

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

2017 G20 Hamburg Summit Final Compliance Report

8 July 2017 to 30 October 2018

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29 November 2018

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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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4. Gender: Access to Labour Markets

“We will improve women’s access to labour markets through the provision of quality education and training, supporting infrastructure, public services and social protection policies and legal reforms, where appropriate.”

G20 Leaders’ Declaration: Shaping an Interconnected World

Assessment

Country	Lack of Compliance	Partial Compliance	Full Compliance
Argentina		0	
Australia		0	
Brazil			+1
Canada			+1
China			+1
France		0	
Germany			+1
India			+1
Indonesia			+1
Italy			+1
Japan			+1
Korea			+1
Mexico		0	
Russia		0	
Saudi Arabia			+1
South Africa			+1
Turkey		0	
United Kingdom			+1
United States			+1
European Union			+1
Average Score		+0.70	

Background

Disparities in gender equality in labour markets continue to occur. According to the International Labour Organization (ILO), women are much less likely than men to participate in the labour force. Even women in the job market are less likely to secure a job. Furthermore, the quality of employment they do find is key concern. In 2017, the global labour force participation rate for women is approximately 49 per cent, which is almost 27 percentage points lower than the rate for men. Globally, the unemployment rate for women also stands at 6.2 per cent in 2017, demonstrating a gap of 0.7 percentage points from the unemployment rate for men, which is 5.5 per cent. Even employed women are often constrained in job opportunities. Almost 15percent of employment women are contributing family workers, compared to over 5percent among men. The ILO predicts that these rates will likely remain relatively unchanged in 2018, thus keeping the gap at its current level with no anticipated improvements before 2021.¹⁵⁹⁴

¹⁵⁹⁴ Reducing gender gaps would significantly benefit women, society and the economy, International Labour Organization (Geneva) 14 June 2017. Access Date: 1 November 2017. https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_557266/lang--en/index.htm.

Engaging more women in the labour force is critical. Not only is it important for the realization of gender equality in general, but in the context of the labour market, equal female participation can positively impact the future of global economic growth. The ILO estimates that if the global gender participation gap was reduced by 25 per cent by 2025, this could add USD5.8 trillion to the global economy and unlock large tax revenues.¹⁵⁹⁵

The G20 has recognized the importance of female inclusiveness in the economy. They first declared a goal with regards to gender equality in the labour force at the 2009 London Summit, where members committed to encouraging a “fair and family-friendly labour market for both women and men.” At the 2012 Los Cabos Summit, the G20 similarly made its first commitment targeted to improve the socioeconomic status of women.

At the 2014 Brisbane Summit, the G20 for the first time committed to a timeline to reduce gender inequality in the labour force. They recognized the importance of women’s inclusion in the labour market as an imperative to the improvement of global economic growth. Thus, G20 members agreed “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” to “bring more than 100 million women into the labour force.” The following year, at the 2015 Antalya Summit, G20 leaders renewed their commitment to reducing the gender participation gap. The Turkish presidency also saw the establishment of the Women’s 20 (W20), which promotes women’s economic empowerment as an integral part of the G20 process by implementing strong recommendations within G20 negotiations.¹⁵⁹⁶

G20 leaders continued to address women’s participation in the labour market at the 2016 Hangzhou Summit. Specifically, they recognized the importance of inclusiveness and agreed to work towards ensuring that economic growth serves and benefits all countries and all people, including women, by generating more quality jobs, among other efforts.¹⁵⁹⁷

At the 2017 Hamburg Summit, G20 members further developed their focus on women’s inclusiveness in the labour market. In the Leaders’ Declaration, they recognized that “enhanced equal access to the labour market, property, quality employment and financial services for women and men are fundamental for achieving gender equality and full realization of their rights.” Thus, G20 members agreed to take further action to improve the quality of female employment, eliminate employment discrimination, and reduce gender compensation gaps. They also launched the Women Entrepreneurs Financing Initiative (We-Fi) and #eSkills4Girls initiative to scale up support for women’s entrepreneurship and promote opportunities for women in the digital economy, respectively. G20 leaders also committed to establishing a Business Women Leaders’ Taskforce to work with the W20 and Business 20 (B20) in bringing together business women from G20 countries to examine ways to increase women’s participation in the economy. Prior to the summit, G20 members also outlined policy recommendations to reduce gender gaps in labour force participation and pay during the G20 Labour and Employment Ministers’ Meeting in May 2017. Specifically, they

¹⁵⁹⁵ Reducing gender gaps would significantly benefit women, society and the economy, International Labour Organization (Geneva) 14 June 2017. Access Date: 1 November 2017. http://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_557266/lang--en/index.htm.

¹⁵⁹⁶ Diverse, Resilient and Viable — Stabilizing Economies and Societies Through Women’s Empowerment, Women20 Germany (Berlin) 2017 16 April 2017. Access Date: 1 November 2017. <http://www.w20-germany.org/>.

¹⁵⁹⁷ G20 Leaders’ Communiqué Hangzhou Summit, G20 Germany 2017 (Hangzhou) 8 September 2016. Access Date: 1 November 2017. https://www.g20.org/Content/DE/_Anlagen/G7_G20/2016-09-04-g20-kommunique-en.html;jsessionid=7F04AC69DEF4014FCE9A6A9BD7519ACA.s4t2?nn=2186554.

stressed three dimensions of performance: 1) improving the quality of women's earnings, 2) increasing women's labour market security, and 3) achieving better working conditions.¹⁵⁹⁸

The G20 realizes the importance of gender equality in the labour market as a prerequisite in achieving sustainable and inclusive global economic growth.¹⁵⁹⁹ By improving women's access to labour markets, they are endeavoring to achieve this aim by taking steps to reduce the current gender participation gap.

Commitment Features

The G20 commitment is to "improve women's access to labour markets" through 1) the provision of quality education and training and 2) supporting infrastructure, public services, social protection policies, and/or legal reforms. "Labour markets" refers to the availability of labour and employment, in terms of supply and demand. Similarly, "women" all female persons of working age. According to the ILO, this includes all women aged 15 or above who are either employed, unemployed, or not in the labour force.¹⁶⁰⁰

"Improve" refers to taking concrete actions for the betterment of something. This includes enhancing and updating old initiatives, or implementing new ones to reach an old goal. Thus, "improve women's access to labour markets" implies tangible efforts to ameliorate women's opportunities for employment. Public affirmations may be noted, but do not count for compliance. In this case, tangible efforts to improve women's access must include 1) provision of quality education and training and 2) supporting infrastructure, public services, social protection policies, and/or legal reforms in creating a gender-equal labour force environment.

The "provision of quality education and training" entails creating or enhancing opportunities for women to receive education as well as training in order to best equip them with the necessary skills, or update existing skillsets, for succeeding in the labour market. It is particularly important that such efforts are of "quality" in that they adequately and sufficiently address women's needs in this regard.

"Supporting" refers to the act of providing aid, assistance, or public affirmation to an initiative or entity. In the context of this commitment, G20 members must aid, assist, or affirm their condonation for efforts in the area of infrastructure, public services, social protection policies, and/or legal reforms to improve women's access to labour markets. They must work with relevant actors in these areas to remove barriers faced by women to labour force participation, such as by improving work-life balances, increasing paternity privileges, enforcing a balanced work environment, and providing incentives for women's leadership in business, among other activities.

"Where appropriate" refers to the fact that in some cases, there may not be a need to support a particular measure, and another measure might be more suitable instead, depending on the circumstances. However, the aforementioned examples provide a wide array of tools for G20 members to act on in achieving increased female labour force participation. Furthermore, as the ILO statistics indicate, no G20 member has yet fully achieved true gender equality in the economic sphere.

¹⁵⁹⁸ Annex B: G20 Policy Recommendations to Reduce Gender Gaps in Labour Force Participation and Pay by Improving Women's Job Quality, G20 Information Centre (Toronto) 19 May 2017. Access Date: 1 November 2017. <http://www.g20.utoronto.ca/2017/170519-labour-annex-b.html>.

¹⁵⁹⁹ G20 Leader' Declaration: Shaping an Interconnected World, G20 (Hamburg) 8 July 2017. Access Date: 28 October 2017. <http://www.g20.utoronto.ca/2017/2017-G20-leaders-declaration.html>.

¹⁶⁰⁰ Definitions, International Labour Organization (Geneva) 2011. Access Date: 27 May 2016. https://www.ilo.org/ilostat/faces/home/statisticaldata/conceptsdefinitions?_afLoop=245436817571306-%40%3F_afLoop=245436817571306%26_adf.ctrl-state=pxg0kcjth_38.

Thus, G20 members must exercise their discretion in deciding which measures are better suited to its achievement of this commitment.

To achieve full compliance, G20 members must take concrete actions to improve womens' access to labour markets by providing quality education and training, as well as supporting infrastructure, public services, social protection policies, and/or legal reforms towards this aim.

Scoring Guidelines

-1	G20 member does NOT take action to improve womens' access to labour markets through the provision of quality education and training NOR through supporting infrastructure, public services, social protection policies, and/or legal reforms.
0	G20 member does NOT take action to improve womens' access to labour markets EITHER through the provision of quality education and training OR through supporting infrastructure, public services, social protection policies, and/or legal reforms.
+1	G20 member takes action to improve womens' access to labour markets through the provision of quality education and training AND through supporting infrastructure, public services, social protection policies, and/or legal reforms

*Compliance Director: Julia Tops
Lead Analyst: Mariya Kvittlana Tsap*

Argentina: 0

Argentina has partially complied with its commitment to improve women's access to labour markets through the provision of quality education and training, supporting infrastructure, public services and social protection policies and legal reforms, where appropriate.

On 28 July 2017, Deputy Secretary of Territorial Development of the Ministry of Agroindustry Felipe Crespo signed a joint statement with multiple organizations to promote the role of women in the agricultural and development sectors of rural Argentina.¹⁶⁰¹

On 20 November 2017, Argentina launched a digital platform to allow Argentinian youth to have a platform to ask questions concerning gender-related issues, such as gender-based violence and workplace harassment.¹⁶⁰² Key parties involved in creating this platform were the National Council of Women, United Nations Children's Fund (UNICEF), Ministry of Social Development, and civil society organizations.¹⁶⁰³

On 23 November 2017, the Congress of Argentina passed the Gender Equality in Political Domains Bill, dictating that there must be at least fifty per cent of women within electoral lists.¹⁶⁰⁴ The bill

¹⁶⁰¹ Argentina Takes a Step Forward Towards Achieving Rights for Women in Rural Areas, Food and Agricultural Organization (Rome) 28 July 2017. Access Date: 5 November 2017. <http://www.fao.org/in-action/agronoticias/detail/en/c/1026539/>.

¹⁶⁰² Argentina is using tech to teach its youth about sex, drugs, and violence, Apolitical (London) 20 November 2017. Access Date: 2 March 2018. https://apolitical.co/solution_article/argentina-using-tech-teach-youth-sex-drugs-violence/.

¹⁶⁰³ Argentina is using tech to teach its youth about sex, drugs, and violence, Apolitical (London) 20 November 2017. Access Date: 2 March 2018. https://apolitical.co/solution_article/argentina-using-tech-teach-youth-sex-drugs-violence/.

¹⁶⁰⁴ Argentina sees "Gender equality Act in political domains" enshrined in law, Embassy of the Argentine Republic (Buenos Aires) November 2017. Access Date: 2 March 2018. http://www.argentine-embassy-uk.org/docs_eng/press/press_releases/2017/17-11-23.pdf.

encourages the trajectory set by the Government of Argentina in order to promote the political participation of women.¹⁶⁰⁵

On 1 December 2017, the Government of Argentina begun its Women 20 (W20) Presidency.¹⁶⁰⁶ The W20 is a G20 engagement group comprised of a network of organizations that focus on female entrepreneurs and promotes women's economic and overall empowerment.¹⁶⁰⁷ W20 Argentina aims to reduce the gender gap in financial, digital, and labour market inclusion for rural women.¹⁶⁰⁸

On 13 February 2018, a member of Unión Cívica Radical Karina Banfi presented a bill to address the gender gap in the labour market and improve equity conditions for women.¹⁶⁰⁹ Another bill presented by Banfi acknowledges companies that guarantee equal treatment and opportunities for women.¹⁶¹⁰

On 13 March 2018, the Government of Argentina submitted a bill to the National Congress to amend the Labour Contract Law to establish gender equality in the workplace.¹⁶¹¹ The bill aims to facilitate equal pay for equal work, enforcing equality in the hiring criteria, providing safe work conditions, and family leave coverage.¹⁶¹²

Argentina has partially complied with its commitment to improve women's access to labour markets. While Argentina has signed a joint statement with multiple organizations to improve women's access to the labour market and began its Women 20 Presidency, as well as proposed a bill to amend Labour Contract Law, Argentina has not implemented any changes to educational and training opportunities for women.

Thus, Argentina receives a score of 0.

Analyst: Nicole Vucemilo

¹⁶⁰⁵ Argentina sees "Gender equality Act in political domains" enshrined in law, Embassy of the Argentine Republic (Buenos Aires) November 2017. Access Date: 2 March 2018. http://www.argentine-embassy-uk.org/docs_eng/press/press_releases/2017/17-11-23.pdf.

¹⁶⁰⁶ Women20 Argentina kick-off-EMSD as strategic partner, Emerging Market Sustainability Dialogues (Berlin) December 2017. Access Date: December 21. <http://www.emsdialogues.org/women20-argentina-kick-off-emsd-as-strategic-partner/>.

¹⁶⁰⁷ Women20 Argentina kick-off-EMSD as strategic partner, Emerging Market Sustainability Dialogues (Berlin) December 2017. Access Date: December 21. <http://www.emsdialogues.org/women20-argentina-kick-off-emsd-as-strategic-partner/>.

¹⁶⁰⁸ Women20 Argentina kick-off kick-off-EMSD as strategic partner, Emerging Market Sustainability Dialogues (Berlin) December 2017. Access Date: December 21. <http://www.emsdialogues.org/women20-argentina-kick-off-emsd-as-strategic-partner/>.

¹⁶⁰⁹ Argentina: bill against gender wage gap, Staffing Americalatina (Sheffield) 13 February 2018. Access Date: 3 March 2018. <http://staffingamericalatina.com/en/presentan-proyecto-de-ley-contra-la-brecha-salarial-de-genero-en-argentina/>.

¹⁶¹⁰ Argentina: bill against gender wage gap, Staffing Americalatina (Sheffield) 13 February 2018. Access Date: 3 March 2018. <http://staffingamericalatina.com/en/presentan-proyecto-de-ley-contra-la-brecha-salarial-de-genero-en-argentina/>.

¹⁶¹¹ Library of Congress: Global Legal Monitor; Argentina: Bill on Gender Parity and Equal Opportunities in the Workplace Proposed (Buenos Aires) 4 April 2018. Access Date: 18 September 2018. <http://www.loc.gov/law/foreign-news/article/argentina-bill-on-gender-parity-and-equal-opportunities-in-the-workplace-proposed/>.

¹⁶¹² Library of Congress: Global Legal Monitor; Argentina: Bill on Gender Parity and Equal Opportunities in the Workplace Proposed (Buenos Aires) 4 April 2018. Access Date: 18 September 2018. <http://www.loc.gov/law/foreign-news/article/argentina-bill-on-gender-parity-and-equal-opportunities-in-the-workplace-proposed/>.

Australia: 0

Australia has partially complied with its commitment to improve women's access to labour markets through the provision of quality education and training, supporting infrastructure, public services and social protection policies and legal reforms, where appropriate.

On 7 December 2017, the Department of Families, Housing, Community Services and Indigenous Affairs extended the National Action Plan on Women, Peace and Security to mid-2019.¹⁶¹³ In 2018, the Australian government will produce the final review providing further guidance and assistance for the next National Action Plan in late 2018.¹⁶¹⁴

On 13 December 2017, Deputy Secretary of the Ministry of Foreign Affairs and Trade Frances Adamson met with the Turkish and Indonesian Deputy Ministers of Foreign Affairs, the Korean Vice-Minister of Foreign Affairs, and the Mexican Special Envoy of the Minister of Foreign Affairs in Istanbul.¹⁶¹⁵ During this meeting, Australia reaffirmed their commitment to promote gender equality and female empowerment and improve women's living standards and "equal participation in all spheres of life and strengthening their status in society" with help from UN Women.¹⁶¹⁶

On 18 February 2018, the Government of Australia published their key priorities for the 62nd UN Commission for the Status of Women.¹⁶¹⁷ The Government of Australia promises to lessen the economic barriers of rural women and girls and recognize violence as a barrier for women to enter the labour market.¹⁶¹⁸

On 20 June 2018, Sex Discrimination Commissioner Kate Jenkins of the Australian National Human Rights Commission announced a national inquiry into sexual harassment in the workplace in Australian capital cities and regional cities.¹⁶¹⁹ The national inquiry will be accepting submissions until 31 January 2019.¹⁶²⁰

¹⁶¹³ Australia National Action Plan on Women, Peace and Security 2012-2018, Australian Government Department of Prime Minister and Cabinet (Canberra) 7 December 2017. Access Date: 5 March 2018. <https://www.pmc.gov.au/office-women/international-forums/australian-national-action-plan-women-peace-and-security-2012-2018>.

¹⁶¹⁴ Australia National Action Plan on Women, Peace and Security 2012-2018, Australian Government Department of Prime Minister and Cabinet (Canberra) 7 December 2017. Access Date: 5 March 2018. <https://www.pmc.gov.au/office-women/international-forums/australian-national-action-plan-women-peace-and-security-2012-2018>.

¹⁶¹⁵ Report: 11th MIKTA Foreign Ministers Meeting, MIKTA (Istanbul) 13 December 2017. Access Date: 27 February 2018.

http://www.mfa.gov.tr/site_media/html/11th-mikta-fm-joint-communique-final.pdf.

¹⁶¹⁶ Report: 11th MIKTA Foreign Ministers Meeting, MIKTA (Istanbul) 13 December 2017. Access Date: 27 February 2018.

http://www.mfa.gov.tr/site_media/html/11th-mikta-fm-joint-communique-final.pdf.

¹⁶¹⁷ Australian Government's Priorities for CSW62, Australian Government Department of the Prime Minister and Cabinet (Canberra) 18 February 2018. Access Date: 5 March 2018. <https://www.pmc.gov.au/resource-centre/office-women/australian-governments-priorities-csw62>.

¹⁶¹⁸ Australian Government's Priorities for CSW62, Australian Government Department of the Prime Minister and Cabinet (Canberra) 18 February 2018. Access Date: 5 March 2018. <https://www.pmc.gov.au/resource-centre/office-women/australian-governments-priorities-csw62>.

¹⁶¹⁹ National Inquiry into Sexual Harassment in Australian Workplaces, Australian Human Rights Commission (Sydney) 20 June 2018. Access Date: 20 September 2018. <https://www.humanrights.gov.au/our-work/sex-discrimination/projects/national-inquiry-sexual-harassment-australian-workplaces>.

¹⁶²⁰ National Inquiry into Sexual Harassment in Australian Workplaces, Australian Human Rights Commission (Sydney) 20 June 2018. Access Date: 20 September 2018. <https://www.humanrights.gov.au/our-work/sex-discrimination/projects/national-inquiry-sexual-harassment-australian-workplaces>.

Australia has partially complied with its commitment to improve women's access to labor markets. While Australia has taken concrete actions to extend the National Action Plan on Women, Peace and Security and increase the number of women appointed to boards, advisory boards, and committees, established social protection policies, Australia has not made changes to improve education and training opportunities for women.

Thus, Australia receives a score of 0.

Analyst: Yidi Huang

Brazil: +1

Brazil has fully complied with its commitment to improve women's access to labour markets through the provision of quality education and training, supporting infrastructure, public services and social protection policies and legal reforms, where appropriate.

On 23 July 2017, the Special Secretariat of Policies for Women (SPM) began the #SouNegraE ("I'm Black And") campaign on social media.¹⁶²¹ The campaign is aimed at bringing attention to the disadvantages black women face with regards to "health, education, and spaces of power."¹⁶²² It aims to empower black women to enroll in secondary school courses.¹⁶²³

On 8 November 2017, President Michel Temer sanctioned Law No. 13,505 to amend the Maria da Penha Law, a piece of legislation that clarifies the rules for the protection of women when they are a victim of domestic violence.¹⁶²⁴ The new guidelines include providing victims services by female employees, the recording of statements, and proper training on issues of domestic violence.¹⁶²⁵

On 14 November 2017, President Temer signed a Provisional Measure to adjust current labour regulations.¹⁶²⁶ One change includes permitting pregnant women to work in "minimum/medium harm to health" environments if they choose to do so.¹⁶²⁷

On 6 December 2017, the SPM launched the Brazil Women Network in order to promote gender equality in areas including healthcare, education, and the economy, with help from public and private

¹⁶²¹ Campaign marks International Black Women Day, Special Secretariat of Policies for Women (Brasília) 24 July 2017. Access Date: 15 November 2017. <http://www.brazilgovnews.gov.br/news/2017/07/campaign-marks-international-black-women-day>.

¹⁶²² Campaign marks International Black Women Day, Special Secretariat of Policies for Women (Brasília) 24 July 2017. Access Date: 15 November 2017. <http://www.brazilgovnews.gov.br/news/2017/07/campaign-marks-international-black-women-day>.

¹⁶²³ Campaign marks International Black Women Day, Special Secretariat of Policies for Women (Brasília) 24 July 2017. Access Date: 15 November 2017. <http://www.brazilgovnews.gov.br/news/2017/07/campaign-marks-international-black-women-day>.

¹⁶²⁴ Temer Sanctions Law that Improves the Care for Women in Violence Situations, Office of the President (Brasília) 9 November 2017. Access Date: 28 February 2018. <http://www.brazilgovnews.gov.br/news/2017/11/temer-sanctions-law-that-improves-the-care-for-women-in-violence-situations>.

¹⁶²⁵ Temer Sanctions Law that Improves the Care for Women in Violence Situations, Office of the President (Brasília) 9 November 2017. Access Date: 28 February 2018. <http://www.brazilgovnews.gov.br/news/2017/11/temer-sanctions-law-that-improves-the-care-for-women-in-violence-situations>.

¹⁶²⁶ Government Issues Executive Order Adjusting Labour Rules, Office of the President (Brasília) 14 November 2017. Access Date: 23 February 2018. <http://www.brazilgovnews.gov.br/news/2017/11/government-issues-executive-order-adjusting-labour-rules>.

¹⁶²⁷ Government Issues Executive Order Adjusting Labour Rules, Office of the President (Brasília) 14 November 2017. Access Date: 23 February 2018. <http://www.brazilgovnews.gov.br/news/2017/11/government-issues-executive-order-adjusting-labour-rules>.

institutions.¹⁶²⁸ “The network will mobilise society to help in the fight against all kinds of violence and prejudice against women.”¹⁶²⁹

On 2 February 2018, the Government of Brazil ratified the Convention on Decent Work for Domestic Workers.¹⁶³⁰ The Convention includes protections for domestic workers, most of whom are women, such as “a maximum 44-hour working week.”¹⁶³¹

Brazil has fully complied with its commitment to improve women’s access to labour markets, as well as education and training opportunities. Brazil has introduced Convention on Decent Work for Domestic Workers and launched a series of campaigns to support victims of sexual harassment at work. Brazil has also taken concrete actions to improve women’s access to quality education and training through the Brazil Women Network and investment in teacher training programs.

Thus, Brazil receives a score of +1.

Analyst: Anahid Najafizadeh

Canada: +1

Canada has fully complied with its commitment to improve women’s access to labour markets through the provision of quality education and training, supporting infrastructure, public services and social protection policies and legal reforms, where appropriate.

On 28 August 2017, the Government of Canada launched a post-secondary work-placement program geared towards underrepresented groups, including women.¹⁶³² Individuals from these groups are “eligible for wage subsidies of up to 70 per cent or CAD7,000.”¹⁶³³ All other student placements will be eligible for funding of up to 50 per cent of the wage, or CAD5,000.”¹⁶³⁴ The CAD73 million program aims to create 60,000 student work placements over five years.¹⁶³⁵

¹⁶²⁸ Temer: Rede Brasil Mulher Helps Promote the Dignity of Women in Brazil, Special Secretariat of Policies for Women (Brasília) 2 January 2018. Access Date: 9 January 2018. <http://www.brazilgovnews.gov.br/news/2017/12/temer-rede-brasil-mulher-helps-promote-the-dignity-of-women-in-brazil>.

¹⁶²⁹ Pelaes: “Society Will Mobilise to Face Violence Against Women”, National Secretary of Policies for Women (Brasília) 7 December 2017. Access Date: 23 February 2018. <http://www.brazilgovnews.gov.br/news/2017/12/pelaes-society-will-mobilise-to-face-violence-against-women>.

¹⁶³⁰ Organization Praises Brazil for Commitment to Domestic Workers, Brazilian Government (Brasília) 2 February 2018. Access Date: 28 February 2018. <http://www.brazilgovnews.gov.br/news/2018/02/organization-praises-brazil-for-commitment-to-domestic-workers>.

¹⁶³¹ Organization Praises Brazil for Commitment to Domestic Workers, Brazilian Government (Brasília) 2 February 2018. Access Date: 28 February 2018. <http://www.brazilgovnews.gov.br/news/2018/02/organization-praises-brazil-for-commitment-to-domestic-workers>.

