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The
G20 Research Group
at Trinity College at the Munk School of Global Affairs in the University of Toronto
presents the

2015 G20 Antalya Summit Final Compliance Report

16 November 2015 to 3 September 2016

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

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

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Preface

Since the G20 leaders met at their first summit in 2008 in Washington, the G20 Research Group at the University of Toronto and the Center for International Institutions Research of the Russian Presidential Academy of National Economy and Public Administration (RANEPA), formerly with the International Organizations Research Institute at the National Research University Higher School of Economics (HSE), in Moscow have produced reports on their progress in implementing the priority commitments made at each summit. These reports monitor each G20 member's efforts to implement a carefully chosen selection of the many commitments produced at each summit. The reports are offered to the general public and to policy makers, academics, civil society, the media and interested citizens around the world in an effort to make the work of the G20 more transparent, accessible and effective, and to provide scientific data to enable the meaningful analysis of the causes of compliance and the impact of this important informal international institution. Previous reports are available at the G20 Information Centre at <http://www.g20.utoronto.ca/analysis>.

The G20 Research Group has been working with Marina Larionova's team at RANEPA and previously at HSE since initiating this G20 compliance research in 2009, after the Washington Summit in November 2008. The initial report, covering only one commitment made at that summit, tested the compliance methodology developed by the G8 Research Group and adapted it to the G20.

To make its assessments, the G20 Research Group relies on publicly available information, documentation and media reports. To ensure accuracy, comprehensiveness and integrity, we encourage comments from stakeholders. Indeed, scores can be recalibrated if new material becomes available. All feedback remains anonymous. Responsibility for the contents of this report lies exclusively with the authors and analysts of the G20 Research Group. Due to extenuating circumstances, stakeholders had limited time to submit feedback. This report reflects feedback submitted as of 5 September 2016. It includes seven commitments that could not be distributed for stakeholder feedback.

The interim report, published in July 2016, assessed performance by G20 members with 10 priority commitments among the total of 113 commitments made at the 2015 Antalya Summit, held on 15-16 November 2015. It covered the first part of China's G20 presidency up to 5 April 2016.

This final report assesses performance by G20 members on those same 10 commitments plus the seven that did not receive stakeholder feedback, for a total of 17.

I am most grateful to Sarah Scott and our G20 Research Group team, as well as Marina Larionova, Mark Rakhmangulov and their team in Moscow at RANEPA.

Professor John Kirton
Co-director, G20 Research Group

10. Labour and Employment: Gender

“We will continue monitoring the implementation of our Employment Plans as well as our goals to reduce gender participation gap.”

G20 Antalya Leaders’ Communiqué

Assessment

	No Compliance	Partial Compliance	Full Compliance
Argentina			+1
Australia			+1
Brazil			+1
Canada			+1
China			+1
France			+1
Germany			+1
India			+1
Indonesia			+1
Italy			+1
Japan			+1
Korea			+1
Mexico			+1
Russia			+1
Saudi Arabia		0	
South Africa			+1
Turkey			+1
United Kingdom			+1
United States			+1
European Union			+1
Average		+0.95	

Background

Around the world, the labour force continues to grow faster than the number of jobs created. The International Labour Organisation (ILO), in its report “World Employment and Social Outlook: Trends 2015” noted that “by 2019, more than 212 million people will be out of work, up from 201 million now.” Reversing these trends and creating quality jobs remains the G20’s highest priority and comprehensive growth strategies will assist with this. At the 2014 Brisbane Summit, the G20 members developed country-specific Employment Plans to address individual employment challenges and future strategies to combat them.

In addition to the Employment Plans, the G20 during the Brisbane Summit for the first time declared a goal with a specific timeline to reduce the inequality in the labour force between men and women. G20 members specifically stated, “We agree to the goal of reducing the gap in labour force participation rates between men and women in our countries by 25 per cent by 2025, taking into account national circumstances. This will bring more than 100 million women into the labour force [and] significantly increase global growth.” Individual actions to lift employment and participation are outlined in each G20 member’s Employment Plans. All G20 members are taking action to raise female participation and tackle youth unemployment.

At the 2016 G20 Antalya Summit, leaders recommitted to the country-specific Employment Plans and to reduce the gender participation gap, as well as to monitor the implementation of these goals. G20 members also published individual reports detailing country-specific growth strategies and the status of the implementation of Employment Plan strategies.

As of 18 October 2015, all G20 members albeit Indonesia submitted self-reports regarding the implementation status of country-specific Employment Plans.²¹⁸⁹ Reports were based on a template developed by the G20 Employment Working Group (EWG) consisting of five sections: employment and labour market trends; checklist of implementation; short notes reporting on key policy commitments in the Employment Plan; reporting on multi-year collective commitments; any new policy commitments.²¹⁹⁰ On 16 November 2015, the Synthesis Paper of Self-Reports on the Implementation of G20 Country Employment Plans was published alongside the 2015 G20 Antalya Summit communiqué, summarizing the findings of those reports.²¹⁹¹ The Synthesis Report is available to the public. However, the country-specific reports are not.

In 2016, under the Chinese Presidency, the self-assessment template has been developed further by the G20 EWG within the G20 established assessment framework. On 28-29 April 2016, delegates from G20 member governments, G20 guest countries, World Bank, IMF, ILO, OECD and the L20 and B20 took part in the Second G20 EWG Meeting, held in Shanghai. Other “Consultation Groups,” the W20, the T20 and the Y20 also attended.²¹⁹² The status of the self-assessments is ongoing but reports have not been made public as of yet.

On 12-13 July 2016, the Ministers of Labour and Employment from G20 members and invited countries met to discuss recent global economic and labour market developments and progress made on their commitments. In the communiqué, ministers stated, “We reiterate our commitment to further develop and implement our Employment Plans and monitor progress in a systematic and transparent manner. We also welcome the revised Multi-Year Agenda for the work of the EWG.”²¹⁹³

Commitment Features

G20 members committed to continue monitoring the implementation of individual Employment Plans as well as goals to reduce the gender participation gap.

Monitoring includes, but is not limited to, issuing reports, collecting data, and conducting surveys. Monitoring can also include public consultation and/or an internal bureaucratic assessment in which staff are assigned to an oversight body. Monitoring can be done directly by the government and its agencies or in partnership with other actors such as international organizations.

Implementation is taken to mean any actions which advance, move forward or strengthen the goals and strategies of the country-specific Employment Plan. While the commitment is part of a longer-term initiative and actions on it may continue into the prolonged future, steps need to be taken during the compliance period to be considered implementation. This should not, therefore, be interpreted to mean only prolonged or delayed action.

²¹⁸⁹ Synthesis Paper of Self-Reports on the Implementation of G20 Country Employment Plans, G20 16 November 2015. Access Date: 7 March 2016. <http://g20.org.tr/wp-content/uploads/2015/11/Synthesis-Paper-of-Self-Reports-on-the-Implementation-of-G20-Country-Employment-Plans-2015.pdf>

²¹⁹⁰ G20 National Employment Plans: Proposed Self-Reporting Template, OECD Access Date: 7 March 2016. <http://www.oecd.org/g20/topics/employment-and-social-policy/G20-National-Employment-Plan-proposed-self-reporting-template.pdf>

²¹⁹¹ Synthesis Paper of Self-Reports on the Implementation of G20 Country Employment Plans, G20 16 November 2015. Access Date: 7 March 2016. <http://g20.org.tr/wp-content/uploads/2015/11/Synthesis-Paper-of-Self-Reports-on-the-Implementation-of-G20-Country-Employment-Plans-2015.pdf>

²¹⁹² Second G20 Employment Working Group meeting – Main L20 Take-Aways, International Trade Union Confederation 19 May 2016. Access date: 6 August 2016. <http://www.ituc-csi.org/second-g20-employment-working?lan>

²¹⁹³ Innovation and Inclusive Growth: Decent Work, Enhanced Employability and Adequate Job Opportunities G20 Labour and Employment Ministers Meeting Declaration, G20 Research Group 13 July 2016. Access Date: 18 July 2016. <http://www.g20.utoronto.ca/2016/160713-labour.html>

Each G20 member has a distinct and individual Employment Plan outlining policy commitments, plans and strategies for improvement. The monitoring of any implementation of the goals and strategies of the member's plan will be assessed for compliance.

Each G20 member has committed to the goal of reducing the gap in labour force participation rates between men and women in G20 countries by 25 per cent by 2025. The monitoring of this goal, in addition to the monitoring of country-specific Employment Plans, is also necessary for full compliance.

Monitoring of actions or inaction surrounding the advancement of the goal to reduce the gender participation gap will count towards compliance. Monitoring of previously implemented policies, policy reviews and consultations, collecting of gender employment data, and reports relating to the status of women's employment and are some examples.

Scoring Guidelines

-1	Member country does not monitor the Employment Plan or goals to reduce the gender labour gap
0	Member country monitors the Employment Plan OR goals to reduce the gender labour gap
+1	Member country monitors BOTH the Employment Plan AND goals to reduce the gender labour gap

Argentina: +1

Argentina has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

In February 2016, The Institute for the Study of Labor in Bonn, in cooperation with Argentina's Ministry of Labor and other relevant parties published research on long term effects of youth training programs on employment in Argentina, within which differences between male and female was studied and compared.²¹⁹⁴

On 3 February 2016, Secretary of Labor Ezequiel Sabor announced the results of labor inspections on passenger transport to the summer season, noting that "it is a priority of this administration make every effort to ensure every employee a quality employment, ensuring compliance with the laws and punishing those who do not comply with current regulations."²¹⁹⁵

On 13 March 2016, the World Bank in collaboration with the Ministry of Labour, Employment and Social Services released a report documenting the progress of the Youth Employment Support Project as initiated on 15 January 2015.²¹⁹⁶ The project aims to improve access of vulnerable youth population to labor markets, increasing their employability by supporting the expansion and strengthening of government employment programs.²¹⁹⁷ The report found that progress towards

²¹⁹⁴ Long Run Effects of Youth Training Programs: Experimental Evidence from Argentina, The Institute for the Study of Labor (IZA) Feb 2016. Access Date: 6 March 2016. <http://ftp.iza.org/dp9784.pdf>

²¹⁹⁵ Sabor: "Los trabajadores de todo el país tienen que saber que estamos para ayudarlos", Ministerio de Trabajo 3 February 2016. Access Date: 16 March 2016. <http://www.trabajo.gov.ar/>

²¹⁹⁶ Argentina Youth Employment Support Project, The World Bank. Access Date: 22 June 2016. <http://www.worldbank.org/projects/P133129/argentina-youth-employment-support-project?lang=en&tab=overview>

²¹⁹⁷ Argentina Youth Employment Support Project, The World Bank Access Date: 22 June 2016. <http://www.worldbank.org/projects/P133129/argentina-youth-employment-support-project?lang=en&tab=overview>

achievement of project development objectives is satisfactory, overall implementation progress is satisfactory; and overall risk rating is substantial.²¹⁹⁸

On 27 April 2016, in a ceremony chaired by the Foreign Minister Susana Malcorra, Argentina joined the international campaign “GQUAL- Campaign for Gender Parity in International Representation.”²¹⁹⁹ Eight other Ministers of Cabinet supported and signed for the initiative.²²⁰⁰ The campaign aims to increase female representation in international tribunals and monitoring bodies.²²⁰¹ Moreover, Foreign Minister Susana Malcorra pledged to promote gender parity in Argentina’s own ministry.²²⁰² Argentina’s association with the initiative marks the beginning of a gender agenda which will be used by the ministry to monitor and ensure that female representation is incorporated in their decision-making processes.²²⁰³

Argentina has complied with its commitment to monitor its Employment Plan and gender goal.

Thus, Argentina has received a score of +1.

Analysts: Jini Wang and Nishita Agrawal

Australia: +1

Australia has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

In February 2016, the Australian government’s Gender Equality Agency released a report entitled Gender Workplace Statistics. The report details women’s employment statistics, economic security, educational attainments and other data related to strengthening women’s participation in the workforce.²²⁰⁴

On 8 February 2016, the Department of Foreign Affairs and Trade (DFAT) issued the “Annual Performance of Australian Aid” report.²²⁰⁵ This report assesses the performance and results of the

²¹⁹⁸ Argentina Youth Employment Support Project (P133129), The World Bank 11 March 2016. Access date: 22 June 2016. http://www-wds.worldbank.org/external/default/WDSContentServer/WDSP/LCR/2016/03/11/090224b0841f6d06/1_0/Rendered/PDF/Argentina000Ar0Report000Sequence003.pdf

²¹⁹⁹ Gender Parity: Foreign Minister Malcorra and eight ministers join international campaign, Ministry of Foreign Affairs and Worship, 27 April 2016. Access Date: 17 July 2016. <http://www.mrecic.gov.ar/en/gender-parity-foreign-minister-malcorra-and-eight-ministers-join-international-campaign>

²²⁰⁰ Gender Parity: Foreign Minister Malcorra and eight ministers join international campaign, Ministry of Foreign Affairs and Worship, 27 April 2016. Access Date: 17 July 2016. <http://www.mrecic.gov.ar/en/gender-parity-foreign-minister-malcorra-and-eight-ministers-join-international-campaign>

²²⁰¹ Gender Parity: Foreign Minister Malcorra and eight ministers join international campaign, Ministry of Foreign Affairs and Worship, 27 April 2016. Access Date: 17 July 2016. <http://www.mrecic.gov.ar/en/gender-parity-foreign-minister-malcorra-and-eight-ministers-join-international-campaign>

²²⁰² Gender Parity: Foreign Minister Malcorra and eight ministers join international campaign, Ministry of Foreign Affairs and Worship, 27 April 2016. Access Date: 17 July 2016. <http://www.mrecic.gov.ar/en/gender-parity-foreign-minister-malcorra-and-eight-ministers-join-international-campaign>

²²⁰³ Gender Parity: Foreign Minister Malcorra and eight ministers join international campaign, Ministry of Foreign Affairs and Worship, 27 April 2016. Access Date: 17 July 2016. <http://www.mrecic.gov.ar/en/gender-parity-foreign-minister-malcorra-and-eight-ministers-join-international-campaign>

