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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 Interim Compliance Report**

8 July 2017 to 9 January/5 March 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*

\* Note: For seven commitments, the assessment period was from 8 July 2017 to 9 January; for the remaining 10 commitments, the assessment period extended to 5 March 2018.

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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		0	
India			+1
Indonesia			+1
Italy			+1
Japan		0	
Korea			+1
Mexico	-1		
Russia		0	
Saudi Arabia			+1
South Africa			+1
Turkey			+1
United Kingdom		0	
United States		0	
European Union			+1
Average Score		+0.50	

##### 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.<sup>1129</sup>

<sup>1129</sup> 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](http://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.<sup>1130</sup>

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.<sup>1131</sup>

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.<sup>1132</sup>

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

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<sup>1130</sup> 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](http://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_557266/lang--en/index.htm).

<sup>1131</sup> 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>

<sup>1132</sup> 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](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.<sup>1133</sup>

The G20 realizes the importance of gender equality in the labour market as a prerequisite in achieving sustainable and inclusive global economic growth.<sup>1134</sup> 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.<sup>1135</sup>

"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.

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<sup>1133</sup> 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>.

<sup>1134</sup> 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>

<sup>1135</sup> Definitions, International Labour Organization (Geneva) 2011. Access Date: 27 May 2016. [https://www.ilo.org/ilostat/faces/home/statisticaldata/conceptsdefinitions?\\_afzLoop=245436817571306%#40%3F\\_afzLoop%3D245436817571306%26\\_adf.ctrl-state%3Dpxg0Kcjth\\_38](https://www.ilo.org/ilostat/faces/home/statisticaldata/conceptsdefinitions?_afzLoop=245436817571306%#40%3F_afzLoop%3D245436817571306%26_adf.ctrl-state%3Dpxg0Kcjth_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 Kvitlana 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.<sup>1136</sup>

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.<sup>1137</sup> 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.<sup>1138</sup>

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.<sup>1139</sup> The bill

<sup>1136</sup> 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/>.

<sup>1137</sup> 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/](https://apolitical.co/solution_article/argentina-using-tech-teach-youth-sex-drugs-violence/).

<sup>1138</sup> 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/](https://apolitical.co/solution_article/argentina-using-tech-teach-youth-sex-drugs-violence/).

<sup>1139</sup> 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](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.<sup>1140</sup>

On 1 December 2017, the Government of Argentina began its Women 20 (W20) Presidency.<sup>1141</sup> 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.<sup>1142</sup> W20 Argentina aims to reduce the gender gap in financial, digital, and labour market inclusion for rural women.<sup>1143</sup>

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.<sup>1144</sup> Another bill presented by Banfi acknowledges companies that guarantee equal treatment and opportunities for women.<sup>1145</sup>

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, it has not implemented any changes to educational and training opportunities for women.

Thus, Argentina receives a score of 0.

*Analyst: Nicole Vucemilo*

#### **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-

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<sup>1140</sup> 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](http://www.argentine-embassy-uk.org/docs_eng/press/press_releases/2017/17-11-23.pdf).

<sup>1141</sup> 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/>.

<sup>1142</sup> 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/>.

<sup>1143</sup> 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/>.

<sup>1144</sup> 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/>.

<sup>1145</sup> 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/>.

2019.<sup>1146</sup> In 2018, the Australian government will produce the final review providing further guidance and assistance for the next National Action Plan in late 2018.<sup>1147</sup>

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.<sup>1148</sup> 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.<sup>1149</sup>

On 18 February 2018, the Government of Australia published their key priorities for the 62nd UN Commission for the Status of Women.<sup>1150</sup> 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.<sup>1151</sup>

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, and reaffirmed MKTA. 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.

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<sup>1146</sup> 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>.

<sup>1147</sup> 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>.

<sup>1148</sup> Report: 11<sup>th</sup> 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](http://www.mfa.gov.tr/site_media/html/11th-mikta-fm-joint-communique-final.pdf).

<sup>1149</sup> Report: 11<sup>th</sup> 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](http://www.mfa.gov.tr/site_media/html/11th-mikta-fm-joint-communique-final.pdf).

<sup>1150</sup> 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>.

<sup>1151</sup> 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>.



On 23 July 2017, the Special Secretariat of Policies for Women (SPM) began the #SouNegraE (“I’m Black And”) campaign on social media.<sup>1152</sup> The campaign is aimed at bringing attention to the disadvantages black women face with regards to “health, education, and spaces of power.”<sup>1153</sup> It aims to empower black women to enroll in secondary school courses.<sup>1154</sup>

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.<sup>1155</sup> The new guidelines include providing victims services by female employees, the recording of statements, and proper training on issues of domestic violence.<sup>1156</sup>

On 14 November 2017, President Temer signed a Provisional Measure to adjust current labour regulations.<sup>1157</sup> One change includes permitting pregnant women to work in “minimum/medium harm to health” environments if they choose to do so.<sup>1158</sup>

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 institutions.<sup>1159</sup> “The network will mobilise society to help in the fight against all kinds of violence and prejudice against women.”<sup>1160</sup>

On 2 February 2018, the Government of Brazil ratified the Convention on Decent Work for Domestic Workers.<sup>1161</sup> The Convention includes protections for domestic workers, most of whom are women, such as “a maximum 44-hour working week.”<sup>1162</sup>

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<sup>1152</sup> 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>.

<sup>1153</sup> 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>.

