting on 14-15 April 2021, Council of Europe (Strasbourg) 15 April 2021. Access Date: 1 May 2021. <https://www.coe.int/en/web/genderequality/-/the-gender-equality-commission-held-its-19th-meeting-on-14-15-april-2021>

<sup>3382</sup> Gender Equality Commission Held its 19<sup>th</sup> Meeting on 14-15 April 2021, Council of Europe (Strasbourg) 15 April 2021. Access Date: 1 May 2021. <https://www.coe.int/en/web/genderequality/-/the-gender-equality-commission-held-its-19th-meeting-on-14-15-april-2021>

<sup>3383</sup> Gender Equality Commission (GEC) 19<sup>th</sup> Meeting 14-15 April 2021 Via Videoconference Abridged Report, Council of Europe (Strasbourg) 15 April 2021. Access Date: 1 May 2021. <https://www.coe.int/en/web/genderequality/-/the-gender-equality-commission-held-its-19th-meeting-on-14-15-april-2021>

<sup>3384</sup> Promoting Gender Equality in STEM – Vote – 22.04.2021, European Parliament (Strasbourg) 27 April 2021. Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/promoting-gender-equality-in-stem-vote-2/product-details/20210415CAN60548>

<sup>3385</sup> Promoting Gender Equality in STEM – Vote – 22.04.2021, European Parliament (Strasbourg) 27 April 2021. Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/promoting-gender-equality-in-stem-vote-2/product-details/20210415CAN60548>

<sup>3386</sup> Promoting Gender Equality in STEM – Vote – 22.04.2021, European Parliament (Strasbourg) 27 April 2021. Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/promoting-gender-equality-in-stem-vote-2/product-details/20210415CAN60548>

<sup>3387</sup> Proposal for a Directive on Pay Transparency Public Hearing – 22.04.2021, European Parliament (Strasbourg) 27 April 2021. Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/proposal-for-a-directive-on-pay-transpar/product-details/20210415CAN60545>

<sup>3388</sup> Proposal for a Directive on Pay Transparency Public Hearing – 22.04.2021, European Parliament (Strasbourg) 27 April 2021. Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/proposal-for-a-directive-on-pay-transpar/product-details/20210415CAN60545>

<sup>3389</sup> Gender Mainstreaming Network Meeting – Exchange of Views – 22.04.2021, European Parliament (Strasbourg) 27 April 2021. Access Date: 30 April 2021. <https://www.europarl.europa.eu/committees/en/gender-mainstreaming-network-meeting-exc/product-details/20210421CAN60625>

On 23 April 2021, the European Institute for Gender Equality signed a partnership agreement with the European University Institute.<sup>3390</sup> Under this partnership, they will work together on “research initiatives, events and training activities” concerning “women’s rights, gender equality and balanced participation by women and men in society,” which includes women’s economic participation.<sup>3391</sup>

On 26 April, the Council of Europe announced that the Gender Equality Division and the Violence against Women Division will be hosting an online public conference to celebrate the 10<sup>th</sup> anniversary of the Istanbul Convention on 11 May 2021.<sup>3392</sup> The conference will “reaffirm the political will of states parties to fully implement the Convention.”<sup>3393</sup> The Council of Europe will also present its plan to stop sexism through its campaign entitled “Sexism: See it. Name it. Stop it!”<sup>3394</sup> This conference is an attempt to reduce barriers to women’s economic participation by verbally confirming the European Union’s commitment to preventing violence against women and sexism.<sup>3395</sup>

On 28 April 2021, the European Parliament announced that the Committee on Women’s Rights and Equality will hold a meeting on 10 May 2021.<sup>3396</sup> This meeting seeks to address different views on the “draft opinion to the Proposal for a directive on adequate minimum wages in the European Union.”<sup>3397</sup> The draft opinion discusses how minimum wage can be used to reduce pay gaps for women and men and hence can be used as a form of women empowerment in economic participation.<sup>3398</sup>

The European Union has fully complied with its commitment to remove barriers to the extent and quality of women’s participation in the labour market and economy through actions such as designing policies to address gender pay gap and reaffirm political wills to sexist languages. It has also promoted women’s engagement and success in entrepreneurial activities by coaching and mentoring female entrepreneurs and providing them with financial support.

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

*Analyst: Veronique Nuqui*

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<sup>3390</sup> The EUI Partners with the European Institute for Gender Equality, European University Institute (San Domenico) 23 April 2021. Access Date: 26 April 2021. <https://www.eui.eu/news-hub?id=the-eui-partners-with-the-european-institute-for-gender-equality-eige>

<sup>3391</sup> The EUI Partners with the European Institute for Gender Equality, European University Institute (San Domenico) 23 April 2021. Access Date: 26 April 2021. <https://www.eui.eu/news-hub?id=the-eui-partners-with-the-european-institute-for-gender-equality-eige>

<sup>3392</sup> Launch of a Website Dedicated to the 10<sup>th</sup> Anniversary of the Istanbul Convention, Council of Europe (Strasbourg) 26 April 2021. Access Date: 1 May 2021. <https://www.coe.int/en/web/istanbul-convention/-/launch-of-a-website-dedicated-to-the-10th-anniversary-of-the-istanbul-convention>

<sup>3393</sup> Conference “Gender Equality and the Istanbul Convention: a Decade of Action,” Council of Europe (Strasbourg). Access Date: 1 May 2021. <https://www.coe.int/en/web/istanbul-convention/conference-gender-equality-and-the-istanbul-convention-a-decade-of-action>

<sup>3394</sup> Conference “Gender Equality and the Istanbul Convention: a Decade of Action,” Council of Europe (Strasbourg). Access Date: 1 May 2021. <https://www.coe.int/en/web/istanbul-convention/conference-gender-equality-and-the-istanbul-convention-a-decade-of-action>

<sup>3395</sup> Conference “Gender Equality and the Istanbul Convention: a Decade of Action,” Council of Europe (Strasbourg). Access Date: 1 May 2021. <https://www.coe.int/en/web/istanbul-convention/conference-gender-equality-and-the-istanbul-convention-a-decade-of-action>

<sup>3396</sup> Adequate Minimum Wages – Presentation of Draft Opinion 10.05.2021, European Parliament (Strasbourg) 28 April 2021. Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/adequate-minimum-wages-presentation-of-d/product-details/20210428CAN60724>

<sup>3397</sup> Adequate Minimum Wages – Presentation of Draft Opinion 10.05.2021, European Parliament (Strasbourg) 28 April 2021. Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/adequate-minimum-wages-presentation-of-d/product-details/20210428CAN60724>

<sup>3398</sup> Adequate Minimum Wages – Presentation of Draft Opinion 10.05.2021, European Parliament (Strasbourg) 28 April 2021. Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/adequate-minimum-wages-presentation-of-d/product-details/20210428CAN60724>