²²⁰⁴ Gender workplace statistics at a Glance, Women’s Equality Agency February 2016. Access Date: 22 June 2016. https://www.wgea.gov.au/sites/default/files/Stats_at_a_Glance.pdf

²²⁰⁵ Performance of Australian Aid 2014-15, Department of Foreign Affairs and Trade, February 2016. Access Date: 2 March 2016. <http://dfat.gov.au/about-us/publications/Documents/performance-of-australian-aid-2014-15.pdf>

Australian aid program in 2014-15.²²⁰⁶ The report publishes the results of aid allocated to gender participation equality.²²⁰⁷ It stated that Australia is committed to investing in three priority areas where there are persistent challenges to gender equality and where progress has been slow: enhancing women's voice in decision-making, leadership and peacebuilding; promoting women's economic empowerment; and ending violence against women and girls.²²⁰⁸ In 2014-15, Australia spent AUD2.44 billion on investments that targeted gender equality as a principal or significant objective.²²⁰⁹ The performance assessments in the report were quality assured by the Office of Development Effectiveness, overseen by the department's Independent Evaluation Committee.²²¹⁰

On 29 February 2016, DFAT released the report "Gender Equality and Women's Empowerment Strategy."²²¹¹ This report outlines why and how the government works on gender equality and women's empowerment in foreign policy, economic diplomacy, aid for trade, and in corporate and human resource policies.²²¹² The Australian government has appointed an Ambassador for Women and Girls to advocate on these issues.²²¹³

Furthermore the report details how the government will monitor its goals to reduce the gender participation gap.²²¹⁴ The report mandates that gender equality and women's empowerment must be explicitly built into monitoring, evaluation and learning processes.²²¹⁵ It states, "We must therefore: build gender equality into performance assessment frameworks in aid investment plans and include gender equality results in annual program performance reviews; include adequate targets and indicators for gender equality in all monitoring, evaluation and learning frameworks; at a minimum, ensure all data about people is sex disaggregated so we can assess whether women and men are benefiting equally; make gender equality an explicit focus of investigation in all our reviews and evaluations; make sure we deliberately capture and report on gender equality results and learning."²²¹⁶

²²⁰⁶ Performance of Australian Aid 2014-15, Department of Foreign Affairs and Trade, February 2016. Access Date: 2 March 2016. <http://dfat.gov.au/about-us/publications/Documents/performance-of-australian-aid-2014-15.pdf>

²²⁰⁷ Performance of Australian Aid 2014-15, Department of Foreign Affairs and Trade, February 2016. Access Date: 2 March 2016. <http://dfat.gov.au/about-us/publications/Documents/performance-of-australian-aid-2014-15.pdf>

²²⁰⁸ Performance of Australian Aid 2014-15, Department of Foreign Affairs and Trade, February 2016. Access Date: 2 March 2016. <http://dfat.gov.au/about-us/publications/Documents/performance-of-australian-aid-2014-15.pdf>

²²⁰⁹ Performance of Australian Aid 2014-15, Department of Foreign Affairs and Trade, February 2016. Access Date: 2 March 2016. <http://dfat.gov.au/about-us/publications/Documents/performance-of-australian-aid-2014-15.pdf>

²²¹⁰ Performance of Australian Aid 2014-15, Department of Foreign Affairs and Trade, February 2016. Access Date: 2 March 2016. <http://dfat.gov.au/about-us/publications/Documents/performance-of-australian-aid-2014-15.pdf>

²²¹¹ Gender equality and women's empowerment strategy, Department of Foreign Affairs and Trade. 29 February 2016. Access Date: 2 March 2016. <http://dfat.gov.au/about-us/publications/Pages/gender-equality-and-womens-empowerment-strategy.aspx>

²²¹² Gender equality and women's empowerment strategy, Department of Foreign Affairs and Trade. 29 February 2016. Access Date: 2 March 2016. <http://dfat.gov.au/about-us/publications/Pages/gender-equality-and-womens-empowerment-strategy.aspx>

²²¹³ Gender Initiatives, Department of Foreign Affairs and Trade. Access date: 2 March 2016. <http://dfat.gov.au/aid/topics/investment-priorities/gender-equality-empowering-women-girls/gender-equality/Pages/gender-initiatives.aspx>

²²¹⁴ Gender equality and women's empowerment strategy, Department of Foreign Affairs and Trade. 29 February 2016. Access Date: 2 March 2016. <http://dfat.gov.au/about-us/publications/Documents/gender-equality-and-womens-empowerment-strategy.pdf>

²²¹⁵ Gender equality and women's empowerment strategy, Department of Foreign Affairs and Trade. 29 February 2016. Access Date: 2 March 2016. <http://dfat.gov.au/about-us/publications/Documents/gender-equality-and-womens-empowerment-strategy.pdf>

²²¹⁶ Gender equality and women's empowerment strategy, Department of Foreign Affairs and Trade. 29 February 2016. Access Date: 2 March 2016. <http://dfat.gov.au/about-us/publications/Documents/gender-equality-and-womens-empowerment-strategy.pdf>

In March 2016, the Australian Government's Gender Equality Agency published a report entitled Gender Equity Insights 2016: Inside Australia's Gender Pay Gap. The report details several aspects of women's employment including women's participation in senior job positions.²²¹⁷

The Australian Bureau of Statistics periodically publishes reports detailing trends in the labour force participation rate, employment, unemployment, part-time growth, and full-time growth, with the latest release occurring on 14 June 2016.²²¹⁸

Australia has continued to monitor the implementation of its Employment Plan and gender goal.

Thus, Australia has received a score of +1.

Analysts: Julia Tops and Mary Zelenova

Brazil: +1

Brazil has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap

On 23-25 February 2016, the 4th State Conference on Policies for Women of Santa Catarina was held to discuss the strengthening of state and local mechanisms for increased participation of women in politics.²²¹⁹ The 4th National Conference on Policies for Women (4th CNPM) will be held from 10-13 May in Brasilia.²²²⁰

On 4 March 2016, the Secretariat of Policies for Women of the Ministry of Women, Racial Equality and Human Rights held the 5th Meeting with Women Unionists called "Dialogues on the World of Work." This marked the beginning of a series of meetings to discuss improving public policies to promote the economic empowerment of women.²²²¹

On 7-8 March 2016, the Secretariat of Policies for Women participated in a seminar in Belgium on Gender Equality and the Economic Empowerment of Women. The purpose of the seminar was to exchange knowledge and experience on the different ways to promote the sustainable economic development of women.²²²²

²²¹⁷ Gender Equity Insights 2016, Gender equality Agency March 2016. Access Date: 22 June 2016.

https://www.wgea.gov.au/sites/default/files/BCEC_WGEA_Gender_Pay_Equity_Insights_2016_Report.pdf

²²¹⁸ Labour Force, Australian Bureau of Statistics 14 June 2016. Access Date: 20 June 2016.

[http://www.ausstats.abs.gov.au/ausstats/meisubs.nsf/0/702ADCA7FC70AE7BCA257FEF007D96B4/\\$File/62020_jun%202016.pdf](http://www.ausstats.abs.gov.au/ausstats/meisubs.nsf/0/702ADCA7FC70AE7BCA257FEF007D96B4/$File/62020_jun%202016.pdf)

²²¹⁹ Participation in Politics and Women's Empowerment are Discussed in Florianopolis 25 February 2016. Access Date: 27 February 2016. <http://www.spm.gov.br/noticias/aviso-de-pauta-florianopolis-sediara-a-4a-conferencia-estadual-de-politicas-para-as-mulheres-de-santa-catarina>

²²²⁰ Tariff Notice – Florianopolis will host the 4th State Conference on Policies for Women of Santa Catarina 22 February 2016. Access Date: 27 February 2016. <http://www.spm.gov.br/noticias/aviso-de-pauta-florianopolis-sediara-a-4a-conferencia-estadual-de-politicas-para-as-mulheres-de-santa-catarina>

²²²¹ SPM Promotes 5th Meeting with Women Unionists. 22 February 2016. Access Date: 27 February 2016.

<http://www.spm.gov.br/noticias/spm-promove-5o-encontro-com-mulheres-sindicalistas>

²²²² PMS participates in a seminar on gender equality and economic empowerment of women in Belgium 7 March 2016. Access Date: 23 July 2016. <http://www.spm.gov.br/noticias/spm-participa-de-seminario-sobre-igualdade-de-genero-e-empoderamento-economico-das-mulheres-na-belgica>

On 11 March 2016, a project titled “Inclusion and Equality: building women’s economic and political empowerment” came to an end. This project promoted professional training and qualification for women in construction. In total, 473 women benefited.²²²³

On 9-10 May 2016 an international seminar was held bringing together experts in public policy in Brazil, Uruguay and Mozambique to discuss ways to promote the social and economic empowerment of women.²²²⁴

On 7 July 2016, the Ministry of Labour and Social Security announced that over 15 companies joined the Employment Protection Program (PPE) in June. The number of jobs preserved by the program reached 58,000, which is 16 per cent more than the initial target of the federal government.²²²⁵ The PPE aims to assist employees in maintaining employment during economic downturns.²²²⁶ Moreover, the Ministry of Labour and Social Security periodically releases labour statistics on topics of health and safety, slavery elimination, salary bonus, and foreign work, among others.²²²⁷

Brazil continues to release and monitor employment statistics each month through the General Register of Employed and Unemployed. The most recent release occurred in May 2016.²²²⁸ The Brazilian Institute of Geography and Statistics, an entity run by the federal administration, also monitors labour and employment trends.²²²⁹

Brazil has complied with its commitment to monitor its Employment Plan and gender goal.

Thus, Brazil has received a score of +1.

Analyst: Sydney Anderson

Canada: +1

Canada has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 18 December 2015, the Canadian government released a report from the Employer Panel for caregivers titled “When Work and Caregiving Collide: How Employers Can Support Their Employees Who Are Caregivers.”²²³⁰ The report highlights best practices that many employers offer to their employees who provide care, offers some practical suggestions on how to become a more

²²²³ Women are qualified in construction with the support of SPM 14 March 2016. Access Date: 23 July 2016.

<http://www.spm.gov.br/noticias/mulheres-sao-qualificadas-em-construcao-civil-com-apoio-da-spm>

²²²⁴ International seminar discussion on work and gender equality in Brasilia 5 May 2016. Access Date: 23 July 2016.

<http://www.spm.gov.br/noticias/seminario-internacional-debate-trabalho-e-igualdade-de-genero-em-brasilia>

²²²⁵ Employment Protection Program maintains 58,000 jobs, Portal Brazil: Economy and Employment 7 July 2016.

Access Date: 23 July 2016. <http://www.brasil.gov.br/economia-e-emprego/2016/07/programa-de-protecao-ao-emprego-mantem-58-mil-postos-de-trabalho>

²²²⁶ Government Extends Deadline for membership to the Employment Protection Program, Portal Brazil: Economy and Employment 14 June 2016. Access Date: 23 July 2016. <http://www.brasil.gov.br/economia-e-emprego/2016/06/governo-prorroga-prazo-de-adesao-ao-programa-de-protecao-ao-emprego>

²²²⁷ Dados do Trabalho, Trabalho e Previdencia Social 27 February 2016. Access date: 6 August 2016.

<http://www.mtps.gov.br/dados-abertos/dados-do-trabalho>

²²²⁸ CAGED data May 2016, Ministry of Labour and Social Security. Access Date: 23 July 2016.

<http://pdet.mte.gov.br/caged>

²²²⁹ Monthly Employment Survey – PME, Brazilian Institute of Geography and Statistics (2016). Access Date: 23 July 2016. http://www.ibge.gov.br/english/estatistica/indicadores/trabalhoerendimento/pme_nova/default.shtm

²²³⁰ Canadian Employers for Caregivers Plan, Employment and Social Development Canada 18 December 2015. Access Date: 9 March 2016. <http://www.esdc.gc.ca/eng/seniors/cecp/index.shtml>

caregiver-friendly workplace and provides a toolbox of valuable information and resources for employers and employees.²²³¹ The report monitors aspects of the Canadian Employers for Caregivers Plan (CECP), committed to in Canada's Employment Plan,²²³² which aims to help maximize the labour force participation of caregivers and maintain workplace productivity.²²³³

On January 8 2016, Statistics Canada issued reports titled "Distributions of employed people, by industry, by province"²²³⁴, "Days lost per worker by industry and sex,"²²³⁵ "Days lost per worker due to illness or disability, by sex, by province" and "Days lost by worker by reason, by provinces."²²³⁶ On March 31 2016, Statistics Canada issued reports titled "Earnings, average weekly, by enterprise size,"²²³⁷ and "Earnings, average weekly, by enterprise size, by province and territory."²²³⁸ On July 8 2016, Statistics Canada issued reports titled "Actual hours worked per week by industry, seasonally adjusted (monthly),"²²³⁹ and "Average hourly wages of employees by selected characteristics and occupation, unadjusted data, by province (monthly)."²²⁴⁰

From 14-15 January 2016, Canada's Minister of Employment, Workforce Development and Labour Mihychuk, at the headquarters for the Organization for Economic Co-operation and Development reaffirmed Canada's commitment to increasing workers' access to good quality job training, which opens up more opportunities for Canadians in the workforce.²²⁴¹ Likewise, Minister Mihychuk met with several other representatives from different countries such as Mr. Thomas E. Perez, US Secretary of Labor, the Right Honourable Priti Patel, Minister of State for Employment, UK.²²⁴² This opportunity was used to discuss ways in which Canada exchanges ideas regarding the improvement of labor with other countries.²²⁴³

On 22 January 2016, Prime Minister Trudeau also participated in a panel discussion on gender parity, where he said, "I have made clear Canada's commitment to gender parity — it remains a

²²³¹ Canadian Employers for Caregivers Plan, Employment and Social Development Canada 18 December 2015. Access Date: 9 March 2016. <http://www.esdc.gc.ca/eng/seniors/cecp/index.shtml>

²²³² Employment Plan 2014 Canada, G20 16 November 2015. Access Date: 9 March 2016.

http://www.g20australia.org/sites/default/files/g20_resources/library/g20_employment_plan_canada.pdf

²²³³ Canadian Employers for Caregivers Plan, Employment and Social Development Canada 18 December 2015. Access Date: 9 March 2016. <http://www.esdc.gc.ca/eng/seniors/cecp/index.shtml>

²²³⁴ Distributions of employed people, by industry, by province, Statistics Canada 8 January 2016. Access date: 22 July 2016. <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/labor21a-eng.htm>

²²³⁵ Days lost per worker by industry and sex, Statistics Canada 8 January 2016. Access date: 22 July 2016.