<sup>1154</sup> 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>.

<sup>1155</sup> 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>.

<sup>1156</sup> 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>.

<sup>1157</sup> 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>.

<sup>1158</sup> 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>.

<sup>1159</sup> 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>.

<sup>1160</sup> 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>.

<sup>1161</sup> 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>.

Brazil has fully complied with its commitment to improve women's access to labour markets. 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.

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.<sup>1163</sup> Individuals from these groups are "eligible for wage subsidies of up to 70 per cent or CAD7,000."<sup>1164</sup> All other student placements will be eligible for funding of up to 50 per cent of the wage, or CAD5,000.<sup>1165</sup> The CAD73 million program aims to create 60,000 student work placements over five years.<sup>1166</sup>

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.<sup>1167</sup> 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.<sup>1168</sup>

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."<sup>1169</sup> The legislation replaces

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<sup>1162</sup> 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>.

<sup>1163</sup> 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/>.

<sup>1164</sup> 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/>.

<sup>1165</sup> 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/>.

<sup>1166</sup> 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/>.

<sup>1167</sup> 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](http://international.gc.ca/world-monde/issues_development-enjeux_developpement/gender_equality-egalite_sexes/cnap_ip-pi_pnac-17-22.aspx?lang=eng).

<sup>1168</sup> 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](http://international.gc.ca/world-monde/issues_development-enjeux_developpement/gender_equality-egalite_sexes/cnap_ip-pi_pnac-17-22.aspx?lang=eng).

<sup>1169</sup> 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/>.

existing laws and policies to create a process for complaints made within the public service and any federally regulated industries.<sup>1170</sup>

From 10 November until 11 December 2017, the Government of Canada consulted federally regulated employees on proposed amendments to the Employment Equity Regulations.<sup>1171</sup> The amendments aim to increase clarity, improve data gathering, and reduce reporting burdens.<sup>1172</sup>

On 27 February 2018, the Government of Canada revealed the 2018 federal budget, which includes the implementation of pro-active pay equity legislation.<sup>1173</sup> Federal employers now have the responsibility of ensuring equal pay for work of equal value.<sup>1174</sup> The budget also provides CAD85 million to address workplace harassment and fund rape crisis centres.<sup>1175</sup> Additionally, it allocates CAD8 million to support victims of sexual harassment in the workplace through legal-aid funding and includes an additional five weeks of paid leave for parental leave, regardless of gender.<sup>1176</sup>

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*

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<sup>1170</sup> 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/>.

<sup>1171</sup> 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.google.ca/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&cad=rja&uact=8&ved=0ahUKEwjx\\_8a5vMvXAhXoylQKHbqQAMIQFggUAE&url=http%3A%2F%2Fwww12.esdc.gc.ca%2Fsgpe-pmps%2Fservlet%2Fsgpp-pmps-pub%3Fflang%3Deng%26curjsp%3Dp.5bd.2t.1.3ls%40-eng.jsp%26curactn%3Ddwld%26pid%3D59138%26did%3D5122&usg=AOvVaw2lif38LZsHuoYjilbExEcW](https://www.google.ca/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&cad=rja&uact=8&ved=0ahUKEwjx_8a5vMvXAhXoylQKHbqQAMIQFggUAE&url=http%3A%2F%2Fwww12.esdc.gc.ca%2Fsgpe-pmps%2Fservlet%2Fsgpp-pmps-pub%3Fflang%3Deng%26curjsp%3Dp.5bd.2t.1.3ls%40-eng.jsp%26curactn%3Ddwld%26pid%3D59138%26did%3D5122&usg=AOvVaw2lif38LZsHuoYjilbExEcW).

<sup>1172</sup> 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.google.ca/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&cad=rja&uact=8&ved=0ahUKEwjx\\_8a5vMvXAhXoylQKHbqQAMIQFggUAE&url=http%3A%2F%2Fwww12.esdc.gc.ca%2Fsgpe-pmps%2Fservlet%2Fsgpp-pmps-pub%3Fflang%3Deng%26curjsp%3Dp.5bd.2t.1.3ls%40-eng.jsp%26curactn%3Ddwld%26pid%3D59138%26did%3D5122&usg=AOvVaw2lif38LZsHuoYjilbExEcW](https://www.google.ca/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&cad=rja&uact=8&ved=0ahUKEwjx_8a5vMvXAhXoylQKHbqQAMIQFggUAE&url=http%3A%2F%2Fwww12.esdc.gc.ca%2Fsgpe-pmps%2Fservlet%2Fsgpp-pmps-pub%3Fflang%3Deng%26curjsp%3Dp.5bd.2t.1.3ls%40-eng.jsp%26curactn%3Ddwld%26pid%3D59138%26did%3D5122&usg=AOvVaw2lif38LZsHuoYjilbExEcW).

<sup>1173</sup> 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/>.

<sup>1174</sup> 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/>.

<sup>1175</sup> 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/>.

<sup>1176</sup> '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>.

**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 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.<sup>1177</sup>

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.<sup>1178</sup> In the report, the federation reported the program’s implementation in several additional cities.<sup>1179</sup>

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 and offers training and education services through the implementation of the Lifelong Learning Program.

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.”<sup>1180</sup> The tour aims to mobilize civil society and raise awareness of gender inequality in French society across different sectors.<sup>1181</sup> It intends to provide French citizens with the opportunity to express how they interpret the question of gender equality and what kind of

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<sup>1177</sup> 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](http://www.gov.cn/zhengce/2017-09/29/content_5228595.htm).