¹⁶³² New federal jobs program targets students from underrepresented groups, The Globe and Mail (Ottawa) 28 August 2017. Access Date: 19 November 2017. <https://www.theglobeandmail.com/news/politics/ottawa-gears-new-student-work-placement-program-toward-women-indigenous-youth-and-other-underrepresented-groups/article36100794/>.

¹⁶³³ New federal jobs program targets students from underrepresented groups, The Globe and Mail (Ottawa) 28 August 2017. Access Date: 19 November 2017. <https://www.theglobeandmail.com/news/politics/ottawa-gears-new-student-work-placement-program-toward-women-indigenous-youth-and-other-underrepresented-groups/article36100794/>.

¹⁶³⁴ New federal jobs program targets students from underrepresented groups, The Globe and Mail (Ottawa) 28 August 2017. Access Date: 19 November 2017. <https://www.theglobeandmail.com/news/politics/ottawa-gears-new-student-work-placement-program-toward-women-indigenous-youth-and-other-underrepresented-groups/article36100794/>.

¹⁶³⁵ New federal jobs program targets students from underrepresented groups, The Globe and Mail (Ottawa) 28 August 2017. Access Date: 19 November 2017. <https://www.theglobeandmail.com/news/politics/ottawa-gears-new-student-work-placement-program-toward-women-indigenous-youth-and-other-underrepresented-groups/article36100794/>.

On 6 November 2017, Global Affairs Canada announced the National Action Plan on Women, Peace and Security and its commitment to advancing the Women, Peace and Security agenda.¹⁶³⁶ The Action Plan aims to promote gender equality and the empowerment of women and girls through the following priority activities: 1) governance, 2) training and Education, 3) accountability, 4) recruitment and retention, and 5) integration into operations.¹⁶³⁷

On 7 November 2017, the Government of Canada introduced Bill C-65 “to prevent and better respond to sexual harassment and violence against federal employees.”¹⁶³⁸ The legislation replaces existing laws and policies to create a process for complaints made within the public service and any federally regulated industries.¹⁶³⁹

From 10 November until 11 December 2017, the Government of Canada consulted federally regulated employees on proposed amendments to the Employment Equity Regulations.¹⁶⁴⁰ The amendments aim to increase clarity, improve data gathering, and reduce reporting burdens.¹⁶⁴¹

On 27 February 2018, the Government of Canada revealed the 2018 federal budget, which includes the implementation of pro-active pay equity legislation.¹⁶⁴² Federal employers now have the responsibility of ensuring equal pay for work of equal value.¹⁶⁴³ The budget also provides CAD85 million to address workplace harassment and fund rape crisis centres.¹⁶⁴⁴ Additionally, it allocates CAD8 million to support victims of sexual harassment in the workplace through legal-aid funding

¹⁶³⁶ Canada’s National Action Plan on Women, Peace and Security, Government of Canada (Ottawa) 6 November 2017. Access Date: 19 November 2017. http://international.gc.ca/world-monde/issues_development-enjeux_developpement/gender_equality-egalite_sexes/cnap_ip-pi_pnac-17-22.aspx?lang=eng.

¹⁶³⁷ Canada’s National Action Plan on Women, Peace and Security, Government of Canada (Ottawa) 6 November 2017. Access Date: 19 November 2017. http://international.gc.ca/world-monde/issues_development-enjeux_developpement/gender_equality-egalite_sexes/cnap_ip-pi_pnac-17-22.aspx?lang=eng.

¹⁶³⁸ Liberals introduce bill to address harassment of federal employees, The Globe and Mail (Ottawa) 7 November 2017. Access Date: 19 November 2017. <https://www.theglobeandmail.com/news/politics/liberals-introduce-bill-to-prevent-respond-to-harassment-against-federal-employees/article36873311/>.

¹⁶³⁹ Liberals introduce bill to address harassment of federal employees, The Globe and Mail (Ottawa) 7 November 2017. Access Date: 19 November 2017. <https://www.theglobeandmail.com/news/politics/liberals-introduce-bill-to-prevent-respond-to-harassment-against-federal-employees/article36873311/>.

¹⁶⁴⁰ Consulting Federally Regulated Employees on Proposed Amendments to Employment Equity Regulations, Government of Canada (Ottawa) 27 October 2017. Access Date: 19 November 2017. <https://www.canada.ca/en/employment-social-development/programs/labour-standards-equity/consultation-employment-equity-ammendments.html>.

¹⁶⁴¹ Consulting Federally Regulated Employees on Proposed Amendments to Employment Equity Regulations, Government of Canada (Ottawa) 27 October 2017. Access Date: 19 November 2017. <https://www.canada.ca/en/employment-social-development/programs/labour-standards-equity/consultation-employment-equity-ammendments.html>.

¹⁶⁴² Budget 2018: Baby steps for dad and a big step forward for women, Maclean’s Canada (Toronto) 27 February 2018. Access Date: 4 March 2018. <http://www.macleans.ca/politics/ottawa/federal-budget-2018-baby-steps-for-dad-and-a-big-step-forward-for-women/>.

¹⁶⁴³ Budget 2018: Baby steps for dad and a big step forward for women, Maclean’s Canada (Toronto) 27 February 2018. Access Date: 4 March 2018. <http://www.macleans.ca/politics/ottawa/federal-budget-2018-baby-steps-for-dad-and-a-big-step-forward-for-women/>.

¹⁶⁴⁴ Budget 2018: Baby steps for dad and a big step forward for women, Maclean’s Canada (Toronto) 27 February 2018. Access Date: 4 March 2018. <http://www.macleans.ca/politics/ottawa/federal-budget-2018-baby-steps-for-dad-and-a-big-step-forward-for-women/>.

and includes an additional five weeks of paid leave for parental leave, regardless of gender.¹⁶⁴⁵ Canada will also spend CAD6.7 million “over five years to create a new branch of Statistics Canada to track data on gender, diversity and inclusion.”¹⁶⁴⁶

On 8 March 2018, Minister for the Status of Women Maryam Monsef announced that CAD858,500 would be committed to Global Network Canada for a project aimed at eliminating barriers for women in private sector workplaces.¹⁶⁴⁷ The project is called “Gender Equality Leadership in the Canadian Private Sector.” It will develop tools on how to ensure equality in corporate communities, and a certification system for testing the status of its own implementation.¹⁶⁴⁸ This project is subsumed under the Gender Results Framework, which includes additional policies such as the Women Entrepreneurship Strategy, which introduces pay equity legislation.¹⁶⁴⁹

On 13 March 2018, Minister Monsef announced that CAD400,000 would be committed to a new project aimed at ensuring women can access leadership positions on boards of for-profit and non-for-profit organizations.¹⁶⁵⁰ The implementation of this project will fall to the Young Men’s Christian Association in Quebec, which is responsible for ensuring the implementation of gender parity plans and policies by creating gender parity committees.¹⁶⁵¹ This project falls within a broader initiative to ensure female leadership in labor markets.¹⁶⁵²

¹⁶⁴⁵ ‘We start with women’: 2018 budget unveils new law to ensure men and women receive equal pay, Toronto Star (Toronto) 27 February 2018. Access Date: 5 March 2018. <https://www.thestar.com/news/canada/2018/02/27/we-start-with-women-2018-budget-unveils-new-equal-pay-law.html>.

¹⁶⁴⁶ ‘We start with women’: 2018 budget unveils new law to ensure men and women receive equal pay, Toronto Star (Toronto) 27 February 2018. Access Date: 5 March 2018. <https://www.thestar.com/news/canada/2018/02/27/we-start-with-women-2018-budget-unveils-new-equal-pay-law.html>.

¹⁶⁴⁷ Press Release: Minister Monsef announces funding for women’s economic empowerment on International Women’s Day, Government of Canada Minister of Status of Women (Ottawa) 8 March 2018. Access Date: 25 September 2018. <https://www.canada.ca/en/status-women/news/2018/03/minister-monsef-announces-funding-for-womens-economic-empowerment-on-international-womens-day.html>.

¹⁶⁴⁸ Press Release: Minister Monsef announces funding for women’s economic empowerment on International Women’s Day, Government of Canada Minister of Status of Women (Ottawa) 8 March 2018. Access Date: 25 September 2018. <https://www.canada.ca/en/status-women/news/2018/03/minister-monsef-announces-funding-for-womens-economic-empowerment-on-international-womens-day.html>.

¹⁶⁴⁹ Press Release: Minister Monsef announces funding for women’s economic empowerment on International Women’s Day, Government of Canada Minister of Status of Women (Ottawa) 8 March 2018. Access Date: 25 September 2018. <https://www.canada.ca/en/status-women/news/2018/03/minister-monsef-announces-funding-for-womens-economic-empowerment-on-international-womens-day.html>.

¹⁶⁵⁰ Press Release: Minister Duclos announces new Government of Canada funding of \$400,000 that will help support a vibrant gender equality movement across Canada, Government of Canada Minister of Status of Women (Quebec) 13 March 2018. Access Date: 25 September 2018. <https://www.canada.ca/en/status-women/news/2018/03/minister-duclos-announces-new-government-of-canada-funding-of-400000-that-will-help-support-a-vibrant-gender-equality-movement-across-canad.html>.

¹⁶⁵¹ Press Release: Minister Duclos announces new Government of Canada funding of \$400,000 that will help support a vibrant gender equality movement across Canada, Government of Canada Minister of Status of Women (Quebec) 13 March 2018. Access Date: 25 September 2018. <https://www.canada.ca/en/status-women/news/2018/03/minister-duclos-announces-new-government-of-canada-funding-of-400000-that-will-help-support-a-vibrant-gender-equality-movement-across-canad.html>.

¹⁶⁵² Press Release: Minister Duclos announces new Government of Canada funding of \$400,000 that will help support a vibrant gender equality movement across Canada, Government of Canada Minister of Status of Women (Quebec) 13 March 2018. Access Date: 25 September 2018. <https://www.canada.ca/en/status-women/news/2018/03/minister-duclos-announces-new-government-of-canada-funding-of-400000-that-will-help-support-a-vibrant-gender-equality-movement-across-canad.html>.

On 4 May 2018, Minister Monsef and Member of Parliament for Edmonton-Centre and the Prime Minister's Special Advisor on LGBTQ2 Issues Randy Boissonnault announced CAD10 million for projects dedicated to addressing the underlying factors behind economic insecurity for women in communities across Canada, with a particular focus on Alberta.¹⁶⁵³ This project includes policies such as enhancing women's access to the aviation industry in Canada, improving access to economic opportunities for immigrant women who have fled domestic violence, and increasing women's participation in the science, technology, engineering, and math (STEM) fields.¹⁶⁵⁴ More than 30 additional projects will be included under either the theme of "Building Partnerships to Address Systemic Barriers," which includes funding to address barriers that limit women's economic security, gender wage gap, and pay inequity, or under the theme of "Increasing Private Sector Leadership and Investments in Women," which encourages coordination between organizations and the private sector to discover innovative solutions to advance women's economic security.¹⁶⁵⁵

On 1 June 2018, Minister Monsef announced that CAD297,700 would be dedicated to increasing women's economic security in Cape Breton by allocating it to the project "Addressing Barriers to Successful Entrepreneurship for Women in Cape Breton."¹⁶⁵⁶ The project will support women entrepreneurs, conduct focus groups, and develop a gender equity action plan, among other activities.¹⁶⁵⁷

From 8 June to 9 June 2018, the G7 Summit convened in Charlevoix, Canada.¹⁶⁵⁸ At the Summit, Canada, the European Union, Germany, the United Kingdom, Japan, and the World Bank jointly announced an investment of about CAD3.8 billion to support quality education for women and girls living in states with crises and conflicts.¹⁶⁵⁹ G7 leaders also agreed to the "Charlevoix Declaration on Quality Education for Girls, Adolescent Girls, and Women in Developing Countries"¹⁶⁶⁰ as well as

¹⁶⁵³ Press Release: Minister Monsef announces \$10 million in funding to improve women's economic security, Government of Canada Minister of Status of Women (Edmonton) 4 May 2018. Access Date: 25 September 2018. <https://www.canada.ca/en/status-women/news/2018/05/minister-monsef-announces-10-million-in-funding-to-improve-womens-economic-security.html>.

¹⁶⁵⁴ Press Release: Minister Monsef announces \$10 million in funding to improve women's economic security, Government of Canada Minister of Status of Women (Edmonton) 4 May 2018. Access Date: 25 September 2018. <https://www.canada.ca/en/status-women/news/2018/05/minister-monsef-announces-10-million-in-funding-to-improve-womens-economic-security.html>.

¹⁶⁵⁵ Press Release: Minister Monsef announces \$10 million in funding to improve women's economic security, Government of Canada Minister of Status of Women (Edmonton) 4 May 2018. Access Date: 25 September 2018. <https://www.canada.ca/en/status-women/news/2018/05/minister-monsef-announces-10-million-in-funding-to-improve-womens-economic-security.html>.

¹⁶⁵⁶ Press Release: New federal funding will help improve women's economic security in Cape Breton, Government of Canada Minister of Status of Women (Sydney) 1 June 2018. Access Date: 25 September 2018. <https://www.canada.ca/en/status-women/news/2018/05/new-federal-funding-will-help-improve-womens-economic-security-in-cape-breton.html>.

¹⁶⁵⁷ Press Release: New federal funding will help improve women's economic security in Cape Breton, Government of Canada Minister of Status of Women (Sydney) 1 June 2018. Access Date: 25 September 2018. <https://www.canada.ca/en/status-women/news/2018/05/new-federal-funding-will-help-improve-womens-economic-security-in-cape-breton.html>.

¹⁶⁵⁸ G7 Presidency, G7 2018 Charlevoix (Quebec) 8 June 2018. Access Date: 15 July 2018. <https://g7.gc.ca/en/>.

¹⁶⁵⁹ Advancing gender equality and women's empowerment, Justin Trudeau Prime Minister of Canada (Quebec) 10 June 2018. Access Date: 15 July 2018. <https://pm.gc.ca/eng/news/2018/06/10/advancing-gender-equality-and-womens-empowerment>.

¹⁶⁶⁰ Advancing gender equality and women's empowerment, Justin Trudeau Prime Minister of Canada (Quebec) 10 June 2018. Access Date: 15 July 2018. <https://pm.gc.ca/eng/news/2018/06/10/advancing-gender-equality-and-womens-empowerment>.

the “Charlevoix Commitment to End Sexual and Gender-Based Violence, Abuse, and Harassment in Digital Context,” which aims to ensure human rights are protected both online and offline.¹⁶⁶¹

On 17 July 2018, Minister Monsef announced that CAD328,750 in funding would be dedicated to the Information and Communication Technologies Association of Manitoba to support the “Building Gender Parity in Manitoba’s ICT sector” project.¹⁶⁶² The project aims “to eliminate systemic workplace culture barriers impeding women’s economic success by providing opportunities, resources and supports to women seeking employment” in the information and communication technologies (ICT) sector.¹⁶⁶³

On 25 July 2018, Minister Monsef announced that CAD305,750 in funding would be dedicated to the Adventure Group of Prince Edward Island (PEI) to support the “Working Together—Planting Seeds for Change” project.¹⁶⁶⁴ During this 36-month project, Adventure Group of PEI will improve women’s economic security in the agriculture, health and retail sectors by identifying gaps, “priorities and opportunities to implement childcare solution for women” to foster economic and labour inclusion.¹⁶⁶⁵ The project also aims to provide women with services to teach them skills to find employment.¹⁶⁶⁶

On 30 July 2018, Minister Monsef announced CAD4.3 million for projects to advance Indigenous women’s economic security and prosperity across Canada, with particular emphasis in Saskatchewan.¹⁶⁶⁷

On 14 August 2018, Minister Monsef and Minister of Employment, Workplace Development and Labour Honourable Patty Hadju announced that CAD280,061 would be dedicated to the PARO Centre for Women’s Enterprise to support the “Collaborating for Transformation—Advancing

¹⁶⁶¹ Advancing gender equality and women’s empowerment, Justin Trudeau Prime Minister of Canada (Quebec) 10 June 2018. Access Date: 15 July 2018. <https://pm.gc.ca/eng/news/2018/06/10/advancing-gender-equality-and-womens-empowerment>.

¹⁶⁶² New federal funding will help improve women’s economic security in Manitoba, Government of Canada Minister of Status of Women (Winnipeg) 17 July 2018. Access Date: 18 September 2018. <https://www.canada.ca/en/status-women/news/2018/07/new-federal-funding-will-help-improve-womens-economic-security-in-manitoba.html>.

¹⁶⁶³ New federal funding will help improve women’s economic security in Manitoba, Government of Canada Minister of Status of Women (Winnipeg) 17 July 2018. Access Date: 18 September 2018. <https://www.canada.ca/en/status-women/news/2018/07/new-federal-funding-will-help-improve-womens-economic-security-in-manitoba.html>.

¹⁶⁶⁴ New federal funding will help improve women’s economic security in Prince Edward Island, Government of Canada Minister of Status of Women (Charlottetown) 25 July 2018. Access Date: 18 September 2018. <https://www.canada.ca/en/status-women/news/2018/07/new-federal-funding-will-help-improve-womens-economic-security-in-prince-edward-island.html>.

¹⁶⁶⁵ New federal funding will help improve women’s economic security in Prince Edward Island, Government of Canada Minister of Status of Women (Charlottetown) 25 July 2018. Access Date: 18 September 2018. <https://www.canada.ca/en/status-women/news/2018/07/new-federal-funding-will-help-improve-womens-economic-security-in-prince-edward-island.html>.

¹⁶⁶⁶ New federal funding will help improve women’s economic security in Prince Edward Island, Government of Canada Minister of Status of Women (Charlottetown) 25 July 2018. Access Date: 18 September 2018. <https://www.canada.ca/en/status-women/news/2018/07/new-federal-funding-will-help-improve-womens-economic-security-in-prince-edward-island.html>.

¹⁶⁶⁷ Press Release: New federal funding strengthens the economic security and prosperity of Indigenous women, Government of Canada Minister of Status of Women (Saskatoon) 30 July 2018. Access Date: 25 September 2018. <https://www.canada.ca/en/status-women/news/2018/07/new-federal-funding-strengthens-the-economic-security-and-prosperity-of-indigenous-women.html>.

Women's Economic Security" project in Northern Ontario.¹⁶⁶⁸ This project aims to break down barriers for women-led enterprises such as "unequal access to growth capital, attitudes of investors" by creating "existing and potential market opportunities, as well as improving business networks," and increasing economic women's economic access and security.¹⁶⁶⁹

On 23 August 2018, Minister Monsef announced CAD308,724 in funding would be dedicated to Restigouche CBDC to support the "Increasing Private Sector Leadership and Investments in Women Experiencing Violence" project in New Brunswick.¹⁶⁷⁰ The project aims to help increase economic security for women who had experienced domestic violence by "providing opportunities for sustainable employment."¹⁶⁷¹

On 6 September 2018, Minister Monsef announced that CAD498,000 would be dedicated to the Canadian Manufacturers and Exporters to increase women participation in the manufacturing sector.¹⁶⁷²

Canada has fully complied with its commitment to increase women's participation in the labour force. Canada has provided women with quality education training opportunities by launching a post-secondary work-placement program and through legal reforms to the Employment Equity Regulations and providing support for victims of sexual harassment in the workplace.

Thus, Canada receives a score of +1.

Analyst: Grace Marshall and Andrea Ho

China: +1

China has fully complied with its commitment to improve women's access to labour markets through the provision of quality education and training, supporting infrastructure, public services and social protection policies and legal reforms, where appropriate.

On 28 September 2017, Vice Premier Liu Yandong and the United States Secretary of State Rex Tillerson co-chaired a "United States-China Social and Cultural Dialogue" in Washington D.C., endorsing a bilateral plan to promote gender quality and women's empowerment, and encourage

¹⁶⁶⁸ New federal funding will help improve women's economic security in Northern Ontario, Government of Canada Minister of Status of Women (Thunder Bay) 14 August 2018. Access Date: 18 September 2018. <https://www.canada.ca/en/status-women/news/2018/08/new-federal-funding-will-help-improve-womens-economic-security-in-northern-ontario.html>.

¹⁶⁶⁹ New federal funding will help improve women's economic security in Northern Ontario, Government of Canada Minister of Status of Women (Thunder Bay) 14 August 2018. Access Date: 18 September 2018. <https://www.canada.ca/en/status-women/news/2018/08/new-federal-funding-will-help-improve-womens-economic-security-in-northern-ontario.html>.

¹⁶⁷⁰ New federal funding will help improve women's economic security in New Brunswick, Government of Canada Minister of Status of Women (Campbellton) 23 August 2018. Access Date: 18 September 2018. <https://www.canada.ca/en/status-women/news/2018/08/new-federal-funding-will-help-improve-womens-economic-security-in-new-brunswick.html>.

¹⁶⁷¹ New federal funding will help improve women's economic security in New Brunswick, Government of Canada Minister of Status of Women (Campbellton) 23 August 2018. Access Date: 18 September 2018. <https://www.canada.ca/en/status-women/news/2018/08/new-federal-funding-will-help-improve-womens-economic-security-in-new-brunswick.html>.

¹⁶⁷² Press Release: New federal funding will help more women enter the manufacturing sector, Government of Canada Minister of Status of Women (Peterborough) 6 September 2018. Access Date: 18 September 2018. <https://www.canada.ca/en/status-women/news/2018/09/new-federal-funding-will-help-more-women-enter-the-manufacturing-sector.html>.

exchanges between Chinese and American universities and colleges, as well as women's institutions and organizations.¹⁶⁷³ This bilateral cooperation plan also focuses on promoting "female participation in decision-making and management, women and the digital economy, and promoting exchanges of visits between experts and scholars in the field of gender equality in China and the US."¹⁶⁷⁴

On 29 September 2017, the National Emblem published the "management regulation on appointed public servants," which specifically stated that appointment contracts of female employees should be extended under circumstances of pregnancy, maternity leave, or lactation period.¹⁶⁷⁵

On 30 September 2017, the National Women's Federation reported on the preliminary experience of the implementation of the Lifelong Learning Program, which offers learning services for women in China.¹⁶⁷⁶ In the report, the federation reported the program's implementation in several additional cities.¹⁶⁷⁷

On 2 May 2018, the National Emblem passed the "Temporary Regulation on the Human Resource Market," which requires employers to exclude any discriminatory content, including information on gender, race, and religion in their recruitment offers.¹⁶⁷⁸

China has fully complied with its commitment to improve women's access to labor markets. China has improved access to markets through the management regulation on appointed public servants. China has an agenda to improve the labour relation negotiation system to provide improve public services for women. China offers training and education services through the implementation of the Lifelong Learning Program and promotion of university and college exchange programs through bilateral plan with the United States.

Thus, China receives a score of +1.

Analyst: Yidi Huang

France: 0

France has partially complied with its commitment to improve women's access to labour markets through the provision of quality education and training, supporting infrastructure, public services and social protection policies and legal reforms, where appropriate.

On 4 October 2017, the Government of France launched the "Tour de France d'égalité femmes/hommes."¹⁶⁷⁹ The tour aims to mobilize civil society and raise awareness of gender

¹⁶⁷³ Press: First Round of China-U.S. Soical and Cultural Dialogue, People.cn (Beijing) 29 September 2017. Access Date: 20 September 2018. <http://world.people.com.cn/n1/2017/0929/c1002-29567487.html>.

¹⁶⁷⁴ Press: First Round of China-U.S. Soical and Cultural Dialogue, People.cn (Beijing) 29 September 2017. Access Date: 20 September 2018. <http://world.people.com.cn/n1/2017/0929/c1002-29567487.html>.

¹⁶⁷⁵ Press: General Office of the CPC Central Community, the National Emblem of the People's Republic of China published the "management regulation on appointed public servants, Chinese Government Website (Beijing) 29 September 2017. Access Date: 1 March 2018. http://www.gov.cn/zhengce/2017-09/29/content_5228595.htm.

¹⁶⁷⁶ Press: "wonderful life female lifelong learning project" keeps progressing as ten cities joined in the second period, National Open University (Beijing) 30 September 2017. Access Date: 1 March 2018.

<http://www.ouchn.edu.cn/News/ArticleDetail.aspx?ArticleId=778bedd6-7459-4be0-bedc-99fff618ea55&ArticleType=2>.

¹⁶⁷⁷ Press: "wonderful life female lifelong learning project" keeps progressing as ten cities joined in the second period, National Open University (Beijing) 30 September 2017. Access Date: 1 March 2018.

<http://www.ouchn.edu.cn/News/ArticleDetail.aspx?ArticleId=778bedd6-7459-4be0-bedc-99fff618ea55&ArticleType=2>.

