

## 12. Socioeconomic: Social and Economic Opportunities for Women

### Commitment [#41]

“We commit to take concrete actions to overcome the barriers hindering women’s full economic and social participation and to expand economic opportunities for women in G20 economies.”

*Los Cabos Summit Final Declaration*

### Assessment

Country	Lack of Compliance	Work in Progress	Full Compliance
Argentina			+1
Australia			+1
Brazil			+1
Canada			+1
China	-1		
France			+1
Germany		0	
India		0	
Indonesia		0	
Italy		0	
Japan		0	
Korea			+1
Mexico			+1
Russia			+1
Saudi Arabia			+1
South Africa			+1
Turkey	-1		
United Kingdom			+1
United States			+1
European Union			+1
Average Score		+0.55	

### Background

While the 2012 Los Cabos Summit marks the very first time the G20 has formally acknowledged its commitment to fostering economic opportunities for women, the importance of women’s social and economic participation can be noted from past summits.

At the 2009 London Summit, G20 members affirmed their commitment to promoting a “fair and family-friendly labour market for both women and men.”<sup>2866</sup> This was the first instance in which women were explicitly mentioned in G20 summit documentation.<sup>2867</sup> The connection between

<sup>2866</sup> G20 Leaders Statement: London Summit, G20 Information Centre (Toronto) 2-3 April 2009. Date of Access: 10 December 2012.

<http://www.g20.utoronto.ca/analysis/commitments-09-london.html>.

<sup>2867</sup> Where are Women at G20 Summits: Almost Nowhere. G20 Information Centre (Toronto) 19 June 2012. Date of Access: 10 December 2012.

<http://www.g20.utoronto.ca/analysis/120619-kulik-women.html>.

women's social participation in areas such as their participation in the labour market and its overall impact on the economic climate can be drawn from this pronouncement.

As the pertinence of robust labour markets and economies became clearer to G20 members and as female representation within the G20 increased (more than two-fold since the very first G20 Summit held in Washington DC on 14-15 November 2008), the inevitable result is a formal acknowledgment of the female impact on the global socioeconomic landscape and a commitment to ensure this impact is properly absorbed.<sup>2868</sup>

By highlighting women, the commitment shows that members have agreed upon new measures to pursue economic growth. It underscores that women are an integral part of the economy and that concrete action and commitment from the G20 members must be taken for women in order to ensure a successful global economic recovery.

### **Commitment Features**

For full compliance, G20 members must (1) remove barriers that hinder women's full economic and social participation and (2) expand economic opportunities for women in G20 countries.

The commitment refers to expanding economic opportunities, which does not necessarily require the establishment of novel initiatives but can be realized by implementing additional regulation or providing additional resources in support of existing policies. Barriers that hinder economic and social participation can be defined as any policy, initiative or norm that impedes women's ability to become "full participants in the economy and unlock their potential as drivers of economic growth."<sup>2869</sup>

UN Women and the International Labour Organization (ILO) draw the connection between economic and social participation and women's empowerment in the *Decent Work and Women's Economic Empowerment: Good Policy and Practice* report. These organizations assert "a growing body of research shows that enhancing women's economic participation improves national economies, increases household productivity and living standards, enhances the well-being of children with positive long-term impacts and can increase women's agency and overall empowerment."<sup>2870</sup>

The United Nations Inter-Agency Network on Women and Gender Equality (IANWGE) and the OECD-DAC Network on Gender Equality (GENDERNET) outline the multifaceted nature of female social and economic participation. It is acknowledged that there are "several dimensions of empowerment. Economic empowerment can be used to enable other kinds of empowerment

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<sup>2868</sup> Where are Women at G20 Summits: Almost Nowhere. G20 Information Centre (Toronto) 19 June 2012. Date of Access: 10 December 2012.

<http://www.g20.utoronto.ca/analysis/120619-kulik-women.html>.

<sup>2869</sup> Fact Sheet: Clinton at APEC Women and the Economy Summit, US Department of State (San Francisco) 16 September 2011. Date of Access: 11 December 2012.

<http://iipdigital.usembassy.gov/st/english/texttrans/2011/09/20110916161848su0.7641217.html#axzz2EnJKnx9l>.

<sup>2870</sup> UN Women and ILO, *Decent Work and Women's Economic Empowerment: Good Policy and Practice*, UN Women (New York) 15 August 2012. Date of Access: 10 December 2012.

[http://www.unwomen.org/wp-content/uploads/2012/08/decent-work-and-women-economic-empowerment\\_policybrief.pdf](http://www.unwomen.org/wp-content/uploads/2012/08/decent-work-and-women-economic-empowerment_policybrief.pdf).

(social, political, cultural) as well as the other way around.<sup>2871</sup> In this sense, social, political and cultural tools are needed to both remove barriers to participation and expand existing opportunities.

UN Women and the ILO also outline key areas and policy options that can promote social and economic participation for women and expand economic opportunities:

- Implement development strategies, policies and programs that generate more jobs and ensure decent work for women, particularly in the informal sector<sup>2872</sup>
- Promote women’s leadership in public and corporate economic decision-making and in employer’s and worker’s organizations<sup>2873</sup>
- Promote a culture of equality and shared responsibility between men and women in paid and unpaid care work.<sup>2874</sup>
- Invest adequate financial resources in gender equality and women’s economic empowerment, especially in the world of work and monitor and evaluate these programs, making appropriate revisions<sup>2875</sup>

### Scoring Guidelines

-1	Member does not remove barriers that hinder women’s full economic and social participation AND does not expand economic opportunities for women in G20 countries.
0	Member removes barriers that hinder women’s full economic and social participation OR expands economic opportunities for women in G20 countries.
+1	Member removes barriers that hinder women’s full economic and social participation AND expands economic opportunities for women in G20 countries.

*G20 Research Group Chair: Ava-Dayna Sefa*

### Argentina: +1

Argentina has fully complied with its commitment to remove barriers that hinder women’s full economic and social participation and to expand economic opportunities for women.

<sup>2871</sup> Women’s Economic Empowerment, Accountability and National Ownership, United Nations Industrial Development Organization (Vienna) 1-2 February 2012. Date of Access: 10 December 2012. [http://www.un.org/womenwatch/ianwge/collaboration/Consolidated\\_Report\\_Final.pdf](http://www.un.org/womenwatch/ianwge/collaboration/Consolidated_Report_Final.pdf).

<sup>2872</sup> UN Women and ILO, Decent Work and Women’s Economic Empowerment: Good Policy and Practice, UN Women (New York) 15 August 2012. Date of Access: 10 December 2012. [http://www.unwomen.org/wp-content/uploads/2012/08/decent-work-and-women-economic-empowerment\\_policybrief.pdf](http://www.unwomen.org/wp-content/uploads/2012/08/decent-work-and-women-economic-empowerment_policybrief.pdf).

<sup>2873</sup> UN Women and ILO, Decent Work and Women’s Economic Empowerment: Good Policy and Practice, UN Women (New York) 15 August 2012. Date of Access: 10 December 2012. [http://www.unwomen.org/wp-content/uploads/2012/08/decent-work-and-women-economic-empowerment\\_policybrief.pdf](http://www.unwomen.org/wp-content/uploads/2012/08/decent-work-and-women-economic-empowerment_policybrief.pdf).

<sup>2874</sup> UN Women and ILO, Decent Work and Women’s Economic Empowerment: Good Policy and Practice, UN Women (New York) 15 August 2012. Date of Access: 10 December 2012. [http://www.unwomen.org/wp-content/uploads/2012/08/decent-work-and-women-economic-empowerment\\_policybrief.pdf](http://www.unwomen.org/wp-content/uploads/2012/08/decent-work-and-women-economic-empowerment_policybrief.pdf).

<sup>2875</sup> UN Women and ILO, Decent Work and Women’s Economic Empowerment: Good Policy and Practice, UN Women (New York) 15 August 2012. Date of Access: 10 December 2012. [http://www.unwomen.org/wp-content/uploads/2012/08/decent-work-and-women-economic-empowerment\\_policybrief.pdf](http://www.unwomen.org/wp-content/uploads/2012/08/decent-work-and-women-economic-empowerment_policybrief.pdf).

Argentina has taken actions to expand economic opportunities for women.

On 13 March 2013,<sup>2876</sup> the Argentinean President launched the program *Ellas Hacen* to foster employability of 100 000 marginalized women in the country, providing training and labour for them in the restoration of the most vulnerable neighbourhoods of Argentina.

Argentina has taken actions to remove barriers that hinder women's full economic and social participation.

On 26 December 2012, the Argentinian President granted ARS12 million to create Women Protection Centers.<sup>2877</sup>

On 12 September 2012, the Women National Council signed an agreement with the National Institute for Statistics and Census to generate an index that will allow policymaking to prevent and eradicate gender violence.<sup>2878</sup>

Also on 29 and 30 October 2012, the Argentinean government submitted the national report to the 36 Council of Inter-American Women where it stated that President of Argentina Cristina Fernández de Kirchner is working to deepen the measures implemented for human rights protection.<sup>2879</sup> In the report, several programs and laws that aim for women socioeconomic development are outlined. They were however all adopted prior to June 2012.

Thus Argentina has been awarded a score of +1 for its compliance with removing barriers that hinder women's full economic and social participation and expanding economic opportunities for women.

*Analyst: Alejandra Plaschinski*

### **Australia: +1**

Australia has fully complied with its commitment to remove barriers that hinder women's full economic and social participation and to expand economic opportunities for women.

The government has established new legislation that supports gender equality in the workplace, contributed funding to projects that advance women's equality, and allocated specific funds within its budget to ensure that these initiatives are sustained.

On 22 June 2013, Prime Minister Gillard launched an inquiry into the treatment of women in the workplace, to be carried out by the Australian Human Rights Commission. "It's very concerning that there are even anecdotal reports that people, particularly women, feel discriminated against

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<sup>2876</sup> La Presidenta Cristina Fernández de Kirchner lanzó "Ellas Hacen". Ministerio de Desarrollo Social. 13 March 2013. (Buenos Aires) Date of Acces: 26 June 2013  
<http://www.desarrollosocial.gov.ar/Noticia.aspx?Id=1927>

<sup>2877</sup> La Presidenta de la Nación otorga fondos de inversión a mas de 14 distritos. Sala de Prensa de la Presidencia de la Nación. 26 December 2012. (Buenos Aires) Date of Access: 10 January 2013.  
<http://www.prensa.argentina.ar/2012/12/26/37282-alicia-kirchner-entrego-fondos-de-inversion-social-a-mas-de-14-distritos.php>

<sup>2878</sup> El Consejo Nacional de las Mujeres firmó un convenio con el INDEC. Ministerio de Desarrollo Social. 12 September 2012. (Buenos Aires) Date of Acces: 6 January 2013  
<http://www.desarrollosocial.gov.ar/Noticia/convenioindec/1527>

<sup>2879</sup> Argentina National Report to CIM. Organization of American States. 29 October 2012. (Washington) Date of Access: 6 January 2013 <http://www.oas.org/en/CIM/national.asp>

when they are caring for young children,” Prime Minister Gillard said.<sup>2880</sup> “Given that I want us to be a nation where (there is) equal opportunity for everyone at every time in their life, I want to get to the bottom of the problem and what the solutions could be,” Prime Minister Gillard added.<sup>2881</sup> The inquiry is meant to investigate claims that women are being demoted or fired while on parental leave or once having returned to work having their hours restructured. A national survey will be part of the inquiry and Sex Discrimination Commissioner Elizabeth Broderick will review the findings and make recommendations should new laws be necessary.<sup>2882</sup>