<sup>1178</sup> 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>.

<sup>1179</sup> 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>.

<sup>1180</sup> 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/>.

<sup>1181</sup> 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/>.

government response they prefer.<sup>1182</sup> The tour will also examine the strengths and weakness of current parental leave policies and barriers to accessing employment.<sup>1183</sup>

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.<sup>1184</sup> 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.”<sup>1185</sup> A guide for gender equality in business was also distributed by the Government of France.<sup>1186</sup> Furthermore, Minister of Justice Nicole Belloubet launched an online means of making sexual harassment complaints, with a focus on the workplace.<sup>1187</sup>

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.<sup>1188</sup> The Secretary suggested introducing the requirement for companies to release average salaries for female and male employees and analyze disparities with software.<sup>1189</sup>

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” but it has not provided quality education and training opportunities for women.

Thus, France receives a score of 0.

*Analyst: Grace Marshall*

### **Germany: 0**

Germany 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 6 January 2018 enacted the Transparency of Remuneration Act, which establishes the rights of employees to know the earnings of coworkers from the opposite sex, entered into force.<sup>1190</sup> The act

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<sup>1182</sup> 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/>.

<sup>1183</sup> 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](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).

<sup>1184</sup> 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>.

<sup>1185</sup> 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>.

<sup>1186</sup> 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>.

<sup>1187</sup> 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>.

<sup>1188</sup> 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>.

<sup>1189</sup> 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>.

<sup>1190</sup> Germany New Transparency of Remuneration Act, World Law Group (Germany) Access Date: 5 March 2018. <http://www.theworldlawgroup.com/Document.asp?DocID=116723>.

aims to increase transparency regarding the pay disparity between men and women performing identical work, which is estimated at 21 per cent.<sup>1191</sup>

Germany has partially complied with its commitment to improve women's access to labour markets through legal reforms such as the Transparency of Remuneration Act. However, Germany has not introduced or updated any education or training programs designed to improve women's access to the labour market.

Thus, Germany receives a score of 0.

*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.<sup>1192</sup> The construction date is set for sometime before the end of 2020.<sup>1193</sup>

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.<sup>1194</sup> 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.<sup>1195</sup> Although the platform is only available for visitors or employees of the Indian 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.<sup>1196</sup>

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<sup>1191</sup> How Much Do You Earn? New Law Tackles Gender Pay Gap, The Local (Berlin) 12 January 2018. Access Date: 5 March 2018. <https://www.thelocal.de/20180112/germany-tackles-gender-pay-gap>.

<sup>1192</sup> 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>.

<sup>1193</sup> 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>.

<sup>1194</sup> 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>.

<sup>1195</sup> 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>.

<sup>1196</sup> 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>.

On 4 August 2017, the WCD issued advisories to all states and union territories to implement the Sexual Harassment of Women at Workplace Act.<sup>1197</sup> 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.<sup>1198</sup>

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.<sup>1199</sup> The Secretary also admonished the commissioners to ensure that all the measures of the statute were implemented fully.<sup>1200</sup> 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.<sup>1201</sup>

On 30 August 2017, the Ministry of Agriculture outlined several initiatives to increase female participation in the agricultural market.<sup>1202</sup> 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.<sup>1203</sup>

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<sup>1197</sup> 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>.

<sup>1198</sup> 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>.

<sup>1199</sup> 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>.

<sup>1200</sup> 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>.

<sup>1201</sup> 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>.

<sup>1202</sup> 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>.

<sup>1203</sup> 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.<sup>1204</sup> 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).<sup>1205</sup>

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.<sup>1206</sup> 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.<sup>1207</sup>

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.<sup>1208</sup>

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).<sup>1209</sup> The program aims to help women become elected representatives so that they can fully participate in their respective governance processes.<sup>1210</sup> It will train approximately 50 EWRs from each district.<sup>1211</sup> The training

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<sup>1204</sup> 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>.

<sup>1204</sup> 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>.

<sup>1205</sup> 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>.

<sup>1206</sup> 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>.

<sup>1207</sup> 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>.

<sup>1208</sup> 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>.

<sup>1209</sup> 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>.

<sup>1210</sup> 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.<sup>1212</sup>

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.”<sup>1213</sup> Anganwadi are predominantly women-employed centers that provide basic healthcare support to mothers and children in rural India.<sup>1214</sup> These women employees often offer their services voluntarily and on a part time basis.<sup>1215</sup> Additional plans have been made to improve the conditions of Anganwadi centers.<sup>1216</sup>

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.<sup>1217</sup> The program provides partial compensation, in the form of cash incentives, for any wage loss due to the delivery and care of a child.<sup>1218</sup>

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.<sup>1219</sup> Participants sold an extensive range

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<sup>1211</sup> 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>.

<sup>1212</sup> 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>.

<sup>1213</sup> 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>.

<sup>1214</sup> 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>.

<sup>1215</sup> 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>.

<sup>1216</sup> 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>.

<sup>1217</sup> 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>.

<sup>1218</sup> 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>.

<sup>1219</sup> 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.<sup>1220</sup>

On 3 January 2018, the Ministry of Labour and Employment announced various programs to support the health of women working with beedi rolling.<sup>1221</sup> 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.<sup>1222</sup>

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.<sup>1223</sup>

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.<sup>1224</sup>

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.<sup>1225</sup> Additionally, the WCD institutions and organizations was tasked with leading programs to discourage sexual harassment in the workplace.<sup>1226</sup>

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.<sup>1227</sup>

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

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<sup>1220</sup> 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>.