<http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/labor61a-eng.htm>

²²³⁶ Days lost by worker by reason, by provinces, Statistics Canada 8 January 2016. Access date: 22 July 2016.

<http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/labor61a-eng.htm>

²²³⁷ Earnings, average weekly, by enterprise size, Statistics Canada 31 March 2016. Access date: 22 July 2016.

<http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/lab76a-eng.htm>

²²³⁸ Earnings, average weekly, by enterprise size, by province and territory, Statistics Canada, 31 March 2016. Access Date: 22 July 2016. <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/lab83a-eng.htm>

²²³⁹ Actual hours worked per week by industry, seasonally adjusted (monthly), Statistics Canada, 8 July 2016. Access date: 22 July 2016. <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/lab68a-eng.htm>

²²⁴⁰ Average hourly wages of employees by selected characteristics and occupation, unadjusted data, by province (monthly), Statistics Canada 8 July 2016. Access date: 22 July 2016. <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/lab69a-eng.htm>

²²⁴¹ Minister Mihychuk talks youth, jobs and global best practices, Employment and Social Development Canada (Ottawa) 15 January 2016. Access Date: 6 March 2016. <http://news.gc.ca/web/article-en.do?nid=1027929>

²²⁴² Minister Mihychuk talks youth, jobs and global best practices, Employment and Social Development Canada (Ottawa) 15 January 2016. Access Date: 6 March 2016. <http://news.gc.ca/web/article-en.do?nid=1027929>

²²⁴³ Minister Mihychuk talks youth, jobs and global best practices, Employment and Social Development Canada (Ottawa) 15 January 2016. Access Date: 6 March 2016. <http://news.gc.ca/web/article-en.do?nid=1027929>

priority for our government domestically, as well as internationally.”²²⁴⁴ The discussion at this panel focused on how public policies can be changed to create more equal opportunities for men and women, thereby demonstrating that the Trudeau administration is constantly monitoring the gender labor gap alongside the Employment Plan.²²⁴⁵

On 12 February 2016, Prime Minister Justin Trudeau announced that the Government of Canada plans to double the resources behind Canada Summer Jobs Program during a visit to Toronto’s Dovercourt Boys and Girls Club.²²⁴⁶ The federal government spent CAD106 million on the program last year to help create more than 34,000 summer jobs.²²⁴⁷ New funding of up to CAD113 million each year for the next three years will allow the program to offer nearly 70,000 summer jobs to students from now until 2018.²²⁴⁸ He stated that “how we’re investing in young people will be even more apparent in the budget as we look at ensuring access to postsecondary education, as we look at improving job and skills training for young people just out of school.”²²⁴⁹ This statement demonstrates that the Canadian government is monitoring its previously enacted youth employment policies and expanding said policies where needed. It is in line with its employment plan goal to upgrade skills with an emphasis on education and training, decrease youth unemployment and increasing social supports.²²⁵⁰

On 8 March 2016, Statistics Canada released a report titled “The Health of Girls and Women in Canada,” in the seventh edition of “Women in Canada: A Gender-based Statistical Report.”²²⁵¹ The report presents a summary of the physical and mental health of girls and women in Canada.²²⁵² Statistics Canada, formed in 1971, is a Canadian federal government agency commissioned with producing statistics to help better understand Canada, its population, resources, economy, society, and culture. The report fulfills Canada’s commitment to monitor its gender goal, as well as monitor the implementation of its employment plan as the report provides data on women’s health, social benefits and skills training.²²⁵³

²²⁴⁴ Prime Minister Trudeau underlines Canada’s commitment to gender parity at World Economic Forum, Office of the Prime Minister of Canada (Ottawa) 22 January 2016. Access Date: 6 March 2016. <http://pm.gc.ca/eng/news/2016/01/22/prime-minister-trudeau-underlines-canadas-commitment-gender-parity-world-economic>

²²⁴⁵ Prime Minister Trudeau underlines Canada’s commitment to gender parity at World Economic Forum, Office of the Prime Minister of Canada (Ottawa) 22 January 2016. Access Date: 6 March 2016. <http://pm.gc.ca/eng/news/2016/01/22/prime-minister-trudeau-underlines-canadas-commitment-gender-parity-world-economic>

²²⁴⁶ Justin Trudeau marks 100 days with boost to summer jobs program, CBC News (Ottawa) 12 February 2016. Access Date: 6 March 2016. <http://www.cbc.ca/news/politics/justin-trudeau-summer-jobs-100-days-1.3445378>

²²⁴⁷ Justin Trudeau marks 100 days with boost to summer jobs program, CBC News (Ottawa) 12 February 2016. Access Date: 6 March 2016. <http://www.cbc.ca/news/politics/justin-trudeau-summer-jobs-100-days-1.3445378>

²²⁴⁸ Justin Trudeau marks 100 days with boost to summer jobs program, CBC News (Ottawa) 12 February 2016. Access Date: 6 March 2016. <http://www.cbc.ca/news/politics/justin-trudeau-summer-jobs-100-days-1.3445378>

²²⁴⁹ Justin Trudeau marks 100 days with boost to summer jobs program, CBC News (Ottawa) 12 February 2016. Access Date: 6 March 2016. <http://www.cbc.ca/news/politics/justin-trudeau-summer-jobs-100-days-1.3445378>

²²⁵⁰ Employment Plan 2014 Canada, G20 16 November 2015. Access Date: 9 March 2016. http://www.g20australia.org/sites/default/files/g20_resources/library/g20_employment_plan_canada.pdf

²²⁵¹ Women in Canada: Women and health, Statistics Canada 8 March 2016. Access date: 9 March 2016. <http://www.statcan.gc.ca/daily-quotidien/160308/dq160308b-eng.htm?HPA>

²²⁵² Women in Canada: Women and health, Statistics Canada 8 March 2016. Access date: 9 March 2016. <http://www.statcan.gc.ca/daily-quotidien/160308/dq160308b-eng.htm?HPA>

²²⁵³ Women in Canada: Women and health, Statistics Canada 8 March 2016. Access date: 9 March 2016. <http://www.statcan.gc.ca/daily-quotidien/160308/dq160308b-eng.htm?HPA>

On 9 March 2016, Statistics Canada released a report titled “The Contribution of Immigration to the Size and Ethnocultural Diversity of Future Cohorts of Seniors.”²²⁵⁴ The study focused on several cohorts of current and future seniors and the effects of Canada’s aging population.²²⁵⁵ The monitoring of the effects of immigration and of the aging population in Canada, relates to its employment plan goal to provide social benefits, cater to underrepresented groups and to gather data surrounding the rising care needs of an aging society, to better the employment caregivers and eventually launch the Canadian Employers for Caregivers Plan.²²⁵⁶

On 20 June 2016, the Canadian government announced it would expand the Canadian Pension Plan (CPP). Under the agreement, which would go into effect in 2019, an average Canadian worker earning about CAD55,000 will pay an additional CAD7 a month in 2019. That would increase to CAD34 a month by 2023. Once the plan is fully implemented, the maximum annual benefits will increase by about one-third to CAD17,478.²²⁵⁷

Canada continued to monitor the Employment Plan and the gender labor gap.

Thus, Canada has received a score of +1.

Analysts: Tina Vulevic and Mary Zelenova

China: +1

China has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

China has listed women empowerment as a key policy issue for its G20 2016 presidency, however no evidence was found suggesting that it has established any specific monitoring programs related to its gender goal for its G20 presidency.

On 19 January 2016, the National Bureau of Statistics of China released the report titled “China’s Economy Realized a Moderate but Stable and Sound Growth in 2015.”²²⁵⁸ The report details monitoring of several aspects of its Employment Plan such as labour rates, industry upgrading and household income.²²⁵⁹ Furthermore, the report details data on gender participation rates across China.²²⁶⁰

²²⁵⁴ Study: The contribution of immigration to the size and ethnocultural diversity of future cohorts of seniors, Statistics Canada 9 March 2016. Access Date: 9 March 2016. <http://www.statcan.gc.ca/daily-quotidien/160309/dq160309a-eng.htm?HPA>

²²⁵⁵ Study: The contribution of immigration to the size and ethnocultural diversity of future cohorts of seniors, Statistics Canada 9 March 2016. Access Date: 9 March 2016. <http://www.statcan.gc.ca/daily-quotidien/160309/dq160309a-eng.htm?HPA>

²²⁵⁶ Employment Plan 2014 Canada, G20 16 November 2015. Access Date: 9 March 2016. http://www.g20australia.org/sites/default/files/g20_resources/library/g20_employment_plan_canada.pdf

²²⁵⁷ Finance ministers reach agreement on expanding CPP. CBC 21 June 2016. Access date: 27 June 2016 <http://www.cbc.ca/news/business/finance-minister-cpp-1.3643155>

²²⁵⁸ China’s Economy Realized a Moderate but Stable and Sound Growth in 2015, National Bureau of Statistics of China 19 January 2016. Access Date: 17 March 2016. http://www.stats.gov.cn/english/PressRelease/201601/t20160119_1306072.html

²²⁵⁹ China’s Economy Realized a Moderate but Stable and Sound Growth in 2015, National Bureau of Statistics of China 19 January 2016. Access Date: 17 March 2016. http://www.stats.gov.cn/english/PressRelease/201601/t20160119_1306072.html

²²⁶⁰ China’s Economy Realized a Moderate but Stable and Sound Growth in 2015, National Bureau of Statistics of China 19 January 2016. Access Date: 17 March 2016. http://www.stats.gov.cn/english/PressRelease/201601/t20160119_1306072.html

On 5 March 2016, the Report on the work of the government was delivered by Premier Li Keqiang at the Fourth Session of the Twelfth National People's Congress and was adopted on 16 March 2016.²²⁶¹ The report relayed various information related to several aspects of China's Employment Plan including innovation, standards of living, urbanization and development of social programs.²²⁶² Premier Li Keqiang invited comments on the report from the members of the National Committee of the Chinese People's Political Consultative Conference (CPPCC).²²⁶³

Furthermore, the report announced monitoring mechanisms for environmental inspection, for food and pharmaceuticals enterprises, workplace and public safety, improve safety infrastructure and monitoring to build capacity to prevent and mitigate disasters.²²⁶⁴ All these monitoring initiatives are in line with goals set out in China's Employment Plan.²²⁶⁵

On 6 July 2016, Premier Li Keqiang released the new data on urban employment opportunities in China and concluded that currently the employment situation in China is generally stable. This statement was made on the basis of two different types of data, statistical data and data from labour market monitoring. The registered unemployment rate from January to June was around 10,000 less than the previous year and was seen to be on a declining trend.²²⁶⁶

On 8 July 2016, Xin Changxing, vice-minister of Human Resources and Social Security, discussed the future of employment in China in a policy briefing of the State Council. He states that the Ministry of Human Resources and Social Security has a two pronged plan to address the situation of the estimated 7.65 million university graduates this coming July in China. The first is to promote the employment of graduates still awaiting job offers and the second is to carry on with the leading plan for entrepreneurship for recent university graduates in order to help them find employment. In the same policy briefing, Changxing stated that they will carry out a series of employment services in the second half of this year along with an innovation week held in October.²²⁶⁷

China has continued to monitor the implementation of its Employment Plan and gender goal.

Thus, China has received a score of +1.

Analyst: Mojann Zibapour

France: +1

France has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

²²⁶¹ Full Text: Report on the Work of the Government, The State Council 17 march 2016. Access Date: 17 March 2016. http://english.gov.cn/archive/publications/2016/03/17/content_281475309417987.htm

²²⁶² Full Text: Report on the Work of the Government, The State Council 17 march 2016. Access Date: 17 March 2016. http://english.gov.cn/archive/publications/2016/03/17/content_281475309417987.htm

²²⁶³ Full Text: Report on the Work of the Government, The State Council 17 march 2016. Access Date: 17 March 2016. http://english.gov.cn/archive/publications/2016/03/17/content_281475309417987.htm

²²⁶⁴ Full Text: Report on the Work of the Government, The State Council 17 march 2016. Access Date: 17 March 2016. http://english.gov.cn/archive/publications/2016/03/17/content_281475309417987.htm

²²⁶⁵ Employment Plan China, G20 (2014) Access date: 17 March 2016.

http://www.g20australia.org/sites/default/files/g20_resources/library/g20_employment_plan_china.pdf

²²⁶⁶ Full transcript of the State Council policy briefing on July 8. Access Date: July 6, 2016.

http://english.gov.cn/news/policy_briefings/2016/07/08/content_281475389044702.htm

²²⁶⁷ Full transcript of the State Council policy briefing on July 8. Access Date: July 8, 2016.

http://english.gov.cn/news/policy_briefings/2016/07/08/content_281475389044702.htm

On 11 February 2016, State Secretary for Women's Rights Pascale Boistard gave a speech at the Symposium of Sexism at work: between denial and awareness.²²⁶⁸ She stated her intention to devote a day of awareness to this topic.²²⁶⁹ The day would provide an opportunity for employees, organizations and networks to coordinate policies and review women's role in the workplace, their barriers and grievances.²²⁷⁰

On 24 February 2016, the Ministry of Labour in a press release announced that the amount of unemployed persons without any activity in January decreased by 27,900 compared to December, or -0.8 per cent.²²⁷¹ The ministry also made announcements relating to youth employment trends, small and medium-sized enterprises and new skill upgrading initiatives that will be implemented in lieu of these statistics.²²⁷² The data was collected from employment centres around France.²²⁷³ The press release demonstrates that France is monitoring several aspects of its Employment Plan, such as youth unemployment, by coordinating with employment centres.²²⁷⁴