¹⁶⁷⁸ The Temporary Regulation on the Human Resource Market (Beijing) 17 July 2018. Access Date: 20 September 2018. http://www.gov.cn/zhengce/content/2018-07/17/content_5306967.htm.

inequality in French society across different sectors.¹⁶⁸⁰ It intends to provide French citizens with the opportunity to express how they interpret the question of gender equality and what kind of government response they prefer.¹⁶⁸¹ The tour will also examine the strengths and weakness of current parental leave policies and barriers to accessing employment.¹⁶⁸²

On 22 November 2017, the Government of France responded to the issues of violence against women and sexual harassment on multiple levels that relate to employment equality.¹⁶⁸³ Secretary of State for Gender Equality Marlene Schiappa revealed that a bill is being considered to combat sexism, and sexual harassment in the workplace and will be submitted to Parliament following the “Tour de France d’égalité femmes/hommes.”¹⁶⁸⁴ A guide for gender equality in business was also distributed by the Government of France.¹⁶⁸⁵ Furthermore, Minister of Justice Nicole Belloubet launched an online means of making sexual harassment complaints, with a focus on the workplace.¹⁶⁸⁶

On 8 January 2018, Secretary Schiappa stated that the French government is working on a plan to improve transparency about the gender pay gap, based upon recognition of the inefficiency of current laws on equal pay.¹⁶⁸⁷ The Secretary suggested introducing the requirement for companies to release average salaries for female and male employees and analyze disparities with software.¹⁶⁸⁸

On 7 March 2018, Prime Minister Edouard Philippe announced that companies in France will have three years to remove the gender wage gap before fines are applied.¹⁶⁸⁹ The Government of France will install special software for companies with over 50 employees, which is linked to the company’s payroll system.¹⁶⁹⁰ The software will be used to monitor unjustified wage gaps.¹⁶⁹¹ It will be rolled out

¹⁶⁷⁹ Tour de France de l’Égalité, Secretariat de France charge de l’Égalité entre les femmes et les hommes, (Paris) 4 October 2017. Access Date: 23 November 2017. <http://www.egalite-femmes-hommes.gouv.fr/franceegalite/>.

¹⁶⁸⁰ Tour de France de l’Égalité, Secretariat de France charge de l’Égalité entre les femmes et les hommes, (Paris) 4 October 2017. Access Date: 23 November 2017. <http://www.egalite-femmes-hommes.gouv.fr/franceegalite/>.

¹⁶⁸¹ Tour de France de l’Égalité, Secretariat de France charge de l’Égalité entre les femmes et les hommes, (Paris) 4 October 2017. Access Date: 23 November 2017. <http://www.egalite-femmes-hommes.gouv.fr/franceegalite/>.

¹⁶⁸² Tour de France de l’Égalité, Gouvernement de France (Paris) 4 October 2017. Access Date: 23 November 2017. http://www.gouvernement.fr/sites/default/files/document/document/2017/10/dossier_de_presse_-_tour_de_france_de_legalite_femmes_hommes_-_04.10.2017.pdf.

¹⁶⁸³ Harcèlement sexuel au travail : la nécessité d’agir, La Tribune (Paris) 22 Novembre 2017. Access Date: 25 November 2017. <http://www.latribune.fr/entreprises-finance/harcèlement-sexuel-au-travail-la-necessite-d-agir-758718.html>.

¹⁶⁸⁴ Harcèlement sexuel au travail : la nécessité d’agir, La Tribune (Paris) 22 Novembre 2017. Access Date: 25 November 2017. <http://www.latribune.fr/entreprises-finance/harcèlement-sexuel-au-travail-la-necessite-d-agir-758718.html>.

¹⁶⁸⁵ Harcèlement sexuel au travail : la nécessité d’agir, La Tribune (Paris) 22 Novembre 2017. Access Date: 25 November 2017. <http://www.latribune.fr/entreprises-finance/harcèlement-sexuel-au-travail-la-necessite-d-agir-758718.html>.

¹⁶⁸⁶ Harcèlement sexuel au travail : la nécessité d’agir, La Tribune (Paris) 22 Novembre 2017. Access Date: 25 November 2017. <http://www.latribune.fr/entreprises-finance/harcèlement-sexuel-au-travail-la-necessite-d-agir-758718.html>.

¹⁶⁸⁷ France: Macron’s government pledges to fight gender wage gap, Chicago Tribune (Chicago) 8 January 2018. Access Date: 5 March 2018. <http://www.chicagotribune.com/business/sns-bc-eu--france-equal-pay-20180108-story.html>.

¹⁶⁸⁸ France: Macron’s government pledges to fight gender wage gap, Chicago Tribune (Chicago) 8 January 2018. Access Date: 5 March 2018. <http://www.chicagotribune.com/business/sns-bc-eu--france-equal-pay-20180108-story.html>.

¹⁶⁸⁹ France to fine companies if gender pay gap not erased, Reuters (London), 7 March 2018. Access Date: 18 September 2018. <https://www.reuters.com/article/us-france-women/france-to-fine-companies-if-gender-pay-gaps-not-erased-idUSKCN1GJ31U>.

¹⁶⁹⁰ France to fine companies if gender pay gap not erased, Reuters (London), 7 March 2018. Access Date: 18 September 2018. <https://www.reuters.com/article/us-france-women/france-to-fine-companies-if-gender-pay-gaps-not-erased-idUSKCN1GJ31U>.

¹⁶⁹¹ France to fine companies if gender pay gap not erased, Reuters (London), 7 March 2018. Access Date: 18 September 2018. <https://www.reuters.com/article/us-france-women/france-to-fine-companies-if-gender-pay-gaps-not-erased-idUSKCN1GJ31U>.

in 2019 for companies with over 250 employees and in 2020 for companies with 50 to 249 employees.¹⁶⁹² If companies fail to comply within three years, they will face a fine of up to one per cent of their wage bill.¹⁶⁹³

On 8 March 2018, Secretary Schiappa unveiled a task force to monitor the gender gap in the workplace and promote equality.¹⁶⁹⁴ The task force will aim to “test, innovate, to analyze everything in real time [in cooperation with the] World Economic Forum and by independent researchers who can guide us in our public policies.”¹⁶⁹⁵ The task force will publish annual results to encourage companies to close the wage gap.¹⁶⁹⁶

On 19 April 2018, the National Assembly’s Delegation of Women’s Rights and Equal Opportunities For Men and Women adopted a report with recommendations for the bill combatting sexual violence and harassment.¹⁶⁹⁷ In the report, the delegation expanded the types of violence that women may face.¹⁶⁹⁸ A relevant recommendation includes the creation of a “cyberspace reporting platform” for reporting sexual harassment.¹⁶⁹⁹

On 23 May 2018, the National Assembly’s Delegation of Women’s Rights And Equal Opportunities For Men and Women adopted a report for a bill that is aimed at creating “professional equality” for men and women in “vocational training, unemployment compensation and integration into employment.”¹⁷⁰⁰ Their recommendations for the bill include expanding the mission of the centres

¹⁶⁹² France to fine companies if gender pay gap not erased, Reuters (London), 7 March 2018. Access Date: 18 September 2018. <https://www.reuters.com/article/us-france-women/france-to-fine-companies-if-gender-pay-gaps-not-erased-idUSKCN1GJ31U>.

¹⁶⁹³ France to fine companies if gender pay gap not erased, Reuters (London), 7 March 2018. Access Date: 18 September 2018. <https://www.reuters.com/article/us-france-women/france-to-fine-companies-if-gender-pay-gaps-not-erased-idUSKCN1GJ31U>.

¹⁶⁹⁴ France unveils task force to promote gender equality in the work on Int’l Women’s Day, China-Europe Xinhua-News (China) 3 September 2018. Access Date: 18 September 2018. http://www.xinhuanet.com/english/2018-03/09/c_137025501.htm.

¹⁶⁹⁵ France unveils task force to promote gender equality in the work on Int’l Women’s Day, China-Europe Xinhua-News (China) 3 September 2018. Access Date: 18 September 2018. http://www.xinhuanet.com/english/2018-03/09/c_137025501.htm.

¹⁶⁹⁶ France unveils task force to promote gender equality in the work on Int’l Women’s Day, China-Europe Xinhua-News (China) 3 September 2018. Access Date: 18 September 2018. http://www.xinhuanet.com/english/2018-03/09/c_137025501.htm.

¹⁶⁹⁷ Reports of the Delegation to Women’s Rights and Equal Opportunities for Men and Women N° 1184 (Paris) 19 July 2018. Access Date: 25 September 2018. [http://www2.assemblee-nationale.fr/documents/notice/15/rap-info/i1184/\(index\)/index-information-femme/\(archives\)/#P120_17258](http://www2.assemblee-nationale.fr/documents/notice/15/rap-info/i1184/(index)/index-information-femme/(archives)/#P120_17258).

¹⁶⁹⁸ Reports of the Delegation to Women’s Rights and Equal Opportunities for Men and Women N° 1184 (Paris) 19 July 2018. Access Date: 25 September 2018. [http://www2.assemblee-nationale.fr/documents/notice/15/rap-info/i1184/\(index\)/index-information-femme/\(archives\)/#P120_17258](http://www2.assemblee-nationale.fr/documents/notice/15/rap-info/i1184/(index)/index-information-femme/(archives)/#P120_17258).

¹⁶⁹⁹ Reports of the Delegation to Women’s Rights and Equal Opportunities for Men and Women N° 1184 (Paris) 19 July 2018. Access Date: 25 September 2018. [http://www2.assemblee-nationale.fr/documents/notice/15/rap-info/i1184/\(index\)/index-information-femme/\(archives\)/#P120_17258](http://www2.assemblee-nationale.fr/documents/notice/15/rap-info/i1184/(index)/index-information-femme/(archives)/#P120_17258).

¹⁷⁰⁰ Reports of the Delegation to Women’s Rights and Equal Opportunities for Men and Women N° 1184 (Paris) 19 July 2018. Access Date: 25 September 2018. [http://www2.assemblee-nationale.fr/documents/notice/15/rap-info/i1184/\(index\)/index-information-femme/\(archives\)/#P120_17258](http://www2.assemblee-nationale.fr/documents/notice/15/rap-info/i1184/(index)/index-information-femme/(archives)/#P120_17258).

de formation d'apprentis to also focusing on training apprenticeship supervisors on gender inequality in the workforce and creating greater access to employment for women with disabilities.¹⁷⁰¹

On 31 May 2018, the National Assembly's Delegation of Women's Rights and Equal Opportunities For Men and Women issued a report outlining that fewer women are being employed in the sciences than men.¹⁷⁰² The report proposed some conclusions that would bring about equality for men and women in the sciences and technological fields, including disproving stereotypes about women in the sciences and action in general and higher education schools to increase the number of women in scientific programs.¹⁷⁰³

France has partially complied with its commitment to improve women's access to labour markets as seen through the launching of the "Tour de France d'égalité femmes/homes," and the adoption of reports but has only made recommendations for bills to provide quality education and training opportunities for women and focus on providing training and apprenticeships.

Thus, France receives a score of 0.

Analysts: Grace Marshall and Anahid Najafizadeh

Germany: +1

Germany has fully complied with its commitment to improve women's access to labour markets through the provision of quality education and training, supporting infrastructure, public services and social protection policies and legal reforms, where appropriate.

On 6 January 2018, the Transparency of Remuneration Act, which establishes the rights of employees to know how much coworkers of the opposite sex in similar positions earn in order to compare their salaries, came into force.¹⁷⁰⁴ The Act was introduced with the hope of increasing transparency regarding the pay disparity between German men and women performing identical work.¹⁷⁰⁵

From 8 June to 9 June 2018, the G7 Summit convened in Charlevoix, Canada.¹⁷⁰⁶ At the summit, Canada, the European Union, Germany, the United Kingdom, Japan, and the World Bank jointly announced an investment of about CAD3.8 billion to support quality education for women and girls living in states with crises and conflicts.¹⁷⁰⁷ They also agreed to the "Charlevoix Declaration on

¹⁷⁰¹ Reports of the Delegation to Women's Rights and Equal Opportunities for Men and Women N° 1184 (Paris) 19 July 2018. Access Date: 25 September 2018. [http://www2.assemblee-nationale.fr/documents/notice/15/rap-info/i1184/\(index\)/index-information-femme/\(archives\)/#P120_17258](http://www2.assemblee-nationale.fr/documents/notice/15/rap-info/i1184/(index)/index-information-femme/(archives)/#P120_17258).

¹⁷⁰² Reports of the Delegation to Women's Rights and Equal Opportunities for Men and Women N° 1184 (Paris) 19 July 2018. Access Date: 25 September 2018. [http://www2.assemblee-nationale.fr/documents/notice/15/rap-info/i1184/\(index\)/index-information-femme/\(archives\)/#P120_17258](http://www2.assemblee-nationale.fr/documents/notice/15/rap-info/i1184/(index)/index-information-femme/(archives)/#P120_17258).

¹⁷⁰³ Reports of the Delegation to Women's Rights and Equal Opportunities for Men and Women N° 1184 (Paris) 19 July 2018. Access Date: 25 September 2018. [http://www2.assemblee-nationale.fr/documents/notice/15/rap-info/i1184/\(index\)/index-information-femme/\(archives\)/#P120_17258](http://www2.assemblee-nationale.fr/documents/notice/15/rap-info/i1184/(index)/index-information-femme/(archives)/#P120_17258).

¹⁷⁰⁴ Germany New Transparency of Remuneration Act, World Law Group (Frankfurt). 2 February 2017. Access Date: 5 March 2018. www.theworldlawgroup.com/Document.asp?DocID=116723.

¹⁷⁰⁵ Germany New Transparency of Remuneration Act, World Law Group (Frankfurt). 2 February 2017. Access Date: 5 March 2018. www.theworldlawgroup.com/Document.asp?DocID=116723.

¹⁷⁰⁶ G7 Presidency, G7 2018 Charlevoix (Quebec) 8 June 2018. Access Date: 15 July 2018. <https://g7.gc.ca/en/>.

¹⁷⁰⁷ Advancing gender equality and women's empowerment, Justin Trudeau Prime Minister of Canada (Quebec) 10 June 2018. Access Date: 15 July 2018. <https://pm.gc.ca/eng/news/2018/06/10/advancing-gender-equality-and-womens-empowerment>.

Quality Education for Girls, Adolescent Girls, and Women in Developing Countries.”¹⁷⁰⁸ Also, the G7 leaders agreed to the “Charlevoix Commitment to End Sexual and Gender-Based Violence, Abuse, and Harassment in Digital Context,” which aims to ensure human rights are protected both online and offline.¹⁷⁰⁹

Germany has fully complied with its commitment to improve women’s access to labour markets through legal reforms such as the German Transparency of Remuneration Act, and Germany has jointly funded education or training programs with Canada, the European Union, Germany, the United Kingdom, Japan, and the World Bank.

Thus, Germany receives a score of +1.

Analyst: Micaela Corcoran

India: +1

India has fully complied with its commitment to improve women’s access to labour markets through provision of quality education and training and/or supporting infrastructure, public services and social protection policies and legal reforms.

On 20 July 2017, the Ministry of Women and Child Development (WCD) proposed the development of an additional 190 hostels to benefit 19,000 working women.¹⁷¹⁰ The construction date is set for some time before the end of 2020.¹⁷¹¹

On 24 July 2017, the WCD launched an online platform to report sexual harassment in the workplace called Sexual Harassment Electronic-Box (sHe-Box) in New Delhi.¹⁷¹² The platform allows women that are working or visiting any office of the Indian government to file complaints related to sexual harassment at the workplace, in accordance with the Sexual Harassment at Workplace Act.¹⁷¹³ Although the platform is only available for visitors or employees of the Indian

¹⁷⁰⁸ Advancing gender equality and women’s empowerment, Justin Trudeau Prime Minister of Canada (Quebec) 10 June 2018. Access Date: 15 July 2018. <https://pm.gc.ca/eng/news/2018/06/10/advancing-gender-equality-and-womens-empowerment>.

¹⁷⁰⁹ Advancing gender equality and women’s empowerment, Justin Trudeau Prime Minister of Canada (Quebec) 10 June 2018. Access Date: 15 July 2018. <https://pm.gc.ca/eng/news/2018/06/10/advancing-gender-equality-and-womens-empowerment>.

¹⁷¹⁰ Press Release: 190 more working women hostels proposed to be set up for all over the country to benefit about 19,000 working women, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 20 July 2017. Access Date: 25 November 2017. <http://pib.nic.in/newsite/PrintRelease.aspx>.

¹⁷¹¹ Press Release: 190 more working women hostels proposed to be set up for all over the country to benefit about 19,000 working women, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 20 July 2017. Access Date: 25 November 2017. <http://pib.nic.in/newsite/PrintRelease.aspx>.

¹⁷¹² Press Release: Smt Maneka Sanjay Gandhi launches Sexual Harassment electronic-Box (sHe-Box) for registering complaints related to sexual harassment at workplace, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 24 July 2017. Access Date: 25 November 2017. <http://pib.nic.in/newsite/PrintRelease.aspx>.

¹⁷¹³ Press Release: Smt Maneka Sanjay Gandhi launches Sexual Harassment electronic-Box (sHe-Box) for registering complaints related to sexual harassment at workplace, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 24 July 2017. Access Date: 25 November 2017. <http://pib.nic.in/newsite/PrintRelease.aspx>.

government, Union Minister for Women and Child Development Maneka Sanjay Gandhi has commented that this platform will soon be available for women in the private sector.¹⁷¹⁴

On 4 August 2017, the WCD issued advisories to all states and union territories to implement the Sexual Harassment of Women at Workplace Act.¹⁷¹⁵ Additionally, the WCD advised states, union territories, secretary industries, and commerce of the states in all industries, including the private sector, to facilitate workshops and awareness programs to educate employees about the act's provisions.¹⁷¹⁶

On 28 August 2017, Joint Secretary of the Ministry of Labour and Employment Manish Kuma Gupta urged all state and union territory commissioners to enact the amended provisions of the Maternity Benefit Act, and to take punitive action against employees who have disregarded the Act.¹⁷¹⁷ The Secretary also admonished the commissioners to ensure that all the measures of the statute were implemented fully.¹⁷¹⁸ The amendments to the Maternity Benefit Act include increased maternity leave from 12 to 26 weeks for working mothers with less than two surviving children, providing support for nursing mothers who work at home, requiring establishments with 50 or more employees to build a nursery for its employees, and extending maternity benefits for “commissioning mothers” and “adopting mothers” by 12 weeks.¹⁷¹⁹

On 30 August 2017, the Ministry of Agriculture outlined several initiatives to increase female participation in the agricultural market.¹⁷²⁰ These measures include setting aside 30 per cent of the budget for women beneficiaries in programme and development activities, creating programs to ensure women receive benefits from the aforementioned programme activities, developing women self-help groups to increase female access to microcredit programs through capacity-building activities, ensuring female representation in important authoritative agricultural-economic bodies, and designating 15 October as Women Farmer's Day.¹⁷²¹

¹⁷¹⁴ Press Release: Smt Maneka Sanjay Gandhi launches Sexual Harassment electronic-Box (sHe-Box) for registering complaints related to sexual harassment at workplace, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 24 July 2017. Access Date: 25 November 2017.

<http://pib.nic.in/newsite/PrintRelease.aspx?relid=168892>.

¹⁷¹⁵ Press Release: Smt Maneka Sanjay Gandhi launches Sexual Harassment electronic-Box (sHe-Box) for registering complaints related to sexual harassment at workplace, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 24 July 2017. Access Date: 25 November 2017.

<http://pib.nic.in/newsite/PrintRelease.aspx?relid=168892>.

¹⁷¹⁶ Press Release: Advisories issued to State/UT Governments for effective implementation of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 4 August 2017. Access Date: 25 November 2017.

<http://pib.nic.in/newsite/PrintRelease.aspx>.

¹⁷¹⁷ Press Release: Improving working conditions of labourers through reform in Labour Laws, Press Information Bureau Government of India Ministry of Labour & Employment (New Delhi) 9 August 2017. Access Date: 25 November 2017.

<http://pib.nic.in/newsite/pmreleases.aspx?mincode=21>.

¹⁷¹⁸ Letter: The Maternity Benefit (Amendment), 2017, Government of India Ministry of Labour & Employment (New Delhi) 1 September 2017. Access Date: 25 November 2017. <http://www.labour.nic.in/sites/default/files/Advisory.pdf>.

¹⁷¹⁹ Letter: The Maternity Benefit (Amendment), 2017, Government of India Ministry of Labour & Employment (New Delhi) 1 September 2017. Access Date: 25 November 2017. <http://www.labour.nic.in/sites/default/files/Advisory.pdf>.

¹⁷²⁰ Press Release: Agriculture Ministry is trying to ensure women participation in the mainstream agriculture: Shri Radha Mohan Singh, Press Information Bureau Government of India Ministry of Agriculture (New Delhi) 30 August 2017. Access date: 25 November 2017. <http://pib.nic.in/newsite/PrintRelease.aspx?relid=170364>.

¹⁷²¹ Press Release: Agriculture Ministry is trying to ensure women participation in the mainstream agriculture: Shri Radha Mohan Singh, Press Information Bureau Government of India Ministry of Agriculture (New Delhi) 30 August 2017. Access date: 25 November 2017. <http://pib.nic.in/newsite/PrintRelease.aspx?relid=170364>.

On 11 October 2017, the Cabinet Committee on Economic Affairs approved two development plans proposed and funded by the World Bank.¹⁷²² The plans include the Skills Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP), which aims at including marginalized communities as part of development processes, and Skill Strengthening for Industrial Value Enhancement (STRIVE).¹⁷²³

On 30 October 2017, Minister of Agriculture and Farmers Welfare Shri Radha Mohan Singh announced that the Indian government plans to ensure women receive benefits under policies including organic farming, and self-employment programs.¹⁷²⁴ Furthermore, the Minister emphasized that women can play a large role in driving the Second Green Revolution, contingent on access to appropriate facilities and technology, and reaffirmed the initiatives proclaimed by the Ministry of Agriculture on 30 August 2017.¹⁷²⁵

On 7 November 2017, the Ministry of Women and Child Development extended the SHe-Box online sexual assault complaint platform to the private sector, marking the full launch and implementation of SHe-Box.¹⁷²⁶

On 27 November 2017, the Ministry of Women and Child Development, in coordination with the National Institute of Public Cooperation and Child Development (NIPCCD) inaugurated a training program to empower Elected Women Representatives (EWRs).¹⁷²⁷ The program aims to help women become elected representatives so that they can fully participate in their respective governance processes.¹⁷²⁸ It will train approximately 50 EWRs from each district.¹⁷²⁹ The training

¹⁷²² Press Release: Women can propel the country towards second Green Revolution and change the landscape of the development if they get opportunities and facilities: Shri Radha Mohan Singh, Press Information Bureau Government of India Ministry of Agriculture (New Delhi) 15 October 2017. Access Date: 25 November 2017. <http://pib.nic.in/newsite/PrintRelease.aspx?relid=171730>.

¹⁷²³ Press Release: Press Information Bureau Government of India Ministry of Skill Development and Entrepreneurship 11 October 2017. Access Date: 25 November 2017. <http://pib.nic.in/newsite/PrintRelease.aspx>.

¹⁷²⁴ Press Release: Women can propel the country towards second Green Revolution and change the landscape of the development if they get opportunities and facilities: Shri Radha Mohan Singh, Press Information Bureau Government of India Ministry of Agriculture (New Delhi) 15 October 2017. Access Date: 25 November 2017. <http://pib.nic.in/newsite/PrintRelease.aspx?relid=171730>.

¹⁷²⁵ Press Release: Women can propel the country towards second Green Revolution and change the landscape of the development if they get opportunities and facilities: Shri Radha Mohan Singh, Press Information Bureau Government of India Ministry of Agriculture (New Delhi) 15 October 2017. Access Date: 25 November 2017. <http://pib.nic.in/newsite/PrintRelease.aspx?relid=171730>.

¹⁷²⁶ Press Release: SHe-Box Online Complaint Management System for working women to lodge complaints of sexual harassment at workplace launched by Smt Maneka Sanjay Gandhi, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 7 November 2017. Access Date: 25 November 2017. <http://pib.nic.in/newsite/PrintRelease.aspx?relid=171730>.

¹⁷²⁷ Press Release: Smt Maneka Sanjay Gandhi launches an intensive program to train elected Women Representatives of Panchayati Raj Institutions Around 20,000 EWRs to be trained by March 2018, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 27 November 2017. Access Date: 10 January 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1510978>.

¹⁷²⁸ Press Release: Smt Maneka Sanjay Gandhi launches an intensive program to train elected Women Representatives of Panchayati Raj Institutions Around 20,000 EWRs to be trained by March 2018, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 27 November 2017. Access Date: 10 January 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1510978>.

¹⁷²⁹ Press Release: Smt Maneka Sanjay Gandhi launches an intensive program to train elected Women Representatives of Panchayati Raj Institutions Around 20,000 EWRs to be trained by March 2018, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 27 November 2017. Access Date: 10 January 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1510978>.

program will include teaching women simple engineering skills, academic education, and financial literacy.¹⁷³⁰

On 22 December 2017, the Integrated Child Development Services, which has been renamed the Anganwadi Services, recognized Anganwadi Workers (AWWs) and Anganwadi Helpers (AWHs) as “honorary workers.”¹⁷³¹ Anganwadi are predominantly women-employed centers that provide basic healthcare support to mothers and children in rural India.¹⁷³² These women employees often offer their services voluntarily and on a part time basis.¹⁷³³ Additional plans have been made to improve the conditions of Anganwadi centers.¹⁷³⁴

On 28 December 2017, the maternity benefit program (MBP) became available to all pregnant women and lactating mothers, except those employed by the Indian government, state government, or public sector or those that are already receiving similar benefits.¹⁷³⁵ The program provides partial compensation, in the form of cash incentives, for any wage loss due to the delivery and care of a child.¹⁷³⁶

On 28 December 2017, the WCD announced the success of the Women of India Festivals in New Delhi, which promoted the sale of organic products manufactured and produced by women entrepreneurs and farmers, especially those from rural areas.¹⁷³⁷ Participants sold an extensive range

¹⁷³⁰ Press Release: Smt Maneka Sanjay Gandhi launches an intensive program to train elected Women Representatives of Panchayati Raj Institutions Around 20,000 EWRs to be trained by March 2018, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 27 November 2017. Access Date: 10 January 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1510978>.