<sup>1221</sup> 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>.

<sup>1222</sup> 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>.

<sup>1223</sup> 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>.

<sup>1224</sup> 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>.

<sup>1225</sup> 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>.

<sup>1226</sup> 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>.

<sup>1227</sup> 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.<sup>1228</sup> Union Minister Gandhi previously highlighted the need for creche facilities, since over one third of the women working in parliament are women.<sup>1229</sup>

On 28 February 2018, the Union Cabinet approved the Trafficking of Persons Bill for introduction to Parliament.<sup>1230</sup> The bill addresses the trafficking of women for the purposes of forced labour.<sup>1231</sup>

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.<sup>1232</sup>

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

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<sup>1228</sup> 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/PressReleseDetail.aspx?PRID=1514490>.

<sup>1229</sup> 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/PressReleseDetail.aspx?PRID=1514490>.

<sup>1230</sup> 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/PressReleseDetail.aspx?PRID=1514490>.

<sup>1231</sup> 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/PressReleseDetail.aspx?PRID=1514490>.

<sup>1232</sup> 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/>.

child-friendly.<sup>1233</sup> The centres will focus on developing programs to increase equal opportunities in the workforce.<sup>1234</sup>

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.<sup>1235</sup> 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.<sup>1236</sup>

On 29 January 2018, Minister Yembise inaugurated a program to encourage women to take jobs in Parliament, both at the regional and national level.<sup>1237</sup> The program aims to help women who want to become political decision-makers and members of political parties and legislature.<sup>1238</sup>

On 25 February 2018, Minister Yembise introduced another initiative to increase female participation in political parties.<sup>1239</sup> This program is part of overarching goal to encourage women to take on political appointments and jobs in government.<sup>1240</sup>

Indonesia has fully complied with its commitment to improve women's access to the labour market. Indonesia's 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*

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<sup>1233</sup> 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>.

<sup>1234</sup> 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>.

<sup>1235</sup> Report: 11<sup>th</sup> 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](http://www.mfa.gov.tr/site_media/html/11th-mikta-fm-joint-communique-final.pdf).

<sup>1236</sup> Report: 11<sup>th</sup> 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](http://www.mfa.gov.tr/site_media/html/11th-mikta-fm-joint-communique-final.pdf).

<sup>1237</sup> 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](http://kbr.id/nasional/01-2018/kementerian_perempuan_susun_skenario_besar_agar_perempuan_kuasai_parlemen/94755.html).

<sup>1238</sup> 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](http://kbr.id/nasional/01-2018/kementerian_perempuan_susun_skenario_besar_agar_perempuan_kuasai_parlemen/94755.html).

<sup>1239</sup> 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>.

<sup>1240</sup> 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>.

## 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.<sup>1241</sup> The presentation outlined the plan's implementation, including digitizing class registration and creating new pedagogies in different teaching environments.<sup>1242</sup> One of the goals of this plan is to address and reduce women's high school drop-out rates.<sup>1243</sup>

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.<sup>1244</sup> The plan allocated over EUR11 million to a variety of projects.<sup>1245</sup> It will follow the guidelines in the 2015 Law 107 on the Promotion of Gender Equality Education.<sup>1246</sup>

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).<sup>1247</sup> The C3E TCP aims to improve women's participation in clean energy by preparing them with the skills and opportunities to enter the field.<sup>1248</sup>

On 20 November 2017, the Department of Equal Opportunities began a campaign condemning gender-based violence.<sup>1249</sup> The videos depicted violence against women and spread a message regarding the various government supports available for victims.<sup>1250</sup>

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<sup>1241</sup> 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>.

<sup>1242</sup> 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>.

<sup>1243</sup> 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](https://ec.europa.eu/education/sites/education/files/monitor2017-it_en.pdf).

<sup>1244</sup> 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>.

<sup>1245</sup> 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>.

<sup>1246</sup> 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>.

<sup>1247</sup> "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>.

<sup>1248</sup> "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>.

<sup>1249</sup> 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>.

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.<sup>1251</sup> The programme will offer Palestinian women training in market-oriented skills.<sup>1252</sup>

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 and the Italian Agency for Development Cooperation has taken steps to create equal work opportunities for women in Palestine.

Thus, Italy receives a score of +1.

*Analyst: Anahid Najafizadeh*

### **Japan: 0**

Japan 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 1 and 2 November 2017, the Government of Japan hosted the World Assembly of Women.<sup>1253</sup> 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.<sup>1254</sup> 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.<sup>1255</sup>

On 3 November 2017, Prime Minister Shinzo Abe encouraged more women to join the workforce and boost economic growth.<sup>1256</sup> Abe also pledged to contribute USD50 million to the Women Entrepreneurs Finance Initiative, making Japan the largest country financial contributor to the initiative.<sup>1257</sup>

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<sup>1250</sup> 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>.

<sup>1251</sup> 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>.

<sup>1252</sup> 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>.

<sup>1253</sup> 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](http://www.mofa.go.jp/fp/hr_ha/page23e_000484.html).

<sup>1254</sup> 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](http://www.mofa.go.jp/fp/hr_ha/page23e_000484.html).

<sup>1255</sup> In Tokyo Ivanaka 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-ivanaka-trump-says-world-boost-women-cutting-edge-industries/#.Whdml7Q-eb8>.