On 17 June 2013, the Australian Minister for Community Services and for the Status of Women Julie Collins led the Australian Government delegation in Dhaka, Bangladesh, representing Australia as the Commonwealth Chair-in-Office at the 10th Women’s Affairs Ministers Meeting (WAMM). Minister Collins emphasized the importance of women’s full social and economic participation in an ever growing global environment. “Building strong partnerships with other countries is vital in our quest to expand economic opportunities for women and increase women’s participation in politics and civil life,” Minister Collins said.<sup>2883</sup>

On 21 May 2013, the Honourable Julie Collins MP, Minister for Community Services and Minister for the Status of Women launched the “Women in Male-Dominated Industries Toolkit of Strategies.” This new toolkit is geared towards employers and is meant to better support women break into traditionally male-dominated industries. Started by the Australian Human Rights Commission, the initiative received US\$50,000 from the Australian Government and is part of Australia’s commitment to the Equal Futures Partnership, an international commitment launched in New York in 2012 by then US Secretary of State Hillary Clinton aimed at expanding economic opportunities for women.<sup>2884</sup> Prime Minister Julia Gillard signed Australia up as a founding member, highlighting the importance of “[g]etting more women into male-dominated industries is an essential component of addressing future skills shortages.”<sup>2885</sup>

On 15 May 2013, the Australian Government, under Prime Minister Gillard, announced the allocation of an additional US\$4.3 million dollars in the 2013-2014 budget to support BoardLinks, a network established in November by the Australian Government aimed at creating better connections between the Australian Government and women seeking board positions.<sup>2886</sup>

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<sup>2880</sup> Gillard launches gender inquiry, The Sydney Morning Herald, National Times. (Sydney). 22 June 2013. Date of Access: 22 June 2013. <http://www.smh.com.au/opinion/political-news/gillard-launches-gender-inquiry-20130621-2oo81.html>.

<sup>2881</sup> Australian PM launches discrimination inquiry, The Bangkok Post. 22 June 2013. (Bangkok) Date of Access: 22 June 2013. <http://www.bangkokpost.com/news/asia/356399/australian-pm-launches-discrimination-inquiry>.

<sup>2882</sup> Gillard launches gender inquiry, The Sydney Morning Herald, National Times. (Sydney). 22 June 2013. Date of Access: 22 June 2013. <http://www.smh.com.au/opinion/political-news/gillard-launches-gender-inquiry-20130621-2oo81.html>.

<sup>2883</sup> Minister leads Australian delegation to Bangladesh, Media Releases. The Honourable Julie Collins MP, Minister for Community Services and Minister for the Status of Women. 17 June 2013. Date of Access: 20 June 2013. <http://juliecollins.fahcsia.gov.au/node/373>.

<sup>2884</sup> More Support for Women in Male Dominated Industries, Media Releases. The Honourable Julie Collins MP, Minister for Community Services and Minister for the Status of Women. 21 May 2013. Date of Access: 18 June 2013. <http://juliecollins.fahcsia.gov.au/node/364>.

<sup>2885</sup> More Support for Women in Male Dominated Industries, Media Releases. The Honourable Julie Collins MP, Minister for Community Services and Minister for the Status of Women. 21 May 2013. Date of Access: 18 June 2013. <http://juliecollins.fahcsia.gov.au/node/364>.

<sup>2886</sup> Supporting Leadership Opportunities for Women, Joint Media Release.

Especially geared to assist women seeking their first board appointment, Boardlinks works towards improving the participation of women on boards and recognises that improving leadership opportunities for women is a fundamental part of achieving gender equality. Boardlinks also plays an important role in helping the Government achieve its gender equality target of 40:40:20 on Australian Government boards by 2015. To date, a number of business leaders have become Champions of Boardlinks and three women from the network have already been appointed to a board position.<sup>2887</sup>

On 11 April 2013, in Sydney, the Australian Minister for Community Services and for the Status of Women Julie Collins and Member for Banks Daryl Melham, met with members of the Resourceful Australian Indian Network (RAIN) to launch RAIN's new website and discuss important issues affecting Indian women in Sydney. "RAIN supports women in the community who might otherwise feel isolated and voiceless,"<sup>2888</sup> Mr Melham said. "New technology is an important tool to use to raise community awareness of women's issues — including awareness of local groups and support such as RAIN," stated Minister Collins, adding, "[w]e will continue to work with community organisations like RAIN to help us understand the barriers preventing women from participating in the workplace and the community."<sup>2889</sup>

On 8 April 2013, the Australian Minister for Community Services and for the Status of Women Julie Collins launched a free web based app, "Girls Gotta Know," that provides young Tasmanian women quick access to legal information on topics such as employment, housing, money, police and relationships. Developed by the Women's Legal Service Tasmania, Australian Minister Julie Collins emphasized, "[w]e need to use technology to inform and we also need to use it to influence changes in attitudes and behaviour to prevent violence from occurring in the first place"<sup>2890</sup>

On 1 December 2012, equal pay rises took effect and benefited some 150,000 social and community sector workers across Australia. The pay rises mark an important move in promoting equal pay for women where approximately 80 per cent of employees in the sector are women. In an announcement from the Australian Prime Minister's office, the required AUS2.8 billion is

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Senator The Honourable Penny Wong, Minister for Finance and Deregulation, Deputy Leader of the Government in the Senate and the Honourable Julie Collins MP, Minister for the Status of Women. 14 May 2013. Date of Access: 20 June 2013. <http://www.financeminister.gov.au/media/2013/mr-324-13.html>.

<sup>2887</sup> Supporting Leadership Opportunities for Women, Joint Media Release.

Senator The Honourable Penny Wong, Minister for Finance and Deregulation, Deputy Leader of the Government in the Senate and the Honourable Julie Collins MP, Minister for the Status of Women. 14 May 2013. Date of Access: 20 June 2013. <http://www.financeminister.gov.au/media/2013/mr-324-13.html>.

<sup>2888</sup> Delivering Opportunities for Women from Diverse Backgrounds, Joint Media Release. The Honourable Julie Collins MP, Minister for Community Services and Minister for the Status of Women and Daryl Melham, MP Member for Banks. 11 April 2013. Date of Access: 20 June 2013. <http://juliecollins.fahcsia.gov.au/node/345>.

<sup>2889</sup> Delivering Opportunities for Women from Diverse Backgrounds, Joint Media Release. The Honourable Julie Collins MP, Minister for Community Services and Minister for the Status of Women and Daryl Melham, MP Member for Banks. 11 April 2013. Date of Access: 20 June 2013. <http://juliecollins.fahcsia.gov.au/node/345>.

<sup>2890</sup> "Girls Gotta Know": New app Helping Young Women, Media Releases. The Honourable Julie Collins MP, Minister for Community Services and Minister for the Status of Women. 8 April 2013. Date of Access: 20 June 2013. <http://juliecollins.fahcsia.gov.au/node/340>.

already accounted for in the budget and will be supplied to the Social and Community Services Pay Equity Special Account to ensure the need is met.<sup>2891</sup>

On 17 November 2012, the Australian Government launched the BoardLinks program, a proactive initiative intended to support more Australian women in reaching leadership positions, “including increasing female representation on public and private sector boards.”<sup>2892</sup> BoardLinks’ focus on appointing women to their first government board role will expand the pool of women who can be appointed to board positions in the corporate sector,<sup>2893</sup> explained Australian Minister Julie Collins.

On 15 November 2012, the Australian Minister for Community Services and for the Status of Women Julie Collins released the latest figures from the Gender Balance on Australian Government Boards Report 2011-2012 at the Centre for Economic Development Australia’s Women in Leadership Series 2012 in Melbourne. According to the report, the government is on target for achieving 40 per cent female representation by 2015,<sup>2894</sup> demonstrating achievement of the government’s commitments to promote and ensure equal opportunities for women in the workforce.

Fulfilling the commitment to promote women’s leadership in the public and corporate sectors, the Australian government also announced on 14 December 2012 a AUS100, 000 contribution to the Federation of Ethnic Communities’ Councils of Australia to promote increased participation of women from culturally and linguistically diverse backgrounds to serve on boards. This funding is intended as a one-time amount and will be used “to identify pathways for women from diverse backgrounds into board positions.” The project will allow the government to “compile hard data on how many women from diverse backgrounds do in fact occupy top leadership and decision-making positions [...] once we have this kind of information, we can implement initiatives and policies to improve the participation on boards of women from diverse backgrounds,” stated Australian Minister for Community Services and Minister for the Status of Women Julie Collins. The project will also highlight companies and business leaders who have successfully supported women from diverse backgrounds to achieve leadership positions.<sup>2895</sup> This initiative highlights the government’s commitment to invest and fund projects aimed at promoting gender equality and women’s empowerment.

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<sup>2891</sup> New Equal pay era Begins for Community Sector Workers, Joint Media Release With Prime Minister Julia Gillard, The Honourable Julie Collins MP, Minister for Community Services and Minister for the Status of Women 1 December 2012. Date of Access: 28 December 2012. <http://juliecollins.fahcsia.gov.au/node/291>.

<sup>2892</sup> Government Supporting Women in Leadership, Senator The Honourable Penny Wong Minister For Finance And Deregulation. 7 November 2012. Date of Access: 28 December 2012. <http://juliecollins.fahcsia.gov.au/node/272>.

<sup>2893</sup> More Women on Australian Government Boards Than Ever Before. Media Releases. The Honourable Julie Collins MP, Minister for Community Services and Minister for the Status of Women. 15 November 2012. Date of Access: 28 December 2012. <http://juliecollins.fahcsia.gov.au/node/274>.

<sup>2894</sup> More women on Australian Government Boards Than Ever Before, Media Releases. The Honourable Julie Collins MP, Minister for Community Services and Minister for the Status of Women. 15 November 2012. Date of Access: 28 December 2012. <http://juliecollins.fahcsia.gov.au/node/274>.

<sup>2895</sup> More Opportunities for Women from Diverse Backgrounds. Media Releases. The Honourable Julie Collins MP, Minister for Community Services and Minister for the Status of Women 14 December 2012. Date of Access: 28 December 2012. <http://juliecollins.fahcsia.gov.au/node/298>.

The government has also pledged AUS225.1 million to go towards Jobs, Education and Training Child Care Fee Assistance (JETCCFA) within the 2012-2013 Budget. The JETCCFA will provide income support by paying the majority of the difference between the cost of childcare and the current amount received as part of the Child Care Benefit.<sup>2896</sup>

Thus Australia has been awarded a score of +1 for its compliance with removing barriers that hinder women's full economic and social participation and expanding economic opportunities for women.

*Analyst: Rebecca Wilkinson-Blanc*

## **Brazil +1**

Brazil has fully complied with its commitment to remove barriers that hinder women's full economic and social participation and to expand economic opportunities for women.

Brazil has taken concrete actions to remove barriers that hinder women's full economic and social participation.

In January 2013, the Brazilian Government released the 2013-2015 National Policy Plan for Women. The plan first commits to further promoting the gender-specific component of some of the current Brazilian administration's flagship programs such as "Brazil with no Misery" and "Brazil with no Poverty." The plan also outlines the launch of new awareness raising programs aiming to eradicate discrimination against women at the state, municipal, industrial and corporate levels.<sup>2897</sup> It also commits to expanding federal partnerships with municipalities to provide mothers with public day-care facilities, announcing the opening of 3,000 new day-care centres before 2014 in addition to the 3,000 new ones opened throughout 2012.<sup>2898</sup>

In order to support the plan, two educational brochures with guidelines for implementation and examples from best practices were made available for different government levels.<sup>2899</sup>

Brazil has also taken concrete actions to expand economic opportunities for women.