On 25 February 2016, the Minister for Finance and Public Accounts Michel Sapin and Minister for Labour, Employment, Professional Training and Social Dialogue Myriam El Khomri, alongside employer organizations in the construction and civil engineering sector, have signed the "National Convention on the Fight against Illegal Employment and Fraudulent Secondment" in this sector.²²⁷⁵ The bill will strengthen the existing tools available in the fight against unlawful posting.²²⁷⁶ This bill, to be presented at the Council of Ministers in early March, will include several measures, such as the suspension of construction sites that fail to declare a posted employee, the introduction of a stamp duty, and the option for an inspector to ask to be accompanied by an interpreter.²²⁷⁷ Monitoring teams have also been deployed en masse in the field, resulting in a significant increase in both

²²⁶⁸ Intervention de Pascale Boistard : colloque « Le sexisme au travail : entre déni et prise de conscience » (Paris) February 11, 2016. Access Date: February 26, 2016. <http://femmes.gouv.fr/category/egalite/>

²²⁶⁹ Intervention de Pascale Boistard : colloque « Le sexisme au travail : entre déni et prise de conscience » (Paris) February 11, 2016. Access Date: February 26, 2016. <http://femmes.gouv.fr/category/egalite/>

²²⁷⁰ Intervention de Pascale Boistard : colloque « Le sexisme au travail : entre déni et prise de conscience » (Paris) February 11, 2016. Access Date: February 26, 2016. <http://femmes.gouv.fr/category/egalite/>

²²⁷¹ Les demandeurs d'emploi en janvier 2016 (Paris) February 24, 2016. Access Date : March 9, 2016. <http://travail-emploi.gouv.fr/actualites/presse/communiques-de-presse/article/les-demandeurs-d-emploi-en-janvier-2016>

²²⁷² Les demandeurs d'emploi en janvier 2016 (Paris) 24 February 2016. Access Date : March 9, 2016. <http://travail-emploi.gouv.fr/actualites/presse/communiques-de-presse/article/les-demandeurs-d-emploi-en-janvier-2016>

²²⁷³ Les demandeurs d'emploi en janvier 2016 (Paris) 24 February 2016. Access Date: March 9, 2016. <http://travail-emploi.gouv.fr/actualites/presse/communiques-de-presse/article/les-demandeurs-d-emploi-en-janvier-2016>

²²⁷⁴ Les demandeurs d'emploi en janvier 2016 (Paris) 24 February 2016. Access Date: March 9, 2016. <http://travail-emploi.gouv.fr/actualites/presse/communiques-de-presse/article/les-demandeurs-d-emploi-en-janvier-2016>

²²⁷⁵ National convention on the fight against illegal employment and fraudulent secondment in the construction and civil engineering sector, Government.fr 25 February 2016. Access Date: 7 March 2016.

<http://www.gouvernement.fr/en/national-convention-on-the-fight-against-illegal-employment-and-fraudulent-secondment-in-the>

²²⁷⁶ National convention on the fight against illegal employment and fraudulent secondment in the construction and civil engineering sector, Government.fr 25 February 2016. Access Date: 7 March 2016.

<http://www.gouvernement.fr/en/national-convention-on-the-fight-against-illegal-employment-and-fraudulent-secondment-in-the>

²²⁷⁷ National convention on the fight against illegal employment and fraudulent secondment in the construction and civil engineering sector, Government.fr 25 February 2016. Access Date: 7 March 2016.

<http://www.gouvernement.fr/en/national-convention-on-the-fight-against-illegal-employment-and-fraudulent-secondment-in-the>

inspections and sanctions.²²⁷⁸ The enhanced monitoring of workplaces as well as the enhanced repercussions for companies which fail to report workplace status monitors the implementation of France's Employment Plan goal to "further improve occupational health and safety."²²⁷⁹

On 2 March 2016, Minister of Family, Children and Women's Rights Laurence Rossignol announced a study on appointments in senior management.²²⁸⁰ This study will allow the government to identify the causes of consistent career inequalities between women and men and to build a plan of action.²²⁸¹

On 2 March 2016, the Ministre de la Famille, de l'Enfance et des Droits des femmes, held "Women and State Civil Service," a symposium focusing on women's role in civil service and women's employment more generally.²²⁸² It launched a series of meetings, events to raise awareness about women's employment and what is and is not being done to advance women's employment participation in the workforce.²²⁸³

On 27 June 2016, the Ministry of Labour, Employment, Vocational Training and Social Dialogue held the midterm review of the plan to implement 500,000 additional trainings for actively unemployed citizens. The review specifically identified three challenges to tackle: good governances, ambition for high quality training and the rise in enrollment training.²²⁸⁴

France has continued to monitor the implementation of both its Employment Plan and gender goal.

Thus, France has received a score of +1.

Analyst: Mojann Zibapour

Germany: +1

Germany has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

Throughout the compliance period the Institute for Employment Research (IAB) has continued to monitor the implementation of several aspects of Germany's Employment Plan.²²⁸⁵ IAB is the official research institute of the Federal Employment Agency and conducts research on the labour market in

²²⁷⁸ National convention on the fight against illegal employment and fraudulent secondment in the construction and civil engineering sector, Government.fr 25 February 2016. Access Date: 7 March 2016. <http://www.gouvernement.fr/en/national-convention-on-the-fight-against-illegal-employment-and-fraudulent-secondment-in-the>

²²⁷⁹ Employment Plan 2014 France, G20. 2014. Access Date: 7 March 2016. http://g20.org.tr/wp-content/uploads/2014/12/g20_employment_plan_france.pdf

²²⁸⁰ Colloque « Femmes et fonction publique d'Etat » – Intervention de Madame Laurence Rossignol (Paris) March 2, 2016. Access Date: 9 March 2016. <http://www.familles-enfance-droitsdesfemmes.gouv.fr/category/egalite/>

²²⁸¹ Colloque « Femmes et fonction publique d'Etat » – Intervention de Madame Laurence Rossignol (Paris) March 2, 2016. Access Date: 9 March 2016. <http://www.familles-enfance-droitsdesfemmes.gouv.fr/category/egalite/>

²²⁸² Colloque Femmes et fonction publique d'Etat Intervention de Madame Laurence Rossignol, Ministre de la Famille, de l'Enfance et des Droits des femmes. 2 March 2016. Access Date: 7 March 2016. <http://www.famille-enfance-droitsdesfemmes.gouv.fr/colloque-femmes-et-fonction-publique-detat-intervention-de-madame-laurence-rossignol/>

²²⁸³ Colloque Femmes et fonction publique d'Etat Intervention de Madame Laurence Rossignol, Ministre de la Famille, de l'Enfance et des Droits des femmes. 2 March 2016. Access Date: 7 March 2016. <http://www.famille-enfance-droitsdesfemmes.gouv.fr/colloque-femmes-et-fonction-publique-detat-intervention-de-madame-laurence-rossignol/>

²²⁸⁴ Bilan à mi-parcours de la mise en œuvre du plan 500 000 formations supplémentaires. Access Date: June 27, 2016. <http://travail-emploi.gouv.fr/actualites/presse/communiques-de-presse/article/bilan-a-mi-parcours-de-la-mise-en-oeuvre-du-plan-500-000-formations>

²²⁸⁵ IAB News, Institute for Employment Research. Access Date: 17 March 2016. [Http p://www.iab.de/en/iab-aktuell.aspx](http://www.iab.de/en/iab-aktuell.aspx)

order to advise political actors at all levels in a competent manner.²²⁸⁶ On 12 February 2016, it published Replacement migration from a labour market perspective. On 22 February 2016, it published Regional age structure and young workers' wages. On 17 March 2016, the IAB published Employment effects of the new German minimum wage. The IAB noted that "difference-indifferences estimation reveals an increase in average wages by 4.8 per cent and an employment reduction by about 1.9 per cent in affected establishments."²²⁸⁷ All of these publications represent monitoring of goals outlined in Germany's Employment Plan.²²⁸⁸

On 7 March 2016 to coincide with the International Women's Day, the Federal Statistical Office of Germany published a report on the proportion of women in executive positions.²²⁸⁹ The report indicated that in 2014, 29 per cent of the executive positions in Germany were held by women, and in 2016 the proportion remained nearly unchanged.²²⁹⁰

On 30 May 2016, Statistisches Bundesamt published the results of the employment accounts as part of national accounting reporting roughly 43.5 million persons resident in Germany as employed, up 1.3 per cent from last year. The labour force survey showed that the women's unemployment rate dropped from 4.0 per cent in April 2016 to 3.9 per cent in May 2016.²²⁹¹

Germany has continued to monitor the implementation of its Employment Plan and gender goal.

Thus, Germany has received a score of +1.

Analyst: Jini Wang

India: +1

India has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 7 December 2015, the Ministry of Women and Child Development released a draft National Plan for Action for Children 2016.²²⁹² The plan details the government's strategy to protect the rights of children in the four priority areas of survival, health and nutrition, education and development as well as protection and participation.²²⁹³ The report has a strong emphasis on monitoring the

²²⁸⁶ IAB News, Institute for Employment Research. Access Date: 17 March 2016. <http://www.iab.de/en/iab-aktuell.aspx>

²²⁸⁷ Employment effects of the new German minimum wage, IAB 17 March 2016. Access Date: 4 August 2016. <http://www.iab.de/966/section.aspx/Publikation/k160311v01>

²²⁸⁸ Employment Plan Germany, G20 (2014). Access Date: 17 March 2016. http://www.bmas.de/SharedDocs/Downloads/DE/Thema-Internationales/g20-employmentplan-germany.pdf?__blob=publicationFile

²²⁸⁹ Press Release 075: Proportion of women in executive positions unchanged at 29%, Federal Statistical Office (Destatis) 2016. Access Date: 7 March 2016.

https://www.destatis.de/EN/PressServices/Press/pr/2016/03/PE16_075_122.html

²²⁹⁰ Press Release 075: Proportion of women in executive positions unchanged at 29%, Federal Statistical Office (Destatis) 2016. Access Date: 7 March 2016.

https://www.destatis.de/EN/PressServices/Press/pr/2016/03/PE16_075_122.html

²²⁹¹ May 2016: employment up 1.3% on a year earlier, Statistisches Bundesamt 30 May 2016. Access Date: 4 August 2016. https://www.destatis.de/EN/PressServices/Press/pr/2016/06/PE16_223_132.html

²²⁹² Smt Maneka Sanjay Gandhi releases 'Handbook on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Ministry of Women and Child Development. Access Date: 26 February 2016.

<http://pib.nic.in/newsite/pmreleases.aspx?mincode=64>

²²⁹³ National Plan of Action, Government of India 7 December 2015. Access Date: 16 March 2016.

http://wcd.nic.in/sites/default/files/National%20Plan%20of%20Action_0.pdf

implementation of policies, practices and youth skill development which is in line with India's Employment Plan.²²⁹⁴

On 7 December 2015, the Ministry of Women and Child Development made a copy of the draft National Plan for Action for Children 2016 available on its website.²²⁹⁵ The Ministry is calling for comments and suggestions from Governments of States, Ministries, civil society organizations, media and individuals to review the action plan and send their comments to Ministry.²²⁹⁶ The collaboration with other actors and the continued surveillance of its policies represents further monitoring of the implementation of its Employment Plan.

On 10 December 2015, Office of the Registrar General and Census Commissioner and Ministry of Statistics and Program Implementation published a report titled "Women and Men in India 2015," in which the Government of India highlights the status of women covering health, education, work and decision making along with social obstacles in women's empowerment,²²⁹⁷

On 23 December 2015, the Ministry of Women and Child Development administered the Support to Training and Employment Program for Women and approved 5 new project proposals under the scheme.²²⁹⁸

On 17 May 2016, the Minister of Women and Child Development Maneka Sanjay Gandhi released the draft National Policy for Women for stakeholder comments and consultations. The Minister stated that the Policy is being revised after 15 years and is expected to guide Government action on Women's issues over the next 15-20 years, especially in priority areas of education, economy, governance, and corporate decision-making.²²⁹⁹

India has continued to monitor the implementation of its Employment Plan and gender goal.

Thus, India has received a score of +1.

Analyst: Jini Wang

Indonesia: +1

Indonesia has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

²²⁹⁴ Employment Plan India, G20 15 November 2015. Access date: 16 March, 2016. http://g20.org.tr/wp-content/uploads/2014/12/g20_employment_plan_india.pdf

²²⁹⁵ Smt Maneka Sanjay Gandhi releases 'Handbook on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Ministry of Women and Child Development. Access Date: 26 February 2016. <http://pib.nic.in/newsite/pmreleases.aspx?mincode=64>

²²⁹⁶ Smt Maneka Sanjay Gandhi releases 'Handbook on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Ministry of Women and Child Development. Access Date: 26 February 2016. <http://pib.nic.in/newsite/pmreleases.aspx?mincode=64>

²²⁹⁷ Measures taken by the Government for gender equality / socio-economic development / empowerment of women, Ministry of Women and Child Development. Access Date: 26 February 2016. <http://pib.nic.in/newsite/pmreleases.aspx?mincode=64>

²²⁹⁸ 10th Project Appraisal Committee (PAG) Meeting of STEP Scheme of Ministry of Women & Child Development during the year 2015-16, STEP Division, Ministry of Women and Child Development. Access Date: 26 February 2016. http://wcd.nic.in/sites/default/files/minutes_0.PDF

²²⁹⁹ WCD Minister Smt Maneka Gandhi releases Draft National Policy for Women, 2016 for consultation, Ministry of Women and Child Development. Access Date: 6 August 2016. <http://pib.nic.in/newsite/PrintRelease.aspx?relid=145413>

On 22 January 2015, the Indonesia Investment Coordinating Board issued a press release reporting on the official launch of phase III of President Joko Widodo's Employment Investment Program.²³⁰⁰ The implementation of phase III was a follow up of phase I and II which were reported as successful in absorbing over 29,000 workers.²³⁰¹ Details of the outcomes of government investments from phase I and II were also in the report.²³⁰²

On 17 February 2016, a report detailing women's employment rates, pay and obstacles to employment in Indonesia was released.²³⁰³ The report was produced by Monash University, Australia's Department of Foreign Affairs and Trade (DFAT) and the Australia Indonesia Partnership for Economic Governance (AIPEG), a joint Government of Indonesia and Government of Australia program with the goal of strengthening economic governance in Indonesia.²³⁰⁴ The article stated the Indonesian government has identified improvement of female participation in markets as a key development priority.²³⁰⁵

On 20 February 2016, the Youth Development Summit was held in Jakarta as part of the commitment of Youth Corps Indonesia to empower the young and rising generations of Indonesia.²³⁰⁶ The event aimed to facilitate panel discussions and seminars on how to incorporate youth into Indonesian development efforts.²³⁰⁷

On 9 June 2016, the Indonesian government introduced Law No. 8 of 2016 as a replacement for a previous law on persons with disabilities. The new law requires "each private sector employers to accommodate and provide facilities to enable access by employees with disabilities [and] to maintain at least 1 per cent of its workforce as disabled persons" or to face penalties.²³⁰⁸

Indonesia has continued to monitor the implementation of its Employment Plan and its gender goal.