<sup>1256</sup> In Tokyo Ivanaka 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-ivanaka-trump-says-world-boost-women-cutting-edge-industries/#.Whdml7Q-eb8>.

<sup>1257</sup> In Tokyo Ivanaka 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-ivanaka-trump-says-world-boost-women-cutting-edge-industries/#.Whdml7Q-eb8>.

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.<sup>1258</sup> The index includes companies that lead initiatives which support women's participation and advancement in the workforce.<sup>1259</sup>

Japan has partially 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; however, Japan has not taken steps to improve the quality of women's education and training opportunities.

Thus, Japan receives a score of 0.

*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.<sup>1260</sup> The program is in cooperation with the National Health Insurance Corporation, which incorporated additional funding of KRW500,000 for families' medical costs.<sup>1261</sup> The amount will also increase to KRW900,000 with additional children being born.<sup>1262</sup>

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 Programme (WFP) to provide nutritional products for children and pregnant women).<sup>1263</sup> 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).<sup>1264</sup>

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<sup>1258</sup> 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>.

<sup>1259</sup> 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>.

<sup>1260</sup> 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>.

<sup>1261</sup> 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>.

<sup>1262</sup> 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>.

<sup>1263</sup> 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>.

<sup>1264</sup> 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>.

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.<sup>1265</sup> 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.<sup>1266</sup>

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.<sup>1267</sup> 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.<sup>1268</sup>

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.<sup>1269</sup> 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 sexual harassment in the workforce.<sup>1270</sup> 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.”<sup>1271</sup>

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*

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<sup>1265</sup> 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>.

<sup>1266</sup> 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>.

<sup>1267</sup> Report: 11<sup>th</sup> 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-communicue-final.pdf](http://www.mfa.gov.tr/site_media/html/11th-mikta-fm-joint-communicue-final.pdf).

<sup>1268</sup> Report: 11<sup>th</sup> 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-communicue-final.pdf](http://www.mfa.gov.tr/site_media/html/11th-mikta-fm-joint-communicue-final.pdf).

<sup>1269</sup> 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=Oxlzb0ERT2vRzY3Z4lBywOBI.mogef21?mid=eng001&bbtSn=705309](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do;jsessionid=Oxlzb0ERT2vRzY3Z4lBywOBI.mogef21?mid=eng001&bbtSn=705309).

<sup>1270</sup> 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=Oxlzb0ERT2vRzY3Z4lBywOBI.mogef21?mid=eng001&bbtSn=705309](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do;jsessionid=Oxlzb0ERT2vRzY3Z4lBywOBI.mogef21?mid=eng001&bbtSn=705309).

<sup>1271</sup> 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=Oxlzb0ERT2vRzY3Z4lBywOBI.mogef21?mid=eng001&bbtSn=705309](http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do;jsessionid=Oxlzb0ERT2vRzY3Z4lBywOBI.mogef21?mid=eng001&bbtSn=705309).



**Mexico: -1**

Mexico has failed to comply 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 5 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.<sup>1272</sup> The objective of the conference included improving gender equality and labour rights for vulnerable populations.<sup>1273</sup>

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.<sup>1274</sup> 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.<sup>1275</sup>

While Mexico attended conferences addressing gender equality in the labour force, it has not improved women's access to labour markets by providing quality education and training, as well as supporting infrastructure, public services, social protection policies, and/or legal reforms.

Thus, Mexico receives a score of -1.

*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.<sup>1276</sup> 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

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<sup>1272</sup> 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](https://www.oas.org/en/sedi/dhdee/labor_and_employment/pages/cpo_trab_XX_cimt.asp).

<sup>1273</sup> 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](https://www.oas.org/en/sedi/dhdee/labor_and_employment/pages/cpo_trab_XX_cimt.asp).

<sup>1274</sup> Report: 11<sup>th</sup> 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](http://www.mfa.gov.tr/site_media/html/11th-mikta-fm-joint-communique-final.pdf).

<sup>1275</sup> Report: 11<sup>th</sup> 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](http://www.mfa.gov.tr/site_media/html/11th-mikta-fm-joint-communique-final.pdf).

<sup>1276</sup> 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>.

inside and outside the APEC region.<sup>1277</sup> Participants included Russia, Vietnam, Japan, Thailand, Taiwan, Indonesia, Philippines, Korea, Papua New Guinea, Mexico, and Chile.<sup>1278</sup>

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.<sup>1279</sup> The President also initiated a second law, which extends the maternity capital program by three years.<sup>1280</sup> The program gives mothers who deliver two or more children a “maternity capital,” which they may dedicate to their living conditions, own pension, or children’s education.<sup>1281</sup>

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 providing the opportunity to educate women with the five-year women’s strategy. 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*

### **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 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.<sup>1282</sup> The move aims to encourage economic growth by increasing women’s participation in the workforce.<sup>1283</sup>

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

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<sup>1277</sup> 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>.

<sup>1278</sup> 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>.

<sup>1279</sup> 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](http://www.rapsinews.com/legislation_news/20171229/281492291.html).

<sup>1280</sup> 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](http://www.rapsinews.com/legislation_news/20171229/281492291.html).

<sup>1281</sup> 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](http://www.rapsinews.com/legislation_news/20171229/281492291.html).

<sup>1282</sup> 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>.