As of 1 April 2013, Brazilian labour law will now protect providers of domestic services such as cleaning, cooking, babysitting, etc.<sup>2900</sup> This new legal development guarantees providers of domestic services a minimum wage, a working week capped at 44 hours maximum, vacation days,

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<sup>2896</sup> Key Initiatives of the 2012-13 Budget, The Government of Australia. Date of Access: 1 January 2013. [http://www.budget.gov.au/2012-13/content/overview/html/overview\\_key\\_initiatives.htm](http://www.budget.gov.au/2012-13/content/overview/html/overview_key_initiatives.htm).

<sup>2897</sup> Plano Nacional de Políticas Públicas Para Mulheres, Governo Federal do Brasil 2013-2015, Date of Access: 07 July 2013

<http://spm.gov.br/pnpm/publicacoes/plano-nacional-de-politicas-para-as-mulheres-2013>

<sup>2898</sup> Governo pretende entregar até 6 mil creches até 2014, O Globo, Apr 2013, Date of Access: 07 July 2013 <http://g1.globo.com/politica/noticia/2013/04/governo-pretende-entregar-6-mil-creches-ate-2014-diz-dilma.html>

<sup>2899</sup> País lança publicações inéditas contra desigualdade de gênero e raça, Federal Government of Brazil, May 2013, Date of Access: 07 July 2013

<http://www.brasil.gov.br/noticias/arquivos/2013/05/09/pais-lanca-publicacoes-ineditas-contradesigualdade-de-genero-e-de-raca>

<sup>2900</sup> Lei das Domésticas é assinada hoje, R7, Apr 2013 <http://noticias.r7.com/economia/noticias/lei-das-domesticas-e-assinada-hoje-tire-suas-duvidas-20130402.html?question=0> Date of Access: 07 July 2013

retirement benefits and transportation subsidies, expanding their economic rights and opportunities.<sup>2901</sup>

Thus Brazil has been awarded a score of +1 for its compliance with removing barriers that hinder women's full economic and social participation and expanding economic opportunities for women.

*Analyst: Raquel Mendes*

### **Canada: +1**

Canada has fully complied with its commitment to remove barriers that hinder women's full economic and social participation and to expand economic opportunities for women in G20 countries.

Canada has taken actions to remove barriers that hinder women's full economic and social participation; however changes to the legislation are still work in progress.

On 11 June 2013, the Canadian Government's Family Homes on Reserves and Matrimonial Interests or Rights Act passed third reading in the House of Commons. The Bill is aimed at ensuring that women and families living on First Nation reserves have access to the same matrimonial rights as those living off reserves. "Women living on-reserve will finally enjoy the same real property rights as every other member of our society,"<sup>2902</sup> stated the Minister of Public Works and Government Services and Minister for Status of Women, Rona Ambrose. "This new law will also save lives — by giving Aboriginal women access to emergency protection orders in violent situations,"<sup>2903</sup> Minister Ambrose added.

Canada has taken actions to expand economic opportunities for women.

On 18 June 2013, Parliamentary Secretary to the Minister for Status of Women Susan Truppe announced the Federal Government's support for a project aimed at promoting leadership among girls and young women in francophone communities across the province of PEI. Partnering with Actions Femme I-P-E Inc., the government's goal is "to create real leadership opportunities so that francophone and Acadian girls and young women can contribute to Canada's prosperity."<sup>2904</sup>

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<sup>2901</sup> Pesquisa Mensal de Emprego – Mulher no Mercado de Trabalho, IBGE, 2012, Date of Access: 07 July 2013

[http://www.ibge.gov.br/home/estatistica/indicadores/trabalhoerendimento/pme\\_nova/Mulher\\_Mercado\\_Trabalho\\_Perg\\_Resp\\_2012.pdf](http://www.ibge.gov.br/home/estatistica/indicadores/trabalhoerendimento/pme_nova/Mulher_Mercado_Trabalho_Perg_Resp_2012.pdf)

<sup>2902</sup> Legislation to Improve the Rights of Women and Their Families on First Nation Reserves Passes Third Reading in the House of Commons, The Government of Canada, Aboriginal Affairs and Northern Development Canada. (Ottawa) 11 June 2013. Date of Access: 20 June 2013. <http://www.aadnc-aandc.gc.ca/eng/1370978535769/1370978580800>.

<sup>2903</sup> Legislation to Improve the Rights of Women and Their Families on First Nation Reserves Passes Third Reading in the House of Commons, The Government of Canada, Aboriginal Affairs and Northern Development Canada. (Ottawa) 11 June 2013. Date of Access: 20 June 2013. <http://www.aadnc-aandc.gc.ca/eng/1370978535769/1370978580800>.

<sup>2904</sup> Harper Government Supports Leadership Project for Francophone Girls and Young Women in PEI, Canada News Centre (Morell). 18 June 2013. Date of Access: 20 June 2013.

<http://www.newswire.ca/en/story/1185729/harper-government-supports-leadership-project-for-francophone-girls-and-young-women-in-pei>.

The Federal Government will be giving CAD165, 000 for a 24-month project that promotes leadership capacity among francophone and Acadian women aged 15 to 24.<sup>2905</sup>

On 10 June 2013, the Minister of Public Works and Government Services and Minister for Status of Women, Rona Ambrose chaired the meeting of the Canadian federal government's advisory council aimed at promoting the participation of women on corporate boards.<sup>2906</sup> The council is comprised of women and men representing a range of backgrounds in the corporate sector and is mandated to provide advice on how industry can increase women's representation on corporate boards. The board is also charged with suggesting how industry and government can track and measure progress of the initiative and making recommendations on how the government can recognize leaders and applaud companies that have reached their targets. The recommendations of the advisory council are expected to be published in fall of 2013.<sup>2907</sup>

On 19 April 2013, Mr. Wladyslaw Lizon, Member of Parliament for Mississauga East — Cooksville announced on behalf of the Minister of Public Works and Government Services and Minister for Status of Women, the Honourable Rona Ambrose the Government of Canada's support to the Peel Children and Youth Initiative. This program promotes economic security among young women in the City of Mississauga. The Initiative will receive CAD200, 000 in funding from the Government of Canada for a 24-month project that will work with young women aged between 16 and 24 years living in Mississauga's Colonial Terrace neighbourhood.<sup>2908</sup> The women participants will create an Advisory Committee to identify economic barriers that they face and will work to develop strategies to move toward economic prosperity.<sup>2909</sup>

On 11 October 2012, the Government of Canada celebrated the first International Day of the Girl, an initiative led by the Canadian government at the United Nations to celebrate and recognize girls "as powerful agents of change and as leaders of today and tomorrow."<sup>2910</sup> The establishment of the International Day of the Girl focuses on the empowerment of girls to reach their full potential in society and to overcome gender based barriers.<sup>2911</sup> Canadian Minister Ambrose

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<sup>2905</sup> Harper Government Supports Leadership Project for Francophone Girls and Young Women in PEI, Canada News Centre (Morell). 18 June 2013. Date of Access: 20 June 2013. <http://www.newswire.ca/en/story/1185729/harper-government-supports-leadership-project-for-francophone-girls-and-young-women-in-pei>

<sup>2906</sup> Harper Government Increasing Participation of Women on Corporate Boards, Canadian News Wire. (Ottawa, Ontario). 10 June 2013. Date of Access: 19 June 2013. <http://www.newswire.ca/en/story/1180935/harper-government-increasing-participation-of-women-on-corporate-boards>

<sup>2907</sup> Harper Government Increasing Participation of Women on Corporate Boards, Canadian News Wire. (Ottawa, Ontario). 10 June 2013. Date of Access: 19 June 2013. <http://www.newswire.ca/en/story/1180935/harper-government-increasing-participation-of-women-on-corporate-boards>

<sup>2908</sup> Government of Canada Supports Economic Security of Girls and Young Women in Mississauga, the Status of Women Canada. News Release. 19 April 2013. Date of Access: 20 June 2013. <http://www.swc-cfc.gc.ca/med/news-nouvelles/2013/0419-2-eng.html>.

<sup>2909</sup> Government of Canada Supports Economic Security of Girls and Young Women in Mississauga, the Status of Women Canada. News Release. 19 April 2013. Date of Access: 20 June 2013. <http://www.swc-cfc.gc.ca/med/news-nouvelles/2013/0419-2-eng.html>.

<sup>2910</sup> International Day of the Girl, Status of Women Canada. Date of Access: 28 December 2012. <http://www.swc-cfc.gc.ca/dates/idg-jif/index-eng.html>.

<sup>2911</sup> Government of Canada Celebrates International Day of the Girl, Status of Women Canada. Canada News Centre. 11 October 2012. Date of Access: 1 January 2013.

expressed the importance of this event, stating that “girls’ rights are human rights; the sooner in life girls know their rights, the greater the chance they will be able to exercise them and become leaders.”<sup>2912</sup> The inauguration of this event highlights the Government of Canada’s efforts towards fulfilling their commitment to invest in initiatives that promote gender equality and women’s empowerment. However specific funding or investment outside of this annual event is not yet available.

On 1 August 2012, Canadian Labour Minister Lisa Raitt hosted a round table where stakeholders on the issue of women in the workforce were present. Best practices were shared amongst participants with the goal of sharing information to help better understand the challenges faced by women in today’s workplaces. Canadian Minister Raitt held the talk to seek input from stakeholders on what issues women face such as employment equity, workplace violence, harassment, discrimination, recruitment and retention,<sup>2913</sup> but the talks have yet to be followed with recommendations or any other official report.

On 3 July 2012, the Government of Canada announced funding support for a project aimed at addressing economic prosperity of immigrant women in central Alberta. As part of the government’s Economic Action Plan 2012, the government pledged CAD300, 000 to the Central Alberta Immigrant Women’s Association (CAIWA) for a project to work “with local community partners to develop and implement a plan promoting the economic security and prosperity of immigrant women in Central Alberta.” “We are building opportunities for women to be full participants in life of their communities and our country,”<sup>2914</sup> stated Canadian Minister of Public Works and Government Services and Minister for Status of Women Rona Ambrose.

The Economic Action Plan 2012 also stipulates the creation of an advisory council of leaders from both the private and public sectors charged with the mission of promoting the participation of women on corporate boards.<sup>2915</sup> On 5 July 2012, Canadian Minister Ambrose held a roundtable to further discuss this mission with local business leaders, executives and community decision-makers and talk about different ways to promote an increase in women’s leadership and participation on boards of directors.<sup>2916</sup> Given the fact that women represent only 14.4 per cent of

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<http://news.gc.ca/web/article-eng.do?mthd=advSrch&crtr.page=18&nid=700379&crtr.kw=women>.

<sup>2912</sup> Canada Highlights Continuing Women’s Rights Battles as It Marks Human Rights Day, Foreign Affairs and International Trade Canada. Canada News Centre. 10 December 2012. Date of Access: 1 January 2013.

<http://news.gc.ca/web/article-eng.do?mthd=advSrch&crtr.page=3&nid=711629&crtr.kw=women>.

<sup>2913</sup> Canada’s Labour Minister Meets with Key Stakeholders to Discuss Issues Related to Women in the Workforce, Human Resources and Skills Development Canada. Canada’s News Centre. Date of Access: 28 December 2012.

[http://news.gc.ca/web/article-eng.do?m=per cent2Findex&nid=688849](http://news.gc.ca/web/article-eng.do?m=per%20cent2Findex&nid=688849).

<sup>2914</sup> Government of Canada Announces Support for Rural Alberta Immigrant Women, Status of Women Canada. News Centre. 3 July 2012 (Red Deer, Alberta). Date of Access: 1 January 2013.