Thus, Indonesia has received a score of +1.

²³⁰⁰ President Jokowi Launches Program to Absorb 11,727 Labour, Indonesia Investment Coordinating Board 22 January 2016. Access Date: 16 March 2016. http://www.bkpm.go.id/images/uploads/file_siaraan_pers/Press_Release_-_EN_-_President_Jokowi_Launch_Program_to_Absorb_11,727_Labour.pdf

²³⁰¹ President Jokowi Launches Program to Absorb 11,727 Labour, Indonesia Investment Coordinating Board 22 January 2016. Access Date: 16 March 2016. http://www.bkpm.go.id/images/uploads/file_siaraan_pers/Press_Release_-_EN_-_President_Jokowi_Launch_Program_to_Absorb_11,727_Labour.pdf

²³⁰² President Jokowi Launches Program to Absorb 11,727 Labour, Indonesia Investment Coordinating Board 22 January 2016. Access Date: 16 March 2016. http://www.bkpm.go.id/images/uploads/file_siaraan_pers/Press_Release_-_EN_-_President_Jokowi_Launch_Program_to_Absorb_11,727_Labour.pdf

²³⁰³ Gender inequality in Indonesia's labour market, Monash University 17 February 2016. Access Date: 16 March 2016. <http://monash.edu/news/show/gender-inequality-in-indonesias-labour-market>

²³⁰⁴ Gender inequality in Indonesia's labour market, Monash University 17 February 2016. Access Date: 16 March 2016. <http://monash.edu/news/show/gender-inequality-in-indonesias-labour-market>

²³⁰⁵ Gender inequality in Indonesia's labour market, Monash University 17 February 2016. Access Date: 16 March 2016. <http://monash.edu/news/show/gender-inequality-in-indonesias-labour-market>

²³⁰⁶ Youth Development Summit calls Indonesian Youth to Take Part in Sustainable Development, 20 February 2016 (Jakarta). Access Date: 19 March 2016. <http://unic-jakarta.org/2016/02/22/youthdev-summit-2016-calls-indonesian-youth-to-take-part-in-sustainable-development/?lang=en>

²³⁰⁷ Youth Development Summit calls Indonesian Youth to Take Part in Sustainable Development, 20 February 2016 (Jakarta). Access Date: 19 March 2016. <http://unic-jakarta.org/2016/02/22/youthdev-summit-2016-calls-indonesian-youth-to-take-part-in-sustainable-development/?lang=en>

²³⁰⁸ "Indonesian Employment Law Update: National Holidays, THR and Employees with Disabilities," SSEK Indonesia Legal Consultants 9 June 2016. Access date: 23 July 2016. <http://blog.ssek.com/index.php/2016/06/indonesian-employment-law-update-national-holidays-thr-and-employees-with-disabilities>

Italy: +1

Italy has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 2 December 2015, Italy's national statistic organization, the Italian Statistics Office (ISTAT) published "The Report on Equitable and Sustainable Well-Being in Italy," with the results of an inter-institutional initiative for the development of well-being indicators going beyond the Gross Domestic Product and a specific chapter dedicated to the labour market.²³⁰⁹ Moreover, ISTAT has published within the compliance period monthly statistics monitoring the rate of employment and unemployment,²³¹⁰ monthly notes on the Italian economy with a focus on the labour market,²³¹¹ and three quarterly Labour Market Notes with the latest release on 9 June 2016.²³¹²

On 28 December 2015, the 2016 Stability Law (Act No. 208/2015) was approved. It supports the uptake of private welfare measures by extending the types of tax-exempt benefits offered by employers. The new measures encourage initiatives to improve satisfaction at work and employees' quality of life and is therefore in line with Italy's Employment Plan commitment to enhance productivity and incentives to work.²³¹³

On 5 February 2016, the National Equality Councillor of the Italian Ministry of Labour and Social Politics, Francesca Bagni Cipriani, conducted a workshop entitled "Motherhood, paternity and work — resignation, reconciliation, and new regulations."²³¹⁴ The workshop entailed an audit of social and work-related policies that deal with gender discrimination, maternity, and paternity in legislation and amended fines for non-compliance and/or violations of various elements.²³¹⁵ Fines were increased for a variety of prohibitory legislation in the workplace. For example, the fine for the violation of the prohibition of gender discrimination was increased from EUR250 to EUR1500.²³¹⁶ Other changes included increases in fines and/or prison sentences for individuals and companies seen to be in violation of legislation that protects the safety of women in the workplace.

²³⁰⁹ Il Benessere Equo E Sostenibile in Italia, Istat 2 December 2015. Access date: 6 August 2016. http://www.istat.it/it/files/2015/12/Rapporto_BES_2015.pdf

²³¹⁰ Employment and unemployment, Istat November – June 2016. Access date: 6 August 2016. <http://www.istat.it/en/archive/employment+and+unemployment>

²³¹¹ Monthly report, Istat December – August 2016. Access date: 6 August 2016. <http://www.istat.it/en/archive/monthly+report>

²³¹² Labour market, Istat 9 June 2016. Access date: 6 August 2016. <http://www.istat.it/en/archive/186904>

²³¹³ Italy: New Stability Law extends range of tax-exempt benefits, Eurofound 27 April 2016. Access date: 6 August 2016. <http://www.eurofound.europa.eu/observatories/eurwork/articles/working-conditions-industrial-relations-law-and-regulation/italy-new-stability-law-extends-range-of-tax-exempt-benefits>

²³¹⁴ Maternity, Paternity and Work, Ministry of Work and Social Politics (Bologna) 5 February 2016. Access Date: 23 February 2016. http://www.lavoro.gov.it/ConsiglieraNazionale/In_Evidenza/Documents/2016-02-05%20BOLOGNA%20Slide%20Fabrizi.pdf.

²³¹⁵ Maternity, Paternity and Work, Ministry of Work and Social Politics (Bologna) 5 February 2016. Access Date: 23 February 2016. http://www.lavoro.gov.it/ConsiglieraNazionale/In_Evidenza/Documents/2016-02-05%20BOLOGNA%20Slide%20Fabrizi.pdf.

²³¹⁶ Maternity, Paternity and Work, Ministry of Work and Social Politics (Bologna) 5 February 2016. Access Date: 23 February 2016. http://www.lavoro.gov.it/ConsiglieraNazionale/In_Evidenza/Documents/2016-02-05%20BOLOGNA%20Slide%20Fabrizi.pdf.

On 1 March 2016, the Italian government initiated the Second Phase of the Youth Guarantee program with the “Superbonus” for the conversion of apprenticeship into a regular contract.²³¹⁷ This initiative is part of a wider Structural Reform Agenda to improve labour market and social policies.

Italy has complied with its commitment to continue to monitor its gender goal and the implementation of its Employment Plan.

Thus, Italy has received a score of +1.

Analyst: Julia Tops

Japan: +1

Japan has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 24 February 2016, the Ministry of Health, Labour and Welfare released the report “Outline of Health, Labour and Welfare Statistics.”²³¹⁸ The report details monitoring of aging, youth employment and development, employment and retirement.²³¹⁹ The monitoring of these areas directly relates to goals laid out in Japan’s Employment Plan, such as the promise of the Government of Japan to promote youth employment.²³²⁰

During the compliance period the Ministry of Health, Labour and Welfare published several reports monitoring areas related to the goals set out in Japan’s Employment Plan.²³²¹ On 25 December 2015, it published “Report of Employment Insurance Working Group, Employment Security Committee, Labour Policy Council,” report of the survey on the local governments measures in support of employment of single-parent families, a monthly report on Employment Insurance Services, a summary of the results of the Survey on the Insured of National Pension in 2014 and several other reports all monitoring implementation of Japan’s Employment Plan.²³²²

On 2 March 2016, the Government of Japan released a report detailing the treatment of women in the workplace.²³²³ The report was the first of its kind and surveyed more than 9,600 women aged 25-44 who are currently working or were previously employed.²³²⁴ It found that 40 per cent had been touched in an unpleasant way while 17 per cent had been “asked or pressed to have a sexual

²³¹⁷ Documento Di Economia E Finanza 2016, Ministero Dell’Economia E Delle Finanze 9 April 2016. Access date: 6 August 2016.

http://www.dt.tesoro.it/export/sites/sitodt/modules/documenti_en/analisi_progammazione/strategia_crescita/Crono_xxENxx.pdf

²³¹⁸ Outline of Health, Labour and Welfare Statistics, Ministry of Health, Labour and Welfare 24 February 2016. Access Date: 17 March 2016. <http://www.mhlw.go.jp/english/database/db-oh/index.html>

²³¹⁹ Outline of Health, Labour and Welfare Statistics, Ministry of Health, Labour and Welfare 24 February 2016. Access Date: 17 March 2016. <http://www.mhlw.go.jp/english/database/db-oh/index.html>

²³²⁰ Employment Plan Japan, G20 (2014). Access Date: 17 March 2016. http://g20.org.tr/wp-content/uploads/2014/12/g20_employment_plan_japan.pdf

²³²¹ What’s New 2015, Ministry of Health, Labour and Welfare (2015). Access Date: 17 March 2016. <http://www.mhlw.go.jp/english/new-info/2015.html>

²³²² What’s New 2015, Ministry of Health, Labour and Welfare (2015). Access Date: 17 March 2016. <http://www.mhlw.go.jp/english/new-info/2015.html>

²³²³ Nearly a third of Japan’s women ‘sexually harassed at work’, The Guardian 2 March 2016. Access Date: 17 March 2016. <http://www.theguardian.com/world/2016/mar/02/japan-women-sexually-harassed-at-work-report-finds>

²³²⁴ Nearly a third of Japan’s women ‘sexually harassed at work’, The Guardian 2 March 2016. Access Date: 17 March 2016. <http://www.theguardian.com/world/2016/mar/02/japan-women-sexually-harassed-at-work-report-finds>

relationship.”²³²⁵ The Ministry of Health, Labour and Welfare said 30 per cent of respondents in full- and part-time employment reported being sexually harassed at work and among full-time workers, the figure rose to 35 per cent.²³²⁶

On 18 March 2016, the Ministry of Health, Labour, and Welfare released a survey showing the job offer rate for graduating students increasing 1.1 per cent from the previous year to 87.8 per cent, reaching an 8-year high.²³²⁷ A report on recent high school and junior high school graduates was also released, showing the job offer rate of high school graduates increasing by 0.8 per cent from the previous year to 93.6 per cent, reaching a 23-year high.²³²⁸

On 31 March 2016, the Ministry of Health, Labour, and Welfare released the “Annual Health, Labour and Welfare Report 2015” detailing employment measures and equal employment information²³²⁹ and “The Handbook of Labour Statistics for Fiscal Year 2015” detailing comprehensive employment statistics.²³³⁰ Additionally, the Ministry of Health, Labour, and Welfare restructured the Prefectural Labour Bureau, and established the Employment Environment and Equal Employment Department.²³³¹

On 1 April 2016 a new law came into effect requiring large companies with 301 or more workers to monitor the active status of female employees and develop action plans with numerical targets to promote women.²³³² Companies are required to inform the government of the ratio of women to men in at least one of 14 categories, including new hires and managerial positions.²³³³ By 8 April 2016, 71.5 per cent of these companies had notified the government of their action plans.²³³⁴

Japan’s Ministry of Health, Labour and Welfare continues to release a “Monthly Report on Labour and the Economy.”²³³⁵ It also releases a “Monthly Labour Survey” each month monitoring employment information and job creation.²³³⁶

²³²⁵ Nearly a third of Japan's women 'sexually harassed at work', The Guardian 2 March 2016. Access Date: 17 March 2016. <http://www.theguardian.com/world/2016/mar/02/japan-women-sexually-harassed-at-work-report-finds>

²³²⁶ Nearly a third of Japan's women 'sexually harassed at work', The Guardian 2 March 2016. Access Date: 17 March 2016. <http://www.theguardian.com/world/2016/mar/02/japan-women-sexually-harassed-at-work-report-finds>

²³²⁷ 2015 Universities and prospective graduates job nomination survey, Ministry of Health, Labour and Welfare 18 March, 2016. Access Date: 20 July 2016. <http://www.mhlw.go.jp/stf/houdou/0000116273.html>.