<sup>1283</sup> 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>.

a male guardian.<sup>1284</sup> This will allow women to carry out all business-related procedures electronically and make the process more accessible to them.<sup>1285</sup>

On 26 February 2018, the Government of Saudi Arabia opened army registration to women.<sup>1286</sup> The General Directorate for Passports announced that it would accept 140 applications, but received a total of 107,000.<sup>1287</sup> 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.<sup>1288</sup> The move to enhance women's status is part of the greater 2030 Vision launched by Crown Prince Mohammad Bin Salman.<sup>1289</sup>

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.<sup>1290</sup> 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."<sup>1291</sup>

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.<sup>1292</sup> The law will outline penalties to prohibit "such acts and deter anyone who feels tempted to commit them."<sup>1293</sup>

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.

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<sup>1284</sup> 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/>.

<sup>1285</sup> 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/>.

<sup>1286</sup> 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>.

<sup>1287</sup> 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>.

<sup>1288</sup> 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>.

<sup>1289</sup> 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>.

<sup>1290</sup> 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](https://www.nytimes.com/2017/07/11/world/middleeast/saudi-arabia-girls-islam-physical-education.html?_r=0).

<sup>1291</sup> 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](https://www.nytimes.com/2017/07/11/world/middleeast/saudi-arabia-girls-islam-physical-education.html?_r=0).

<sup>1292</sup> 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>.

<sup>1293</sup> 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>.

Thus, Saudi Arabia receives a score of +1.

*Analyst: Almeera Khalid*

### **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.<sup>1294</sup> Ultimately, the Department issued "41 employers ... with the Director-General Recommendations and [they were given] 60 days to comply with the recommendations."<sup>1295</sup> Further, "nine employers are undergoing prosecution for failure to prepare Employment Equity Plans."<sup>1296</sup>

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.<sup>1297</sup> The Minister stated that economic opportunities for women in providing sanitation services is a key goal for the Department.<sup>1298</sup>

On 30 August 2017, Parliament released the report, *Towards Women's Economic Empowerment: an overview of challenges, achievements, legislative mechanisms, and programmes*.<sup>1299</sup> 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.<sup>1300</sup>

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<sup>1294</sup> 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>.

<sup>1295</sup> 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>.

<sup>1296</sup> 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>.

<sup>1297</sup> Bringing women into the sanitation dialogue, Infrastructure News (Gauteng) 19 August 2017. Access date: 2 November 2017. <http://www.infrastructurenews.com/2017/08/19/bringing-women-into-the-sanitation-dialogue/>.

<sup>1298</sup> Bringing women into the sanitation dialogue, Infrastructure News (Gauteng) 19 August 2017. Access date: 2 November 2017. <http://www.infrastructurenews.com/2017/08/19/bringing-women-into-the-sanitation-dialogue/>.

<sup>1299</sup> *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>.

<sup>1300</sup> *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>.

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.<sup>1301</sup> The infrastructure project is expected to create 8000 jobs.<sup>1302</sup> The project will start in 2018 and invest ZAR2.5 billion to construct 12 rail stations.<sup>1303</sup>

On 4 October 2017, the Department of Labour called for improved education for women in the construction industry.<sup>1304</sup> 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.”<sup>1305</sup>

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.<sup>1306</sup> The event focused on “equity, impact and inclusive growth towards Agenda 2030 and a sustainable African future.”<sup>1307</sup> It sought to “collaborate and make plans about how we can invest, grow and develop African women-led businesses.”<sup>1308</sup>

On 28-29 November 2017, Minister of Tourism Tokozile Xasa hosted the annual Women in Tourism Conference.<sup>1309</sup> 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.”<sup>1310</sup> The conference provided a venue for “dialogue on the challenges that affect the socio-economic empowerment of women” in South Africa.<sup>1311</sup> It concluded with a resolution to develop an autonomous body to promote female

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<sup>1301</sup> 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/>.

<sup>1302</sup> 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/>.

<sup>1303</sup> 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/>.

<sup>1304</sup> 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>.

<sup>1305</sup> 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>.

<sup>1306</sup> 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/>.

<sup>1307</sup> 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/>.

<sup>1308</sup> 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/>.

<sup>1309</sup> 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).

<sup>1310</sup> Tourism on Women in Tourism Conference, South African Government (Cape Town) 29 November 2017. Access Date: January 2 2018. <https://www.gov.za/speeches/tourism-women-tourism-conference-29-nov-2017-0000>.

<sup>1311</sup> Tourism on Women in Tourism Conference, South African Government (Cape Town) 29 November 2017. Access Date: January 2 2018. <https://www.gov.za/speeches/tourism-women-tourism-conference-29-nov-2017-0000>.

economic empowerment.<sup>1312</sup> The Department of Tourism also pledged to facilitate partnerships to promote female financial education.<sup>1313</sup>

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.”<sup>1314</sup> 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.”<sup>1315</sup>

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.<sup>1316</sup> The meeting was intended to extend the campaign to a longer-term and more inclusive programme such as the #365 Days of Activism campaign.<sup>1317</sup> These campaigns focus on improving understandings of “lived experiences of communities in relation to violence against women” to inform policy.<sup>1318</sup>

On 11-12 December 2017, the National Youth Development Agency hosted public consultations on its Integrated Youth Strategy (IYS).<sup>1319</sup> One of the main goals of the IYS is to “to initiate catalytic programmes designed to benefit youth from disadvantaged backgrounds” primarily young women.<sup>1320</sup>

On 25 January 2018, Minister of Communications Mmamoloko Kubayi-Ngubane called for increased female involvement in Information Communications Technology at the Regional Gender Sensitisation Workshop.<sup>1321</sup> The Minister emphasized the importance of encouraging young women

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<sup>1312</sup> Tourism on Women in Tourism Conference, South African Government (Cape Town) 29 November 2017. Access Date: January 2 2018. <https://www.gov.za/speeches/tourism-women-tourism-conference-29-nov-2017-0000>.