<http://news.gc.ca/web/article-eng.do?mthd=advSrch&crtr.page=38&nid=684209&crtr.kw=women>.

<sup>2915</sup> Jobs Growth and Long-Term Prosperity. Economic Action Plan 2012. Minister of Finance. (Ottawa) 29 March 2012. Date of Access: 28 December 2012.

<http://www.budget.gc.ca/2012/plan/pdf/Plan2012-eng.pdf>.

<sup>2916</sup> Minister Ambrose Consults on Promoting Women’s Participation on Corporate Board, Status of Women Canada. Canada News Centre (Calgary). 5 July 2012. Date of Access: 3 January 2013.

<http://news.gc.ca/web/article-eng.do?mthd=advSrch&crtr.page=37&nid=684739&crtr.kw=women>.

overall corporate board member composition in Canada,<sup>2917</sup> increasing this percentage will be a main focus of the advisory council. However concrete initiatives have yet to be announced

Thus Canada has been awarded a score of +1 for its compliance with removing barriers that hinder women's full economic and social participation and expanding economic opportunities for women.

*Analyst: Rebecca Wilkinson-Blanc*

### **China: -1**

China has failed to comply with its commitment to remove barriers that hinder women's full economic and social participation and to expand economic opportunities for women in G20 countries.

Notwithstanding the August 2011 launch of its National Program for Women's Development (2011-2020) which aims to provide better economic opportunities to women and to guarantee their full socioeconomic participation<sup>2918</sup>, China has not taken any concrete action to remove barriers that hinder women's full economic and social participation since the 2012 Los Cabos Summit.

It has not taken any concrete action to expand economic opportunities for women either.

Thus China has been awarded a score of -1 for its lack of compliance with removing barriers that hinder women's full economic and social participation and expanding economic opportunities for women.

*Analyst: Raquel Mendes*

### **France: +1**

France has fully complied with its commitment to take concrete actions to overcome barriers hindering women's full economic and social participation and to expand economic opportunities for women.

France has taken concrete actions to overcome barriers hindering women's full economic and social participation by signing a new decree that includes a set of immediate actions for equality between men and women.

On 10 June 2013, Najat Vallaud-Belkacem gave the Superior Council of Professional Equality between Women and Men the first assessment of her job on professional equality<sup>2919</sup>. The modification of a decree on 19 December 2012 makes systematic and mandatory the monitoring of companies of more than 50 employees on the topic of equality of genders<sup>2920</sup>. Due to the

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<sup>2917</sup> Canadian Board Diversity Council, 2012 Annual Report Card. Date of Access: 28 December 2012. <http://www.boarddiversity.ca/sites/default/files/CBDC-Annual-Report-Card-2012-ENG.pdf>.

<sup>2918</sup> Outline: Details on Development of Chinese Women (2011-2010) Program, Chine Human Rights, August 2011. Date of Access: 07 January 2013 [http://www.chinahumanrights.org/Messages/feature/104/t20110811\\_780680.htm](http://www.chinahumanrights.org/Messages/feature/104/t20110811_780680.htm)

<sup>2919</sup> "Egalite salariale: 1.600 plans d'action deposees", French Ministry for Women's Rights Website (Paris) 13 June 2013. Date of Access: 27 June 2013.

<http://femmes.gouv.fr/egalite-salariale-1600-plans-daction-deposes/>

<sup>2920</sup> "Le nouveau decret sur l'egalite home femme est paru au Journal Officiel", French Ministry for Women's Rights Website (Paris) 19 Decembre 2012. Date of Access: 27 June 2013.

system of sanctions related in case of lack of compliance, “nearly 65 per cent of companies with more than 1.000 employees and 36 per cent of companies with more than 300 employees were already in compliance with the law in presenting an action plan for equality between women and men.”

On 30 November 2012, the Inter-ministerial Committee on Women’s Rights and Equality between Women and Men met for the first time since 2000. The French government, represented by the Prime Minister Jean-Marc Ayrault, reaffirmed its will to “move from equality in law to equality in practice.” The committee devised a decision statement<sup>2921</sup> or action plan, as well as roadmaps for each department in its field of competence.<sup>2922</sup> For instance, the Ministry of Productive Recovery is responsible of implementing measures to boost female entrepreneurship and monitoring the appointment of women in government executives and operator companies.<sup>2923</sup>

On 27 June 2012, French Minister for Women’s Rights Najat Vallaud-Belkacem and Minister of State Reform Marilyse Lebranchu introduced future measures to strengthen equality of men and women in both the social and economic realms. The main components of the measure was the reactivation of the Inter-ministerial Committee on Women’s Rights under the authority of the French Prime Minister, the future discussion between the government and the social partners on “effective and real equality in business,” shared parenthood and the facilitation of the return to work after childbirth.<sup>2924</sup>

On 26 September 2012, “L’ABCD de l’égalité”<sup>2925</sup> was launched in France. The program aims to educate children from kindergarten to university about gender equality in order to avoid future misunderstandings and gender social differences.

France has taken concrete actions to expand economic opportunities for women.

On 18 June 2013, French Minister for Women’s Rights Najat Vallaud-Belkacem unveiled the roadmap of her plan for the development of female entrepreneurship during the event Planète

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<http://femmes.gouv.fr/le-nouveau-decret-sur-legalite-professionnelle-est-paru-au-journal-officiel/>

<sup>2921</sup> Decision Statement of the Inter-Ministerial Committee for Women’s Rights and Equality between Women and Men, French Ministry for Women’s Rights Website (Paris) 30 November 2012. Date of Access: 4 January 2013.

<http://femmes.gouv.fr/wp-content/uploads/2012/11/CI-DDF-RELEVE-V7.pdf>

<sup>2922</sup> Women’s Rights: Ministerial Roadmaps, French Ministry for Women’ Rights Website (Paris) 30 November 2012. Date of Access: 5 January 2013.

<http://femmes.gouv.fr/droits-des-femmes-les-feuilles-de-route-ministerielles/>

<sup>2923</sup> The Ministry for the Productive Recovery is committed to the Women-Men Equality, French Ministry for the Productive Recovery Website (Paris) 30 November 2012. Date of Access: 3 January 2013.

<http://www.redressement-productif.gouv.fr/ministere-redressement-productif-sengage-pour-egalite-hommes-femmes>

<sup>2924</sup> “L’égalité entre les femmes et les hommes au cœur de l’action publique », Communication by the Minister for Women’s Rights Najat Vallaud-Belkacem at the Council of Ministers, French Ministry for Women’s Rights Website (Paris) 27 June 2012. Date of Access: 4 January 2013.

[http://femmes.gouv.fr/wp-content/uploads/2012/07/1\\_egalite\\_entre\\_les\\_femmes\\_et\\_les\\_hommes\\_au\\_coeur\\_de\\_l\\_action\\_publicque.pdf](http://femmes.gouv.fr/wp-content/uploads/2012/07/1_egalite_entre_les_femmes_et_les_hommes_au_coeur_de_l_action_publicque.pdf)

<sup>2925</sup> “De la crèche à l’université, éduquer à l’égalité”, French Ministry for Women’s Rights Website (Paris) 18 October 2012. Date of Access: 4 January 2013.

<http://femmes.gouv.fr/de-la-creche-a-luniversite-eduquer-a-legalite/>

PME2926. She aims for 40 per cent of women entrepreneurs by 2017. This plan contains three parts which are raising awareness, support and financial access. One of the actions is to integrate in the school program a “female entrepreneurship” class from the 5th grade on.

Thus France has been awarded a score of +1 for its actions to overcome barriers hindering women’s full economic and social participation and to expand economic opportunities for women.

*Analyst: Jessica Coper*

## **Germany: 0**

Germany has partially complied with its commitment to take concrete actions to overcome the barriers hindering women’s full economic and social participation and to expand economic opportunities for women. It is explicitly committed in gender equality advancement; however no concrete actions were taken.

On 18 April 2013, Germany’s parliament rejected a law to implement gender quotas for Supervisory Boards of companies listed on the stock exchange or domestic corporations<sup>2927</sup>. The government, which was strongly divided on the topic, has however reached a consensus on “a quota of 30 percent for share of women serving on every corporate supervisory board.”

Moreover, the German government lobbied against the implementation of the European Union’s proposal to institute a gender quota for non-executive boards across the European Union.<sup>2928</sup> It yet pushed the possibility for every state to “determine what kind of sanctions to impose on non-compliant firms.”<sup>2929</sup>

On 26 October 2012, Minister for Family, Senior Citizens, Women and Youth Dr. Kristina Schröder reaffirmed the will of the government to increase the number of women in leadership positions<sup>2930</sup> within business and government. She then took action to meet President of the Federal Association of German Business Consultants Antonio Schneider to discuss the need for candidates in high-level consulting positions.

On 19 September 2012, Germany, represented by Deputy Head of the task force rule of law in the Federal Foreign Office Hermann Nicolai pledged for “gender equality and empowering women

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<sup>2926</sup> “Les clefs pour atteindre 40% de femmes entrepreneurs”, French Ministry for Women’s Rights Website (Paris) 25 June 2013. Date of Access: 27 June 2013.

<http://femmes.gouv.fr/les-clefs-pour-atteindre-40-de-femmes-entrepreneures-des-2017/>

<sup>2927</sup> “Gender gap: Germany rejects law requiring gender quota”, Der Spiegel (Berlin) 18 April 2013. Date of Access: 30 June 2013.

<http://www.spiegel.de/international/germany/germany-rejects-law-requiring-board-quotas-a-895238.html>

<sup>2928</sup> Merkel’s Passive Gender Equality Policy Could Backfire, Der Spiegel (Berlin) 21 November 2012. Date of Access: 27 December 2012.

<http://www.spiegel.de/international/germany/passive-gender-equality-policy-could-backfire-for-angela-merkel-a-868343.html>

<sup>2929</sup> Battle with Brussels: Germany to lobby against EU quota, Der Spiegel (Berlin) 6 March 2013. Date of Access: 30 June 2013.

<http://www.spiegel.de/international/europe/germany-to-lobby-against-eu-gender-quota-a-887174.html>

<sup>2930</sup> “Frauen in Führungspositionen” (Women in Leadership Positions), German Ministry for Family, Seniors, Women and Youth Website (Berlin/Bonn) 26 October 2012. Date of Access: 27 December 2012. <http://www.bmfsfj.de/BMFSFJ/Presse/pressemitteilungen.did=190644.html>

and children” at the domestic and international levels<sup>2931</sup>. The German government has committed to strengthen the “awareness on the still existing inequalities in pay between women and men” and to provide enterprises with software which analyses the wages differentials.

Thus Germany has been awarded a score of 0 for its status quo on women’s empowerment.

*Analyst: Jessica Coper*

### **India: 0**

India has partially complied with its commitment to take concrete actions to overcome the barriers hindering women’s full economic and social participation and to expand economic opportunities for women.

India has taken concrete action to overcome barriers hindering women’s full economic and social participation.

Following and as a response to the protests in the 2012 Delhi gang rape case, the Indian Government passed the Criminal Law (Amendment) Bill 2013.<sup>2932</sup> The legislation was passed by the Lok Sabha on 19 March 2013 and by the Rajya Sabha on 21 March 2013, providing for amendment of the Indian Penal Code, Indian Evidence Act and Code of Criminal Procedure, 1973 on laws related to sexual offences. The Bill received Presidential assent on 2 April 2013.<sup>2933</sup>

This new legislation explicitly recognizes and incorporates certain acts as offences which were dealt under related laws. These offences now incorporated into the Indian Penal Code include acid attacks, sexual harassment, voyeurism and stalking.<sup>2934</sup>

However India has taken no concrete action to expand economic opportunities for women.