²³²⁸ 2015 Jobs-nomination status of high school, junior high school graduates, Ministry of Health, Labour and Welfare 18 March 2016. Access Date: 20 July 2016. <http://www.mhlw.go.jp/stf/houdou/0000116270.html>

²³²⁹ Annual Health, Labour and Welfare Report 2015, Ministry of Health Labour and Welfare 31 March 2016. Access Date: 20 July 2016. <http://www.mhlw.go.jp/english/wp/wp-hw9/index.html>

²³³⁰ Labour Statistics Handbook (2015), Ministry of Health, Labour and Welfare 31 March 2016. Access Date: 20 July 2016. <http://www.mhlw.go.jp/toukei/youran/index-roudou.html>

²³³¹ “The organization of the Prefectural Labour Bureaus was restructured and the Employment Environment and Equal Employment Department (Division) was established”, Ministry of Health, Labour and Welfare 31 March 2016. Access Date: 20 July 2016. <http://www.mhlw.go.jp/topics/2016/03/tp0331-1.html>

²³³² “Action Plans of General Business Operators based on the Act on the Promotion of Women's Participation and Advancement in the Workplace is compiled” Ministry of Health, Labour and Welfare 8 April 2016. Access Date: 20 July 2016. <http://www.mhlw.go.jp/stf/houdou/0000120548.html>

²³³³ “Japan firms begin challenge of boosting women in the workplace,” The Japan Times 1 April 2016. Access Date: 20 July 2016. http://www.japantimes.co.jp/news/2016/04/01/national/japan-firms-begin-challenge-boosting-women-workplace/#.V4_e2OYrKRs

²³³⁴ “Action Plans of General Business Operators based on the Act on the Promotion of Women's Participation and Advancement in the Workplace is compiled” Ministry of Health, Labour and Welfare 8 April 2016. Access Date: 20 July 2016. <http://www.mhlw.go.jp/stf/houdou/0000120548.html>

²³³⁵ Monthly Labour Economic Report, Ministry of Health, Labour and Welfare (2016). Access Date: 20 July 2016. <http://www.mhlw.go.jp/stf/seisakunitsuite/bunya/0000125611.html>

Japan has continued to monitor the implementation of its Employment Plan and gender goal.

Thus, Japan has received a score of +1.

Analyst: Sydney Anderson

Korea: +1

Korea has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 21 January 2016, the National Assembly Budget Office published the report “Pending Issues of Local Finance in Line with the Expansion of Welfare Programs.”²³³⁷ The report monitors the fourth strategy of the Employment Plan: Social Solidarity and Increased Accountability for Job Creation, which states that job creation requires cost-sharing and the government will make sure that the tripartite social partners share the burden and become more accountable for their roles.²³³⁸ The report analyzed the impact of the recent expansion of welfare programs on local finance and presented key initiatives that the central government and local entities should carry out to ensure the sound functioning of local finance in response to such impact.²³³⁹

On 19 February 2016, the Ministry of Gender Equality and Family published “Report of 2016 Business Plan,” which outlined numerous plans to be implemented in 2016 by the Government of Korea.²³⁴⁰ Among them, the report called for the formation and implementation of private-public monitoring team on the blind fields vulnerable to the coexistence of work and family having high women employment ratio.²³⁴¹

During the compliance period the Ministry of Gender Equality and Family continued to monitor the impact of policies on gender, plan and coordinate women’s policy as well as forge partnerships with women’s civil groups and international organizations, which is part of its core objectives.²³⁴²

On 30 May 2016, the Saenuri Party of the Republic of Korea submitted four labour reform bills as its party platform to the 20th National Assembly.²³⁴³ To counteract the Korea Development Institute’s disappointing growth forecast which decreased to around 2 per cent, these new bills

²³³⁶ What’s New 2016, Ministry of Health, Labour and Welfare (2016). Access Date: 20 July 2016.

<http://www.mhlw.go.jp/english/new-info/index.html>

²³³⁷ Pending issues of local finance in line with the expansion of welfare programs, National Assembly Budget Office. 21 January 2016. Access Date: 2 March 2016.

<http://korea.nabo.go.kr/eng/publications.do?psStep=view&psPage=1&shSearch=&shKeyword=&shDivisionCD=&shPubYear=&shPubCD=pubRecent&pubSID=799>

²³³⁸ Employment Plan 2014 Korea, G20. 2014. Access Date: 2 March 2016. http://g20.org.tr/wp-content/uploads/2014/12/g20_employment_plan_korea-1.pdf

²³³⁹ Pending issues of local finance in line with the expansion of welfare programs, National Assembly Budget Office. 21 January 2016. Access Date: 2 March 2016.

<http://korea.nabo.go.kr/eng/publications.do?psStep=view&psPage=1&shSearch=&shKeyword=&shDivisionCD=&shPubYear=&shPubCD=pubRecent&pubSID=799>

²³⁴⁰ Report of 2016 Business Plan, The Ministry of Gender Equality and Family (Seoul) 19 February 2016. Access Date: 24 February 2016. <http://www.mogef.go.kr/eng/press/index04.jsp?id=eup0300&mode=view&idx=7237>

²³⁴¹ Report of 2016 Business Plan, The Ministry of Gender Equality and Family (Seoul) 19 February 2016. Access Date: 24 February 2016. <http://www.mogef.go.kr/eng/press/index04.jsp?id=eup0300&mode=view&idx=7237>

²³⁴² About the Ministry, Ministry of Gender Equality. Access Date: 2 March 2016.

http://www.mogef.go.kr/eng/sub01/sub1_1.jsp

²³⁴³ The Enactment of the Labour Reform Bills is the Most Urgent Issue Related to People’s Livelihoods, Ministry of Employment and Labour 30 May 2016. Access Date: 28 June 2016.

http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1246

outline ways to create more job opportunities for young, middle-aged, and older people who seek employment.²³⁴⁴ The bills also give practical methods of expanding unemployment benefits so that those people whose jobs have been terminated can focus on reemployment.²³⁴⁵ The submission of these four labour reform bills is in line with Strategy 1 set out in Korea's Employment Plan: "Creating Jobs through a Creative Economy."²³⁴⁶

On 25 May 2016, 12 individuals and 24 companies received awards from the Korean government during the 16th Equal Employment Week Ceremony.²³⁴⁷ The awarded parties were recognized for their work in creating "win-win situations for both businesses and workers," actively carrying out work-family balance policies such as childcare leave for men.²³⁴⁸ The Korean government therefore rewarded those actions taken by Korean individuals and companies which allowed for greater equality in gender employment and complied with Strategies 2 and 3 set out in its Employment Plan: "Reforming Working Arrangement and Working Hours" and "Boosting Employability of the Economically Inactive Population, including Women and Youth."²³⁴⁹

Korea has continued to monitor the implementation of its Employment Plan and gender goal.

Thus, Korea has received a score of +1.

Analyst: Tina Vulevic

Mexico: +1

Mexico has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 16 March 2016, the Mexican Ministry of Foreign Affairs through the Permanent Mission of Mexico and the Mexican National Women's Institute, in collaboration with United Nations Women and Sony Music, held a symposium entitled "Culture, Knowledge Economy and Innovation," hosted by the Commission on the Status of Women during its sixtieth session at the United Nations headquarters in New York. The priority theme was "women's empowerment and its relationship to sustainable development."²³⁵⁰

On 23 May 2016, President Enrique Peña Nieto signed a series of agreements for the Implementation of Actions to Formalize Employment, signed by the country's state governors, the

²³⁴⁴ The Enactment of the Labour Reform Bills is the Most Urgent Issue Related to People's Livelihoods, Ministry of Employment and Labour 30 May 2016. Access Date: 28 June 2016.

http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1246

²³⁴⁵ The Enactment of the Labour Reform Bills is the Most Urgent Issue Related to People's Livelihoods, Ministry of Employment and Labour 30 May 2016. Access Date: 28 June 2016.

http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1246

²³⁴⁶ Employment Plan 2014 Korea, G20. 2014. Access Date: 28 June 2016. http://g20.org.tr/wp-content/uploads/2014/12/g20_employment_plan_korea-1.pdf

²³⁴⁷ MOEL Holds 16th Equal Employment Week Ceremony, Ministry of Employment and Labour 24 May 2016. Access Date: 28 June 2016. http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1244

²³⁴⁸ MOEL Holds 16th Equal Employment Week Ceremony, Ministry of Employment and Labour 24 May 2016. Access Date: 28 June 2016. http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1244

²³⁴⁹ Employment Plan 2014 Korea, G20. 2014. Access Date: 2 March 2016. http://g20.org.tr/wp-content/uploads/2014/12/g20_employment_plan_korea-1.pdf

²³⁵⁰ Mexico promotes knowledge economy, innovation and culture as key drivers for gender equality at the United Nations, UN Women 16 March 2016 Access date: 5 August 2016. <http://lac.unwomen.org/en/noticias-y-eventos/articulos/2016/03/mexico>

Labor and Social Welfare Secretary, and the Head of the Mexican Social Security Institute.²³⁵¹ These agreements aim to reduce the Informal Labour Rate by a minimum of one per cent in 2016 and in years henceforth.²³⁵² The president acknowledged that the reduction of informal employment in the economy and the increase in formal employment remain key goals of his administration, and he pointed out that during the past three years, the Labour Informality Rate decreased in 22 out of the 32 states of Mexico.²³⁵³

On 23 May 2016, President Enrique Peña Nieto listed the four steps that his administration plans to take to reduce the number of informally employed persons in Mexico, such as promoting Special Economic Zones, which will be located in states with the highest rates of informal employment; the Economic Recovery and Productive Development Program in the states of Campeche and Tabasco; the design of new mechanisms for the creation of formal jobs for agricultural day workers; and finally, the signing of the Conventions for the Implementation of Actions to Formalize Employment, signed on 23 May 2016.²³⁵⁴ This demonstrates the active monitoring of Mexico's Employment Plan and in particular of the challenge the current administration has set for itself, titled, "Transition from Informality to Formality."²³⁵⁵

Mexico has complied with its commitment to monitor the implementation of its Employment Plan and gender goal.

Thus, Mexico has received a score of +1.

Analyst: Tina Vulevic

Russia: +1

Russia has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

In January 2016, Russia's Labour Ministry predicted a rising unemployment rate. Labour Minister Maxim Topilin recognized that "challenging situations may arise in a number of regional businesses that will require observation." The Russian government plans to spend RUB5 billion this year to support the country's labour market²³⁵⁶

On 20 April 2016, the Russian government outlined the key results of its social policies in 2015. According to the official press release the Ministry of Labor and Social Protection coordinates the federal subjects' executive bodies' work on creating favorable labour conditions for women with

²³⁵¹ Signing of Agreements for the Implementation of Actions to Formalize Employment, Presidency of the Republic 23 May 2016. Access Date: 14 July 2016. <http://www.gob.mx/presidencia/prensa/signing-of-agreements-for-the-implementation-of-actions-to-formalize-employment?idiom=es>

²³⁵² Signing of Agreements for the Implementation of Actions to Formalize Employment, Presidency of the Republic 23 May 2016. Access Date: 14 July 2016. <http://www.gob.mx/presidencia/prensa/signing-of-agreements-for-the-implementation-of-actions-to-formalize-employment?idiom=es>

²³⁵³ Signing of Agreements for the Implementation of Actions to Formalize Employment, Presidency of the Republic 23 May 2016. Access Date: 14 July 2016. <http://www.gob.mx/presidencia/prensa/signing-of-agreements-for-the-implementation-of-actions-to-formalize-employment?idiom=es>

²³⁵⁴ Signing of Agreements for the Implementation of Actions to Formalize Employment, Presidency of the Republic 23 May 2016. Access Date: 14 July 2016. <http://www.gob.mx/presidencia/prensa/signing-of-agreements-for-the-implementation-of-actions-to-formalize-employment?idiom=es>

²³⁵⁵ Employment Plan 2014 Mexico, G20. 2014. Access Date: 14 July 2016. http://g20.org.tr/wp-content/uploads/2014/12/g20_employment_plan_mexico.pdf

²³⁵⁶ Russia's Unemployment Rate to Hit 6% in 2016, The Moscow Times 26 January 2016 Access date: 4 August 2016. <https://themoscowtimes.com/articles/russias-unemployment-rate-to-hit-6-in-2016-51583>

young children. These measures include adopting flexible work schedules, promoting part-time employment, and creating daycare groups for children.²³⁵⁷

On 7 May 2016, the Russian government issued a press release, detailing its activities on improving women's with children capacities to engage in workforce. In 2015 the government took measures which allowed over 17,000 women on maternity leave across the country to acquire professional qualification or undergo vocational education. Overall, the government's actions resulted in a 4.7 per cent reduction in unemployment among women with young children in 2015 compared to 2013. The measures are to be carried forward through 2016.²³⁵⁸

The Economic Development Ministry monitored labour market trends by way of preparing a draft outlook which stated unemployment will rise by half a percentage point to 6.3 per cent.²³⁵⁹

Russia has fully complied with its commitment to monitor the implementation of its Employment Plan and its goal to reduce the gender participation gap.

Thus, Russia has received a score of +1.

Analyst: Miranda Bocci

Saudi Arabia: 0

Saudi Arabia has partially complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 23 December 2015, the Saudi Gazette reported the Ministry of Labour will officially launch the "work from a distance" program for female employees in seven cities, including Hail, Qassim, Jazan, Najran, Al Ahsa, Madinah and Arar. Business centers have been prepared under the supervision of the Human Resources Development Fund. Female employees will work for private sector companies and will receive contracts. An electronic system will be used to effectively monitor the contractual relationship in order to make sure employers do not evade responsibilities.²³⁶⁰ The monitoring relationship affirms the Saudi commitment to increasing female participation in the labour force.

On 1 June 2016, several Saudi women met with an EU delegation led by the high representative of the EU for foreign affairs and security policy in order to discuss how the Kingdom was moving forward to achieve its 2030 vision. The participants in the meeting broadly concurred that the higher authorities in the Kingdom are pro-women and that there is a wave of change in the country. Among the participants was Sofana Dahlan, a lawyer and founder of the Saudi National Creative Initiative, speaking of the new possibilities for women to obtain working licenses after a royal decree.²³⁶¹

Saudi Arabia has continued to monitor its gender goal. However, no evidence was found suggesting it has continued to monitor the implementation of its Employment Plan.

²³⁵⁷ Key results of the Ministry of Labor work in 2015, Russian Government 20 April 2016. Date of access: 31 August 2016. http://government.ru/dep_news/22611/.

²³⁵⁸ On creating conditions for women with children to engage in workforce, Russian Government 7 May 2016. Date of access: 31 August 2016. <http://government.ru/orders/22995/>.