¹⁷³¹ Press release: 4 lakh AWCs to be constructed by 2019 in convergence between Ministries of WCD, Rural Development and Panchayati Raj, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 22 December 2017. Access date: 10 January 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1513870>.

¹⁷³² Press release: 4 lakh AWCs to be constructed by 2019 in convergence between Ministries of WCD, Rural Development and Panchayati Raj, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 22 December 2017. Access date: 10 January 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1513870>.

¹⁷³³ Press release: 4 lakh AWCs to be constructed by 2019 in convergence between Ministries of WCD, Rural Development and Panchayati Raj, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 22 December 2017. Access date: 10 January 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1513870>.

¹⁷³⁴ Press release: 4 lakh AWCs to be constructed by 2019 in convergence between Ministries of WCD, Rural Development and Panchayati Raj, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 22 December 2017. Access date: 10 January 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1513870>.

¹⁷³⁵ Press release: Maternity benefits under Pradhan Mantri Matru Vandana Yojana, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 28 December 2017. Access Date: 10 January 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514488>.

¹⁷³⁶ Press release: Maternity benefits under Pradhan Mantri Matru Vandana Yojana, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 28 December 2017. Access Date: 10 January 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514488>.

¹⁷³⁷ Press release: Government assistance to women/women entrepreneurs for production and sale of organic products, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 28 December 2017. Access Date: 10 January 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514490>.

of organic products including, but not limited to: cereals, rice, spices, honey, tea, coffee, organic cotton fabric linen, and cow dung air purifiers.¹⁷³⁸

On 3 January 2018, the Ministry of Labour and Employment announced various programs to support the health of women working with beedi rolling.¹⁷³⁹ The program reimburses women for health issues, such as tuberculosis, heart disease, and cancer, that may develop while working with beedi and provides additional maternity benefits.¹⁷⁴⁰

On 4 January 2018, the WCD announced that 206 trainers, who were responsible for teaching the women in the EWRs program, will soon be introduced at the village level to expand the Beti Bachao Beti Padhoa Scheme.¹⁷⁴¹

On 8 February 2018, the WCD announced that it would be implementing various programs to benefit women, including the creation of working women hostels and national nurseries that care for the children of working mothers.¹⁷⁴²

On 9 February 2018, the WCD announced that 107 complaints had been submitted through the sHe-Box workplace harassment online reporting system, indicating the system's continued success.¹⁷⁴³ Additionally, the WCD institutions and organizations was tasked with leading programs to discourage sexual harassment in the workplace.¹⁷⁴⁴

On 9 February 2018, the WCD announced that it would consider creating a National Women Entrepreneurship Council (NWEC) dedicating to promoting entrepreneurship, gender equity, financial inclusion, and economic independence of women.¹⁷⁴⁵

On 20 February 2018, the WCD announced that a creche facility would be built in the Parliament House, to look after the children of women working in Parliament and set a national example of a

¹⁷³⁸ Press release: Government assistance to women/women entrepreneurs for production and sale of organic products, Press Information Bureau Government of India Ministry of Women and Child Development. Access Date: 10 January 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514490>.

¹⁷³⁹ Press release: Safety of women involved in Beedi Rolling, Press Information Bureau Government of India Ministry of Labour and Employment (New Delhi) 10 January 2018. Access date: 10 January 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1515237>.

¹⁷⁴⁰ Press release: Safety of women involved in Beedi Rolling, Press Information Bureau Government of India Ministry of Labour and Employment (New Delhi) 10 January 2018. Access date: 10 January 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1515237>.

¹⁷⁴¹ Press release: 206 master trainers have been trained under the programme for training and capacity building of Women Elected Representatives, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 4 January 2018. Access Date: 10 January 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1515490>.

¹⁷⁴² Press release: Government is implementing various schemes/programmes for welfare of women and children across the country, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 4 January 2018. Access Date: 5 March 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514490>.

¹⁷⁴³ Press Release: 107 complaints received on SHe-box till date, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 9 February 2018. Access Date: 5 March 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514490>.

¹⁷⁴⁴ Press Release: 107 complaints received on SHe-box till date, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 9 February 2018. Access Date: 5 March 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514490>.

¹⁷⁴⁵ Press release: WCD Ministry considering setting up National Women Entrepreneurship Council, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 9 February 2018. Access Date: 5 March 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514490>.

gender-inclusive and supportive working environment.¹⁷⁴⁶ Union Minister Gandhi previously highlighted the need for creche facilities, since over one third of the women working in parliament are women.¹⁷⁴⁷

On 28 February 2018, the Union Cabinet approved the Trafficking of Persons Bill for introduction to Parliament.¹⁷⁴⁸ The bill addresses the trafficking of women for the purposes of forced labour.¹⁷⁴⁹

On 9 March 2018, the WCD announced that it had revised the National Policy for Women after considering feedback from stakeholders.¹⁷⁵⁰ The National Policy was initially created to ensure the equal participation of women in society, including the economic sphere.¹⁷⁵¹ Specifically, the National Policy addressed women's participation in the agriculture, industry, labour, employment, soft power, service sector, and science and technology domestic markets.¹⁷⁵²

On 16 March 2018, the WCD implemented a scheme to help adolescent girls who had dropped out of school to find alternative economic opportunities by providing employment related skill-based training programs.¹⁷⁵³

On 4 April 2018, the WCD announced a new capacity building program to train Elected Women Representatives (EWRs) of Panchayati Raj.¹⁷⁵⁴ The program is modeled after a policy of “women led development,” which aims to encourage women to lead other women in programs that focus on the

¹⁷⁴⁶ Press Release: Crèche facility to come up at Parliament House Development comes after SmtManekaGandhi apprised LS Speaker about the need, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 20 February 2018. Access Date: 5 March 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514490>.

¹⁷⁴⁷ Press Release: Crèche facility to come up at Parliament House Development comes after SmtManekaGandhi apprised LS Speaker about the need, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 20 February 2018. Access Date: 5 March 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514490>.

¹⁷⁴⁸ Press Release: Cabinet approves the Trafficking of Persons (Prevention, Protection and Rehabilitation) Bill, 2018, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 28 February 2018. Access Date: 5 March 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514490>.

¹⁷⁴⁹ Press Release: Cabinet approves the Trafficking of Persons (Prevention, Protection and Rehabilitation) Bill, 2018, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 28 February 2018. Access Date: 5 March 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514490>.

¹⁷⁵⁰ Press Release: Draft National Policy for Women 2017 envisions women attaining full potential and participating as equal partners, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 9 March 2018. Access Date: 20 September 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514490>.

¹⁷⁵¹ Press Release: Draft National Policy for Women 2017 envisions women attaining full potential and participating as equal partners, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 9 March 2018. Access Date: 20 September 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514490>.

¹⁷⁵² Press Release: Draft National Policy for Women 2017 envisions women attaining full potential and participating as equal partners, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 9 March 2018. Access Date: 20 September 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514490>.

¹⁷⁵³ Press Release: Scheme for Out of School Adolescent Girls, Press Release Bureau Government of India Ministry of Women and Child Development (New Delhi) 16 March 2018. Access Date: 20 September 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514490>.

¹⁷⁵⁴ Press Release: Intensive training programme for Elected Women Representatives (EWRs) of Panchayats, Press Release Bureau Government of India Ministry of Women and Child Development (New Delhi) 4 April 2018. Access Date: 20 September 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514490>.

necessary skills to hold political positions and become effective leaders, including leadership and public policy management.¹⁷⁵⁵

On 5 April 2018, the WCD announced a number of new schemes to mitigate the gender inequality in rural labour markets.¹⁷⁵⁶ The programs include “Rastriya Mahila Kosh,” which extends micro-finance services to women to support them in their small business endeavors, and “Mahila e-Haat,” an online platform designed specifically to empower female entrepreneurs.¹⁷⁵⁷

On 23 July 2018, the Ministry of Labour and Employment introduced a program to rehabilitate those who had been victims of bonded labour, also known as “debt slavery.”¹⁷⁵⁸ In particular, the program aimed to help women who had experienced inhumane conditions as victims of bonded labour, or had been forced to provide their labour for sexual exploitation organizations.¹⁷⁵⁹

On 30 July 2018, the Ministry of Labour and Employment announced increased investments in several programs aimed at increasing the female labour participation rate, including the Prime Minister’s Employment Generation Programme (PMEGP) run by Ministry of Micro, Small & Medium Enterprises, and the Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) and the Pt. Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) schemes, run by Ministry of Rural Development.¹⁷⁶⁰

On 30 July 2018, the WCD issued a notice to all other ministries and departments mandating that they organize programs aimed at ensuring their employees act in accordance with the “Sexual Harassment of Women at Workplace (Prevention, Prohibition, Redressal)” Act.¹⁷⁶¹ Additionally, the WCD identified 233 possible “Resource Institutions” which could provide additional workshops focused on the issue of sexual harassment at the workplace.¹⁷⁶²

¹⁷⁵⁵ Press Release: Intensive training programme for Elected Women Representatives (EWRs) of Panchayats, Press Release Bureau Government of India Ministry of Women and Child Development (New Delhi) 4 April 2018. Access Date: 20 September 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514490>.

¹⁷⁵⁶ Press Release: Schemes for achieving gender Equality and Emancipation of Rural Women, Press Release Bureau Government of India Ministry of Women and Child Development (New Delhi) 5 April 2018. Access Date: 20 September 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514490>.

¹⁷⁵⁷ Press Release: Schemes for achieving gender Equality and Emancipation of Rural Women, Press Release Bureau Government of India Ministry of Women and Child Development (New Delhi) 5 April 2018. Access Date: 20 September 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514490>.

¹⁷⁵⁸ Press Release: Rehabilitation of bonded labour, Press Release Bureau Government of India Ministry of Labour and Employment (New Delhi) 23 July 2018. Date Accessed: 20 September 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1530666>.

¹⁷⁵⁹ Press Release: Rehabilitation of bonded labour, Press Release Bureau Government of India Ministry of Labour and Employment (New Delhi) 23 July 2018. Date Accessed: 20 September 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1530666>.

¹⁷⁶⁰ Press Release: Female Employment Rate, Press Release Bureau Government of India Ministry of Labour and Employment (New Delhi) 30 July 2018. Date Accessed: 20 September 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1530666>.

¹⁷⁶¹ Press Release: 29 States/UTs have notified District Officers and constituted Local Complaint Committee under Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013: Dr. Virendra Kumar, Press Release Bureau Government of India Ministry of Women and Child Development (New Delhi) 30 July 2018. Access Date: 20 September 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514490>.

¹⁷⁶² Press Release: 29 States/UTs have notified District Officers and constituted Local Complaint Committee under Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013: Dr. Virendra Kumar, Press Release Bureau Government of India Ministry of Women and Child Development (New Delhi) 30 July 2018. Access Date: 20 September 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514490>.

On 1 August 2018, the Ministry of Labour and Employment announced a new skill development program to help beedi roller workers, who are primarily female, find new and alternative sources of employment, since beedi rolling poses many serious health hazards.¹⁷⁶³

On 13 August 2018, the WCD, as part of a longer process to ensure the implementation of the “Sexual Harassment of Women at Workplace (Prevention, Prohibition, Redressal)” Act, requested that the Minister for Corporate Affairs mandate the disclosure of the Act’s implementation in every company.¹⁷⁶⁴ The act intends to encourage company executives to address issues of sexual harassment in the workplace.¹⁷⁶⁵

On 19 September 2018, the Cabinet Committee on Economic Affairs, chaired by Prime Minister Shri Narendra Modi had approved an increased honorarium for Anganwadi Workers/Anganwadi Helpers, who are primarily female.¹⁷⁶⁶

India has fully complied with its commitment to improve women’s access to labour markets through the implementation of an online platform to report sexual harassment in the workplace, developments in the agricultural industry, amendments to the Maternity Benefit, and implemented education programs specifically targeted at improving women’s access to skill training programs.

Thus, India receives a score of +1.

Analyst: Andrea Ho

Indonesia: +1

Indonesia has fully complied with its commitment to improve women’s access to labour markets through the provision of quality education and training, supporting infrastructure, public services and social protection policies and legal reforms, where appropriate.

On 6 October 2017, Minister of Women Empowerment and Child Protection Yohana Yembise praised the Women’s Association of Indonesian Entrepreneurs (IWAPI) for its work on women’s economic empowerment and announced that the Ministry would continue to work with IWAPI in its 3 ENDS or 3 AKHIRI Featured Programs to address unequal economic opportunities for women.¹⁷⁶⁷

¹⁷⁶³ Press Release: Cabinet approves enhancement of Honorarium to Anganwadi Workers (AWWs) and Anganwadi Helpers (AWHs) and Performance Linked Incentive to AWHs Under Anganwadi Services (Umbrella ICDS Scheme), Press Release Bureau Government of India Ministry of Labour and Employment (New Delhi) 1 August 2018. Date Accessed: 20 September 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514490>.

¹⁷⁶⁴ Press Release: Disclosure of compliance under the Sexual Harassment of Women at Workplace Act in the Annual Reports of Private companies now made Mandatory: Ministry of Corporate Affairs amends the Companies (Accounts) Rules, 2014., Press Release Bureau Government of India Ministry of Women and Child Development (New Delhi) 13 August 2018. Date Accessed: 20 September 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514490>.

¹⁷⁶⁵ Press Release: Disclosure of compliance under the Sexual Harassment of Women at Workplace Act in the Annual Reports of Private companies now made Mandatory: Ministry of Corporate Affairs amends the Companies (Accounts) Rules, 2014., Press Release Bureau Government of India Ministry of Women and Child Development (New Delhi) 13 August 2018. Date Accessed: 20 September 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514490>.

¹⁷⁶⁶ Press Release: Cabinet approves enhancement of Honorarium to Anganwadi Workers (AWWs) and Anganwadi Helpers (AWHs) and Performance Linked Incentive to AWHs Under Anganwadi Services (Umbrella ICDS Scheme), Press Release Bureau Government of India Ministry of Women and Child Development (New Delhi) 19 September 2018. Date Accessed: 20 September 2018. <http://pib.nic.in/PressReleaseDetail.aspx?PRID=1514490>.

¹⁷⁶⁷ Minister Yohana aiming to foster change, Angel Investment Network Indonesia (Jakarta) 23 October 2017. Access Date: 25 November 2017. <http://angin.id/2017/10/23/inspiring-women-minister-yohana-aiming-to-foster-change/>.

On 13 October 2017, Minister Yembise announced the establishment of five centres for women's studies at five universities in Yogyakarta, and the status of Yogyakarta as a city that is women and child-friendly.¹⁷⁶⁸ The centres will focus on developing programs to increase equal opportunities in the workforce.¹⁷⁶⁹

On 13 December 2017, Deputy Ministers of Foreign Affairs Ian Shugart met with the Turkish Deputy Minister of Foreign Affairs, Korean Vice-Minister of Foreign Affairs, Australian Deputy Secretary of the Ministry of Foreign Affairs and Trade, Mexican Special Envoy of the Minister of Foreign Affairs in Istanbul.¹⁷⁷⁰ Indonesia reaffirmed its commitment to promote gender equality and female empowerment and improve women's living standards and "equal participation in all spheres of life and strengthening their status in society" with help from UN Women.¹⁷⁷¹

On 29 January 2018, Minister Yembise inaugurated a program to encourage women to take jobs in Parliament, both at the regional and national level.¹⁷⁷² The program aims to help women who want to become political decision-makers and members of political parties and legislature.¹⁷⁷³

On 25 February 2018, Minister Yembise introduced another initiative to increase female participation in political parties.¹⁷⁷⁴ This program is part of overarching goal to encourage women to take on political appointments and jobs in government.¹⁷⁷⁵

On 22 June 2018, Minister of Women Empowerment and Child Protection Yohana Yembise agreed to collaborate with Fiji on the "Amendment Protocol on Women Empowerment, Gender Equality, and Child Protection, and Welfare."¹⁷⁷⁶ The protocol specifically aims to address gender inequality in the workforce.¹⁷⁷⁷

¹⁷⁶⁸ Women's Empowerment Minister Encourages Woman and Child Friendly Development, University Gadjah Mada (Yogyakarta) 16 October 2017. Access Date: 25 November 2017. <https://ugm.ac.id/en/news/14935-womens.empowerment.minister.encourages.woman.and.child.friendly.development>.

¹⁷⁶⁹ Women's Empowerment Minister Encourages Woman and Child Friendly Development, University Gadjah Mada (Yogyakarta) 16 October 2017. Access Date: 25 November 2017. <https://ugm.ac.id/en/news/14935-womens.empowerment.minister.encourages.woman.and.child.friendly.development>.

¹⁷⁷⁰ Report: 11th MIKTA Foreign Ministers Meeting, MIKTA (Istanbul) 13 December 2017. Access Date: 27 February 2018. http://www.mfa.gov.tr/site_media/html/11th-mikta-fm-joint-communique-final.pdf.

¹⁷⁷¹ Report: 11th MIKTA Foreign Ministers Meeting, MIKTA (Istanbul) 13 December 2017. Access Date: 27 February 2018. http://www.mfa.gov.tr/site_media/html/11th-mikta-fm-joint-communique-final.pdf.

¹⁷⁷² Ministry of Women Arrange 'Big Scenario' for Women to 'Master' Parliament, KBR News (Jakarta) 29 January 2018. Access Date: 5 March 2018. http://kbr.id/nasional/01-2018/kementerian_perempuan_susun_skenario_besar_agar_perempuan_kuasai_parlemen/94755.html.

¹⁷⁷³ Ministry of Women Arrange 'Big Scenario' for Women to 'Master' Parliament, KBR News (Jakarta) 29 January 2018. Access Date: 5 March 2018. http://kbr.id/nasional/01-2018/kementerian_perempuan_susun_skenario_besar_agar_perempuan_kuasai_parlemen/94755.html.

¹⁷⁷⁴ Minister of PPPA Expects Target of Women Representation in Parliament Reached, Berita Satu News (Denpasar) 25 February 2018. Access Date: 5 March 2018. <http://www.beritasatu.com/politik/480365-menteri-ppa-berharap-target-keterwakilan-perempuan-di-parlemen-tercapai.html>.

¹⁷⁷⁵ Minister of PPPA Expects Target of Women Representation in Parliament Reached, Berita Satu News (Denpasar) 25 February 2018. Access Date: 5 March 2018. <http://www.beritasatu.com/politik/480365-menteri-ppa-berharap-target-keterwakilan-perempuan-di-parlemen-tercapai.html>.

¹⁷⁷⁶ Indonesia Agrees on Women's Empowerment Cooperation with the Republic of Fiji, Tribunnews.com (Jakarta) 22 June 2018. Access Date: 20 September 2018. <http://www.tribunnews.com/nasional/2018/06/22/indonesia-sepakati-kerja-sama-perberdayaan-perempuan-dengan-republik-fiji>.

¹⁷⁷⁷ Indonesia Agrees on Women's Empowerment Cooperation with the Republic of Fiji, Tribunnews.com (Jakarta) 22 June 2018. Access Date: 20 September 2018. <http://www.tribunnews.com/nasional/2018/06/22/indonesia-sepakati-kerja-sama-perberdayaan-perempuan-dengan-republik-fiji>.

On 28 August 2018, Minister Yembise held a “Stop Discrimination in Women” Campaign to specifically address discrimination against women in the workplace.¹⁷⁷⁸ In her campaign, she urged all citizens to actively protect any female coworkers facing discrimination or abuse.¹⁷⁷⁹

Indonesia has fully complied with its commitment to improve women’s access to the labour market and provide quality education and training opportunities. The Ministry of Women and Empowerment has promoted women entrepreneurial programs, and other workplace-skilled based programs to increase the successes of women in the workforce. Indonesia has also established centers for women’s studies at five universities, thus creating educational and training opportunities for women.

Thus, Indonesia receives a score of +1.

Analyst: Andrea Ho

Italy: +1

Italy has fully complied with its commitment to improve women’s access to labour markets through the provision of quality education and training, supporting infrastructure, public services and social protection policies and legal reforms, where appropriate.

On 26 July 2017, Minister of Education, University and Research Valeria Fedeli presented the National Digital School Plan (PNSD), which seeks to revive the education system through digital innovation.¹⁷⁸⁰ The presentation outlined the plan’s implementation, including digitizing class registration and creating new pedagogies in different teaching environments.¹⁷⁸¹ One of the goals of this plan is to address and reduce women’s high school drop-out rates.¹⁷⁸²

On 27 October 2017, Minister Fedeli presented the National Education Plan for Respect, which equips schools with resources and tools to foster change and equality in society.¹⁷⁸³ The plan

¹⁷⁷⁸ Minister Yohana Yembise Revealed Constraints in Overcoming Employment Discrimination, Okezone Lifestyle (Kota Tengah) 28 August 2018. Access Date: 20 September 2018.

<https://lifestyle.okezone.com/read/2018/08/28/481/1942670/menteri-yohana-yembise-ungkap-kendala-dalam-atasi-diskriminasi-ketenagakerjaan>.

¹⁷⁷⁹ Minister Yohana Yembise Revealed Constraints in Overcoming Employment Discrimination, Okezone Lifestyle (Kota Tengah) 28 August 2018. Access Date: 20 September 2018.

<https://lifestyle.okezone.com/read/2018/08/28/481/1942670/menteri-yohana-yembise-ungkap-kendala-dalam-atasi-diskriminasi-ketenagakerjaan>.

¹⁷⁸⁰ The Next Steps of the Digital Plan for Innovation, Italian Government Presidency of the Council of Ministers (Rome) 28 July 2017. Access Date: 15 November 2017. <http://www.governo.it/articolo/scuola-i-prossimi-passi-del-piano-digitale-innovazione/7888>.

¹⁷⁸¹ The Next Steps of the Digital Plan for Innovation, Italian Government Presidency of the Council of Ministers (Rome) 28 July 2017. Access Date: 15 November 2017. <http://www.governo.it/articolo/scuola-i-prossimi-passi-del-piano-digitale-innovazione/7888>.

¹⁷⁸² Education and Training Monitor 2017 Italy, European Commission (Luxembourg) 2017. Access Date: 15 November 2017. https://ec.europa.eu/education/sites/education/files/monitor2017-it_en.pdf.

¹⁷⁸³ Respect the Differences, National Plan for Education to Respect, Italian Government Presidency of the Council of Ministers (Rome) 30 October 2017. Access Date: 23 November 2017. <http://www.governo.it/articolo/rispetta-le-differenze-piano-nazionale-l-educazione-al-rispetto/8352>.

allocated over EUR11 million to a variety of projects.¹⁷⁸⁴ It will follow the guidelines in the 2015 Law 107 on the Promotion of Gender Equality Education.¹⁷⁸⁵

On 7 November 2017, the Government of Italy met with the International Energy Agency (IEA) to further the Women in Clean Energy (C3E) Initiative and IEA Technology Collaboration Programme (TCP).¹⁷⁸⁶ The C3E TCP aims to improve women's participation in clean energy by preparing them with the skills and opportunities to enter the field.¹⁷⁸⁷

On 20 November 2017, the Department of Equal Opportunities began a campaign condemning gender-based violence.¹⁷⁸⁸ The videos depicted violence against women and spread a message regarding the various government supports available for victims.¹⁷⁸⁹

On 21 November 2017, the Agency for Development Cooperation (AICS) and UN Women reached an agreement to promote a programme to create equal access to work opportunities for women.¹⁷⁹⁰ The programme will offer Palestinian women training in market-oriented skills.¹⁷⁹¹

On 25 November 2017, President of the Chamber of Deputies Laura Boldrini organized a "World Day Against Violence Against Women" meeting.¹⁷⁹² The meeting invited 1,300 women across Italy to speak on their experiences of violence and raise awareness about rape, domestic violence, and stalking.¹⁷⁹³

¹⁷⁸⁴ Respect the Differences, National Plan for Education to Respect, Italian Government Presidency of the Council of Ministers (Rome) 30 October 2017. Access Date: 23 November 2017. <http://www.governo.it/articolo/rispetta-le-differenze-piano-nazionale-l-educazione-al-rispetto/8352>.

¹⁷⁸⁵ Respect the Differences, National Plan for Education to Respect, Italian Government Presidency of the Council of Ministers (Rome) 30 October 2017. Access Date: 23 November 2017. <http://www.governo.it/articolo/rispetta-le-differenze-piano-nazionale-l-educazione-al-rispetto/8352>.

¹⁷⁸⁶ "Women in Clean Energy" Initiative Gets Backing from Governments and Industry, International Energy Agency (Paris) 7 November 2017. Access Date: 12 February 2018. <https://www.iea.org/newsroom/news/2017/november/women-in-clean-energy-initiative-gets-backing-from-governments-and-industry.html>.

¹⁷⁸⁷ "Women in Clean Energy" Initiative Gets Backing from Governments and Industry, International Energy Agency (Paris) 7 November 2017. Access Date: 12 February 2018. <https://www.iea.org/newsroom/news/2017/november/women-in-clean-energy-initiative-gets-backing-from-governments-and-industry.html>.