Thus India has been awarded a score of 0.

*Analyst: Rym Ghouma*

### **Indonesia: 0**

Indonesia has partially complied with its commitment to take concrete actions to overcome the barriers hindering women’s full economic and social participation and to expand economic opportunities for women. The Indonesian government has implemented multiple initiatives to expand economic opportunities for women since the Los Cabos Summit. However the Indonesian

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<sup>2931</sup> High-level Meeting on the Rule of Law at the National and International Levels: Pledge Registration Form, United Nations Rule of Law Website (New York) 24 September 2012. Date of Access: 6 January 2013.

<http://www.unrol.org/files/German%20pledges.pdf>

<sup>2932</sup> Criminal Law (Amendment) Ordinance, 2013, Press Information Bureau, Government of India (Delhi) 4 February 2013. Date of Access: 15 July 2013.

<http://www.pib.nic.in/newsite/erelease.aspx?relid=91979>

<sup>2933</sup> Criminal Law (Amendment) Ordinance, 2013, Press Information Bureau, Government of India (Delhi) 4 February 2013. Date of Access: 15 July 2013.

<http://www.pib.nic.in/newsite/erelease.aspx?relid=91979>

<sup>2934</sup> Criminal Law (Amendment) Ordinance, 2013, Press Information Bureau, Government of India (Delhi) 4 February 2013. Date of Access: 15 July 2013.

<http://www.pib.nic.in/newsite/erelease.aspx?relid=91979>

Government has adopted regulations that hinder or undermine women's rights in the same period of time.

On 28 April 2013, the Group Concerned Citizens for the Indonesian Legislature (Formappi) announced that 2,434 out of 6,576 candidates — or 37 per cent of the candidates — nominated by the 12 eligible parties for the 2014 legislative elections were women.<sup>2935</sup> It also specified that the parties complied with their commitment to present at least 30 per cent of women to constituencies in presenting their female members in multiple constituencies.

On 28 December 2012, the Report of Performance Outcomes of The Indonesian Ministry of Women Empowerment and Child Protection<sup>2936</sup> was issued. The annual report lists the ongoing implementation of several initiatives and assesses achievements. A pertinent example of a current initiative of the Indonesian government is the creation of guidelines on “Parameter Gender Equality in the Formation of Legislation” which will officially be released in 2013 in the form of a presidential regulation.

On 4 December 2012, at the Fourth Ministerial Conference on the Role of Women in Development of the Organization of Islamic Cooperation Member States, the Jakarta Declaration<sup>2937</sup> reaffirmed the commitment of Indonesia and all members of the Organization of Islamic Cooperation in the pursuit of women's empowerment in the social and economic realms.

On 11 July 2012, the Indonesian Minister of Women Empowerment and Child Protection of Indonesia Linda Amalia Sari confirmed Indonesia's engagement<sup>2938</sup> for women economic and social empowerment at the 52<sup>nd</sup> Session of the Committee of Elimination of All Forms of Discriminations against Women.

However, on 14 September 2012, the Indonesian National Commission on Violence against Women<sup>2939</sup> reported that a significant number of regulations discriminating against women were being adopted throughout the country and further claimed that more restrictive regulations were passed than repealed. More than 130 new regulations infringing upon women's rights were

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<sup>2935</sup> Bad math: Political Parties meet all the Quotas, but where are the all the Women?, TheJakartaGlobe (Jakarta) 29 April 2013. Date of Access: 30 June 2013.  
<http://www.thejakartaglobe.com/news/bad-math-political-parties-meet-female-quotas-but-where-are-all-the-women/#more-1>

<sup>2936</sup> Report of Performance Outcomes of the Ministry of Women Empowerment and Child Protection Year 2012, Indonesian Ministry of Women Empowerment and Child Protection Website (Jakarta) 28 December 2012. Date of Access: 5 January 2013.  
<http://menegpp.go.id/V2/index.php/component/content/article/8-perempuan/467-laporan-hasil-capaian-kinerja-kpppa-tahun-2012>

<sup>2937</sup> Jakarta Declaration at the Fourth Ministerial Conference on the Role of Women in Development of the Organization of Islamic Cooperation Member States, Indonesian Ministry of Women Empowerment and Child Protection Website (Jakarta) 6 December 2012. Date of Access: 6 January 2013.  
<http://menegpp.go.id/V2/index.php/component/content/article/8-perempuan/450-press-release-ktm-oki-ke-4-tentang-peranan-perempuan-dalam-pembangunan-sepakati-jakarta-declaration>

<sup>2938</sup> Introduction Statement by the Minister of Women Empowerment and Child Protection Linda Sari in New York on 11 July 2012, Office of the United Nations High Commissioner for Human Rights Website (Geneva). Date of Access: 6 January 2013.  
[http://www2.ohchr.org/english/bodies/cedaw/docs/statements/StatementIndonesia\\_CEADW52.pdf](http://www2.ohchr.org/english/bodies/cedaw/docs/statements/StatementIndonesia_CEADW52.pdf)

<sup>2939</sup> Indonesia: Commission Finds Many Laws That Discriminate Against Women, Library of Congress Website (Washington) 19 September 2012. Date of Access: 6 January 2013.  
[http://www.loc.gov/lawweb/servlet/lloc\\_news?disp1\\_1205403336\\_text](http://www.loc.gov/lawweb/servlet/lloc_news?disp1_1205403336_text)

reported to have been voted since 2009 including restrictions on women's mobility, dress codes or religious standards.

Also, the Annual Report of Amnesty International on the state of the world's human rights for the year 2013<sup>2940</sup> declared that the "Indonesian parliament failed to debate and enact a domestic workers law, leaving domestic workers, the vast majority of whom are women and girls, vulnerable to economic exploitation and the denial of their rights to fair conditions of work."

Thus Indonesia has been awarded a score of 0.

*Analyst: Jessica Coper*

### **Italy: 0**

Italy has partially complied with its commitment to take concrete actions to overcome barriers hindering women's full economic and social participation and to expand economic opportunities for women.

Italy has not taken concrete actions to overcome barriers hindering women's full economic and social participation.

It has however taken concrete measures to expand economic opportunities for women.

On 5 October 2012, Italian Minister of Labour, Social Policies and Gender Equality Elsa Fornero signed a decree providing EUR230 million in incentives to private sector companies that hire women and young people. The incentive plan offers up to EUR12, 000 per contract extended to a woman or a youth.<sup>2941</sup>

On 12 September 2012 at the 67<sup>th</sup> UN General Assembly Meeting, the European Union helped organize and support the "Equal Futures Partnership" event centered on women's political participation and economic empowerment. Moderated by United States Secretary of State Hilary Clinton, the European Union was one of the 12 founding members of this partnership specifically designed to meet many of the same commitments set at the G20 summit in Los Cabos. The European Unions' commitments include (1) Advancing women political and economic participation; (2) Addressing violence against women as a barrier to political and economic participation; (3) Advancing women's participation in the formal economy within the European Union; and (4) Working with Stakeholders and Data Gathering regarding the issue.<sup>2942</sup>

As a member of the European Union, Italy is held to these commitments as well. Many of which specifically address dismantling barriers to entry in the economy. However, none of the discussed programs from the UN General Assembly Meeting have yet been incorporated in Italy. This may however change pending the European Union's progress on activating programs mentioned at the Equal Futures Partnership Meeting.

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<sup>2940</sup> Annual Report 2013, Amnesty International (hhh) 2013. Date of Access: 30 June 2013.

<http://www.amnesty.org/en/region/indonesia/report-2013>

<sup>2941</sup> "Lavoro per Giovane e Donne, Attivato un Fondo di Oltre 230 Milioni di Euro, Ministero Del Lavoro E Delle Politiche Sociali 5 October, 2012 Date of Access: 30 December 2012

[http://www.lavoro.gov.it/Lavoro/Notizie/20121005\\_DI\\_Fondo.htm](http://www.lavoro.gov.it/Lavoro/Notizie/20121005_DI_Fondo.htm)

<sup>2942</sup> "Equal Futures Partnership": Women political participation and economic empowerment, European Commission 25 September 2012 Date of Access: 06 January 2013

[http://europa.eu/rapid/press-release\\_MEMO-12-709\\_en.htm?locale=en](http://europa.eu/rapid/press-release_MEMO-12-709_en.htm?locale=en)

Thus Italy has been awarded a score of 0 for its work to take concrete actions to overcome barriers hindering women's full economic and social participation and to expand economic opportunities for women.

*Analyst: Melissa Blaustein*

### **Japan: 0**

Japan has partially complied with its commitment to take concrete actions to overcome barriers hindering women's full economic and social participation and to expand their economic opportunities for women.

On 19 April 2013, Japanese Prime Minister Shinzo Abe unveiled the country's new Economic Growth Strategy for 2020 with the incorporation of women into the workforce as the central key to the national strategy.<sup>2943</sup>

Japan has taken concrete actions to overcome barriers hindering women's full economic and social participation as part of its new Economic Growth Strategy. To facilitate the re-entry of women into the workforce after having children, the Japanese government has requested that local governments establish more childcare centres, committing to eliminating waiting lists by creating 400 000 daycare spots nationwide by 2017.<sup>2944</sup>

On 19 April 2013, Prime Minister Shinzo Abe also met with the Heads of Japan's main business lobbies to request that companies extend maternity leave to three years from the current maximum of 18 months.<sup>2945</sup> Although companies' compliance with this new maternity leave measure has been designed on a voluntary basis and not as a legal obligation, a partial implementation will still remove certain barriers to women's full economic and social participation.

However, although Prime Minister Abe has publicly stated his goal to increase the number of women in leadership positions to 30 per cent by 2020 and to expand economic opportunities for women<sup>2946</sup>, no concrete action has been taken towards this goal as of 21 July 2013.

Thus Japan has received a score of 0 for partial compliance in taking concrete steps towards removing barriers towards women's social and economic participation and to expand their economic opportunities.

*Analyst: Raquel Mendes*

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<sup>2943</sup> Japan PM reveals growth strategy based on Working Women, The Wall Street Journal, April 2013.  
Date of Access: 07 July 2013

<http://online.wsj.com/article/BT-CO-20130419-701880.html>

<sup>2944</sup> Japan PM reveals growth strategy based on Working Women, The Wall Street Journal, April 2013.  
Date of Access: 07 July 2013

<http://online.wsj.com/article/BT-CO-20130419-701880.html>

<sup>2945</sup> Japan PM reveals growth strategy based on Working Women, The Wall Street Journal, April 2013.  
Date of Access: 07 July 2013

<http://online.wsj.com/article/BT-CO-20130419-701880.html>

<sup>2946</sup> Japan PM reveals growth strategy based on Working Women, The Wall Street Journal, April 2013.  
Date of Access: 07 July 2013

<http://online.wsj.com/article/BT-CO-20130419-701880.html>

## **Korea: +1**

Korea has fully complied with its commitment to remove barriers that hinder women's full economic and social participation and to expand economic opportunities for women in G20 countries.

On 20 June 2013, the Korean Ministry of Justice announced the toughening of the country's laws on sex offenders. The new law now allows legal action to proceed against sexual offenders without the victim having to personally press charges and now allowing family and friends to take legal action on behalf of the victim.<sup>2947</sup> The new law was designed with the aim of ensuring that victims, especially female victims, are not intimidated by offenders not to press charges.