<sup>1313</sup> Tourism on Women in Tourism Conference, South African Government (Cape Town) 29 November 2017. Access Date: January 2 2018. <https://www.gov.za/speeches/tourism-women-tourism-conference-29-nov-2017-0000>.

<sup>1314</sup> 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>.

<sup>1315</sup> 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>.

<sup>1316</sup> 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>.

<sup>1317</sup> 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>.

<sup>1318</sup> 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>.

<sup>1319</sup> 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>.

<sup>1320</sup> 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>.

<sup>1321</sup> 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>.

to consider careers in Science or ICT.<sup>1322</sup> 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.<sup>1323</sup>

On 5 and 8 February 2018, the Government of South Africa hosted and co-sponsored the annual Mining Indaba Conference.<sup>1324</sup> 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.<sup>1325</sup> 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.<sup>1326</sup> 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.<sup>1327</sup> They also discussed the creation of a universal framework to address gender gaps across the mining sector.<sup>1328</sup>

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.<sup>1329</sup> The Department of Small Business responded by reiterating their support of small, medium, and micro enterprises with a particular focus on the National Gazelles Program, which prioritizes women, youth, and the disabled as part of addressing historic injustices suffered by vulnerable groups.<sup>1330</sup>

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. South Africa has also

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<sup>1322</sup> 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>.

<sup>1323</sup> 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>.

<sup>1324</sup> 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>.

<sup>1325</sup> 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>.

<sup>1326</sup> 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>.

<sup>1327</sup> 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>.

<sup>1328</sup> 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>.

<sup>1329</sup> 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>.

<sup>1330</sup> 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>.

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.<sup>1331</sup> 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.<sup>1332</sup>

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.

On 25 August 2017, Minister for Higher Education Shirley-Anne Somerville told Scottish universities to improve opportunities for female academics.<sup>1333</sup> 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.<sup>1334</sup> The Minister also

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<sup>1331</sup> Report: 11<sup>th</sup> 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](http://www.mfa.gov.tr/site_media/html/11th-mikta-fm-joint-communique-final.pdf).

<sup>1332</sup> Report: 11<sup>th</sup> 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](http://www.mfa.gov.tr/site_media/html/11th-mikta-fm-joint-communique-final.pdf).

<sup>1333</sup> 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/](http://www.heraldsotland.com/news/15496366.Minister_tells_Scottish_universities_to_improve_opportunities_for_female_academics/).

<sup>1334</sup> 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/](http://www.heraldsotland.com/news/15496366.Minister_tells_Scottish_universities_to_improve_opportunities_for_female_academics/).



stated that she will place pressure on all higher education institutions to do more for female researchers and professors.<sup>1335</sup>

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.<sup>1336</sup> 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.<sup>1337</sup> The UK aims to improve in diversity and access to employment at the senior level, especially in male-dominated job roles.<sup>1338</sup>

On 18 December 2017, the UK passed a law that requires employers with 250 employees or more to publish annual gender pay data.<sup>1339</sup> It aims to provide unprecedented transparency, generate wider debate, and encourage employers to take the action required to close the gap.<sup>1340</sup>

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: 0**

The United States 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 8-10 August 2017, the USco-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.<sup>1341</sup> 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,

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<sup>1335</sup> 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/](http://www.heraldsotland.com/news/15496366.Minister_tells_Scottish_universities_to_improve_opportunities_for_female_academics/).

<sup>1336</sup> 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>.

<sup>1337</sup> 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/>.

<sup>1338</sup> 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/>.

<sup>1339</sup> 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/>.

<sup>1340</sup> 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/>.

<sup>1341</sup> 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>.

while also addressing the continued need to reduce and eliminate barriers.”<sup>1342</sup> The panel discussed 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.”<sup>1343</sup>

On 10 August 2017, the US and India announced that they will co-host the Global Entrepreneurship Summit on 28-30 November 2017.<sup>1344</sup> The event will focus on the theme of “Women First, Prosperity for All” and be held in Hyderabad, India.<sup>1345</sup> 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.<sup>1346</sup>

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.<sup>1347</sup> 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.<sup>1348</sup>

On 18 October 2017, the Department of State announced an International Visitor Leadership Program (IVLP) called Hidden No More: Empowering Women Leaders in Stem.<sup>1349</sup> 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.”<sup>1350</sup>

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<sup>1342</sup> 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>.

<sup>1343</sup> 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>.

<sup>1344</sup> 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>.

<sup>1345</sup> 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>.

<sup>1346</sup> 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>.

<sup>1347</sup> 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](https://www.reginfo.gov/public/jsp/Utilities/Review_and_Stay_Memo_for_EEOC.pdf?ncid=edlinkushpmsg00000313).

<sup>1348</sup> 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](https://www.reginfo.gov/public/jsp/Utilities/Review_and_Stay_Memo_for_EEOC.pdf?ncid=edlinkushpmsg00000313).

<sup>1349</sup> 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>.