²³⁵⁹ Russian Ministry Predicts More Recession Lower Incomes and Less Employment, The Moscow Times 15 January 2016 Access date 6 August 2016. <https://themoscowtimes.com/articles/russian-ministry-predicts-more-recession-lower-incomes-and-less-employment-51466>

²³⁶⁰ Women can work from home from next month, Saudi Gazette 23 December 2015. Access Date: 17 March 2016. <http://saudigazette.com.sa/saudi-arabia/women-can-work-from-home-from-next-month/>

²³⁶¹ Saudi women pitch in Vision 2030, Saudi Gazette 1 June 2016. Access date: 6 August 2016. <http://saudigazette.com.sa/saudi-arabia/saudi-women-pitch-vision-2030/>

Thus, Saudi Arabia has received a score of 0.

Analyst: Mojann Zibapour

South Africa: +1

South Africa has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 1 December 2015, Statistics South Africa published the report “Gender Series Volume II: Education analyzing trends over a 10 year period.”²³⁶² The purpose of the report was to “assess the country’s progress towards achieving improved access to equality of education through a gender lens.”²³⁶³ The report confirmed South Africa has made significant progress in gender access and equality in education as a prerequisite to employment and moreover identified key challenges yet to be addressed.²³⁶⁴

On 25 February 2016, Statistics South Africa published their Quarterly Labour Force Survey.²³⁶⁵ The report covers labour market activities of persons 15-24 years old and in particular highlighted unemployment decreases in the fourth quarter of 2015 in six key industries.²³⁶⁶ The report also identified industries with significant job losses and asserted the importance of engaging youth and education in increasing employment levels.²³⁶⁷

On 10 March 2016, the National Youth Development Agency (NYDA) and the University Of Johannesburg (UJ) launched the Youth Development Institute of South Africa (YDISA).²³⁶⁸ YDISA is in line with the partnership entered into by the NYDA and UJ to register Non Profit Companies focusing on research and knowledge management aimed at improving youth development.²³⁶⁹ Dr. Linda Mtwisha, Chairperson UJ-NYDA Institute Board and Senior Director: Strategic Initiatives and Administration, Research & Innovation Division at UJ said, “What the Institute seeks to do is provide research based solution and proposals to challenges facing the youth. This will be done in partnership with other institutions working in the field of youth development.”²³⁷⁰ The monitoring

²³⁶² Gender Series Volume II: Education, 2004-2014, South African Government 1 December 2015. 17 March 2016. <http://www.statssa.gov.za/?p=5933>

²³⁶³ Gender Series Volume II: Education, 2004-2014, South African Government 1 December 2015. 17 March 2016. <http://www.statssa.gov.za/?p=5933>

²³⁶⁴ Gender Series Volume II: Education, 2004-2014, South African Government 1 December 2015. 17 March 2016. <http://www.statssa.gov.za/?p=5933>

²³⁶⁵ Statistical release P0211 Quarterly Labour Force Survey, Statistics South Africa (2015) 23 February 2016. Access Date: 17 March 2016. <http://www.statssa.gov.za/publications/P0211/P02114thQuarter2015.pdf>

²³⁶⁶ Statistical release P0211 Quarterly Labour Force Survey, Statistics South Africa (2015) 23 February 2016. Access Date: 17 March 2016. <http://www.statssa.gov.za/publications/P0211/P02114thQuarter2015.pdf>

²³⁶⁷ Statistical release P0211 Quarterly Labour Force Survey, Statistics South Africa (2015) 23 February 2016. Access Date: 17 March 2016. http://www.statssa.gov.za/publications/P0211/Press_statement_QLFS_Q4_2015.pdf

²³⁶⁸ Youth Development Agency and University of Johannesburg launch Institute for improved research on Youth Development in SA, South African Government 9 March 2016. Access Date: 17 March 2016. <http://www.gov.za/speeches/uj-nyda-launch-institute-improved-research-youth-development-sa-9-mar-2016-0000>

²³⁶⁹ Youth Development Agency and University of Johannesburg launch Institute for improved research on Youth Development in SA, South African Government 9 March 2016. Access Date: 17 March 2016. <http://www.gov.za/speeches/uj-nyda-launch-institute-improved-research-youth-development-sa-9-mar-2016-0000>

²³⁷⁰ Youth Development Agency and University of Johannesburg launch Institute for improved research on Youth Development in SA, South African Government 9 March 2016. Access Date: 17 March 2016. <http://www.gov.za/speeches/uj-nyda-launch-institute-improved-research-youth-development-sa-9-mar-2016-0000>

of youth employment is in line with South Africa's goal to increase youth employment, as laid out in its Employment Plan.²³⁷¹

On 9 May 2016, the Department of Trade and Industry launched the 8th iteration of the Industrial Policy Action Plan (IPAP) 2016/17 — 2018/19 focusing on economic sectors, employment, and infrastructure development.²³⁷² Minister of Trade and Industry Rob Davies stated the need for structural change in the economy. IPAP outlined four fundamental pillars, including collaborative effort among government, business, and labour.²³⁷³

In July 2016, South Africa made a commitment to launch the 16th Commission for Employment Equity Annual Report. South African Labour Minister Mildred Oliphant promised that the Commission of Employment Equity will monitor the engagements of business leaders from various sectors. The goal of this is to consult business leaders and their representatives on employment equity issues, the challenges employees feel in the workplace and the possible strategies on overcoming these challenges.²³⁷⁴

On 4 July 2016, Statistics South Africa released a report titled Quarterly Employment Statistics (QES) for the first quarter of 2016. The report detailed that “employment decreased in all industries except for community services, electricity and construction.”²³⁷⁵ Additionally, the report outlined average monthly earnings for workers in all industries, including bonuses and overtime payment, as well as gross earnings by all employees.²³⁷⁶

On 21 July 2016, the African Union (AU) Commission, in which South Africa is a member, launched the first ever report on the “Implementation of the Women, Peace and Security Agenda in Africa.” The report sought to form the basis for enhanced dialogue and engagement with AU Member States and Regional Economic Communities, civil society, and other key stakeholders on accelerating implementation, as well as better informing the African Union's engagement with international interlocutors and partners on the Women, Peace and Security agenda in Africa. The report canvasses the legislative and administrative mechanisms and machineries put in place at all levels to support the advancement of the Women, Peace, and Security agenda in Africa, as well as progress made on performance where data and information exists. It includes various case studies of achievements on participation in the nineteen Member States that have adopted National Action Plans, including on parliamentary representation, leadership, and special measures; ministerial-level representation; participation in peacekeeping; and in peace agreements. It concludes by identifying key, high-impact intervention areas at local/national, regional, continental, and international levels to

²³⁷¹ Employment Plan South Africa, G20 (2014). Access Date: 17 March 2016.

http://www.g20australia.org/sites/default/files/g20_resources/library/g20_employment_plan_south_africa.pdf

²³⁷² The Department of Trade and Industry: Launch of the Industrial Policy Action Plan IPAP, the DTI 9 May 2016. Access Date: 5 August 2016. <http://www.thedti.gov.za/DownloadFileAction?id=1082>

²³⁷³ Media statement: Department of Trade and Industry launches Industrial Policy Action Plan 2016/17 – 2018/19, Official Custodian of Brand South Africa 9 May 2016. Access date: 5 August 2016. <http://www.brandsouthafrica.com/news/1371-media-statement-department-of-trade-and-industry-launches-industrial-policy-action-plan-2016-17-2018-19>

²³⁷⁴ South Africa: Labour On Launch of 16th Commission for Employment Equity Annual Report, All Africa 19 July 2016. Access date: 20 July 2016. <http://allafrica.com/stories/201607191112.html>

²³⁷⁵ Media release: Quarterly Employment Statistics (QES), first quarter 2016, Statistics South Africa 4 July 2016. Access date: 20 July 2016. <http://www.statssa.gov.za/?p=7965>

²³⁷⁶ Media release: Quarterly Employment Statistics (QES), first quarter 2016, Statistics South Africa 4 July 2016. Access date: 20 July 2016. <http://www.statssa.gov.za/?p=7965>

accelerate implementation and impact, including on issues of financing and evidence-based monitoring.²³⁷⁷

South Africa has continued to monitor the implementation of its Employment Plan and gender goal. Thus, South Africa has received a score of +1.

Analyst: Mary Zelenova

Turkey: +1

Turkey has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 18-19 November 2015, a joint workshop was organized by the Ministry of Labour and Social Security of Turkey in cooperation with the European Training Foundation.²³⁷⁸ The workshop discussed school-to-work transitions of young people in Turkey, with a focus on those not in education, training or employment (NEET)²³⁷⁹. Their aims included, but were not limited to, reflecting on future initiatives closing the gaps in school-to-work transitions through education, employment, and social inclusion, and involved over 100 national and international experts and researchers.²³⁸⁰

On 17 December 2015, the Turkish Statistical Institute published the survey “Structure of Earnings Survey for 2014.”²³⁸¹ The purpose of the survey is to give information on the level, structure and development of wage and earnings.²³⁸² This all-encompassing survey reports on several aspects of Turkey’s Employment Plan, including statistics related to educational attainment and earnings, and moreover addresses the gender pay gap.²³⁸³

²³⁷⁷ African Union Launches first Report on the Implementation of the Women, Peace and Security Agenda in Africa at 27th AU Summit, African Union 21 July 2016. Access date: 25 July 2016. <http://www.au.int/en/pressreleases/31199/african-union-launches-first-report-implementation-women-peace-and-security>

²³⁷⁸ Building Pathways To Skills And Jobs For Youth In Turkey, With Focus On Youth Not In Employment, Education Or Training (NEET), EFT 18 November 2015. Access Date: 17 March 2016. [http://www.etf.europa.eu/web.nsf/pages/EV_2015_Building_pathways_to_skills_and_jobs_for_youth_in_Turkey_with_focus_on_youth_not_in_employment_education_or_training_\(NEET\)_EN](http://www.etf.europa.eu/web.nsf/pages/EV_2015_Building_pathways_to_skills_and_jobs_for_youth_in_Turkey_with_focus_on_youth_not_in_employment_education_or_training_(NEET)_EN)

²³⁷⁹ Building Pathways To Skills And Jobs For Youth In Turkey, With Focus On Youth Not In Employment, Education Or Training (NEET), EFT 18 November 2015. Access Date: 17 March 2016. [http://www.etf.europa.eu/web.nsf/pages/EV_2015_Building_pathways_to_skills_and_jobs_for_youth_in_Turkey_with_focus_on_youth_not_in_employment_education_or_training_\(NEET\)_EN](http://www.etf.europa.eu/web.nsf/pages/EV_2015_Building_pathways_to_skills_and_jobs_for_youth_in_Turkey_with_focus_on_youth_not_in_employment_education_or_training_(NEET)_EN)

²³⁸⁰ Building Pathways To Skills And Jobs For Youth In Turkey, With Focus On Youth Not In Employment, Education Or Training (NEET), EFT 18 November 2015. Access Date: 17 March 2016. [http://www.etf.europa.eu/web.nsf/pages/EV_2015_Building_pathways_to_skills_and_jobs_for_youth_in_Turkey_with_focus_on_youth_not_in_employment_education_or_training_\(NEET\)_EN](http://www.etf.europa.eu/web.nsf/pages/EV_2015_Building_pathways_to_skills_and_jobs_for_youth_in_Turkey_with_focus_on_youth_not_in_employment_education_or_training_(NEET)_EN)

²³⁸¹ Structure of Earnings Survey 2014, Turkish Statistical Institute 17 December 2015. Access Date: 17 March 2016. <http://www.turkstat.gov.tr/PreHaberBultenleri.do?id=18861>

²³⁸² Structure of Earnings Survey 2014, Turkish Statistical Institute 17 December 2015. Access Date: 17 March 2016. <http://www.turkstat.gov.tr/PreHaberBultenleri.do?id=18861>

²³⁸³ Structure of Earnings Survey 2014, Turkish Statistical Institute 17 December 2015. Access Date: 17 March 2016. <http://www.turkstat.gov.tr/PreHaberBultenleri.do?id=18861>

On 15 February 2016, the Turkish Statistical Institute published its most recent report on labour force statistics.²³⁸⁴ The report highlighted labour force participation, including statistics on the youth unemployment.²³⁸⁵

On 7 March 2016, the Turkish Statistical Institute published “Women in Statistics for 2015,” compiled from censuses and surveys of TurkStat as well as administrative records, and the surveys of related governmental organizations and universities.²³⁸⁶ In particular, the report highlights female literacy, unemployment, income, and education and notes that “work has to be done by all sides who have the responsibility to upgrade the social and economic position of women.”²³⁸⁷ The report concludes by pressing the implementation of policies aimed at reducing the gender inequality gap.²³⁸⁸

On 30 May 2016, the Turkish First Lady took a step towards increasing female employment and entrepreneurship.²³⁸⁹ “Entrepreneurship must be supported, as employment initiatives must be increased. We should expand the notion of women-men opportunity equality in society,” said the First Lady.²³⁹⁰ Istanbul Development Agency, Istanbul Commerce University, Teknopark Istanbul and the Women and Democracy Association (KADEM) organized the project, joining 141 female university graduates who completed a 220-hour training program on mobile technologies and mobile design this year.²³⁹¹

Turkey has continued to monitor the implementation of its Employment Plan and gender goal.

Thus, Turkey has received a score of +1.

Analyst: Mojann Zibapour

United Kingdom: +1

The United Kingdom has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 12 February 2016, the Government Equalities Office published the final report of the consultation on Closing the Gender Pay Gap.²³⁹² The consultation was issued in July 2015 and

²³⁸⁴ Labour Force Statistics November 2015, Turkish Statistical Institute 15 February 2016. Access Date: 17 March 2016.

<http://www.turkstat.gov.tr/PreHaberBultenleri.do?id=21576>

²³⁸⁵ Labour Force Statistics November 2015, Turkish Statistical Institute 15 February 2016. Access Date: 17 March 2016.

<http://www.turkstat.gov.tr/PreHaberBultenleri.do?id=21576>

²³⁸⁶ Women in Statistics 2015, Turkish Statistical Institute 7 March 2016. Access Date: 17 March 2016.

<http://www.turkstat.gov.tr/PreHaberBultenleri.do?id=21519>

²³⁸⁷ Women in Statistics 2015, Turkish Statistical Institute 7 March 2016. Access Date: 17 March 2016.