¹⁷⁸⁸ Communication Campaign Against Violence Against Women, the Department for Equal Opportunity (Rome) 20 November 2017. Access Date: 12 February 2018. <http://www.governo.it/media/campagna-di-comunicazione-contro-la-violenza-sulle-donne/8478>.

¹⁷⁸⁹ Communication Campaign Against Violence Against Women, the Department for Equal Opportunity (Rome) 20 November 2017. Access Date: 12 February 2018. <http://www.governo.it/media/campagna-di-comunicazione-contro-la-violenza-sulle-donne/8478>.

¹⁷⁹⁰ The Italian Government and UN Women Sign an Agreement to Support Women's Economic Empowerment in Palestine, UN Women (Jerusalem) 21 November 2017. Access Date: 12 February 2018. <http://palestine.unwomen.org/en/news-and-events/stories/2017/11/decent-work-signing>.

¹⁷⁹¹ The Italian Government and UN Women Sign an Agreement to Support Women's Economic Empowerment in Palestine, UN Women (Jerusalem) 21 November 2017. Access Date: 12 February 2018. <http://palestine.unwomen.org/en/news-and-events/stories/2017/11/decent-work-signing>.

¹⁷⁹² World Day Against Violence Against Women, Italian Government Presidency of the Council of Ministers (Rome) 24 November 2017. Access Date: 19 September 2018. <http://www.lavoro.gov.it/notizie/Pagine/Giornata-mondiale-contro-la-violenza-sulle-donne-24112017.aspx>.

¹⁷⁹³ World Day Against Violence Against Women, Italian Government Presidency of the Council of Ministers (Rome) 24 November 2017. Access Date: 19 September 2018. <http://www.lavoro.gov.it/notizie/Pagine/Giornata-mondiale-contro-la-violenza-sulle-donne-24112017.aspx>.

On 30 January 2018, Minister of Education, University and Research Valeria Fedeli and the National Equality Councilor Francesca Bagni Cipriani signed the Memorandum of Understanding regarding the “commitment in the fight against inequality and to gender stereotypes,” which hinder women’s access to training, work, and the labour market.¹⁷⁹⁴ The memorandum of understanding establishes a “Joint Committee that will take care of the management aspects.”¹⁷⁹⁵

On 30 April 2018, the Ministry of Labour and Social Policies announced all companies with more than 100 employees must provide a biennial report with the number of men and women they have employed.¹⁷⁹⁶ The data is analyzed at the National Conference of Councillors of Equality.¹⁷⁹⁷

Italy has fully complied with its commitment to improve women’s access to labour markets. Italy has taken actions to improve women’s quality education and training through the National Education Plan for Respect and the National Digital School Plan, as well as the Italian Agency for Development Cooperation has taken steps to create equal work opportunities for women.

Thus, Italy receives a score of +1.

Analyst: Anahid Najafizadeh

Japan: +1

Japan has fully complied with its commitment to improve women’s access to labour markets through the provision of quality education and training, supporting infrastructure, public services and social protection policies and legal reforms, where appropriate.

On 1 and 2 November 2017, the Government of Japan hosted the World Assembly of Women.¹⁷⁹⁸ The Assembly featured leading figures from around the world and led discussions on various women’s issues, including the economic benefits produced by working women, diverse ways of working, social development, and difficulties shared by women around the world.¹⁷⁹⁹ The speech came right after the publication of the World Economic Forum’s 2017 Global Gender Gap report on 2 November 2017, which ranked Japan 114 out of 144 countries, a drop from 111 in 2016.¹⁸⁰⁰

¹⁷⁹⁴ Memorandum of Understanding Between National Equality Councilor and MIUR, Italian Government Presidency of the Council of Ministers (Rome) 5 February 2018. Access Date: 19 September 2018.

<http://www.lavoro.gov.it/priorita/pagine/protocollo-intesa-tra-consigliera-nazionale-parita-e-miur.aspx/>.

¹⁷⁹⁵ Memorandum of Understanding Between National Equality Councilor and MIUR, Italian Government Presidency of the Council of Ministers (Rome) 5 February 2018. Access Date: 19 September 2018.

<http://www.lavoro.gov.it/priorita/pagine/protocollo-intesa-tra-consigliera-nazionale-parita-e-miur.aspx/>.

¹⁷⁹⁶ Periodic Report On the Situation of Male and Female Personnel: Online Procedure, Italian Government Presidency of the Council of Ministers (Rome) 30 April 2018. Access Date: 19 September 2018.

<http://www.lavoro.gov.it/priorita/pagine/rapporto-periodico-situazione-del-personale-maschile-e-femminile-online-la-procedura.aspx/>.

¹⁷⁹⁷ National Conference Councilor of Equality, Italian Government Presidency of the Council of Ministers (Rome) 5 July 2018. Access Date: 19 September 2018. <http://www.lavoro.gov.it/notizie/pagine/conferenza-nazionale-consigliere-di-parita.aspx/>.

¹⁷⁹⁸ Women’s Empowerment and Gender Equality, Ministry of Foreign Affairs of Japan (Tokyo) 1 November 2017. Access Date: 22 November 2017. http://www.mofa.go.jp/fp/hr_ha/page23e_000484.html.

¹⁷⁹⁹ Women’s Empowerment and Gender Equality, Ministry of Foreign Affairs of Japan (Tokyo) 1 November 2017. Access Date: 22 November 2017. http://www.mofa.go.jp/fp/hr_ha/page23e_000484.html.

¹⁸⁰⁰ In Tokyo Ivanka Trump praises Abe’s ‘womenomics’ efforts, Japan Times (Tokyo) 3 November 2017. Access Date: 12 November 2017. <https://www.japantimes.co.jp/news/2017/11/03/national/politics-diplomacy/tokyo-ivanka-trump-says-world-boost-women-cutting-edge-industries/> - .Whdml7Q-eb8.

On 3 November 2017, Prime Minister Shinzo Abe encouraged more women to join the workforce and boost economic growth.¹⁸⁰¹ Abe also pledged to contribute USD50 million to the Women Entrepreneurs Finance Initiative, making Japan the largest country financial contributor to the initiative.¹⁸⁰²

On 30 November 2017, the Modern Index Strategy Indexes released the MSCI Japan Empowering Women Index, which demonstrates the performance of the top 500 Japanese companies in promoting and maintaining gender diversity in the workforce.¹⁸⁰³ The index includes companies that lead initiatives which support women's participation and advancement in the workforce.¹⁸⁰⁴

On 4 April 2018, the Government of Japan contributed USD781,326 to the UN Population Fund (UNFPA) for its work in Yemen to protect women and girls from gender-based violence and maintain their dignity.¹⁸⁰⁵ The funds were used to distribute kits containing hygiene and culturally appropriate clothing to the most vulnerable women and girls in Yemen. ¹⁸⁰⁶ The Embassy of Japan in Yemen stated that the assistance was a demonstration of Japan's strong and faithful commitment for the protection and relief to women who were vulnerable and at risk of violence. ¹⁸⁰⁷

On 16 May 2018, the Upper House of Japan unanimously passed a bill to boost the number of female lawmakers and assembly members in Japan where they have been previously underrepresented.¹⁸⁰⁸ The bill defined the responsibility of the "central government and local municipalities to probe and raise awareness of female participation in politics" and to encourage political party to equalize the number of male and female candidates.¹⁸⁰⁹

From 8 June to 9 June 2018, the G7 Summit convened in Charlevoix, Canada.¹⁸¹⁰ At the Summit, Canada, the European Union, Germany, the United Kingdom, Japan, and the World Bank jointly announced an investment of about CAD3.8 billion to support quality education for women and girls

¹⁸⁰¹ In Tokyo Ivanka Trump praises Abe's 'womenomics' efforts, Japan Times (Tokyo) 3 November 2017. Access Date: 12 November 2017. <https://www.japantimes.co.jp/news/2017/11/03/national/politics-diplomacy/tokyo-ivanka-trump-says-world-boost-women-cutting-edge-industries/- .Whdml7Q-eb8>.

¹⁸⁰² In Tokyo Ivanka Trump praises Abe's 'womenomics' efforts, Japan Times (Tokyo) 3 November 2017. Access Date: 12 November 2017. <https://www.japantimes.co.jp/news/2017/11/03/national/politics-diplomacy/tokyo-ivanka-trump-says-world-boost-women-cutting-edge-industries/- .Whdml7Q-eb8>.

¹⁸⁰³ MSCI Japan Empowering Women Index, Modern Index Strategy Indexes (New York) 30 November 2017. Access Date: 1 January 2018. <https://www.msci.com/msci-japan-empowering-women-index>.

¹⁸⁰⁴ MSCI Japan Empowering Women Index, Modern Index Strategy Indexes (New York) 30 November 2017. Access Date: 1 January 2018. <https://www.msci.com/msci-japan-empowering-women-index>.

¹⁸⁰⁵ Japan supports UNFPA to protect women and girls in Yemen [EN/AR], Reliefweb (New York) 4 April 2018. Access Date 1 May 2018. <https://reliefweb.int/report/yemen/japan-supports-unfpa-protect-women-and-girls-yemen-enar>.

¹⁸⁰⁶ Japan supports UNFPA to protect women and girls in Yemen [EN/AR], Reliefweb (New York) 4 April 2018. Access Date 1 May 2018. <https://reliefweb.int/report/yemen/japan-supports-unfpa-protect-women-and-girls-yemen-enar>.

¹⁸⁰⁷ Japan supports UNFPA to protect women and girls in Yemen [EN/AR], Reliefweb (New York) 4 April 2018. Access Date 1 May 2018. <https://reliefweb.int/report/yemen/japan-supports-unfpa-protect-women-and-girls-yemen-enar>.

¹⁸⁰⁸ Diet passes nonbinding legislation aimed at increasing women in politics, The Japan Times (Tokyo) 16 May 2018. Access Date: 20 May 2018. <https://www.japantimes.co.jp/news/2018/05/16/national/politics-diplomacy/diet-passes-nonbinding-legislation-aimed-increasing-women-politics/#.W3t1ZZNKjPA>.

¹⁸⁰⁹ Diet passes nonbinding legislation aimed at increasing women in politics, The Japan Times (Tokyo) 16 May 2018. Access Date: 20 May 2018. <https://www.japantimes.co.jp/news/2018/05/16/national/politics-diplomacy/diet-passes-nonbinding-legislation-aimed-increasing-women-politics/- .W3t1ZZNKjPA>.

¹⁸¹⁰ G7 Presidency, G7 2018 Charlevoix (Quebec) 8 June 2018. Access Date: 15 July 2018. <https://g7.gc.ca/en/>.

living in states with crises and conflicts.¹⁸¹¹ They also agreed to the “Charlevoix Declaration on Quality Education for Girls, Adolescent Girls, and Women in Developing Countries.”¹⁸¹² Also, the G7 leaders agreed to the “Charlevoix Commitment to End Sexual and Gender-Based Violence, Abuse, and Harassment in Digital Context,” which aims to ensure human rights are protected both online and offline.¹⁸¹³

Japan has fully complied with its commitment to improve women’s access to labour markets. Japan has made progress towards increasing women’s participation in the workforce such as making a pledge to the Women Entrepreneurs Finance Initiative; Japan has set up awarding system to recognize the incentive for women and companies. Japan has made substantial effort and investment to advance gender equality both domestic and abroad. Japan has also contributed funds to support agreements intended to improve girls’, adolescent girls’, and women’s education in the development world.

Thus, Japan receives a score of +1.

Analyst: Zbijun Zhou

Korea: +1

Korea has fully complied with its commitment to improve women’s access to labour markets through the provision of quality education and training, supporting infrastructure, public services and social protection policies and legal reforms, where appropriate.

On 24 August 2017, the Ministry of Health and Welfare announced the pending expansion of health insurance benefits for pregnant women would become effective in September 2017.¹⁸¹⁴ The program is in cooperation with the National Health Insurance Corporation, which incorporated additional funding of KRW500,000 for families’ medical costs.¹⁸¹⁵ The amount will also increase to KRW900,000 with additional children being born.¹⁸¹⁶

On 20 September 2017, the Ministry of Unification approved a plan to send USD8 million in humanitarian aid to North Korea, USD4.5 million of which is for the under the World Food

¹⁸¹¹ Advancing gender equality and women’s empowerment, Justin Trudeau Prime Minister of Canada (Quebec) 10 June 2018. Access Date: 15 July 2018. <https://pm.gc.ca/eng/news/2018/06/10/advancing-gender-equality-and-womens-empowerment>.

¹⁸¹² Advancing gender equality and women’s empowerment, Justin Trudeau Prime Minister of Canada (Quebec) 10 June 2018. Access Date: 15 July 2018. <https://pm.gc.ca/eng/news/2018/06/10/advancing-gender-equality-and-womens-empowerment>.

¹⁸¹³ Advancing gender equality and women’s empowerment, Justin Trudeau Prime Minister of Canada (Quebec) 10 June 2018. Access Date: 15 July 2018. <https://pm.gc.ca/eng/news/2018/06/10/advancing-gender-equality-and-womens-empowerment>.

¹⁸¹⁴ Gov’t to expand health insurance benefits for pregnant women, Yonhap News Agency (Seoul) 24 August 2017. Access Date: 28 February 2018. <http://english.yonhapnews.co.kr/news/2017/08/24/0200000000AEN20170824002800320.html>.

¹⁸¹⁵ Gov’t to expand health insurance benefits for pregnant women, Yonhap News Agency (Seoul) 24 August 2017. Access Date: 28 February 2018. <http://english.yonhapnews.co.kr/news/2017/08/24/0200000000AEN20170824002800320.html>.

¹⁸¹⁶ Gov’t to expand health insurance benefits for pregnant women, Yonhap News Agency (Seoul) 24 August 2017. Access Date: 28 February 2018. <http://english.yonhapnews.co.kr/news/2017/08/24/0200000000AEN20170824002800320.html>.

Programme (WFP) to provide nutritional products for children and pregnant women).¹⁸¹⁷ In addition, Korea will provide USD3.5 million worth of vaccines and other medical treatments to women and children through United Nations Children's Fund (UNICEF).¹⁸¹⁸

On 21 November 2017, the Government of Korea launched a five-year plan to increase the number of women in high-ranking public-sector posts, as part of the effort to bolster the workforce.¹⁸¹⁹ Minister of Gender Equality Chung Hyun-back expressed that one of the goals of this plan is to encourage private companies to follow suit with this initiative in the private sector too.¹⁸²⁰

On 13 December 2017, Vice-Minister of Foreign Affairs Kang Kyung-wha met with the Turkish and Indonesian Deputy Ministers of Foreign Affairs, the Australian Deputy Secretary of the Ministry of Foreign Affairs and Trade, and the Mexican Special Envoy of the Minister of Foreign Affairs in Istanbul.¹⁸²¹ Korea reaffirmed its commitment to promote gender equality and female empowerment and improve their living standards and “equal participation in all spheres of life and strengthening their status in society” with help from UN Women.¹⁸²²

On 15 December 2017, the Ministries of Employment and Labour as well as Gender Equality and Family announced the Plan to Eliminate Sexual Harassment and Sexual Violence in the Workplace.¹⁸²³ It improves monitoring on sexual harassment in the workplace, establishes online centres to report sexual harassment, raises public awareness about violence against women through advertisement on sexual harassment help processes, and provides mandatory training on forms of

¹⁸¹⁷ South Korea approves \$8 million aid to North Korea, timing to be decided later, Reuters (London) 20 September 2017. Access Date: 28 February 2018. <https://www.reuters.com/article/us-northkorea-missiles-southkorea-aid/south-korea-approves-8-million-aid-to-north-korea-timing-to-be-decided-later-idUSKCN1BW0AG>.

¹⁸¹⁸ South Korea approves \$8 million aid to North Korea, timing to be decided later, Reuters (London) 20 September 2017. Access Date: 28 February 2018. <https://www.reuters.com/article/us-northkorea-missiles-southkorea-aid/south-korea-approves-8-million-aid-to-north-korea-timing-to-be-decided-later-idUSKCN1BW0AG>.

¹⁸¹⁹ South Korea to step up efforts to boost women in top public posts, Bloomberg Politics(New York) 19 November 2017. Access Date: 1 March 2018. <https://www.bloomberg.com/news/articles/2017-11-19/korea-to-step-up-efforts-to-boost-women-in-top-public-posts>.

¹⁸²⁰ South Korea to step up efforts to boost women in top public posts, Bloomberg Politics(New York) 19 November 2017. Access Date: 1 March 2018. <https://www.bloomberg.com/news/articles/2017-11-19/korea-to-step-up-efforts-to-boost-women-in-top-public-posts>.

¹⁸²¹ Report: 11th MIKTA Foreign Ministers Meeting, MIKTA (Istanbul) 13 December 2017. Access Date: 27 February 2018. http://www.mfa.gov.tr/site_media/html/11th-mikta-fm-joint-communique-final.pdf.

¹⁸²² Report: 11th MIKTA Foreign Ministers Meeting, MIKTA (Istanbul) 13 December 2017. Access Date: 27 February 2018. http://www.mfa.gov.tr/site_media/html/11th-mikta-fm-joint-communique-final.pdf.

¹⁸²³ Ministry of Employment and Labor (MOEL) and the Ministry of Gender Equality and Family (MOGEF) jointly announced the “Plan to Eliminate Sexual Harassment and Sexual Violence in the Workplace, Ministry of Gender Equality (Seoul) 15 December 2017. Access Date: 6 January 2018. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do;jsessionid=OxIzb0ERT2vRzY3Z4lBywOBl.mogef21?mid=eng001&bbtSn=705309.

sexual harassment in the workforce.¹⁸²⁴ The plan also “lays out the plans to disseminate manuals on how to react after experiencing sexual harassment and to expand training for HR specialist.”¹⁸²⁵

Korea was fully complied with its commitment to improve women’s access to labour markets. Korea has introduced allowances for children to aid women in returning back into the workforce and has provided educational training opportunities for learning ways to handle sexual violence in the workplace.

Thus, Korea receives a score of +1.

Analyst: Zhijun Zhou

Mexico: 0

Mexico has partially complied with its commitment to improve women’s access to labour markets through the provision of quality education and training, supporting infrastructure, public services and social protection policies and legal reforms, where appropriate.

On 7-8 December 2017, Minister of Labour and Social Welfare Alfonso Navarrete attended a conference organized by the 20th Inter-American Conference of Ministers of Labour, in Bridgetown, Barbados.¹⁸²⁶ The objective of the conference included improving gender equality and labour rights for vulnerable populations.¹⁸²⁷

On 13 December 2017, Special Envoy of the Minister of Foreign Affairs Abraham Zamora met with the Turkish and Indonesian Deputy Ministers of Foreign Affairs, the Korean Vice-Minister of Foreign Affairs, and the Australian Deputy Secretary of the Ministry of Foreign Affairs and Trade in Istanbul.¹⁸²⁸ Mexico reaffirmed its commitment to promote gender equality and female empowerment and improve their living standards and “equal participation in all spheres of life and strengthening their status in society” with help from UN Women.¹⁸²⁹

¹⁸²⁴ Ministry of Employment and Labor (MOEL) and the Ministry of Gender Equality and Family (MOGEF) jointly announced the “Plan to Eliminate Sexual Harassment and Sexual Violence in the Workplace, Ministry of Gender Equality (Seoul) 15 December 2017. Access Date: 6 January 2018.
http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do;jsessionid=Oxlzb0ERT2vRzY3Z4lBywOBl.mogef21?mid=eng001&bbtSn=705309.

¹⁸²⁵ Ministry of Employment and Labor (MOEL) and the Ministry of Gender Equality and Family (MOGEF) jointly announced the “Plan to Eliminate Sexual Harassment and Sexual Violence in the Workplace, Ministry of Gender Equality (Seoul) 15 December 2017. Access Date: 6 January 2018.
http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do;jsessionid=Oxlzb0ERT2vRzY3Z4lBywOBl.mogef21?mid=eng001&bbtSn=705309.

¹⁸²⁶ XX Inter-American Conference of Ministers of Labour (IACML) of the OAS: Main Outcomes of the Meeting, Organization of American States (Washington) 8 December 2017. Access Date: 10 January 2018.
https://www.oas.org/en/sedi/dhdee/labor_and_employment/pages/cpo_trab_XX_cimt.asp.

¹⁸²⁷ XX Inter-American Conference of Ministers of Labour (IACML) of the OAS: Main Outcomes of the Meeting, Organization of American States (Washington) 8 December 2017. Access Date: 10 January 2018.
https://www.oas.org/en/sedi/dhdee/labor_and_employment/pages/cpo_trab_XX_cimt.asp.

¹⁸²⁸ Report: 11th MIKTA Foreign Ministers Meeting, MIKTA (Istanbul) 13 December 2017. Access Date: 27 February 2018. http://www.mfa.gov.tr/site_media/html/11th-mikta-fm-joint-communique-final.pdf.

¹⁸²⁹ Report: 11th MIKTA Foreign Ministers Meeting, MIKTA (Istanbul) 13 December 2017. Access Date: 27 February 2018. http://www.mfa.gov.tr/site_media/html/11th-mikta-fm-joint-communique-final.pdf.

On 26 December 2017, the National Program of Equal Opportunities (PROIGUALDAD) was reinstalled by Mexico to facilitate women's participation in political and public life through gender equality policies of fighting discriminatory stereotypes and increasing substantive equality.¹⁸³⁰

Mexico has partially complied with its commitment improve women's access to labour markets. Mexico has taken concrete steps to improve women's access to the labour markers through the reinstatement of the National Program of Equal Opportunities; however, Mexico has not implemented quality provisions for education and training.

Thus, Mexico receives a score of 0.

Analyst: Nicole Vucemilo

Russia: 0

Russia has partially complied with its commitment to improve women's access to labour markets through the provision of quality education and training, supporting infrastructure, public services and social protection policies and legal reforms, where appropriate.

On 27 September 2017, the Ministry of Economic Development, with the support of the Committee on Women's Entrepreneurship Development, initiated the second Asia-Pacific Economic Cooperation (APEC) Business Efficiency and Success Target Awards with Japan, China, Vietnam, Taiwan, and Chile.¹⁸³¹ The competition aims to promote women's entrepreneurship across the Asia-Pacific region and to share the stories of success and best practices for running businesses, both inside and outside the APEC region.¹⁸³² Participants included Russia, Vietnam, Japan, Thailand, Taiwan, Indonesia, Philippines, Korea, Papua New Guinea, Mexico, and Chile.¹⁸³³

On 29 December 2017, President Vladimir Putin authorized a law to provide monthly payments to Russian families who adopt a Russian child or deliver a second child.¹⁸³⁴ The President also initiated a second law, which extends the maternity capital program by three years.¹⁸³⁵ The program gives

¹⁸³⁰ Plan Nacional De Desarrollo, Gobierno de la República (Mexico City) 26 December 2017. Access Date: 5 September 2018.

<https://www.sacmex.cdmx.gob.mx/storage/app/media/igualdad-sustantiva/PROGRAMAS NACIONALES/programa-nacional-para-la-igualdad-de-oportunidades-y-no-discriminacion-contra-las-mujeres-2013-2018.pdf>.

¹⁸³¹ On 27th September, 2017 in Hue (Vietnam), the 2nd APEC Business Efficiency and Success Target Award (APEC BEST AWARD), a competition for women in business, will start as part of the Women and Economy Forum, Ministry of Economic Development of the Russian Federation (Moscow) 26 September 2017. Access date: 6 January 2018. <http://economy.gov.ru/en/home/press/announcements/2017260902>.

¹⁸³² On 27th September, 2017 in Hue (Vietnam), the 2nd APEC Business Efficiency and Success Target Award (APEC BEST AWARD), a competition for women in business, will start as part of the Women and Economy Forum, Ministry of Economic Development of the Russian Federation (Moscow) 26 September 2017. Access date: 6 January 2018. <http://economy.gov.ru/en/home/press/announcements/2017260902>.

¹⁸³³ On 27th September, 2017 in Hue (Vietnam), the 2nd APEC Business Efficiency and Success Target Award (APEC BEST AWARD), a competition for women in business, will start as part of the Women and Economy Forum, Ministry of Economic Development of the Russian Federation (Moscow) 26 September 2017. Access date: 6 January 2018.

<http://economy.gov.ru/en/home/press/announcements/2017260902>.

¹⁸³⁴ Putin signs law on support of families with children, Russian Legal Information Agency (Moscow) 29 December 2017. Access date: 7 January 2018. http://www.rapsinews.com/legislation_news/20171229/281492291.html.