On 11 June 2013, Conservative lawmakers alongside with the Ministry of Defense stated their support for the return of a military service law that was ruled to be unconstitutional 14 years ago because the law gave incentives to job seekers with a military background, effectively disadvantaging women and individuals with disabilities from entering the job market.<sup>2948</sup> In opposition of the bill, the Minister of Gender Equality and Family of the Republic of Korea Yoonsun Cho voiced her opposition to the re-introduction of the law with the support of ruling Saenuri Party lawmakers on the parliamentary committee for gender and family affairs. Saenuri Rep. Kim Hyun-sook stated, "(The system) has already been ruled unconstitutional by the Constitutional Court,"<sup>2949</sup> she told reporters in a press briefing, emphasizing that the Court had already deemed the law to discriminate against women and the disabled. "Reviving [the law] would spark backlash from women and the disabled, and create social conflict, so it requires caution,"<sup>2950</sup> Kim Hyun-sook added.

From June 3 to 4 2013, the Head of UN Women Lakshmi Puri travelled to South Korea and held meetings with the Minister and Vice-Minister for Gender Equality and Family to discuss ways of prioritizing investments in gender equality and women's empowerment to promote the participation of women in all spheres of society.<sup>2951</sup> The Head of UN Women also met with members of South Korea's National Assembly where, given the recent election of South Korea's first female president Park Geun-hye, discussions focused on the topic of increasing women's

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<sup>2947</sup> South Korea makes sex crime law tougher, The Global Post (Seoul, South Korea). 20 June 2013. Date of Access: 23 June 2013 <http://www.globalpost.com/dispatch/news/regions/asia-pacific/south-korea/130620/south-korea-makes-sex-crime-laws-tougher>.

<sup>2948</sup> Bill aims to revive incentives for job seekers with military background, Yonhap News Agency (Seoul, South Korea). 11 June 2013. Date of Access: 24 June 2013 <http://english.yonhapnews.co.kr/national/2013/06/11/0302000000AEN20130611002151315.HTML>.

<sup>2949</sup> Gender equality ministry opposes military service merits, Globalpost. (Seoul, South Korea). 11 June 2013. Date of Access: 23 June 2013. <http://www.globalpost.com/dispatch/news/yonhap-news-agency/130613/gender-equality-ministry-opposes-military-service-merits>

<sup>2950</sup> Gender equality ministry opposes military service merits, Globalpost. (Seoul, South Korea). 11 June 2013. Date of Access: 23 June 2013. <http://www.globalpost.com/dispatch/news/yonhap-news-agency/130613/gender-equality-ministry-opposes-military-service-merits>

<sup>2951</sup> Lakshmi Puri visits Malaysia, Japan and the Republic of Korea, UN Women. 28 May 2013. Date of Access: 18 June 2013. <http://www.unwomen.org/2013/05/lakshmi-puri-visits-malaysia-japan-korea/>.

political and economic participation, as well as increasing women's participation in peace building and ending violence against women.<sup>2952</sup>

Shortly after the G20 meeting in June 2012, the 2012 Korean Women's International Network (KOWIN) was held in Yeosu City in Jeonnam Province from 28 to 31 August 2012. Korean Minister Kim Kum-lae of the Minister of Gender Equality and Family attended the event in which 600 Korean women participated. KOWIN was established in 2001 by the Ministry of Gender Equality and aims to bring together women who are "focused on strengthening the capabilities of Korean women with thematic discussions, networking events, and cultural tours of the district."<sup>2953</sup>

On 10 and 11 October 2012, the Korean Ministry of Gender Equality and Family partnered with the Asia-Pacific Broadcasting Union (ABU) to host the 2012 Seoul Gender Media Forum. This event brought together leading female media and IT professionals, gathered "to take stock of the current status of women in the media and IT industry, identify strategies and good practices for reaching a higher representation of women in those industries, and work on a fairer female portrayal in the media, advertising, and movies."<sup>2954</sup>

On 16 and 17 October 2012, the Media Forum was followed by the General Assembly meeting of the ABU members where a draft of a Declaration on Empowering Women was created.<sup>2955</sup> This declaration is intended to create new partnerships to advance the empowerment of girls and women through inclusion in the Media and ICT fields and highlights Korea's commitment to promoting women's leadership in both the public and corporate sectors.

In November 2012 the Economically Active Population Survey (EAPS) was released and reported the participation rate of women in the Korean labour force at 50 per cent. Figures in November 2011 reported a participation rate of 49.9 per cent. Looking at the national unemployment rates for females, the rate fell only slightly to 2.4 per cent in November 2012 from 2.5 per cent in November 2011.<sup>2956</sup>

Despite only small changes in the female labour participation rate, the Korean government is taking concrete steps to advance "gender equality in all areas, including skills training, wages and salaries, treatment in the workplace and responsibilities in care-giving,"<sup>2957</sup> through various economic policies. Listed within the 2012 Key Economic Policies, the Korean government has

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<sup>2952</sup> Lakshmi Puri visits Malaysia, Japan and the Republic of Korea, UN Women. 28 May 2013. Date of Access: 18 June 2013. <http://www.unwomen.org/2013/05/lakshmi-puri-visits-malaysia-japan-korea/>.

<sup>2953</sup> Expo 2012 Yeosu Korea. (Yeosu) February 2012. Date of Access: 1 January 2013. <http://2012expo.wordpress.com/2012/02/01/korean-womens-international-conference-held-in-yeosu/>

<sup>2954</sup> Women With the Wave. ABU 2012 (Seoul) October 2012. Date of Access: 30 December 2012. <http://www.abu2012seoul.com/s81.html>

<sup>2955</sup> Women With the Wave. ABU 2012 (Seoul) October 2012. Date of Access: 30 December 2012. <http://www.abu2012seoul.com/s81.html>

<sup>2956</sup> Economically Active Population Survey in November 2012, Employment Statistics Division Population & Social Statistics Bureau Statistics Korea. 12 December 2012. Date of Access: 30 December 2012. <http://kostat.go.kr/portal/english/news/1/1/index.board?bmode=read&bSeq=&aSeq=269216&pageNo=1&rowNum=10&navCount=10&currPg=&sTarget=title&sTxt=>

<sup>2957</sup> G20 Leaders Declaration. G20 Information Centre (Los Cabos, Mexico) June 2012. Date of Access: 31 December 2012. <http://www.g20.utoronto.ca/2012/2012-0619-loscabos.html>.

pledged its support to facilitate the employment of women through “retraining programs, senior job creation projects, and improved substitute programs for maternity leave.”<sup>2958</sup>

Additionally the Korean Ministry of Strategy and Finance unveiled a Tax Revision Bill 2012 aimed at creating more jobs, boosting domestic demand and supporting middle and low income classes. There will be a new income tax deduction for educational expenses aimed at covering fees for daycare and kindergartens.<sup>2959</sup>

On 25 September 2012, the Korean Government released the 2013 Budget Proposal where customized welfare schemes have been included that are meant to increase the access to childcare benefits for families whose income falls between the 0 and 70 per centile. Additionally “public daycare centers will be increased by more than 50 per cent, and more regional childcare centers and afterschool centers will be available.”<sup>2960</sup>

On 18 October 2012, the government established the 2013 budget proposal for the Korean Ministry of Gender Equality and Family in the amount of WON524 billion. Main contents of the budget proposal outline expanded support for childcare and enhanced support for women and children who are victims of sexual violence by expanding the number of support facilities and shelters. The budget also cites increased support for job creation for women who have been absent from economic activity for some years, expanding infrastructure for re-employment centers and agencies by increasing funding from WON28.3 billion in 2012 to WON34.6 billion in 2013.<sup>2961</sup>

The Korean Ministry of Gender Equality and Family is the main government entity charged with enhancing women’s status through policies and laws and the government’s funding and investment in the Ministry is aligned with its commitment to promote women’s leadership and to promote a culture of gender equality and empowerment.

On 26 December 2012, the Korea Employer’s Federation reported that the Prime Minister’s Office and the Ministry of Gender Equality and Family will work together to have more high-ranking female officials within ministries, public companies and other state run agencies.<sup>2962</sup> The report also referenced increased support from the government for maternity leave. “The government will pay WON400,000 (USD350) per month as labour costs to medium-sized

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<sup>2958</sup> 2012 Key Economic Policies December 2012, Ministry of Strategy and Finance (Seoul) 25 January 2012. Date of Access: 30 December 2012. <http://english.mosf.go.kr>.

<sup>2959</sup> Tax Revision Bill, 2012. Economic Policy, Ministry of Strategy and Finance. Date of Access: 30 December 2012. <http://english.mosf.go.kr>.

<sup>2960</sup> 2013 Budget Proposal. Budget & Treasury. Ministry of Strategy and Finance. Date of Access: 30 December 2012. <http://english.mosf.go.kr>.

<sup>2961</sup> MOGEF’s 2012 Budget. Press and Public Affairs. Ministry of Gender Equality and Family (Seoul) 18 October 2012. Date of Access: 1 January 2013. [http://english.mogef.go.kr/sub03/sub03\\_11.jsp?menuID=euc0100&id=euc0100&cate=&key=&search=&order=&desc=asc&year=&smoth=&sdate=&eyear=&emonth=&edate=&deptcode=&menuID=euc0100&pg=1&mode=view&idx=6887](http://english.mogef.go.kr/sub03/sub03_11.jsp?menuID=euc0100&id=euc0100&cate=&key=&search=&order=&desc=asc&year=&smoth=&sdate=&eyear=&emonth=&edate=&deptcode=&menuID=euc0100&pg=1&mode=view&idx=6887).

<sup>2962</sup> More Women to get High-Ranking Positions, Korea Employer’s Federation. (Seoul) 26 December 2012. Date of Access: 1 January 2013. [http://www.kefplaza.com/kef/kef\\_eng\\_intro\\_7\\_1.jsp?num=4370&pageNum=0](http://www.kefplaza.com/kef/kef_eng_intro_7_1.jsp?num=4370&pageNum=0).

companies if they hire temporary workers to fill the female staffers' vacancy."<sup>2963</sup> As of 1 January 2013, this report had not yet been officially released on the Korean Prime Minister's website.

Thus Korea has been awarded a score of +1 for its promotion of gender equality by removing barriers that hinder women's full economic and social participation and by expanding economic opportunities for women.

*Analyst: Rebecca Wilkinson-Blanc*

## **Mexico: +1**

Mexico has fully complied with its commitment to remove barriers that hinder women's full economic and social participation and to expand economic opportunities for women.

On 20 May 2013, Mexican President Enrique Peña Nieto announced the 2013-2018 "National Development Plan"<sup>2964</sup>, centering gender equality which encompasses the removal of barriers that hinder economic and social participation as well as the expansion of women's economic activities as one of the three strategic transversal axes for all of the federal programs that are to be implemented in his administration.

Mexico has taken concrete actions to remove barriers hindering women's full economic and social participation.

On 8 January 2013, the Mexican Ministry of Social Development announced that the Federal Budget of 2013 would allocate MXN3.5 billion to pursue and expand the program "Estancias Infantiles"<sup>2965</sup> which provides child care for women with children between 11 months and 3 years. It is expected that 300 000 working or studying women will benefit through this program in 2013.

On 3 December 2012<sup>2966</sup>, then elected Mexican President Enrique Peña Nieto announced the creation of full-time school programs that will permit working mothers to work full time while their kids are in school.

On 2 December 2012, then elected Mexican President Enrique Peña Nieto signed, along with the representatives of Congress, the "Pact for Mexico"<sup>2967</sup> which includes two strategies on the allocation of resources for women in 2013: Programa para jefas the familia and Equidad de

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<sup>2963</sup> More Women to get High-Ranking Positions, Korea Employer's Federation. (Seoul) 26 December 2012. Date of Access: 1 January 2013.

[http://www.kefplaza.com/kef/kef\\_eng\\_intro\\_7\\_1.jsp?num=4370&pageNum=0](http://www.kefplaza.com/kef/kef_eng_intro_7_1.jsp?num=4370&pageNum=0).