<sup>1350</sup> 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.<sup>1351</sup> 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.<sup>1352</sup>

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.<sup>1353</sup> 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.”<sup>1354</sup> 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.”<sup>1355</sup> It also offers public and private sector recommendations to support women-led entrepreneurship.<sup>1356</sup>

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).<sup>1357</sup> 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.”<sup>1358</sup>

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<sup>1351</sup> 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>.

<sup>1352</sup> 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>.

<sup>1353</sup> 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>.

<sup>1354</sup> 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](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).

<sup>1355</sup> 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](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).

<sup>1356</sup> 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](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).

<sup>1357</sup> 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>.

<sup>1358</sup> 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.<sup>1359</sup> 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.<sup>1360</sup> 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.<sup>1361</sup> 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.<sup>1362</sup>

The United States has partially 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. However, President Trump reduced funding for maternal health and childcare programs, which cut women's access to healthcare.

Thus, the United States receives a score of 0.

*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 20 September 2017, the EU and United Nations launched a Spotlight Initiative to eliminate all forms of violence against women and girls.<sup>1363</sup> 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.<sup>1364</sup> The initiative is an investment in gender equality

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<sup>1359</sup> 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: March 1 2018. <https://www.state.gov/r/pa/prs/ps/2018/02/278256.htm>.

<sup>1360</sup> 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: March 1 2018. <https://www.state.gov/r/pa/prs/ps/2018/02/278256.htm>.

<sup>1361</sup> 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>.

<sup>1362</sup> 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/>.

<sup>1363</sup> 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>.

<sup>1364</sup> 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>.

and women's empowerment.<sup>1365</sup> It is supported by a multi-stakeholder trust fund with the EU as its main contributor, contributing EUR500 million.<sup>1366</sup> 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.<sup>1367</sup> During the event, Vice-President Mogherini stated that the EU is committed to combatting all forms of violence against women and girls.<sup>1368</sup>

On 11 October 2017, the No Non Nein campaign was launched as a dedication to ending violence against women.<sup>1369</sup> The project trains staff who work in bars, security, and halls to help victims when gender-based violence takes place.<sup>1370</sup> The European Commission is dedicating EUR15 million funding to non-governmental organizations working in this field.<sup>1371</sup> The funding aims to help address violence and harassment against women as well as to reduce the political and economic inequality between women and men, especially in the workforce.<sup>1372</sup>

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).<sup>1373</sup> 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.<sup>1374</sup> The programme aims to achieve safe and fair labour migration for all women in the ASEAN region by addressing women migrant workers'

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<sup>1365</sup> 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>.

<sup>1366</sup> 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>.

<sup>1367</sup> 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>.

<sup>1368</sup> 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>.

<sup>1369</sup> 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](http://europa.eu/rapid/press-release_MEMO-18-1602_en.htm).

<sup>1370</sup> 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>.

<sup>1371</sup> 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](http://europa.eu/rapid/press-release_MEMO-18-1602_en.htm).

<sup>1372</sup> 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](http://europa.eu/rapid/press-release_MEMO-18-1602_en.htm).

<sup>1373</sup> 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>.

<sup>1374</sup> 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>.

vulnerabilities, enhancing their access to essential services, and strengthening rights-based and gender-responsive approaches to violence against women and migration governance.<sup>1375</sup>

On 20 November 2017, Commissioner for Justice and Gender Equality Věra Jourová published a proposal to redress the gender pay gap.<sup>1376</sup> 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.<sup>1377</sup> 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.<sup>1378</sup>

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.<sup>1379</sup> During the summit, AU-EU representatives adopted a joint declaration outlining common priorities for the EU-Africa partnership.<sup>1380</sup> Gender equality was one of the key talking points.<sup>1381</sup> 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.<sup>1382</sup>

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.<sup>1383</sup> The program aims to reach 60,000 people in need, mostly women living in situations characterized by increasing domestic violence, isolation, and economic insecurity.<sup>1384</sup> 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

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<sup>1375</sup> 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>.

<sup>1376</sup> 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>.

<sup>1377</sup> 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>.

<sup>1378</sup> 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>.

<sup>1379</sup> 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>.

<sup>1380</sup> 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>.

<sup>1381</sup> 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>.

<sup>1382</sup> 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>.

<sup>1383</sup> 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>.

<sup>1384</sup> 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>.

services.<sup>1385</sup> It also seeks to enhance women's representation and rights.<sup>1386</sup> 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.<sup>1387</sup>

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.<sup>1388</sup>

On 7 March 2018, the European Commission initiated a strategy to improve women's participation in the Information and Communications Technology (ICT) sector.<sup>1389</sup> The initiative will focus on the digital sector to address topics including women shaping media, empowering women and girls through digital inclusion, and advancing equality in the digital age.<sup>1390</sup> It will focus on three main areas: breaking negative stereotypes, skills and education, and women's entrepreneurship.<sup>1391</sup>

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.

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

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<sup>1385</sup> 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>.

<sup>1386</sup> 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>.

<sup>1387</sup> 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>.

<sup>1388</sup> 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](https://ec.europa.eu/europeaid/news-and-events/joint-statement-international-day-zero-tolerance-female-genital-mutilation-0_en).

<sup>1389</sup> 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>.

<sup>1390</sup> 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](http://europa.eu/rapid/press-release_MEMO-18-1602_en.htm).

<sup>1391</sup> 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](http://europa.eu/rapid/press-release_MEMO-18-1602_en.htm).