¹⁸³⁵ Putin signs law on support of families with children, Russian Legal Information Agency (Moscow) 29 December 2017. Access date: 7 January 2018. http://www.rapsinews.com/legislation_news/20171229/281492291.html.

mothers who deliver two or more children a “maternity capital,” which they may dedicate to their living conditions, own pension, or children’s education.¹⁸³⁶

From 19 September to 21 September 2018, the Government of Russia held the second Eurasian Women’s Forum in Saint Petersburg with an aim of promoting unity amongst women from around the globe.¹⁸³⁷ The forum was attended by women parliamentarians, representatives from international organizations, businesses, academia, and ambassadors.¹⁸³⁸ The forum also produced a document affirming their contributions to uniting women around the world and reaffirmed their determination to continue fighting for gender equality and equal access to economic resources.¹⁸³⁹ Further, it forum participants signed a declaration of intention to set up the Eurasian Association of Female Regional Leaders to “remove obstacles to women, especially in the areas of state management, diplomacy and business.”¹⁸⁴⁰

On 21 September 2018, Minister of Labour Maxim Topilin announced that a ban prohibiting women from working as truck and train drivers and from operating heavy machinery and around toxic chemicals will be lifted.¹⁸⁴¹ Out of the 456 professions in 39 industries that banned female employees, six of the 39 industries will now allow female employees.¹⁸⁴² These industries include: bread-making, sea, river, air and railway transport, driving heavy trucks and specialized vehicles.¹⁸⁴³

Russia has partially complied with its commitment to improve women’s access to labour markets through actions such as initiating the second APEC Business Efficiency and Success Target Award and by opening up opportunities for women to work as drivers and ship captains amongst six other industries. However, Russia has not taken actions to provide women with quality access to education and training.

Thus, Russia is awarded a score of 0.

Analyst: Micaela Corcoran

¹⁸³⁶ Putin signs law on support of families with children, Russian Legal Information Agency (Moscow) 29 December 2017. Access date: 7 January 2018. http://www.rapsinews.com/legislation_news/20171229/281492291.html.

¹⁸³⁷ Second Eurasian Women’s Forum opens in Russia, Vietnam (Vietnam), 20 September 2018. Access Date: 21 September. <https://en.vietnamplus.vn/second-urasian-womens-forum-opens-in-russia/138664.vnp>.

¹⁸³⁸ Second Eurasian Women’s Forum opens in Russia, Vietnam (Vietnam), 20 September 2018. Access Date: 21 September. <https://en.vietnamplus.vn/second-urasian-womens-forum-opens-in-russia/138664.vnp>.

¹⁸³⁹ Vice President active in Second Eurasia Forum, Nhan Dan (Vietnam) 22 September 2018. Access Date: 22 September 2018. <http://en.nhandan.org.vn/politics/external-relations/item/6641202-vice-president-active-in-second-urasian-women’s-forum.html>.

¹⁸⁴⁰ Vice President active in Second Eurasia Forum, Nhan Dan (Vietnam) 22 September 2018. Access Date: 22 September 2018. <http://en.nhandan.org.vn/politics/external-relations/item/6641202-vice-president-active-in-second-urasian-women’s-forum.html>.

¹⁸⁴¹ Russia to overturn ban on female lorry drivers and ship captains, The Telegraph (London) 21 September 2018. Access Date: 21 September 2018. <https://www.telegraph.co.uk/news/2018/09/21/russia-allow-women-take-jobs-truck-drivers-ship-captains-carpenters/>.

¹⁸⁴² Russia to overturn ban on female lorry drivers and ship captains, The Telegraph (London) 21 September 2018. Access Date: 21 September 2018. <https://www.telegraph.co.uk/news/2018/09/21/russia-allow-women-take-jobs-truck-drivers-ship-captains-carpenters/>.

¹⁸⁴³ Russia to overturn ban on female lorry drivers and ship captains, The Telegraph (London) 21 September 2018. Access Date: 21 September 2018. <https://www.telegraph.co.uk/news/2018/09/21/russia-allow-women-take-jobs-truck-drivers-ship-captains-carpenters/>.

Saudi Arabia: +1

Saudi Arabia has fully complied with its commitment to improve women's access to labour markets through the provision of quality education and training, supporting infrastructure, public services and social protection policies and legal reforms, where appropriate.

On 11 July 2017, the Ministry of Education announced that beginning in the next school year, girls will be able to attend physical education classes in public schools.¹⁸⁴⁴ The decision is also part of Vision 2030 to get 40 per cent of Saudis to exercise at least once per week and will allow girls to "build and care for their bodies."¹⁸⁴⁵

On 26 September 2017, the Government of Saudi Arabia lifted the ban on women's ability to drive and allowed women to begin learning how to drive.¹⁸⁴⁶ The move aims to encourage economic growth by increasing women's participation in the workforce.¹⁸⁴⁷

On 29 September 2017, King Salman bin Abdulaziz ordered the Minister of the Interior Saud bin Naif to draft a law that criminalizes sexual harassment.¹⁸⁴⁸ The law will outline penalties to prohibit "such acts and deter anyone who feels tempted to commit them."¹⁸⁴⁹

On 2 February 2018, Saudi General Directorate of Passports opened job listings for women, with 140 of them at airports and border crossings.¹⁸⁵⁰ This is part of Saudi Arabia's Vision 2030 plan, which aims to increase women in the workforce from 23 per cent to 30 per cent.¹⁸⁵¹

On 18 February 2018, the Ministry of Commerce and Investment stated that women can now launch their own business and benefit from governmental e-services without having to prove consent from

¹⁸⁴⁴ Article: Saudi Arabia to Offer Physical Education Classes for Girls, New York Times (New York) 11 July 2018. Access Date: 28 February 2018. https://www.nytimes.com/2017/07/11/world/middleeast/saudi-arabia-girls-islam-physical-education.html?_r=0.

¹⁸⁴⁵ Article: Saudi Arabia to Offer Physical Education Classes for Girls, New York Times (New York) 11 July 2018. Access Date: 28 February 2018. https://www.nytimes.com/2017/07/11/world/middleeast/saudi-arabia-girls-islam-physical-education.html?_r=0.

¹⁸⁴⁶ Article: Saudi Arabia Agrees to Let Women Drive, The New York Times (New York) 27 September 2017. Access Date: 25 November 2017. <https://www.nytimes.com/2017/09/26/world/middleeast/saudi-arabia-women-drive.html>.

¹⁸⁴⁷ Article: Saudi Arabia Agrees to Let Women Drive, The New York Times (New York) 27 September 2017. Access Date: 25 November 2017. <https://www.nytimes.com/2017/09/26/world/middleeast/saudi-arabia-women-drive.html>.

¹⁸⁴⁸ After allowing women to drive Saudi Arabia steers toward anti-harassment laws, fatwa rights, The New Arab (London) 29 September 2017. Access Date: 27 February 2018. <https://www.alaraby.co.uk/english/news/2017/9/29/saudi-arabia-steers-toward-anti-harassment-laws-fatwa-rights>. After allowing women to drive Saudi Arabia steers toward anti-harassment laws, fatwa rights, The New Arab (London) 29 September 2017. Access Date: 27 February 2018. <https://www.alaraby.co.uk/english/news/2017/9/29/saudi-arabia-steers-toward-anti-harassment-laws-fatwa-rights>.

¹⁸⁵⁰ Here's what happened when Saudi Arabia announced 140 new jobs for women, Fortune (New York) 2 February 2018. Access Date: 18 September 2018. <http://fortune.com/2018/02/01/saudi-arabia-jobs-women/>.

¹⁸⁵¹ Here's what happened when Saudi Arabia announced 140 new jobs for women, Fortune (New York) 2 February 2018. Access Date: 18 September 2018. <http://fortune.com/2018/02/01/saudi-arabia-jobs-women/>.

a male guardian.¹⁸⁵² This will allow women to carry out all business-related procedures electronically and make the process more accessible to them.¹⁸⁵³

On 26 February 2018, the Government of Saudi Arabia opened army registration to women.¹⁸⁵⁴ The General Directorate for Passports announced that it would accept 140 applications but received a total of 107,000.¹⁸⁵⁵ Applicants must be a Saudi national or live in Saudi Arabia, hold a high school diploma, be between 25 and 35, and pass an acceptance test.¹⁸⁵⁶ The move to enhance women's status is part of the greater 2030 Vision launched by Crown Prince Mohammad Bin Salman.¹⁸⁵⁷

On 12 March 2018, the Ministry of Justice announced that female lawyers will have their powers extended to work as public notaries, which will more closely resemble the powers of male lawyers.¹⁸⁵⁸ The intension is to make the country's legal and judicial sectors inclusive and to reduce discrimination against women.¹⁸⁵⁹

On 5 June 2018, the Government of Saudi Arabia began issuing driver's licenses to women ahead of 24 June 2018 when the ban on female drivers would be lifted.¹⁸⁶⁰ In addition, opening female-only driving schools has been a source of new employment opportunities for women.¹⁸⁶¹

Saudi Arabia has fully complied with its commitment to improve women's access to labour markets through improved women quality education and training in physical education classes and by supporting infrastructure, public services and social protection policies and legal reforms such as allowing women to own their own businesses, join the military, and drive cars.

Thus, Saudi Arabia receives a score of +1.

Analyst: Almeera Khalid and Mariya-Kvitlana Tsap

¹⁸⁵² Article: Saudi Women to Own Businesses Without Male Consent Following a Royal Decree Allowing Women to Drive, Egyptian Streets (Egypt) 21 February 2018. Access date: 28 February 2018. <https://egyptianstreets.com/2018/02/21/saudi-women-to-own-businesses-without-male-consent-government-announces-in-efforts-to-modernize-kingdom/>

¹⁸⁵³ Article: Saudi Women to Own Businesses Without Male Consent Following a Royal Decree Allowing Women to Drive, Egyptian Streets (Egypt) 21 February 2018. Access date: 28 February 2018. <https://egyptianstreets.com/2018/02/21/saudi-women-to-own-businesses-without-male-consent-government-announces-in-efforts-to-modernize-kingdom/>.

¹⁸⁵⁴ Article: In a first, Saudi Women Can Join the Army, Gulf News (Dubai) 26 February 2018. Access Date: 28 February 2018. <http://gulfnews.com/news/gulf/saudi-arabia/in-a-first-saudi-women-can-join-the-army-1.2179268>.

¹⁸⁵⁵ Article: In a first, Saudi Women Can Join the Army, Gulf News (Dubai) 26 February 2018. Access Date: 28 February 2018. <http://gulfnews.com/news/gulf/saudi-arabia/in-a-first-saudi-women-can-join-the-army-1.2179268>.

¹⁸⁵⁶ Article: In a first, Saudi Women Can Join the Army, Gulf News (Dubai) 26 February 2018. Access Date: 28 February 2018. <http://gulfnews.com/news/gulf/saudi-arabia/in-a-first-saudi-women-can-join-the-army-1.2179268>.

¹⁸⁵⁷ Article: In a first, Saudi Women Can Join the Army, Gulf News (Dubai) 26 February 2018. Access Date: 28 February 2018. <https://gulfnews.com/news/gulf/saudi-arabia/in-a-first-saudi-women-can-join-the-army-1.2179268>.

¹⁸⁵⁸ Saudi Arabia's women lawyers granted legal powers as kingdom aims to be more inclusive, Newsweek (New York) 12 March 2018. Access Date: 18 September 2018. <https://www.newsweek.com/saudi-arabias-women-lawyers-granted-new-legal-powers-kingdom-aims-be-more-840523>.

¹⁸⁵⁹ Saudi Arabia's women lawyers granted legal powers as kingdom aims to be more inclusive, Newsweek (New York) 12 March 2018. Access Date: 18 September 2018. <https://www.newsweek.com/saudi-arabias-women-lawyers-granted-new-legal-powers-kingdom-aims-be-more-840523>.

¹⁸⁶⁰ Saudi Arabia issues its first driver's licences to women, CNN (Atlanata) 5 June 2018. Access Date: 18 September 2018. <https://www.cnn.com/2018/06/04/middleeast/saudi-women-drivers/index.html>.

¹⁸⁶¹ Saudi Arabia issues its first driver's licences to women, CNN (Atlanata) 5 June 2018. Access Date: 18 September 2018. <https://www.cnn.com/2018/06/04/middleeast/saudi-women-drivers/index.html>.

South Africa: +1

South Africa has fully complied with its commitment to improve women's access to labour markets through the provision of quality education and training, supporting infrastructure, public services and social protection policies and legal reforms, where appropriate.

In July 2017, the Department of Labour Inspection and Enforcement Services (IES) began reviewing companies operating in South Africa for their compliance with the South African Employment Equity Act.¹⁸⁶² Ultimately, the Department issued “41 employers ... with the Director-General Recommendations and [they were given] 60 days to comply with the recommendations.”¹⁸⁶³ Further, “nine employers are undergoing prosecution for failure to prepare Employment Equity Plans.”¹⁸⁶⁴

On 19 August 2017, Minister of Water and Sanitation Nomvula Mokonyane organized a conference to foster dialogue on the importance of women being developers, producers, and implementers of products in the sanitation and hygiene industry.¹⁸⁶⁵ The Minister stated that economic opportunities for women in providing sanitation services is a key goal for the Department.¹⁸⁶⁶

On 30 August 2017, Parliament released the report, Towards Women's Economic Empowerment: an overview of challenges, achievements, legislative mechanisms, and programmes.¹⁸⁶⁷ The report discusses actions taken thus far and highlights areas that need further engagement, including: access to education, sexual harassment, unpaid care work, and gender-based violence.¹⁸⁶⁸

On 2 October 2017, Minister of Transport Joe Maswanganyi announced a new railway project in the city of Ekurhuleni that will be employed predominantly by women and youth.¹⁸⁶⁹ The infrastructure

¹⁸⁶² Labour on invoking Employment Equity Act to reverse Non-Compliance with Legislation, South African Government Department of Labour (Pretoria) 30 October 2017. Access Date: 14 November 2017.

<http://www.labour.gov.za/DOL/media-desk/media-statements/2017/government-closer-to-invoking-employment-equity-act-to-reverse-non-compliance-with-legislation-labour-deputy-minister-inkosi-phathekile-holomisa-1>.

¹⁸⁶³ Labour on invoking Employment Equity Act to reverse Non-Compliance with Legislation, South African Government Department of Labour (Pretoria) 30 October 2017. Access Date: 14 November 2017.

<http://www.labour.gov.za/DOL/media-desk/media-statements/2017/government-closer-to-invoking-employment-equity-act-to-reverse-non-compliance-with-legislation-labour-deputy-minister-inkosi-phathekile-holomisa-1>.

¹⁸⁶⁴ Labour on invoking Employment Equity Act to reverse Non-Compliance with Legislation, South African Government Department of Labour (Pretoria) 30 October 2017. Access Date: 14 November 2017.

<http://www.labour.gov.za/DOL/media-desk/media-statements/2017/government-closer-to-invoking-employment-equity-act-to-reverse-non-compliance-with-legislation-labour-deputy-minister-inkosi-phathekile-holomisa-1>.

¹⁸⁶⁵ Bringing women into the sanitation dialogue, Infrastructure News (Gauteng) 19 August 2017. Access date: 2 November 2017. <http://www.infrastructurenews.ws/2017/08/19/bringing-women-into-the-sanitation-dialogue/>.

¹⁸⁶⁶ Bringing women into the sanitation dialogue, Infrastructure News (Gauteng) 19 August 2017. Access date: 2 November 2017. <http://www.infrastructurenews.ws/2017/08/19/bringing-women-into-the-sanitation-dialogue/>.

¹⁸⁶⁷ Towards Women's Economic Empowerment: an overview of challenges, achievements, legislative mechanisms, and programmes, Parliament of South Africa (Pretoria) 30 August 2017. Access Date: 15 November 2017.

<https://www.parliament.gov.za/storage/app/media/uploaded-files/International%20Womens%20Conference%202017%20-%20Womens%20Economic%20Empowerment%20-%20August%202017.pdf>.

¹⁸⁶⁸ Towards Women's Economic Empowerment: an overview of challenges, achievements, legislative mechanisms, and programmes, Parliament of South Africa (Pretoria) 30 August 2017. Access Date: 15 November 2017.

<https://www.parliament.gov.za/storage/app/media/uploaded-files/International%20Womens%20Conference%202017%20-%20Womens%20Economic%20Empowerment%20-%20August%202017.pdf>.

¹⁸⁶⁹ Multimillion rand rail project to empower Ekurhuleni Women, Infrastructure News (Gauteng) 2 October 2017. Access Date: 4 November 2017. <http://www.infrastructurenews.ws/2017/10/02/multimillion-rand-rail-project-to-empower-ekurhuleni-women/>.

project is expected to create 8000 jobs.¹⁸⁷⁰ The project will start in 2018 and invest ZAR2.5 billion to construct 12 rail stations.¹⁸⁷¹

On 4 October 2017, the Department of Labour called for improved education for women in the construction industry.¹⁸⁷² In particular, Department of Labour Chief Inspector for Occupational Health and Safety Tibor Szana called on the industry to “prepare health and safety measures to accommodate women and youth in their fields of interest.”¹⁸⁷³

On 5-6 October 2017, the Government of South Africa hosted and co-sponsored the Africa Women Innovation and Entrepreneurship Forum Conference in Cape Town.¹⁸⁷⁴ The event focused on “equity, impact and inclusive growth towards Agenda 2030 and a sustainable African future.”¹⁸⁷⁵ It sought to “collaborate and make plans about how we can invest, grow and develop African women-led businesses.”¹⁸⁷⁶

On 28-29 November 2017, Minister of Tourism Tokozile Xasa hosted the annual Women in Tourism Conference.¹⁸⁷⁷ The Women in Tourism program aims to “elevate women representation in the sector through the 30 in 5 programme which advocates for the attainment of a 30% target for women at executive level within the next five years.”¹⁸⁷⁸ The conference provided a venue for “dialogue on the challenges that affect the socio-economic empowerment of women” in South Africa.¹⁸⁷⁹ It concluded with a resolution to develop an autonomous body to promote female

¹⁸⁷⁰ Multimillion rand rail project to empower Ekurhuleni Women, Infrastructure News (Gauteng) 2 October 2017. Access Date: 4 November 2017. <http://www.infrastructurenews.co.za/2017/10/02/multimillion-rand-rail-project-to-empower-ekurhuleni-women/>.

¹⁸⁷¹ Bringing women into the sanitation dialogue, Infrastructure News (Gauteng) 19 August 2017. Access date: 2 November 2017. <http://www.infrastructurenews.co.za/2017/08/19/bringing-women-into-the-sanitation-dialogue/>.

¹⁸⁷² Women and youth swell construction industry - Labour Chief Inspector, Department of Labour South African Government (Pretoria) 4 October 2017. Access Date: 12 November 2017. <http://www.labour.gov.za/DOL/media-desk/media-statements/2017/women-and-youth-swell-construction-industry-labour-chief-inspector>.

¹⁸⁷³ Women and youth swell construction industry - Labour Chief Inspector, Department of Labour South African Government (Pretoria) 4 October 2017. Access Date: 12 November 2017. <http://www.labour.gov.za/DOL/media-desk/media-statements/2017/women-and-youth-swell-construction-industry-labour-chief-inspector>.

¹⁸⁷⁴ Cape Town set to host the first AWIEF conference in South Africa, Ventures Africa (Cape Town) September 19 2017. Access Date: 23 November 2017. <http://venturesafrica.com/cape-town-sets-to-host-the-first-awief-conference-in-south-africa/>.

¹⁸⁷⁵ Cape Town set to host the first AWIEF conference in South Africa, Ventures Africa (Cape Town) September 19 2017. Access Date: 23 November 2017. <http://venturesafrica.com/cape-town-sets-to-host-the-first-awief-conference-in-south-africa/>.

¹⁸⁷⁶ Cape Town set to host the first AWIEF conference in South Africa, Ventures Africa (Cape Town) September 19 2017. Access Date: 23 November 2017. <http://venturesafrica.com/cape-town-sets-to-host-the-first-awief-conference-in-south-africa/>.

¹⁸⁷⁷ Women in Tourism (WiT) Conference 2017, Department of Tourism (Cape Town) 22 November 2017. Access Date: 2 January 2018. [https://www.tourism.gov.za/AboutNDT/Branches1/domestic/News/Pages/WomWomen-in-Tourism-\(WiT\)-Conference-2017en-in-Tourism-\(WiT\)-Conference-2017.aspx](https://www.tourism.gov.za/AboutNDT/Branches1/domestic/News/Pages/WomWomen-in-Tourism-(WiT)-Conference-2017en-in-Tourism-(WiT)-Conference-2017.aspx).

¹⁸⁷⁸ Tourism on Women in Tourism Conference, South African Government (Cape Town) 29 November 2017. Access Date: 2 January 2018. <https://www.gov.za/speeches/tourism-women-tourism-conference-29-nov-2017-0000>.

¹⁸⁷⁹ Tourism on Women in Tourism Conference, South African Government (Cape Town) 29 November 2017. Access Date: 2 January 2018. <https://www.gov.za/speeches/tourism-women-tourism-conference-29-nov-2017-0000>.

economic empowerment.¹⁸⁸⁰ The Department of Tourism also pledged to facilitate partnerships to promote female financial education.¹⁸⁸¹

On 30 November 2017, the National Assembly passed the Labour Laws Amendment Bill, which grants parental leave to parents not entitled to maternity leave and allows the right to claim “parental, adoptive and commissioning parental benefits from the Unemployment Insurance Fund.”¹⁸⁸² The Commission for Gender Equality hailed the bill for recognizing “the gender related inequalities which continue to impede the socio-economic development of vulnerable groups in South Africa.”¹⁸⁸³

On 10 December 2017, Minister Susan Shabangu hosted a meeting on violence against women and children as part of the South African government’s 16 Days of Activism campaign.¹⁸⁸⁴ The meeting was intended to extend the campaign to a longer-term and more inclusive programme such as the #365 Days of Activism campaign.¹⁸⁸⁵ These campaigns focus on improving understandings of “lived experiences of communities in relation to violence against women” to inform policy.¹⁸⁸⁶

On 11-12 December 2017, the National Youth Development Agency hosted public consultations on its Integrated Youth Strategy (IYS).¹⁸⁸⁷ One of the main goals of the IYS is to “to initiate catalytic programmes designed to benefit youth from disadvantaged backgrounds” primarily young women.¹⁸⁸⁸

On 25 January 2018, Minister of Communications Mmamoloko Kubayi-Ngubane called for increased female involvement in Information Communications Technology at the Regional Gender

¹⁸⁸⁰ Tourism on Women in Tourism Conference, South African Government (Cape Town) 29 November 2017. Access Date: 2 January 2018. <https://www.gov.za/speeches/tourism-women-tourism-conference-29-nov-2017-0000>.

¹⁸⁸¹ Tourism on Women in Tourism Conference, South African Government (Cape Town) 29 November 2017. Access Date: 2 January 2018. <https://www.gov.za/speeches/tourism-women-tourism-conference-29-nov-2017-0000>.

¹⁸⁸² Gender Commission hails historic bill on paternity leave, South African Government (Cape Town) 30 November 2017. Access Date: 1 January 2018. <https://www.gov.za/speeches/gender-commission-hails-historic-bill-paternity-leave-30-nov-2017-0000>.

¹⁸⁸³ Gender Commission hails historic bill on paternity leave, South African Government (Cape Town) 30 November 2017. Access Date: 1 January 2018. <https://www.gov.za/speeches/gender-commission-hails-historic-bill-paternity-leave-30-nov-2017-0000>.

¹⁸⁸⁴ Minister Susan Shabangu hosts an Imbizo on on Violence Against Women and Children South African Government (Cape Town) 7 December 2017. Access Date: 2 January 2018. <https://www.gov.za/speeches/minister-susan-shabangu-hosts-imbizo-violence-against-women-and-children-10-dec-7-dec-2017>.

¹⁸⁸⁵ Minister Susan Shabangu hosts an Imbizo on on Violence Against Women and Children South African Government (Cape Town) 7 December 2017. Access Date: 2 January 2018. <https://www.gov.za/speeches/minister-susan-shabangu-hosts-imbizo-violence-against-women-and-children-10-dec-7-dec-2017>.

¹⁸⁸⁶ Minister Susan Shabangu hosts an Imbizo on on Violence Against Women and Children South African Government (Cape Town) 7 December 2017. Access Date: 2 January 2018. <https://www.gov.za/speeches/minister-susan-shabangu-hosts-imbizo-violence-against-women-and-children-10-dec-7-dec-2017>.

¹⁸⁸⁷ National Youth Development Agency hosts consultation workshop 11 to 12 Dec, South African Government (Cape Town) 8 December 2017. Access Date: 1 January 2018. <https://www.gov.za/speeches/national-youth-development-agency-hosts-consultations-11-12-dec-8-dec-2017-0000>.

¹⁸⁸⁸ National Youth Development Agency hosts consultation workshop 11 to 12 Dec, South African Government (Cape Town) 8 December 2017. Access Date: 1 January 2018. <https://www.gov.za/speeches/national-youth-development-agency-hosts-consultations-11-12-dec-8-dec-2017-0000>.