<http://www.turkstat.gov.tr/PreHaberBultenleri.do?id=21519>

²³⁸⁸ Women in Statistics 2015, Turkish Statistical Institute 7 March 2016. Access Date: 17 March 2016.

<http://www.turkstat.gov.tr/PreHaberBultenleri.do?id=21519>

²³⁸⁹ Turkey's first lady calls for workforce gender equality, Daily News 30 May 2016. Access Date: 13 July 2016.

<http://www.hurriyetdailynews.com/turkeys-first-lady-calls-for-workforce-gender-equality.aspx?pageID=238&nID=99858&NewsCatID=339>

<http://www.hurriyetdailynews.com/turkeys-first-lady-calls-for-workforce-gender-equality.aspx?pageID=238&nID=99858&NewsCatID=339>

²³⁹⁰ Turkey's first lady calls for workforce gender equality, Daily News 30 May 2016. Access Date: 13 July 2016.

<http://www.hurriyetdailynews.com/turkeys-first-lady-calls-for-workforce-gender-equality.aspx?pageID=238&nID=99858&NewsCatID=339>

<http://www.hurriyetdailynews.com/turkeys-first-lady-calls-for-workforce-gender-equality.aspx?pageID=238&nID=99858&NewsCatID=339>

²³⁹¹ Turkey's first lady calls for workforce gender equality, Daily News 30 May 2016. Access Date: 13 July 2016.

<http://www.hurriyetdailynews.com/turkeys-first-lady-calls-for-workforce-gender-equality.aspx?pageID=238&nID=99858&NewsCatID=339>

<http://www.hurriyetdailynews.com/turkeys-first-lady-calls-for-workforce-gender-equality.aspx?pageID=238&nID=99858&NewsCatID=339>

²³⁹² Closing the Gender Gap, Government Equalities Office, 12 February 2016. Access date: 2 March 2016.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/500087/Government_response_-_Closing_the_Gender_Pay_Gap.pdf

collected data as well as sought views on how best to increase transparency around gender pay differences, alongside wider questions about girls' aspirations, women returning to work and older working women.²³⁹³ It received nearly 700 responses from over 200 employers and business organisations. The report concluded the consultation and published its results and recommendations.²³⁹⁴

On 12 February 2016, the Government Equalities Office issued Mandatory Gender Pay Gap Reporting.²³⁹⁵ This new consultation is a follow up to the report on Closing the Gender Gap which focuses on the UK government's commitment that large employers should publish the differences between the average pay and bonuses of their male and female employees.²³⁹⁶ This follow-up consultation invites feedback on the details of the draft regulations that will apply to those employers with at least 250 employees.²³⁹⁷ The consultation especially aims to hear from employers, business organisations, the voluntary and charity sector, women's civil society organisations, expert human rights practitioners, trade unions, employment lawyers and think tanks²³⁹⁸. Once completed, will lay the draft regulations in Parliament.²³⁹⁹ The Right Honorable Nicky Morgan Secretary of State for Education and Minister for Women and Equalities stated in the report that "to maintain momentum and drive real changes in workplaces across Great Britain, we want to commence the regulations at the earliest opportunity."²⁴⁰⁰

On 12 February 2016, the UK government issued draft regulations on gender gap reporting, subject to further consultation with stakeholders. The regulations will require employers to publish specific information about the gender pay gap in their organization. Specifically, the government proposes affected businesses will be required to publish: mean and median gender pay gaps, gender bonus gaps, and the number of men and women in each quartile in the company's pay distribution.²⁴⁰¹

²³⁹³ Closing the Gender Gap, Government Equalities Office, 12 February 2016. Access date: 2 March 2016. https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/500087/Government_response_-_Closing_the_Gender_Pay_Gap.pdf

²³⁹⁴ Closing the Gender Gap, Government Equalities Office, 12 February 2016. Access date: 2 March 2016. https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/500087/Government_response_-_Closing_the_Gender_Pay_Gap.pdf

²³⁹⁵ Mandatory Gender Gap Pay Reporting, Government Equalities Office, 12 February 2016. Access Date: 2 March 2016.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/504398/GPG_consultation_v8.pdf

²³⁹⁶ Mandatory Gender Gap Pay Reporting, Government Equalities Office, 12 February 2016. Access Date: 2 March 2016.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/504398/GPG_consultation_v8.pdf

²³⁹⁷ Mandatory Gender Gap Pay Reporting, Government Equalities Office Access Date: 23 February 2016.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/501331/GPG_consultation_v2.pdf

²³⁹⁸ Mandatory Gender Gap Pay Reporting, Government Equalities Office Access Date: 23 February 2016.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/501331/GPG_consultation_v2.pdf

²³⁹⁹ Mandatory Gender Gap Pay Reporting, Government Equalities Office Access Date: 23 February 2016.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/501331/GPG_consultation_v2.pdf

²⁴⁰⁰ Mandatory Gender Gap Pay Reporting, Government Equalities Office Access Date: 23 February 2016.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/501331/GPG_consultation_v2.pdf

²⁴⁰¹ Mind the Gap: Draft regulations on mandatory gender pay gap reporting, King & Wood Mallesons 9 March 2016. Access Date: 5 August 2016. <http://www.kwm.com/en/uk/knowledge/insights/mind-the-gap-draft-regulations-on-mandatory-gender-pay-gap-reporting-20160309>

The Office of National Statistics periodically releases data estimates of employment, unemployment, economic inactivity and other employment-related statistics for the UK, with the latest release on 20 July 2016.²⁴⁰²

The UK has complied with its commitment to monitor the implementation of both its Employment Plan and gender goal.

Thus, the UK has received a score of +1.

Analyst: Miranda Bocci

United States: +1

The United States has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 9 January 2016, President Barack Obama unveiled new legislation that will compel companies with more than 100 workers to provide the federal government annual data for how much they pay employees based on gender, race and ethnicity.²⁴⁰³

On 29 January 2016, President Barack Obama announced his plan to further advance the New Equal Pay Plan. As a part of his new plan, the Equal Employment Opportunity Commission and the Department of Labor will release “the summary of annual pay data by gender, race and ethnicity from businesses with more than 100 or more employees”²⁴⁰⁴ Along with this announcement, President Obama promises to “renew his call to Congress to take up and pass the Paycheck Fairness Act that would give women additional tools to fight pay discrimination.”²⁴⁰⁵

On 29 January 2016, the Council of Economic Advisors of the White House releases a report, “The Gender Pay Gap on the Anniversary of the Lilly Ledbetter Fair Pay Act.” This brief issue addresses to the wide gender gap rate of the U.S. which is now “2.5 percentage points larger than the average for industrialized countries.”²⁴⁰⁶ This report aims to explore the states and factors that influence gender wage gap and the policy implementation of this subject.²⁴⁰⁷

²⁴⁰² UK Labour Market, Office for National Statistics. 20 July 2016. Access Date: 5 August 2016.

<http://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/july2016>

²⁴⁰³ President Obama Announces Rules for Closing Gender Pay Gap, NBC News 29 January 2016. Access Date: 2 March 2016. <http://www.nbcnews.com/news/us-news/obama-announce-new-rules-closing-gender-pay-gap-n506941>

²⁴⁰⁴ “FACT SHEET: New Steps to Advance Equal Pay on the Seventh Anniversary of the Lilly Ledbetter Fair Pay Act”, the White House 29 January, 2016. Access date: 7 July 2016

<https://www.whitehouse.gov/the-press-office/2016/01/29/fact-sheet-new-steps-advance-equal-pay-seventh-anniversary-lilly>

²⁴⁰⁵ FACT SHEET: New Steps to Advance Equal Pay on the Seventh Anniversary of the Lilly Ledbetter Fair Pay Act”, the White House 29 January, 2016. Access date: 7 July 2016

<https://www.whitehouse.gov/the-press-office/2016/01/29/fact-sheet-new-steps-advance-equal-pay-seventh-anniversary-lilly>

²⁴⁰⁶ “FACT SHEET: New Steps to Advance Equal Pay on the Seventh Anniversary of the Lilly Ledbetter Fair Pay Act”, the White House 29 January 2016. Access date: 7 July 2016 <https://www.whitehouse.gov/the-press-office/2016/01/29/fact-sheet-new-steps-advance-equal-pay-seventh-anniversary-lilly>

²⁴⁰⁷ “The Gender Pay Gap On The Anniversary of The Lilly Ledbetter Fair Pay Act”, Council of Economic Advisers 29 January, 2016. Access date: 7 July, 2016

https://www.whitehouse.gov/sites/default/files/page/files/20160128_cea_gender_pay_gap_issue_brief.pdf

On 14 June 2016, the White House “announced a new Equal Pay Pledge for private sectors” to reduce the national gender participation gap.²⁴⁰⁸ There are 28 companies signing their support for the Equal Pay Pledge and for narrowing gender based wage gap. On the announcement, the White House acknowledges the greater pay gap for African American and Latina Women which are 64 cents and 54 cents for every dollar earned by a white non-Hispanic man.²⁴⁰⁹ The introduction of the new Equal Pay Pledge aims to encourage more business companies to sign the Pledge which displays their support for reducing national gender gap which is in line with President Obama’s gender equality policies.

On 14 June 2016, the White House Council on Women and Girls, Department of the State, the Department of Labor, the Aspen Institute and Civic Nation organized the first US of Women Summit. The summit addresses to six pillars for advancing gender equality: Economic empowerment, Health and Wellness, Educational Opportunity, Violence Against Women, Entrepreneurship and Innovation, Leadership and Engagement.²⁴¹⁰

Throughout the compliance cycle, the Bureau of Labour Statistics of the US Department of Labor has continued reporting, monitoring and assessing both unemployment and gender participation gap.²⁴¹¹ The Bureau is the principal federal agency responsible for measuring labor market activity, working conditions and price changes in the economy.²⁴¹² Its mission is to collect, analyze, and disseminate essential economic information to support public and private decision-making.²⁴¹³

The US has continued to monitor the implementation of its Employment Plan and gender goal.

Thus, the United States has received a score of +1.

Analysts: Julia Tops and Kaylee Mak

European Union: +1

The European Union has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 3 December 2015, the European Commission released the report “Strategic Engagement for Gender Equality 2016-2019.”²⁴¹⁴ The report aims to guide the way forward for the EU. The European Commission gathered views from across Europe on gender equality — via a Eurobarometer survey, a Forum on the future of gender equality and an online public consultation and evaluated the strengths and weaknesses of the Strategy for equality between women and men 2010-2015.²⁴¹⁵ European Commissioner for Justice, Consumers and Gender Equality Vera Jourová said, “This Strategic engagement to gender equality 2016-2019 marks a new phase in our efforts to promote equality between women and men while continuing to focus on priority areas for action of

²⁴⁰⁸ “These Businesses Are Taking The Equal Pay Pledge”, the White House 14 June 2016 Access date: 1 July 2016 <https://www.whitehouse.gov/blog/2016/06/14/businesses-taking-equal-pay-pledge>

²⁴⁰⁹ “These Businesses Are Taking The Equal Pay Pledge”, the White House 14 June 2016. Access date: 1 July 2016 <https://www.whitehouse.gov/blog/2016/06/14/businesses-taking-equal-pay-pledge>

²⁴¹⁰ “Together We Are Strong”, the White House 9 June 2016. Access date: 7 July 2016 <https://www.whitehouse.gov/blog/2016/06/06/together-we-are-stronger>

²⁴¹¹ BLS Information, Bureau of Labour Statistics. Access Date: 2 March 2016. <http://www.bls.gov/bls/infhome.htm>

²⁴¹² BLS Information, Bureau of Labour Statistics. Access Date: 2 March 2016. <http://www.bls.gov/bls/infhome.htm>

²⁴¹³ BLS Information, Bureau of Labour Statistics. Access Date: 2 March 2016. <http://www.bls.gov/bls/infhome.htm>

²⁴¹⁴ Strategic engagement for gender equality 2016-2019, European Commission 3 December 2015. Access Date: 17 March 2016. http://ec.europa.eu/justice/gender-equality/files/documents/160111_strategic_engagement_en.pdf

²⁴¹⁵ Strategic engagement for gender equality 2016-2019, European Commission 3 December 2015. Access Date: 17 March 2016. http://ec.europa.eu/justice/gender-equality/files/documents/160111_strategic_engagement_en.pdf

particular relevance. It identifies more than thirty key actions to be implemented in five priority areas, with timelines and indicators for monitoring.”²⁴¹⁶

As of January 2016, the implementation of the Youth Guarantee has started in all EU countries. The Youth Guarantee is a new approach to tackling youth unemployment which ensures that all young people under 25 — whether registered with employment services or not — get a good-quality, concrete offer within 4 months of them leaving formal education or becoming unemployed.²⁴¹⁷ The good-quality offer should be for a job, apprenticeship, traineeship, or continued education and be adapted to each individual need and situation. The European Commission regularly assesses country progress and has produced several reports throughout the compliance period.²⁴¹⁸

During the compliance period, Eurostat has continued to publish reports related to several aspects of the EU’s Employment Plan and gender goal such as a report on gender pay gap statistics published in March 2016.²⁴¹⁹ Eurostat is the statistical office of the EU, based in Luxembourg.²⁴²⁰ It publishes official, harmonized statistics on the EU and the euro area, offering a comparable, reliable and objective portrayal of Europe’s society and economy.²⁴²¹ A vast range of data is available for the EU as a whole, for Member States and in many cases also for candidate countries and other European countries, down to the level of regions and cities.²⁴²² All users may consult or download data and publications free of charge.²⁴²³

The EU has continued to monitor the implementation of its Employment Plan and gender goal.

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

Analyst: Julia Tops

²⁴¹⁶ Strategic engagement for gender equality 2016-2019, European Commission 3 December 2015. Access Date: 17 March 2016. http://ec.europa.eu/justice/gender-equality/files/documents/160111_strategic_engagement_en.pdf

²⁴¹⁷ Youth Guarantee, European Commission February 2016. Access Date: 13 July 2016. <http://ec.europa.eu/social/main.jsp?catId=1079&langId=en>

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