<sup>2964</sup> Presentacion del Plan Nacional de Desarrollo 2013-2018. Presidencia de la Republica. 20 May 2013. Date of Access: 27 June 2013. <http://www.presidencia.gob.mx/articulos-prensa/presentacion-del-plan-nacional-de-desarrollo-2013-2018/>

<sup>2965</sup> Comunicado de Prensa: Beneficios del Programa Estancias Infantiles. Presidencia de la Republica 8 January 2013. Date of Access: 10 January 2013.

<http://www.presidencia.gob.mx/articulos-prensa/beneficios-del-programa-estancias-infantiles/>

<sup>2966</sup> Comunicado de Prensa: Mi gobierno tiene un compromiso con las mujeres. Presidencia de la República. 3 December 2012. Date of Access: 3 January 2013

<http://www.presidencia.gob.mx/articulos-prensa/mi-gobierno-tiene-un-claro-compromiso-con-las-mujeres-de-mexico-enrique-pena-nieto/>

<sup>2967</sup> Comunicado de Prensa: El Presidente Enrique Peña Nieto Firma el Pacto por México, Presidencia de la Republica. 2 December 2012. Date of Access: 3 January 2013.

<http://pactopormexico.org/acuerdos-presupuestales-2013/>

Genero. Both strategic plans comprise health and education programs for women as well as education initiatives to fight gender inequalities.

On 29 November 2012, Former Mexican President Felipe Calderon promulgated an integral Labour Reform that favours women by introducing flexible forms of hiring that suit women better and enhancing women rights for maternity leave, and increases sanctions for any type of gender inequality and harassment.<sup>2968</sup>

Mexico has taken concrete actions to expand economic opportunities for women.

On 10 January 2013, Mexican President Enrique Peña Nieto announced the launch of the program Seguro para Jefas de Familia. With a MXN400 million budget planned for in the 2013 federal budget, the program provides a life insurance for female-headed households.

On 28 November 2012, then elected Mexican President Enrique Peña Nieto announced a USD80 million fund to support SMEs as well as specific loans to entrepreneur women.<sup>2969</sup>

Thus Mexico has been awarded a score of +1 for its promotion of gender equality by removing barriers that hinder women's full economic and social participation and expanding economic opportunities for women.

*Analyst: Alejandra Plaschinski*

### **Russia: +1**

Russia has fully complied with the commitment on ensuring social and economic opportunities for women.

Russia has taken actions to remove barriers that hinder women's full economic and social participation, however several changes to the legislation are work in progress.

On 6 August 2012, at a meeting on coal industry development, Russian Prime Minister Dmitry Medvedev defined Russian legislation concerning women's labor as "very conservative". He said that a "Government resolution with a list of jobs from which women are banned" must be changed as it "would enable women to earn more and eliminate the current labor shortage".<sup>2970</sup> However, the list of heavy and dangerous jobs has not been changed yet.<sup>2971</sup>

On 5 December 2012, Russian Deputy Prime Minister Olga Golodets said that the Government will draft an amendment to the legislation, so that the entire period of maternity leave would be taken into account for women's retirement purposes. "Under the current law, the Pension Fund

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<sup>2968</sup> Comunicado de Prensa: Las mujeres trabajadoras gozarán de mayores oportunidades y equidad con la reforma laboral. Secretaría del Trabajo y Previsión Social. 4 November 2012. Date of Access: 5 January 2013. [http://www.stps.gob.mx/bp/secciones/sala\\_prensa/boletines/2012/nov/bol\\_104.html](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2012/nov/bol_104.html)

<sup>2969</sup> El País que Hereda Enrique Peña Nieto, BBC Mundo, 28 November 2012. Date of Access: 5 January 2013. [http://www.bbc.co.uk/mundo/noticias/2012/09/120831\\_elecciones\\_mexico\\_pais\\_hereda\\_pena\\_nieto\\_epn.shtml](http://www.bbc.co.uk/mundo/noticias/2012/09/120831_elecciones_mexico_pais_hereda_pena_nieto_epn.shtml)

<sup>2970</sup> Prime Minister Dmitry Medvedev holds a meeting on measures to develop the coal industry in Leninsk-Kuznetsky, Russian Government 6 August 2012. <http://www.government.ru/eng/docs/20000/>.

<sup>2971</sup> Government Resolution No. 162 of 25 February 2000, Government of Russia 25 February 2000. <http://government.consultant.ru/page.aspx?650487>.

compensates mothers only for three years of maternity leave, regardless of the number of children”.<sup>2972</sup> The changes are subject to approval of the Parliament.

On 29 December 2012, Russian President signed a law changing legislation on social insurance for temporarily disabled persons and for women on maternity leave. The law is aimed at streamlining accounting procedures and strengthening social insurance. For example, the Russian Fund of Social Insurance will be paying temporary disability allowances and child benefits if an employer, responsible for it, cannot be found.<sup>2973</sup>

Russia has taken actions to expand economic opportunities for women.

On 20 December 2012, the Russian Ministry of Labour and Social Security created the Ministry’s Coordinating Council on Gender Issues “in order to comply with the Russia’s international commitments made in the framework of the Convention on the Elimination of All Forms of Discrimination Against Women and other international documents ratified by Russia, strengthening cooperation with international and civil society organizations”. The Council is responsible for analyzing activities on ensuring gender equality in Russia and drafting proposals on complex measures on ensuring gender equality and complying with international commitments, and attracting civil society organizations to conducting state policy on ensuring equal rights of men and women in Russia.<sup>2974</sup>

On 24 December 2012, Deputy Prime Minister Golodets said that “the Government was planning measures to make higher education more accessible to women” with children, so that they “will have an opportunity to receive higher education on a sole source basis” (with no entry exam).<sup>2975</sup>

On 4-15 March 2013, Russian Government representatives participated in the Fifty-seventh session of the Commission on the Status of Women,<sup>2976</sup> which is “the principal global policy-making body dedicated exclusively to gender equality and advancement of women”.<sup>2977</sup>

Russia has taken actions to remove barriers that hinder women’s full economic and social participation and to expand economic opportunities for women. Thus, it has been awarded score of +1.

*Analyst: Mark Rakhmangulov*

### **Saudi Arabia: +1**

Saudi Arabia has fully complied with its commitment to remove the barriers that hinder women’s full economic and social participation and to expand economic opportunities for women.

The Saudi Government has taken concrete actions to expand economic opportunities for women.

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<sup>2972</sup> Deputy Prime Minister Olga Golodets interviewed by Rossiiskaya Gazeta, Russian Government 5 December 2012. <http://www.government.ru/eng/docs/21742/>.

<sup>2973</sup> A law on social insurance for temporarily disabled persons and for women on maternity leave, changed, Russian President 31 December 2012. <http://www.kremlin.ru/acts/17253>.

<sup>2974</sup> Order No. 611 of 20 December 2012, Russian Ministry of Labour and Social Security 20 December 2012. <http://www.rosmintrud.ru/docs/mintrud/orders/16>.

<sup>2975</sup> Deputy Prime Minister Olga Golodets holds a briefing for journalists, Russian Government 24 December 2012. <http://www.government.ru/eng/docs/22068/>.

<sup>2976</sup> Commission on the Status of Women. Fifty-seventh session. 4 March – 15 March 2013. List of delegations, UN. <http://www.un.org/womenwatch/daw/csw/csw57/csw-provisional-list-of-participants.pdf>.

<sup>2977</sup> Commission on the Status of Women, UN. <http://www.un.org/womenwatch/daw/csw/index.html>.

As of 1 January 2013, the Saudi Government will grant a double credit for every Saudi woman hired over a Saudi male candidate, developing an incentive for local firms to hire more female workers.<sup>2978,2979</sup>

On 6 August 2012, the Saudi Industrial Property Authority announced that it was working towards the establishment of the first industrial city suitable for women to work in.<sup>2980</sup> The report stated that the development of 40 such industrial cities is to be expected in the next five years.

The Saudi Government has also taken concrete action to remove barriers that hinder women's full economic and social participation.

On 10 January 2013, Saudi King Abdullah appointed 30 women on the Shura Advisory Council, the formal advisory body to the King, after establishing a 20 per cent gender quota for the Advisory Council.<sup>2981</sup>

Saudi Arabia has thus been awarded a score of +1.

*Analyst: Alejandra Plaschinski*

### **South Africa: +1**

South Africa has fully complied with its commitment to take action to overcome barriers hindering women's full economic and social participation and to expand economic opportunities for women.

South Africa has taken concrete action to overcome barriers hindering women's full economic and social participation.

In its 2012-2016 Integrated Youth Development Strategy which was released in the first half of 2012, the South African Government announced the implementation of preferential procurement and employment policies for females and youth starting 1 January 2013.<sup>2982</sup>

South Africa has also taken concrete action to expand economic opportunities for women.

It has pursued its efforts in implementing the Gender Transformation United Nations Program to achieve gender equality and to promote women's empowerment in the economic and social

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<sup>2978</sup> Women in Saudi Arabia ask for transparency, agree on self-empowerment: W4Women Riyadh. July 1 2013. Date of Access: June 21 2013.

<http://www.wamda.com/2013/07/women-in-saudi-arabia-reveal-the-positives-and-negatives-w4women-riyadh>

<sup>2979</sup> Women's Solar Seminar Presentation. Saudi Arabia Solar Industry Assosiation. MahaShirah, Marketing Manger, SASIA. May 13 2013. Date of Access: June 21 2013.

[http://saudi-sia.com/wp-content/uploads/2013/05/WSS\\_preentation.pdf](http://saudi-sia.com/wp-content/uploads/2013/05/WSS_preentation.pdf)

<sup>2980</sup> MODON" begins Planning and Development for the First Industrial City being readied for Women in the Kingdom. The Saudi Industrial Property Authority. August 6 2012. Date of Access: January 3 2013.

<http://www.modon.gov.sa/english/mediacenter/news/pages/modonplansdevelopmentwomonic.aspx>

<sup>2981</sup> Saudi king names women to advisory council. Aljazeera. Middle East. January 11 2013. Date of Access: January 13 2013

<http://www.aljazeera.com/news/middleeast/2013/01/2013111234624261971.html>

<sup>2982</sup> The integrated Youth Development Strategy (IYDS) of South Africa 2012-2016 (South Africa) March 2012. Date of access: 5 January 2013.

[http://www.nyda.gov.za/images/stories/documents/Draft\\_per\\_cent20IYDS\\_per\\_cent20March\\_per\\_cent202012\\_per\\_cent20Version2.pdf](http://www.nyda.gov.za/images/stories/documents/Draft_per_cent20IYDS_per_cent20March_per_cent202012_per_cent20Version2.pdf)

spheres in the second half of 2012. Some of the country's 2012 and 2013 on-going projects include enterprise development for women SME owners, research on inclusive finance and development of economic opportunities for rural women in the Green Economy.<sup>2983</sup>

Thus South Africa has been awarded a score of +1 for taking action to remove the barriers hindering women's full economic and social participation and to expand economic opportunities for women since the Los Cabos Summit.

*Analyst: Rym Ghouma*

### **Turkey: -1**

Turkey has failed to comply with its commitment to take concrete actions to overcome the barriers hindering women's full economic and social participation and to expand economic opportunities for women.

Despite developing innovative policies to encourage businesses to hire and retain female talent in the past two years, Turkey has not announced or taken any concrete action to overcome the barriers hindering women's full economic and social participation and to expand economic opportunities for women since the Los Cabos Summit on 18-19 June 2012.