Sensitisation Workshop.¹⁸⁸⁹ The Minister emphasized the importance of encouraging young women to consider careers in Science or ICT.¹⁸⁹⁰ The workshop was thus focused on female representation in positions of power and included representatives from countries such as Namibia, Botswana, Kenya, Nigeria, Mauritius, and Uganda.¹⁸⁹¹

On 5 and 8 February 2018, the Government of South Africa hosted and co-sponsored the annual Mining Indaba Conference.¹⁸⁹² The conference included two commissions on women in mining: Gender Proactive Mining Law and Policy and Closing the Gender Gap in Artisanal and Small-Scale Mining (ASM): A Conversation Amongst Female Leaders.¹⁸⁹³ The first commission “discussed how mining laws could unlock the potential of women in the sector” and assessed the best legislative frameworks to promote gender proactive mining.¹⁸⁹⁴ The second commission explored possible connections between the issues facing women in both the mining and industrial industries as well as the lessons they could offer one another.¹⁸⁹⁵ They also discussed the creation of a universal framework to address gender gaps across the mining sector.¹⁸⁹⁶

On 13 February 2018, the Statistician-General Risenga Maluleke announced that unemployment has declined by 1 per cent in the fourth quarter labour force survey.¹⁸⁹⁷ The Department of Small Business responded by reiterating their support of small, medium, and micro enterprises with a

¹⁸⁸⁹ Minister Mmamoloko Kubayi-Ngubane on women empowerment at Regional Gender Sensitisation Workshop, South African Government (Cape Town) 25 January 2018. Access Date: 28 February 2018. <https://www.gov.za/speeches/minister-mmamoloko-kubayi-ngubane-women-empowerment-regional-gender-sensitisation-workshop>.

¹⁸⁹⁰ Minister Mmamoloko Kubayi-Ngubane on women empowerment at Regional Gender Sensitisation Workshop, South African Government (Cape Town) 25 January 2018. Access Date: 28 February 2018. <https://www.gov.za/speeches/minister-mmamoloko-kubayi-ngubane-women-empowerment-regional-gender-sensitisation-workshop>.

¹⁸⁹¹ Minister Mmamoloko Kubayi-Ngubane on women empowerment at Regional Gender Sensitisation Workshop, South African Government (Cape Town) 25 January 2018. Access Date: 28 February 2018. <https://www.gov.za/speeches/minister-mmamoloko-kubayi-ngubane-women-empowerment-regional-gender-sensitisation-workshop>.

¹⁸⁹² Commission for Gender Equality on women empowerment and transformation in mining industry, South African Government (Cape Town) 19 February 2018. Access Date: 1 March 2018. <https://www.gov.za/speeches/cge-responds-gender-equality-women-empowerment-and-transformation-mining-industry-19-feb>.

¹⁸⁹³ Commission for Gender Equality on women empowerment and transformation in mining industry, South African Government (Cape Town) 19 February 2018. Access Date: 1 March 2018. . <https://www.gov.za/speeches/cge-responds-gender-equality-women-empowerment-and-transformation-mining-industry-19-feb>.

¹⁸⁹⁴ Commission for Gender Equality on women empowerment and transformation in mining industry, South African Government (Cape Town) 19 February 2018. Access Date: 1 March 2018. . <https://www.gov.za/speeches/cge-responds-gender-equality-women-empowerment-and-transformation-mining-industry-19-feb>.

¹⁸⁹⁵ Commission for Gender Equality on women empowerment and transformation in mining industry, South African Government (Cape Town) 19 February 2018. Access Date: 1 March 2018. . <https://www.gov.za/speeches/cge-responds-gender-equality-women-empowerment-and-transformation-mining-industry-19-feb>.

¹⁸⁹⁶ Commission for Gender Equality on women empowerment and transformation in mining industry, South African Government (Cape Town) 19 February 2018. Access Date: 1 March 2018. . <https://www.gov.za/speeches/cge-responds-gender-equality-women-empowerment-and-transformation-mining-industry-19-feb>.

¹⁸⁹⁷ Small Business Development on role of Small, Medium and Micro-sized Enterprises in creating employment, Department of Small Business Development (Cape Town) 13 February 2018. Access Date: 1 March 2018. <https://www.gov.za/speeches/small-business-development-role-small-medium-and-micro-sized-enterprises-creating>.

particular focus on the National Gazelles Program, which prioritizes women, youth, and the disabled as part of addressing historic injustices suffered by vulnerable groups.¹⁸⁹⁸

On 20 July 2018, the Government of South Africa launched SheConquers, a three-year nation-wide campaign to empower women and girls.¹⁸⁹⁹ SheConquers aims to “decrease new HIV infections, teenage pregnancies and gender-based violence among young women and adolescent girls, and to increase and retain young women and adolescent girls in school and increase economic opportunities for young people, particularly young women.”¹⁹⁰⁰ SheConquers also promotes a holistic approach to improving the lives of women and girls, with a particular focus on increasing access to information and tools for growth.¹⁹⁰¹ Finally, SheConquers pledges to increase access to services, listen to the needs of young people, and “ensure a core set of interventions is offered to all target populations.”¹⁹⁰²

On 30 August 2018, Minister of Human Development Nomaindiya Mfeketo spoke at the Women in Human Settlements Indaba.¹⁹⁰³ The event was hosted by the Ministry of Human Settlements and included approximately 650 female delegates.¹⁹⁰⁴ At the event, Minister Mfeketo highlighted the importance of ensuring women have access to the means of production and stated that “the time has come for women in construction to lay a claim to this industry.”¹⁹⁰⁵

From 9 September to 13 September, the Department of Telecommunications and Post hosted the International Telecommunication Union (ITU) Telecom World 2018.¹⁹⁰⁶ The programming included a panel discussion on “promoting ICT opportunities for women empowerment” and brought together female leaders from government, private and public sectors to discuss practical steps to

¹⁸⁹⁸ Small Business Development on role of Small, Medium and Micro-sized Enterprises in creating employment, Department of Small Business Development (Cape Town) 13 February 2018. Access Date: 1 March 2018. <https://www.gov.za/speeches/small-business-development-role-small-medium-and-micro-sized-enterprises-creating>.

¹⁸⁹⁹ South Africa launches SheConquers prevention campaign for increased focus on young women and adolescent girls, UNAIDS (Durban) 20 July 2018. Access Date: 10 September 2018. http://www.unaids.org/en/resources/presscentre/featurestories/2016/july/20160720_sheconquers.

¹⁹⁰⁰ South Africa launches SheConquers prevention campaign for increased focus on young women and adolescent girls, UNAIDS (Durban) 20 July 2018. Access Date: 10 September 2018. http://www.unaids.org/en/resources/presscentre/featurestories/2016/july/20160720_sheconquers.

¹⁹⁰¹ South Africa launches SheConquers prevention campaign for increased focus on young women and adolescent girls, UNAIDS (Durban) 20 July 2018. Access Date: 10 September 2018. http://www.unaids.org/en/resources/presscentre/featurestories/2016/july/20160720_sheconquers.

¹⁹⁰² About SheConquers, SheConquers (South Africa) July 2018. Access Date: 10 September 2018. <http://sheconquerssa.co.za/about-she-conquers/>.

¹⁹⁰³ Mfeketo calls on provinces to enforce 30 percent allocation to women contractors, Department of Human Settlements (East London) 30 August 2018. Access Date: 2 September 2018. <http://www.dhs.gov.za/content/media-statements/mfeketo-calls-provinces-enforce-30-percent-allocation-women-contractors>.

¹⁹⁰⁴ Mfeketo calls on provinces to enforce 30 percent allocation to women contractors, Department of Human Settlements (East London) 30 August 2018. Access Date: 2 September 2018. <http://www.dhs.gov.za/content/media-statements/mfeketo-calls-provinces-enforce-30-percent-allocation-women-contractors>.

¹⁹⁰⁵ Mfeketo calls on provinces to enforce 30 percent allocation to women contractors, Department of Human Settlements (East London) 30 August 2018. Access Date: 2 September 2018. <http://www.dhs.gov.za/content/media-statements/mfeketo-calls-provinces-enforce-30-percent-allocation-women-contractors>.

¹⁹⁰⁶ Smart South Africa, Telecom World, (South Africa) 2018. Access Date: September 12 2018. <https://telecomworld.itu.int/durban-2018/>.

“build a culture of inclusion and innovation across public and private organizations.”¹⁹⁰⁷ Participants also discussed “frameworks to close the gap” between men and women in ICT.¹⁹⁰⁸

South Africa has fully complied with its commitment to increase women’s participation in the labour force. South Africa has improved women’s education and training opportunities by hosting conferences like the Africa Women Innovation and Entrepreneurship Forum, as well as the SheConquers program. South Africa has also taken actions to support infrastructure, public services, social protection policies, and legal action through its commitment to include women in the railway project as well as the Labour Laws Amendment Bill.

Thus, South Africa receives a score of +1.

Analyst: Kate Reeve

Turkey: 0

Turkey has partially complied with its commitment to improve women’s access to labour markets through the provision of quality education and training, supporting infrastructure, public services and social protection policies and legal reforms, where appropriate.

On 13 December 2017, Deputy Minister of Foreign Affairs Ahmet Yildiz met with the Indonesian Deputy Minister of Foreign Affairs, the Korean Vice-Minister of Foreign Affairs, the Australian Deputy Secretary of the Ministry of Foreign Affairs and Trade, and the Mexican Special Envoy of the Minister of Foreign Affairs in Istanbul.¹⁹⁰⁹ Turkey reaffirmed its commitment to promote gender equality and female empowerment, improve their living standards and “equal participation in all spheres of life and strengthening their status in society” with help from UN Women.¹⁹¹⁰

Turkey has partially complied with its commitment to improve women’s access to labour markets as it has taken actions with MIKTA (Mexico, Indonesia, Korea, Turkey and Australia) to discuss ways to improve women’s conditions in all spheres of life in cooperation with UN Women. Turkey has not taken concrete steps to provide quality education and training.

Thus, Turkey receives a score of 0.

Analyst: Almeera Khalid

United Kingdom: +1

The United Kingdom has fully complied with its commitment to improve women’s access to labour markets through the provision of quality education and training, supporting infrastructure, public services and social protection policies and legal reforms, where appropriate.

¹⁹⁰⁷ High Level Panel Discussion: Promoting ICT opportunities for women empowerment, Telecom World (South Africa) 2018. Access Date: September 12 2018. <https://telecomworld.itu.int/2018-event/programme/>.

¹⁹⁰⁸ High Level Panel Discussion: Promoting ICT opportunities for women empowerment, Telecom World (South Africa) 2018. Access Date: September 12 2018. <https://telecomworld.itu.int/2018-event/programme/>.

¹⁹⁰⁹ Report: 11th MIKTA Foreign Ministers Meeting, MIKTA (Istanbul) 13 December 2017. Access Date: 27 February 2018. http://www.mfa.gov.tr/site_media/html/11th-mikta-fm-joint-communique-final.pdf.

¹⁹¹⁰ Report: 11th MIKTA Foreign Ministers Meeting, MIKTA (Istanbul) 13 December 2017. Access Date: 27 February 2018. http://www.mfa.gov.tr/site_media/html/11th-mikta-fm-joint-communique-final.pdf.

On 25 August 2017, Minister for Higher Education Shirley-Anne Somerville told Scottish universities to improve opportunities for female academics.¹⁹¹¹ The Minister stated that a process will be initiated to fix the imbalance including a culture of long hours, inflexible terms, conditions, and pressures placed on female researchers that can be conflicting with family responsibilities.¹⁹¹² The Minister also stated that she will place pressure on all higher education institutions to do more for female researchers and professors.¹⁹¹³

On 16 October 2017, the UK government launched a new Diversity and Inclusion Strategy that outlines plans to settle and achieve aims to improve the gender balance of the civil service at all levels, including in the most senior posts.¹⁹¹⁴ The UK has already published guidance on diverse panels to limit the impact of unconscious bias in selection and eliminated almost all male selection panels for post at the senior level.¹⁹¹⁵ The UK aims to improve in diversity and access to employment at the senior level, especially in male-dominated job roles.¹⁹¹⁶

On 27 November 2017, the UK government renewed support to the UN Trust Fund to End Violence Against Women with a contribution of up to EUR12 million over three years.¹⁹¹⁷ The UK government aims to address the root causes of violence against women and increase the political, economic, and social empowerment of women and girls all over the world.¹⁹¹⁸

On 18 December 2017, the UK passed a law that requires employers with 250 employees or more to publish annual gender pay data.¹⁹¹⁹ It aims to provide unprecedented transparency, generate wider debate, and encourage employers to take the action required to close the gap.¹⁹²⁰

¹⁹¹¹ Minister tells Scottish universities to improve opportunities for female academics, The Herald (Edinburgh) 25 August 2017. Access Date: 23 November 2017. http://www.heraldsotland.com/news/15496366.Minister_tells_Scottish_universities_to_improve_opportunities_for_female_academics/.

¹⁹¹² Minister tells Scottish universities to improve opportunities for female academics, The Herald (Edinburgh) 25 August 2017. Access Date: 23 November 2017. http://www.heraldsotland.com/news/15496366.Minister_tells_Scottish_universities_to_improve_opportunities_for_female_academics/.

¹⁹¹³ Minister tells Scottish universities to improve opportunities for female academics, The Herald (Edinburgh) 25 August 2017. Access Date: 23 November 2017. http://www.heraldsotland.com/news/15496366.Minister_tells_Scottish_universities_to_improve_opportunities_for_female_academics/.

¹⁹¹⁴ A Brilliant Civil Service: becoming the UK's most inclusive employer, Government of UK Civil Service, (London) 16 October 2017. Access Date: 21 January 2018. <https://www.gov.uk/government/publications/a-brilliant-civil-service-becoming-the-uks-most-inclusive-employer>.

¹⁹¹⁵ Narrowing the gender pay gap, Government of UK Civil Service, (London) 18 December 2017. Access Date: 21 January 2018. <https://civilservice.blog.gov.uk/2017/12/18/narrowing-the-gender-pay-gap/>.

¹⁹¹⁶ Narrowing the gender pay gap, Government of UK Civil Service, (London) 18 December 2017. Access Date: 21 January 2018. <https://civilservice.blog.gov.uk/2017/12/18/narrowing-the-gender-pay-gap/>.

¹⁹¹⁷ Press release: Fundraising gala showcases solutions in preventing and ending violence against women and girls worldwide, UN women (London) 27 November 2017. Access Date: 19 September 2018. <http://www.unwomen.org/en/news/stories/2017/11/press-release-un-trust-fund-gala-showcases-solutions-in-preventing-and-ending-violence-against-women>.

¹⁹¹⁸ Press release: Fundraising gala showcases solutions in preventing and ending violence against women and girls worldwide, UN women (London) 27 November 2017. Access Date: 19 September 2018. <http://www.unwomen.org/en/news/stories/2017/11/press-release-un-trust-fund-gala-showcases-solutions-in-preventing-and-ending-violence-against-women>.

¹⁹¹⁹ Narrowing the gender pay gap, Government of UK Civil Service, (London) 18 December 2017. Access Date: 21 January 2018. <https://civilservice.blog.gov.uk/2017/12/18/narrowing-the-gender-pay-gap/>.

On 9 June 2018, the UK government announced an investment of EUR187 million towards improving access to quality education and learning opportunities for all women and girls around the world.¹⁹²¹ The UK government, along with Canada, the European Union, Germany, Japan, and the World Bank have partnered together in order to provide access and reduce barriers to quality education around the world.¹⁹²² This investment aims to equip women and girls with the skills needed for employment opportunities, improve training for teachers to provide better curriculum for women and girls, improve the quality of available data on women's and girls' education, and improve the quality of available data on women's and girl's education.¹⁹²³

The UK has fully complied with its commitment to improve women's access to labour markets through the provision of quality education and training and through supporting infrastructure, public services, social protection policies, and legal reforms. The UK has placed pressure upon higher education institutions to do more for female students, researchers, and professors and changed and created new legal reforms towards gender equality.

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

Analyst: Joanna Ilunga-Kapinga

United States: +1

The United States has fully complied with its commitment to improve women's access to labour markets through the provision of quality education and training, supporting infrastructure, public services and social protection policies and legal reforms, where appropriate.

On 8-10 August 2017, the US co-hosted a panel titled "The Power of Micro, Small and Medium-Sized Enterprises (MSMEs): Inclusive and Sustainable Economic Growth through Textiles and Agribusiness "with the Government of Togo at the African Growth and Opportunity Act (AGOA) Forum."¹⁹²⁴ The panel reiterated the importance of advancing women's full participation in the economy and "highlighted the impact and success women entrepreneurs have had under AGOA, while also addressing the continued need to reduce and eliminate barriers."¹⁹²⁵ The panel discussed

¹⁹²⁰ Narrowing the gender pay gap, Government of UK Civil Service, (London) 18 December 2017. Access Date: 21 January 2018. <https://civilservice.blog.gov.uk/2017/12/18/narrowing-the-gender-pay-gap/>.

¹⁹²¹ Canada and partners announce historic investment in education for women and girls in crisis and conflict situations, Relief Web Government of Canada (La Malbaie) 9 June 2018. Access Date: 19 September 2018. <https://reliefweb.int/report/world/canada-and-partners-announce-historic-investment-education-women-and-girls-crisis-and>.

¹⁹²² Canada and partners announce historic investment in education for women and girls in crisis and conflict situations, Relief Web Government of Canada (La Malbaie) 9 June 2018. Access Date: 19 September 2018. <https://reliefweb.int/report/world/canada-and-partners-announce-historic-investment-education-women-and-girls-crisis-and>.

¹⁹²³ Canada and partners announce historic investment in education for women and girls in crisis and conflict situations, Relief Web Government of Canada (La Malbaie) 9 June 2018. Access Date: 19 September 2018. <https://reliefweb.int/report/world/canada-and-partners-announce-historic-investment-education-women-and-girls-crisis-and>.

¹⁹²⁴ AGOA: Helping Women Entrepreneurs Succeed, Dipnote (Washington) 24 August 2017. Access Date: 23 November 2017. <https://blogs.state.gov/stories/2017/08/24/en/agoa-helping-women-entrepreneurs-succeed>.

¹⁹²⁵ AGOA: Helping Women Entrepreneurs Succeed, Dipnote (Washington) 24 August 2017. Access Date: 23 November 2017. <https://blogs.state.gov/stories/2017/08/24/en/agoa-helping-women-entrepreneurs-succeed>.

how “MSMEs can use the benefits of CFTA [Continental Free Trade Area] to expand intra African trade, and to create value chains across national borders to achieve ... sustainable economies.”¹⁹²⁶

On 10 August 2017, the US and India announced that they will co-host the Global Entrepreneurship Summit on 28-30 November 2017.¹⁹²⁷ The event will focus on the theme of “Women First, Prosperity for All” and be held in Hyderabad, India.¹⁹²⁸ It is geared towards four key business sectors: 1) energy and infrastructure, 2) healthcare and life Sciences, 3) financial technology and digital economy, and 4) media and entertainment.¹⁹²⁹

On 29 August 2017, the US Office of Management and Budget announced the initiation of a review and immediate stay of the effectiveness of those aspects of the Employer Information Report (EEO-1 Report) that were revised on September 29, 2016.¹⁹³⁰ These revisions requested data on race and ethnicity, gender, and wages and hours worked from employers with 100 or more employees, and federal contractors with 50 or more employees.¹⁹³¹

On 18 October 2017, the Department of State announced an International Visitor Leadership Program (IVLP) called Hidden No More: Empowering Women Leaders in Stem.¹⁹³² IVLP invited 50 women leaders to the US to “explore best practices in effective recruitment, training, and development of women and other underrepresented groups in STEM and learn how they can institutionalize opportunities for women in their own countries.”¹⁹³³

¹⁹²⁶ 16t hUS-Sub-Saharan Africa Trade & Economic Cooperation Forum Agenda, AGOA Civil Society Network (Washington), 7 August 2017.

<https://www.agoacsonetwork.org/resources/Documents/CSOAWEP%20Agenda%2008%2004%2017nobrev.pdf>.

¹⁹²⁷ The United States and India to Host the Global Entrepreneurship Summit, DipNote (Washington) 10 August 2017. Access Date: 23 November 2017. <https://blogs.state.gov/stories/2017/08/16/en/united-states-and-india-co-host-2017-global-entrepreneurship-summit>.

¹⁹²⁸ The United States and India to Host the Global Entrepreneurship Summit, DipNote (Washington) 10 August 2017. Access Date: 23 November 2017. <https://blogs.state.gov/stories/2017/08/16/en/united-states-and-india-co-host-2017-global-entrepreneurship-summit>.

¹⁹²⁹ The United States and India to Host the Global Entrepreneurship Summit, DipNote (Washington) 10 August 2017. Access Date: 23 November 2017. <https://blogs.state.gov/stories/2017/08/16/en/united-states-and-india-co-host-2017-global-entrepreneurship-summit>.

¹⁹³⁰ Memorandum: EEO-1 Form; Review and Stay, United States Office of Management and Budget (Washington) 29 August 2017. Access Date: 23 November 2017.

https://www.reginfo.gov/public/jsp/Utilities/Review_and_Stay_Memo_for_EEOC.pdf?ncid=edlinkushpmsg00000313.

¹⁹³¹ Memorandum: EEO-1 Form; Review and Stay, United States Office of Management and Budget (Washington) 29 August 2017. Access Date: 23 November 2017.

https://www.reginfo.gov/public/jsp/Utilities/Review_and_Stay_Memo_for_EEOC.pdf?ncid=edlinkushpmsg00000313.

¹⁹³² Hidden No More: Here’s How the State Department is Empowering International Leaders in Stem, United States Bureau of Educational and Cultural Affairs (Washington) 18 August 2017. Access Date: 23 November 2017. <https://eca.state.gov/highlight/hidden-no-more-heres-how-state-department-empowering-international-women-leaders-stem>.

¹⁹³³ Hidden No More: Here’s How the State Department is Empowering International Leaders in Stem, United States Bureau of Educational and Cultural Affairs (Washington) 18 August 2017. Access Date: 23 November 2017. <https://eca.state.gov/highlight/hidden-no-more-heres-how-state-department-empowering-international-women-leaders-stem>.

On 29 November 2017, the US Agency for International Development (USAID) announced several new initiatives to support female economic development.¹⁹³⁴ These include: a pledge to issue calls for the Women Connect Challenge in early 2018, with the goal of bridging the gender divide in digital technology; a USD2 million commitment from the Feed the Future program to support and mentor female entrepreneurs in Africa; an undetermined amount of funding to help the Government of India raise TB awareness; and the launch of a health-impact bond to improve maternal health.¹⁹³⁵

On 13 December 2017, Senator Jeanne Shaheen, the Democrat on the US Senate Committee on Entrepreneurship and Small Business, released a report on current atmosphere for female entrepreneurship in the US.¹⁹³⁶ The report is titled *Tackling the Gender Gap: What Women Entrepreneurs Need to Thrive* and highlights “the intersecting financial, cultural and structural obstacles facing women entrepreneurs in 2017.”¹⁹³⁷ The purpose of the report is to advance the dialogue on the gender gap “among the public and private sectors and contributes to a culture that finds more ways to help women entrepreneurs succeed.”¹⁹³⁸ It also offers public and private sector recommendations to support women-led entrepreneurship.¹⁹³⁹

On 15 December 2017, the Department of Labour announced the renewal of an alliance between the Occupational Health and Safety Administration (OSHA) and the National Association of Women in Construction (NAWIC).¹⁹⁴⁰ The alliance centres around “hazards of particular concern to women in the construction industry, including personal protective equipment selection, sanitation, and workplace intimidation and violence.”¹⁹⁴¹

¹⁹³⁴ USAID Administrator Green Announces New Efforts to Empower Women Entrepreneurs, United States Agency for International Development (Washington) 29 November 2017. Access Date: 5 January 2018. <https://www.usaid.gov/news-information/press-releases/nov-29-2017-usaid-administrator-green-announces-new-efforts-to-empower-women-entrepreneurs>.

¹⁹³⁵ USAID Administrator Green Announces New Efforts to Empower Women Entrepreneurs, United States Agency for International Development (Washington) 29 November 2017. Access Date: January 5 2018. <https://www.usaid.gov/news-information/press-releases/nov-29-2017-usaid-administrator-green-announces-new-efforts-to-empower-women-entrepreneurs>.

¹⁹³⁶ Shaheen Releases Report on Women’s Entrepreneurship, U.S Senate Committee on Small Business and Entrepreneurship (Washington) 13 December 2017. Access Date: 5 January 2018. <https://www.sbc.senate.gov/public/index.cfm/pressreleases?ID=D4C695D9-1EE2-4D41-AE67-30CD7D2EA829>.

¹⁹³⁷ *Tackling the Gender Gap: What Women Entrepreneurs Need to Thrive*, Senator Jeanne Shaheen (Washington) 13 December 2017. Access Date: 5 January 2018. https://www.sbc.senate.gov/public/_cache/files/2/5/25bd7ee9-a37b-4d2b-a91a-8b1ad6f5bd58/536DC6E705BBAD3B555BFA4B60DEA025.sbc-tackling-the-gender-gap.december-2017-final.pdf.

¹⁹³⁸ *Tackling the Gender Gap: What Women Entrepreneurs Need to Thrive*, Senator Jeanne Shaheen (Washington) 13 December 2017. Access Date: 5 January 2018. https://www.sbc.senate.gov/public/_cache/files/2/5/25bd7ee9-a37b-4d2b-a91a-8b1ad6f5bd58/536DC6E705BBAD3B555BFA4B60DEA025.sbc-tackling-the-gender-gap.december-2017-final.pdf.

¹⁹³⁹ *Tackling the Gender Gap: What Women Entrepreneurs Need to Thrive*, Senator Jeanne Shaheen (Washington) 13 December 2017. Access Date: 5 January 2018. https://www.sbc.senate.gov/public/_cache/files/2/5/25bd7ee9-a37b-4d2b-a91a-8b1ad6f5bd58/536DC6E705BBAD3B555BFA4B60DEA025.sbc-tackling-the-gender-gap.december-2017-final.pdf.

¹⁹⁴⁰ OSHA and the National Association of Women in Construction Renew Alliance to Protect the Safety and Health of Female Construction Workers, United States Department of Labour (Washington) 15 December 2017. Access Date: 5 January 2018. <https://www.osha.gov/news/newsreleases/trade/12152017>.

¹⁹⁴¹ OSHA and the National Association of Women in Construction Renew Alliance to Protect the Safety and Health of Female Construction Workers, United States Department of Labour (Washington) 15 December 2017. Access Date: 5 January 2018. <https://www.osha.gov/news/newsreleases/trade/12152017>.

On 12 February 2018, President Donald Trump released the government's federal budget for 2019.¹⁹⁴² The budget allocated USD39.3 million to the Department of State and USAID to support existing programming, an undisclosed amount of which will be direct to women's economic empowerment in other countries.¹⁹⁴³ However, the budget also reduced funding for the Department of Health Human Services, which includes a USD129 million reduction in maternal health and childcare programs, limiting women's access to healthcare.¹⁹⁴⁴ The budget also requires states to provide six weeks of paid parental leave through unemployment insurance, of which one in four unemployed American women qualify for unemployment insurance.¹⁹⁴⁵

On 8 March 2018, USAID launched the WomenConnect Challenge to "identify and support solutions to increase the access to, and the use of, digital technology by women and girls" to improve livelihood outcomes for them and their families.¹⁹⁴⁶ Over USD1 million in award money will be allocated to winners, and their innovations will be transitioned to scale in 2019.¹⁹⁴⁷ The WomenConnect Challenge aims to empower girls and women through technology and give them the tools to maneuver in the digital marketplace.¹⁹⁴⁸

On 9 May 2018, President Trump signed an executive order Enhancing Noncompetitive Civil Service Appointments of Military Spouses.¹⁹⁴⁹ The order reiterates the US government's employment support of military spouses, of which 90 per cent are women, and seeks to improve their ease of employment.¹⁹⁵⁰ It also calls for increased license portability for military spouses, who frequently

¹⁹⁴² Briefing on the President's Fiscal Year 2019 Budget Request for the US Department of State and USAID, U.S. Department of State (Washington) 12 February 2018. Access Date: 1 March 2018. <https://www.state.gov/r/pa/prs/ps/2018/02/278256.htm>.

¹⁹⁴³ Briefing on the President's Fiscal Year 2019 Budget Request for the US Department of State and USAID, U.S. Department of State (Washington) 12 February 2018. Access Date: 1 March 2018. <https://www.state.gov/r/pa/prs/ps/2018/02/278256.htm>.

¹⁹⁴⁴ Department of Health and Human Services: The Budget for Fiscal Year 2019, US Department of Health and Human Services (Washington) 12 February 2018. Access Date: 1 March 2018. <https://www.govinfo.gov/content/pkg/BUDGET-2019-APP/pdf/BUDGET-2019-APP-1-11.pdf>.

¹⁹⁴⁵ Strengthening Unemployment Protections in America: Modernizing Unemployment Insurance and Establishing a Jobseeker's Allowance, Center for American Progress (Washington) 2016. Access date: March 1 2018. <https://www.americanprogress.org/issues/poverty/reports/2016/06/16/138492/strengthening-unemployment-protections-in-america/>.

¹⁹⁴⁶ USAID Launches the WomenConnect Challenge, USAID (Washington) 8 March 2018. Date Accessed: 4 September 2018. <https://www.usaid.gov/news-information/press-releases/mar-8-2018-usaid-launches-womenconnect-challenge>.

¹⁹⁴⁷ USAID Launches the WomenConnect Challenge, USAID (Washington) 8 March 2018. Access Date: 4 September 2018. <https://www.usaid.gov/news-information/press-releases/mar-8-2018-usaid-launches-womenconnect-challenge>.

¹⁹⁴⁸ USAID Launches the WomenConnect Challenge, USAID (Washington) 8 March 2018. Access Date: 4 September 2018. <https://www.usaid.gov/news-information/press-releases/mar-8-2018-usaid-launches-womenconnect-challenge>.

¹⁹⁴⁹ Executive Order Enhancing Noncompetitive Civil Service Appointments of Military Spouses, White House (Washington) 9 May 2018. Access Date: 4 September 2018. <https://www.whitehouse.gov/presidential-actions/executive-order-enhancing-noncompetitive-civil-service-appointments-military-spouses/>

¹⁹⁵⁰ Ninety-Eight Years Later: Empowerment in the 21st Century Workforce, U.S. Department of Labor Blog (Washington) 5 June 2018. Access Date: 4 September 2018. <https://blog.dol.gov/2018/06/05/ninety-eight-years-later-empowerment-21st-century-workforce>

must relocate and undergo licensing changes, and for agencies to indicate their interest in hiring military spouses in job opportunity announcements.¹⁹⁵¹

From 12 August to 25 August 2018, the Department of State co-hosted the WiSci (Women in Science) Girls STEAM Camp in Georgia.¹⁹⁵² The camp aimed to “expand opportunities for high school girls in science, technology, engineering, arts and design, and mathematics (STEAM)” and included 100 students from Armenia, Azerbaijan, Georgia, and the US.¹⁹⁵³

The United States has fully complied with its commitment to increase women’s participation in the labour force. The United States has improved education and training opportunities through its multiple international programs through USAID and domestic programs such as the OSHA-NAWIC alliance. The United States Agency for International Development (USAID) has also announced new initiatives to support female economic development and announced the International Visitor Leadership Program.

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

Analyst: Kate Reeve

European Union: +1

The European Union has fully complied with its commitment to improve women’s access to labour markets through the provision of quality education and training, supporting infrastructure, public services and social protection policies and legal reforms, where appropriate.

On 10 July 2017, the EU and UN Women launched a three-year campaign called “Implementing Norms, Changing Minds” to reform policies in line with international standards, transform discriminatory social norms and empower women and girls subjected to violence in Western Balkan countries.¹⁹⁵⁴ The campaign has been financed by the European Commission for EUR5 million and is working to fund six Western Balkan countries: Albania, Bosnia, and Herzegovina, Kosovo, the Former Yugoslav Republic of Macedonia, Montenegro, Serbia, and Turkey.¹⁹⁵⁵ This campaign brought together EU and United Nations representatives, governments, and civil society from the Western Balkans and Turkey as well as representatives from the Council of Europe, European

¹⁹⁵¹ Executive Order Enhancing Noncompetitive Civil Service Appointments of Military Spouses, White House (Washington) 9 May 2018. Access Date: 4 September 2018.

<https://www.whitehouse.gov/presidential-actions/executive-order-enhancing-noncompetitive-civil-service-appointments-military-spouses/>

¹⁹⁵² WiSci Girls STEAM Camp in Georgia Begins August 12, U.S State Department (Washington) 6 August 2018. Access Date: 2 September 2018.

<https://www.state.gov/r/pa/prs/ps/2018/08/284958.htm>

¹⁹⁵³ WiSci Girls STEAM Camp in Georgia Begins August 12, U.S State Department (Washington) 6 August 2018. Access Date: 2 September 2018.

<https://www.state.gov/r/pa/prs/ps/2018/08/284958.htm>

¹⁹⁵⁴ Press Release: UN Women and the European Union launch a new initiative to focus on ending violence against women in the Western Balkans and Turkey, UN Women (Brussels) 10 July 2017. Access Date: 18 September 2018. <http://www.unwomen.org/en/news/stories/2017/7/un-women-and-the-european-union-launch-a-new-initiative-to-focus-on-evaw>.

¹⁹⁵⁵ Press Release: UN Women and the European Union launch a new initiative to focus on ending violence against women in the Western Balkans and Turkey, UN Women (Brussels) 10 July 2017. Access Date: 18 September 2018. <http://www.unwomen.org/en/news/stories/2017/7/un-women-and-the-european-union-launch-a-new-initiative-to-focus-on-evaw>.

Institute for Gender Equality and Organisation for Security and Cooperation in Europe to discuss the way forward for eliminating discrimination and violence against women and girls.¹⁹⁵⁶

On 20 September 2017, the EU and United Nations launched a Spotlight Initiative to eliminate all forms of violence against women and girls.¹⁹⁵⁷ The Spotlight Initiative was launched by European Commission Vice-President Federica Mogherini and Commissioner for International Cooperation and Development Neven Mimica, together with UN Secretary-General António Guterres and UN Deputy Secretary-General Amina Mohammed.¹⁹⁵⁸ The initiative is an investment in gender equality and women's empowerment.¹⁹⁵⁹ It is supported by a multi-stakeholder trust fund with the EU as its main contributor, contributing EUR500 million.¹⁹⁶⁰ The core area of focus for this initiative will include strengthening legislative frameworks, policies and institutions, preventive measures, access to services, and improving data gathering in Africa, Latin America, Asia, the Pacific, and the Caribbean for women and girls.¹⁹⁶¹ During the event, Vice-President Mogherini stated that the EU is committed to combatting all forms of violence against women and girls.¹⁹⁶²

On 11 October 2017, the No Non Nein campaign was launched as a dedication to ending violence against women.¹⁹⁶³ The project trains staff who work in bars, security, and halls to help victims when gender-based violence takes place.¹⁹⁶⁴ The European Commission is dedicating EUR15 million funding to non-governmental organizations working in this field.¹⁹⁶⁵ The funding aims to help

¹⁹⁵⁶ Press Release: UN Women and the European Union launch a new initiative to focus on ending violence against women in the Western Balkans and Turkey, UN Women (Brussels) 10 July 2017. Access Date: 18 September 2018. <http://www.unwomen.org/en/news/stories/2017/7/un-women-and-the-european-union-launch-a-new-initiative-to-focus-on-evaw>.

¹⁹⁵⁷ Press release: EU and UN team up to eliminate violence against women and girls, UN Women (New York) 20 September 2017. Access Date: 13 November 2017. <http://www.unwomen.org/en/news/stories/2017/9/press-release-eu-and-un-team-up-to-eliminate-violence-against-women-and-girls>.

¹⁹⁵⁸ Press release: EU and UN team up to eliminate violence against women and girls, UN Women (New York) 20 September 2017. Access Date: 13 November 2017. <http://www.unwomen.org/en/news/stories/2017/9/press-release-eu-and-un-team-up-to-eliminate-violence-against-women-and-girls>.

¹⁹⁵⁹ Press release: EU and UN team up to eliminate violence against women and girls, UN Women (New York) 20 September 2017. Access Date: 13 November 2017. <http://www.unwomen.org/en/news/stories/2017/9/press-release-eu-and-un-team-up-to-eliminate-violence-against-women-and-girls>.

¹⁹⁶⁰ Press release: EU and UN team up to eliminate violence against women and girls, UN Women (New York) 20 September 2017. Access Date: 13 November 2017. <http://www.unwomen.org/en/news/stories/2017/9/press-release-eu-and-un-team-up-to-eliminate-violence-against-women-and-girls>.

¹⁹⁶¹ Press release: EU and UN team up to eliminate violence against women and girls, UN Women (New York) 20 September 2017. Access Date: 13 November 2017. <http://www.unwomen.org/en/news/stories/2017/9/press-release-eu-and-un-team-up-to-eliminate-violence-against-women-and-girls>.

¹⁹⁶² Press release: EU and UN team up to eliminate violence against women and girls, UN Women (New York) 20 September 2017. Access Date: 13 November 2017. <http://www.unwomen.org/en/news/stories/2017/9/press-release-eu-and-un-team-up-to-eliminate-violence-against-women-and-girls>.

¹⁹⁶³ Press release: European Commission — Fact Sheet, European Commission Press Release Database (Brussels) 6 March 2018. Access Date: 7 March 2018. http://europa.eu/rapid/press-release_MEMO-18-1602_en.htm.

¹⁹⁶⁴ Press release: Sexual violence campaign heralded across Europe, Brunel University London (London) 11 October 2017. Access Date: 7 March 2018. <https://www.brunel.ac.uk/news-and-events/news/articles/Sexual-violence-campaign-heralded-across-Europe>.

¹⁹⁶⁵ Press release: European Commission — Fact Sheet, European Commission Press Release Database (Brussels) 6 March 2018. Access Date: 7 March 2018. http://europa.eu/rapid/press-release_MEMO-18-1602_en.htm.

address violence and harassment against women as well as to reduce the political and economic inequality between women and men, especially in the workforce.¹⁹⁶⁶

In November 2017, the EU, International Labour Organization, and UN Women launched a sub-initiative as part of the Spotlight Initiative, entitled Safe and Fair: Realizing women migrant workers' rights and opportunities in the region covered by the Association of South East Asian Nations (ASEAN).¹⁹⁶⁷ This initiative is funded by the EU with a budget of EUR25 million and will run for five years, starting in 2018 and focusing on ASEAN.¹⁹⁶⁸ The programme aims to achieve safe and fair labour migration for all women in the ASEAN region by addressing women migrant workers' vulnerabilities, enhancing their access to essential services, and strengthening rights-based and gender-responsive approaches to violence against women and migration governance.¹⁹⁶⁹

On 20 November 2017, Commissioner for Justice and Gender Equality Věra Jourová published a proposal to redress the gender pay gap.¹⁹⁷⁰ Under the proposal, companies whose non-executive directors are more than 60 per cent male would be required to prioritise women when candidates of equal merit are being considered for a post.¹⁹⁷¹ The quota aims to improve diversity and pay practices in the work field and address the slow progress to gender equality in the senior ranks of publicly listed businesses within the EU.¹⁹⁷²

On 30 November 2017, African and European Parliamentarians brought 30 high-level representatives from the European Parliament and African Parliament during the Fifth African Union (AU)-EU summit.¹⁹⁷³ During the summit, AU-EU representatives adopted a joint declaration outlining common priorities for the EU-Africa partnership.¹⁹⁷⁴ Gender equality was one of the key

¹⁹⁶⁶ Press release: European Commission — Fact Sheet, European Commission Press Release Database (Brussels) 6 March 2018. Access Date: 7 March 2018. http://europa.eu/rapid/press-release_MEMO-18-1602_en.htm.

¹⁹⁶⁷ Press: EU, ILO and UN Women join forces to realize women migrant workers' rights and opportunities in the ASEAN region, UN Women (Bangkok) 20 November 2017. Access Date: 23 November 2017. <http://www.unwomen.org/en/news/stories/2017/11/press-release--eu-ilo-and-un-women-to-realize-women-migrant-workers-rights-and-opportunities>.

¹⁹⁶⁸ Press: EU, ILO and UN Women join forces to realize women migrant workers' rights and opportunities in the ASEAN region, UN Women (Bangkok) 20 November 2017. Access Date: 23 November 2017. <http://www.unwomen.org/en/news/stories/2017/11/press-release--eu-ilo-and-un-women-to-realize-women-migrant-workers-rights-and-opportunities>.

¹⁹⁶⁹ Press: EU, ILO and UN Women join forces to realize women migrant workers' rights and opportunities in the ASEAN region, UN Women (Bangkok) 20 November 2017. Access Date: 23 November 2017. <http://www.unwomen.org/en/news/stories/2017/11/press-release--eu-ilo-and-un-women-to-realize-women-migrant-workers-rights-and-opportunities>.

¹⁹⁷⁰ Press: EU to push for 40% quota for women on company boards, The Guardian (Brussels) 20 November 2017. Access Date: 22 November 2017. <https://www.theguardian.com/world/2017/nov/20/eu-to-push-for-40-quota-for-women-on-company-boards>.

¹⁹⁷¹ Press: EU to push for 40% quota for women on company boards, The Guardian (Brussels) 20 November 2017. Access Date: 22 November 2017. <https://www.theguardian.com/world/2017/nov/20/eu-to-push-for-40-quota-for-women-on-company-boards>.

¹⁹⁷² Press: EU to push for 40% quota for women on company boards, The Guardian (Brussels) 20 November 2017. Access Date: 22 November 2017. <https://www.theguardian.com/world/2017/nov/20/eu-to-push-for-40-quota-for-women-on-company-boards>.

¹⁹⁷³ AU-EU MPs push on gender, migration ahead of summit, Devex (Abidjan) 30 November 2017. Access Date: 21 January 2018. <https://www.devex.com/news/au-eu-mps-push-on-gender-migration-ahead-of-summit-91641>.

¹⁹⁷⁴ AU-EU MPs push on gender, migration ahead of summit, Devex (Abidjan) 30 November 2017. Access Date: 21 January 2018. <https://www.devex.com/news/au-eu-mps-push-on-gender-migration-ahead-of-summit-91641>.

talking points.¹⁹⁷⁵ The summit's final statement drew attention to women's representation and calls on the equality of opportunities in terms of access to decision-making structures, resources, technologies, and human rights protection.¹⁹⁷⁶

On 21 December 2017, the EU and UN Women launched a women's rights and empowerment program to strengthen the resilience of Syrian women and girls and host communities in Iraq, Jordan, and Turkey.¹⁹⁷⁷ The program aims to reach 60,000 people in need, mostly women living in situations characterized by increasing domestic violence, isolation, and economic insecurity.¹⁹⁷⁸ The program also aims to address economic vulnerability and violence by increasing women's access to financial assets, recovery, and income opportunities, while also providing immediate and life-saving protection services.¹⁹⁷⁹ It also seeks to enhance women's representation and rights.¹⁹⁸⁰ Funding will be coming from the EU's Madad Fund, which has established in part to contribute to women's empowerment in the context of the crisis.¹⁹⁸¹

On 6 February 2018, on the International Day of Zero Tolerance for Female Genital Mutilation (FGM), Vice-President Mogherini, Commissioner for European Neighbourhood Policy and Enlargement Negotiations Johannes Hahn, Commissioner for International Cooperation and Development Neven Mimica, and Commissioner for Justice, Consumers and Gender Equality Věra Jourová reaffirmed the EU's strong commitment to eradicate FGM.¹⁹⁸²

On 7 March 2018, the European Commission initiated a strategy to improve women's participation in the Information and Communications Technology (ICT) sector.¹⁹⁸³ The initiative will focus on the digital sector to address topics including women shaping media, empowering women and girls

¹⁹⁷⁵ AU-EU MPs push on gender, migration ahead of summit, Devex (Abidjan) 30 November 2017. Access Date: 21 January 2018. <https://www.devex.com/news/au-eu-mps-push-on-gender-migration-ahead-of-summit-91641>.

¹⁹⁷⁶ AU-EU MPs push on gender, migration ahead of summit, Devex (Abidjan) 30 November 2017. Access Date: 21 January 2018. <https://www.devex.com/news/au-eu-mps-push-on-gender-migration-ahead-of-summit-91641>.

¹⁹⁷⁷ Press: European Union–UN Women partnership bolsters efforts in response to Syrian crisis, UN Women (New York) 21 December 2017. Access Date: 9 January 2018. <http://www.unwomen.org/en/news/stories/2017/12/press-release-european-union-un-women-partnership-bolsters-efforts-in-response-to-syrian-crisis>.

¹⁹⁷⁸ Press: European Union–UN Women partnership bolsters efforts in response to Syrian crisis, UN Women (New York) 21 December 2017. Access Date: 9 January 2018. <http://www.unwomen.org/en/news/stories/2017/12/press-release-european-union-un-women-partnership-bolsters-efforts-in-response-to-syrian-crisis>.

¹⁹⁷⁹ Press: European Union–UN Women partnership bolsters efforts in response to Syrian crisis, UN Women (New York) 21 December 2017. Access Date: 9 January 2018. <http://www.unwomen.org/en/news/stories/2017/12/press-release-european-union-un-women-partnership-bolsters-efforts-in-response-to-syrian-crisis>.

¹⁹⁸⁰ Press: European Union–UN Women partnership bolsters efforts in response to Syrian crisis, UN Women (New York) 21 December 2017. Access Date: 9 January 2018. <http://www.unwomen.org/en/news/stories/2017/12/press-release-european-union-un-women-partnership-bolsters-efforts-in-response-to-syrian-crisis>.

¹⁹⁸¹ Press: European Union–UN Women partnership bolsters efforts in response to Syrian crisis, UN Women (New York) 21 December 2017. Access Date: 9 January 2018. <http://www.unwomen.org/en/news/stories/2017/12/press-release-european-union-un-women-partnership-bolsters-efforts-in-response-to-syrian-crisis>.

¹⁹⁸² Press release: Joint Statement on the International Day of Zero Tolerance for Female Genital Mutilation, European Commission (Brussels) 6 February 2018. Access Date: 7 March 2018. https://ec.europa.eu/europeaid/news-and-events/joint-statement-international-day-zero-tolerance-female-genital-mutilation-0_en.

¹⁹⁸³ Press release: The EU wants to boost gender equality in the ICT industry, Government Computing (Brussels) 7 March 2018. Access Date: 7 March 2018. <http://central-government.governmentcomputing.com/news/the-eu-wants-to-boost-gender-equality-in-the-ict-industry-6075411>.

through digital inclusion, and advancing equality in the digital age.¹⁹⁸⁴ It will focus on three main areas: breaking negative stereotypes, skills and education, and women's entrepreneurship.¹⁹⁸⁵

On 8 March 2018, the EU announced a new regional program called the "Pacific Partnership to End Violence Against Women and Girls."¹⁹⁸⁶ This partnership brings together governments, civil society organisations, communities, and other partners to promote gender equality, prevent violence against women and girls, and increase access to quality response services for survivors.¹⁹⁸⁷ The program is funded primarily by the EU with EUR12.7 million allocated to the program.¹⁹⁸⁸ The EU pledged to address the causes of gender inequality and violence against women with this initiative.¹⁹⁸⁹

From 8 June to 9 June 2018, the G7 Summit convened in Charlevoix, Canada.¹⁹⁹⁰ At the summit, Canada, the European Union, Germany, the United Kingdom, Japan, and the World Bank jointly announced an investment of about CAD3.8 billion to support quality education for women and girls living in states with crises and conflicts.¹⁹⁹¹ They also agreed to the "Charlevoix Declaration on Quality Education for Girls, Adolescent Girls, and Women in Developing Countries."¹⁹⁹² Also, the G7 leaders agreed to the "Charlevoix Commitment to End Sexual and Gender-Based Violence, Abuse, and Harassment in Digital Context," which aims to ensure human rights are protected both online and offline.¹⁹⁹³

The EU has fully complied with its commitment to improve women's access to labour markets through the Spotlight Initiative and the proposal to redress the gender pay gap. The EU has improved women's access to labour markets by supporting infrastructure, public services, social protection policies, and legal reforms. It has also provided quality education and training for women through digital inclusion initiatives.

¹⁹⁸⁴ Press release: European Commission — Fact Sheet, European Commission Press Release Database (Brussels) 6 March 2018. Access Date: 7 March 2018. http://europa.eu/rapid/press-release_MEMO-18-1602_en.htm.

¹⁹⁸⁵ Press release: European Commission — Fact Sheet, European Commission Press Release Database (Brussels) 6 March 2018. Access Date: 7 March 2018. http://europa.eu/rapid/press-release_MEMO-18-1602_en.htm.

¹⁹⁸⁶ Press release: New Pacific Partnership addresses gender equality and violence against women, UN Women Asia and the Pacific (Brussels) 8 March 2018. Access Date: 19 September 2018. <http://asiapacific.unwomen.org/en/news-and-events/stories/2018/03/new-pacific-partnership-addresses-gender-equality>.

¹⁹⁸⁷ Press release: New Pacific Partnership addresses gender equality and violence against women, UN Women Asia and the Pacific (Brussels) 8 March 2018. Access Date: 19 September 2018. <http://asiapacific.unwomen.org/en/news-and-events/stories/2018/03/new-pacific-partnership-addresses-gender-equality>.

¹⁹⁸⁸ Press release: New Pacific Partnership addresses gender equality and violence against women, UN Women Asia and the Pacific (Brussels) 8 March 2018. Access Date: 19 September 2018. <http://asiapacific.unwomen.org/en/news-and-events/stories/2018/03/new-pacific-partnership-addresses-gender-equality>.

¹⁹⁸⁹ Press release: New Pacific Partnership addresses gender equality and violence against women, UN Women Asia and the Pacific (Brussels) 8 March 2018. Access Date: 19 September 2018. <http://asiapacific.unwomen.org/en/news-and-events/stories/2018/03/new-pacific-partnership-addresses-gender-equality>.

¹⁹⁹⁰ G7 Presidency, G7 2018 Charlevoix (Quebec) 8 June 2018. Access Date: 15 July 2018. <https://g7.gc.ca/en/>.

¹⁹⁹¹ Advancing gender equality and women's empowerment, Justin Trudeau Prime Minister of Canada (Quebec) 10 June 2018. Access Date: 15 July 2018. <https://pm.gc.ca/eng/news/2018/06/10/advancing-gender-equality-and-womens-empowerment>.

¹⁹⁹² Advancing gender equality and women's empowerment, Justin Trudeau Prime Minister of Canada (Quebec) 10 June 2018. Access Date: 15 July 2018. <https://pm.gc.ca/eng/news/2018/06/10/advancing-gender-equality-and-womens-empowerment>.

¹⁹⁹³ Advancing gender equality and women's empowerment, Justin Trudeau Prime Minister of Canada (Quebec) 10 June 2018. Access Date: 15 July 2018. <https://pm.gc.ca/eng/news/2018/06/10/advancing-gender-equality-and-womens-empowerment>.

Thus, the European Union receives a score of +1.

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