On 1 November 2012, Turkish Minister of Family and Social Policies Fatma Şahin stressed that hosting the 30th Anniversary Event of the CEDAW Committee in Istanbul was an indication of Turkey's commitment to women's rights.<sup>2984</sup> Turkish Minister of Family and Social Policies Fatma Şahin stressed the central role of women in driving change and development, as well as the importance of having a range of actors such as women's organizations, the private sector, and universities involved in the transformation. She also recognized that female employment and participation in local politics was lagging despite egalitarian laws.<sup>2985</sup>

In its Turkey 2012 Progress Report published on 10 October 2012, the European Commission reported that little progress had been made in the field of equal opportunities between women and men.<sup>2986</sup> The European Union recorded that new measures to improve work-life balance were not fully in place as of 10 October 2012 and that existing measures mainly focus on women rather than on a gender mainstreaming approach. It also reported that full enforcement of the principle of equal pay for equal value of work needed to be stepped up including in sectors not covered by the labour law<sup>2987</sup> and that a full gender mainstreaming approach in policy and law-making had yet to be developed across the public administration.<sup>2988</sup>

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<sup>2983</sup> UNDP Current Country Programs. UNDP. Date of access: 5 January 2013.

<http://www.undp.org.za/the-country-programme/current-programmes-undp-sa>

<sup>2984</sup> Welcome Message of the Minister Ms. Fatma Sahin for the Anniversary Event of the CEDAW. Date of access 5 January 2013.

[www.cedawistanbul.com/EN](http://www.cedawistanbul.com/EN)

<sup>2985</sup> Women's Rights in Turkey. Date of access 5 January 2013.

<http://www.turkishpolicy.com/dosyalar/files/2012-1-FatmaSahin.pdf>

<sup>2986</sup> Turkey 2012 Progress Report. European Commission. October 2012. Date of access 6 January 2013.

[http://ec.europa.eu/enlargement/pdf/key\\_documents/2012/package/tr\\_rapport\\_2012\\_en.pdf](http://ec.europa.eu/enlargement/pdf/key_documents/2012/package/tr_rapport_2012_en.pdf)

<sup>2987</sup> Turkey 2012 Progress Report. European Commission. October 2012. Date of access 6 January 2013.

[http://ec.europa.eu/enlargement/pdf/key\\_documents/2012/package/tr\\_rapport\\_2012\\_en.pdf](http://ec.europa.eu/enlargement/pdf/key_documents/2012/package/tr_rapport_2012_en.pdf)

<sup>2988</sup> A 2020 Perspective for Women in Turkey. Date of access 5 January 2013.

<http://www.europarl.europa.eu/sides/getDoc.do?type=REPORT&language=EN&reference=A7-0138/2012>

Therefore Turkey has been awarded a score of -1 for its lack of concrete actions in overcoming the barriers hindering women's full economic and social participation and expanding economic opportunities for women.

*Analyst: Rym Ghouma*

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

The United Kingdom has fully complied with its commitment to take concrete actions to overcome barriers hindering women's full economic and social participation and to expand economic opportunities for women.

The United Kingdom has taken concrete actions to overcome barriers hindering women's full economic and social participation.

In June 2012, the House of Lords launched an inquiry into women on boards, designed "to assess the best way forward to improve gender diversity on boards, the benefits that such diversity brings, and what role the European institutions should play in delivering any required changes."<sup>2989</sup>

The Equality and Human Rights Commission then wrote a written response in July 2012 and released an official written report on 2 November 2012. The report and response mapped out a plan of action to promote more female board members across the country, creating a "Series of long term sustainable targets for 2017 and beyond." Prime Minister David Cameron has also publicly stated he would like to see more companies setting out plans for women on boards.<sup>2990</sup>

Additionally, in November 2012, the Government's Equalities Office released a report on the Think, Act, Report Initiative, "a flexible, voluntary approach that encourages businesses to think about gender equality, take steps to promote equality in their workplace and then share their progress publicly."<sup>2991</sup> Think, Act, Report was founded in 2011 and its extensive one year progress report details the current status of the gender gap in the United Kingdom and ways to effectively combat it. According to the report, over 10 per cent of the United Kingdom's workforce is now employed by companies using Think, Act, Report after just one year.<sup>2992</sup>

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<sup>2989</sup> Written evidence to the House of Lords - European Union Internal Market, Infrastructure and Employment Sub-Committee – inquiry into Women on Boards, United Kingdom Equality and Human Rights Commission 2 November 2012 Date of Access: 6 January 2013  
<http://www.equalityhumanrights.com/legal-and-policy/consultation-responses/written-evidence-to-the-house-of-lords-eu-internal-market-infrastructure-and-employment-sub-committee-inquiry-into-women-on-boards/>

<sup>2990</sup> Written evidence to the House of Lords - European Union Internal Market, Infrastructure and Employment Sub-Committee – inquiry into Women on Boards, United Kingdom Equality and Human Rights Commission 2 November 2012 Date of Access: 6 January 2013  
<http://www.equalityhumanrights.com/legal-and-policy/consultation-responses/written-evidence-to-the-house-of-lords-eu-internal-market-infrastructure-and-employment-sub-committee-inquiry-into-women-on-boards/>

<sup>2991</sup> Think Act Report: One Year On, United Kingdom Government Equalities Office 13 November 2012 Date of Access: 6 January 2013  
<http://www.homeoffice.gov.uk/publications/equalities/womens-equality/gender-equality-reporting/think-act-report-annual-report?view=Binary>

<sup>2992</sup> Think Act Report: One Year On, United Kingdom Government Equalities Office 13 November 2012 Date of Access: 6 January 2013

On 12 September 2012 at the 67<sup>th</sup> UN General Assembly Meeting, the European Union helped organize and support the “Equal Futures Partnership” event centered on women’s political participation and economic empowerment. Moderated by United States Secretary of State Hilary Clinton, the European Union was one of the 12 founding members of this partnership, designed specifically to meet many of the same commitments set at the G20 summit in Los Cabos. The European Union’s commitments include: (1) Advancing women political and economic participation; (2) Addressing violence against women as a barrier to political and economic participation; (3) Advancing women’s participation in the formal economy within the European Union; and (4) Working with Stakeholders and Data Gathering regarding the issue.<sup>2993</sup> As a member of the European Union, the United Kingdom is held to these commitments as well. Many of which specifically address dismantling barriers to entry in the economy.

Thus the United Kingdom has been awarded a score of +1 for its work to take concrete actions to overcome barriers hindering women’s full economic and social participation and to expand economic opportunities for women.

*Analyst: Melissa Blaustein*

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

The United States has fully complied with its commitment to take concrete actions to overcome barriers hindering women’s full economic and social participation and to expand economic opportunities for women.

The United States has taken concrete actions to overcome barriers hindering women’s full economic and social participation.

On 31 December 2012, the United States Congress voted to extend President Obama’s 2009 tax credits that support working families including the Earned Income Tax Credit (EITC), and the Child Tax Credit, offering refunds to families with children and providing support to single mothers.<sup>2994</sup>

The United States has taken concrete actions to expand economic opportunities for women.

On 24 September 2012 at the United Nations General Assembly meeting, US Secretary of State Hilary Clinton spearheaded a new initiative in partnership with 11 other founding countries called “the Equal Futures Partnership” with the goal of expanding women’s political participation.

As a result of this partnership, the United States has released a number of commitments which they have begun to make progress on including: (1) Opening doors to quality education and high paying career opportunities in science, technology, math and engineering; (2) Promoting civic education, public education and public leadership for girls; (3) Breaking the cycle of violence and

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<http://www.homeoffice.gov.uk/publications/equalities/womens-equality/gender-equality-reporting/think-act-report-annual-report?view=Binary>

<sup>2993</sup> “Equal Futures Partnership”: Women political participation and economic empowerment, European Commission 25 September 2012 Date of Access: 06 January 2013 [http://europa.eu/rapid/press-release\\_MEMO-12-709\\_en.htm?locale=en](http://europa.eu/rapid/press-release_MEMO-12-709_en.htm?locale=en) -- full consultation response

<sup>2994</sup> Workbook: Everything You Need to Know About the Fiscal Cliff, Washington Post 01 January 2013 Date Accessed: 06 January 2013

<http://www.washingtonpost.com/blogs/wonkblog/wp/2013/01/01/wonkbook-everything-you-need-to-know-about-the-fiscal-cliff-deal/>

ensuring economic security for survivors of violence; and (4) Expanding support for women entrepreneurs. The United States has key points of action for each goal of the partnership.<sup>2995</sup>

Thus, the United States has been awarded a score of +1 for its work to take concrete actions to overcome barriers hindering women's full economic and social participation and to expand economic opportunities for women.

*Analyst: Melissa Blaustein*

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

The European Union has fully complied with its commitment to take concrete actions to overcome barriers hindering women's full economic and social participation and to expand economic opportunities for women.

On 14 November 2012, the European Commission introduced a legislating that aims to accelerate the progress towards a better gender balance on the corporate boards of Europe. The "Women on Boards" proposal introduced a 40 per cent target for women in non-executive board-member positions in publicly listed companies, with the exception of small and medium enterprises (SMEs). Currently, boards are male-dominated, with 85 per cent of non-executive board members and 91.1 per cent of executive board members being male, while women make up only 15 per cent and 8.9 per cent respectively (November 2012 figures)<sup>2996</sup>. Mid-term figures released by the Commission in late January 2013 show that while the share of women on company boards is steadily increasing in a majority of European Union countries; Ireland, Bulgaria and Poland have recorded no increase.<sup>2997</sup>

Equality between women and men is one of the fundamental principles of Community law. The European Union's objectives on gender equality are to ensure equal opportunities and equal treatment for men and women and to combat any form of discrimination on the grounds of gender<sup>2998</sup>. The European Commission's five-year strategy on equality (from 2010 to 2015) promotes equality between women and men in Europe. The gender equality strategy involves a series of actions based on five priorities; three of which directly relate to the social and economic equality: the economy and labor market, equal pay and equality in senior positions<sup>2999</sup>.

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<sup>2995</sup> Fact Sheet: The Equal Futures Partnership to Expand Women's Political and Economic Participation, The White House, 24 September 2012, Date Accessed: 3 January 2013

<http://www.whitehouse.gov/the-press-office/2012/09/24/fact-sheet-equal-futures-partnership-expand-women-s-political-and-econom>

<sup>2996</sup> Women on Boards: Commission proposes 40 per cent objective. European Commission. Date of Access: 5 January 2013.

[http://ec.europa.eu/justice/newsroom/gender-equality/news/121114\\_en.htm](http://ec.europa.eu/justice/newsroom/gender-equality/news/121114_en.htm)

<sup>2997</sup> No change for Ireland as Europe sees more women on boards. European Commission. Date of Access: 25 January 2013

[http://ec.europa.eu/ireland/press\\_office/news\\_of\\_the\\_day/irish-women-on-boards\\_en.htm](http://ec.europa.eu/ireland/press_office/news_of_the_day/irish-women-on-boards_en.htm)

<sup>2998</sup> Summaries on European Union legislation. European UnionROPA. Date of Access: 5 January 2013.

[http://europa.eu/legislation\\_summaries/employment\\_and\\_social\\_policy/equality\\_between\\_men\\_and\\_women/index\\_en.htm](http://europa.eu/legislation_summaries/employment_and_social_policy/equality_between_men_and_women/index_en.htm)

<sup>2999</sup> Gender Action Plan. European Grid Infrastructure. Date of Access: 5 January 2013

<http://www.egi.eu/about/egi-inspire/gap/>

Thus the European Union has been awarded a score of +1 for its work to take concrete actions to overcome barriers hindering women's full economic and social participation and to expand economic opportunities for women.

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