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G7 Research Group  
at the Munk School of Global Affairs at Trinity College in the University of Toronto  
presents the

## **2017 G7 Taormina Interim Compliance Report**

27 May 2017 to 30 January 2018

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*“We have meanwhile set up a process and there are also independent institutions monitoring which objectives of our G7 meetings we actually achieve. When it comes to these goals we have a compliance rate of about 80%, according to the University of Toronto. Germany, with its 87%, comes off pretty well. That means that next year too, under the Japanese G7 presidency, we are going to check where we stand in comparison to what we have discussed with each other now. So a lot of what we have resolved to do here together is something that we are going to have to work very hard at over the next few months. But I think that it has become apparent that we, as the G7, want to assume responsibility far beyond the prosperity in our own countries. That’s why today’s outreach meetings, that is the meetings with our guests, were also of great importance.”*

Chancellor Angela Merkel, Schloss Elmau, 8 June 2015

## Contents

Preface.....	3
Research Team .....	4
Executive Summary .....	6
Table A: 2017 Priority Commitments Selected for Assessment* .....	7
Table B: 2017 G7 Taormina Interim Compliance Scores .....	9
Table C: 2017 G7 Taormina Interim Compliance Scores by Country .....	10
Table D: 2017 G7 Taormina Interim Compliance Scores by Commitment .....	10
1. Terrorism: Aviation and Border Security .....	11
2. Terrorism: Combating Online Extremism.....	25
3. Non-proliferation: Nuclear Weapons and Disarmament .....	40
4. Trade: Protectionism and Trade Practices.....	60
5. Gender: Human Trafficking and Exploitation.....	73
6. Gender: Encouraging Women in the Private Sector.....	88
7. Migration: Addressing the Drivers of Migration .....	101
8. Climate Change: Energy and Clean Technology .....	128
9. Climate Change: Paris Agreement .....	142
10. Food and Agriculture: Food Security and Nutrition .....	165
11. Development: African Union Agenda 2063.....	176
12. Health: Mental Health .....	189
13. Trade: Internationally Recognized Environmental Standards .....	202
14. Labour and Employment: Work Conditions .....	220
15. Macroeconomics: Inclusive Growth.....	234
16. Regional Security: Ukraine .....	250

## 6. Gender: Encouraging Women in the Private Sector

“[We] encourage the private sector to value women’s active role in private companies by developing positive actions, such as leadership trainings and gender equality labels/certifications, and promoting role models.”

*G7 Taormina Leaders’ Communiqué*

### Assessment

Member	No Compliance	Partial Compliance	Full Compliance
Canada			+1
France			+1
Germany			+1
Italy		0	
Japan		0	
United Kingdom			+1
United States		0	
European Union			+1
Average		+0.63	

### Background

The 1990 G7 Houston Summit marked the first time G7 members recognized the important role women have in the global economy. While this inclusion indicated a progression in the conversation on gender-based issues, the conversation remained focused on women’s health and education as a means for their economic empowerment.<sup>487</sup>

It was not until the 2015 G7 Schloss Elmau Summit that G7 members acknowledged the necessity of targeted measures to strengthen the link between women and entrepreneurship. Here G7 leaders acknowledged the particular needs of female entrepreneurs by increasing their access to financial markets, skills, leadership opportunities and networks.<sup>488</sup> The leaders also recognized the value of women’s entrepreneurship as a key driver of innovation, growth and jobs while highlighting the fact that fewer women run their own business due to additional barriers that women face to start and grow a business.<sup>489</sup>

G7 leaders continued to build on initiatives pertaining to women’s economic empowerment at the 2016 G7 Ise Shima Summit. In particular, G7 leaders recognized that encouraging women to become involved in the private sector would benefit society as a whole. Thus, they committed to reducing barriers that would prevent gender equality in the workforce.

<sup>487</sup> 2015 Schloss Elmau Summit Final Compliance Report, G7 Research Group (Toronto) 6 May 2016. Access Date: 9 October 2017. <http://www.g8.utoronto.ca/evaluations/2015compliance-final/04-2015-g7-compliance-final-160523.pdf>.

<sup>488</sup> 2015 Schloss Elmau Summit Final Compliance Report, G7 Research Group (Toronto) 6 May 2016. Access Date: 9 October 2017. <http://www.g8.utoronto.ca/evaluations/2015compliance-final/04-2015-g7-compliance-final-160523.pdf>.

<sup>489</sup> OECD Report to G7 Leaders on Women and Entrepreneurship, The Organization for Economic and Cooperation and Development (Paris) May 2016. Access Date: 10 October 2017. <https://www.oecd.org/gender/OECD-Report%20to-G7-Leaders-on-Women-and-Entrepreneurship.pdf>.

In the G7 Roadmap for Gender Responsive Economic Environment produced at the 2017 Taormina Summit, G7 leaders further committed to “promote policies that enhance women’s participation and leadership in all aspects of social, economic, and political life.”<sup>490</sup> This includes increasing participation, promoting equal opportunities and fair selection processes at all levels of decision making for women in the private sector.<sup>491</sup> The G7 Roadmap for Gender Responsive Economic Environment builds on previous gender-based initiatives such as the Beijing Declaration and Platform for Action, the global call to action of the UN Secretary General’s High Level Panel for Women’s Economic Empowerment and the 2030 Agenda for Sustainable Development.<sup>492</sup>

G7 leaders acknowledged in the Roadmap that, “in all countries, including the G7, women’s participation in political, economic and public life remains uneven”<sup>493</sup> and that further initiatives need to be taken in order to address the unbalanced representation in the workforce.

### **Commitment Features**

The G7 remains committed to women’s economic empowerment, acknowledging that low female participation in the workforce has a negative impact on the labour market, earnings, retirement savings and their own economic independence.<sup>494</sup> Additionally, the lack of women in leadership positions across all sectors result in difficulty identifying and addressing these issues. Thus, the core of this commitment is to promote more female agency in the private sector by advancing women to positions of influence within their respective fields.

This commitment states: “[we] encourage the private sector to value women’s active role in private companies by developing positive actions.”<sup>495</sup> The term “developing” means that a new initiative will be established in the area. The term “encourage” does not imply strong measurability in the commitment and should be taken as a soft commitment where no concrete action is to be taken. Positive actions are identified in the commitment as: 1) leadership training programs; 2) gender equality labels and certifications; and 3) promotion of role models. Encouraging these positive actions can include but are not limited to statements in support of the positive actions.

The first recognizes that women’s leadership is fundamental to the sustainable growth of the private sector. Recognition in the form of statements or discussions would count towards a country’s compliance.

The second speaks to the importance of gender equality labels and certifications as a means to incentivize companies to address the uneven gender distribution that is prevalent in their companies. Gender equality labels and certifications are given to companies that demonstrate progressive action to create gender equal environments encouraging them to reduce barriers women face in the

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<sup>490</sup>G7 Roadmap for Gender Responsive Economic Environment, G7 2017 Taormina (Taormina) 27 May 2017 Access Date: 9 October 2017. <http://www.g7italy.it/sites/default/files/documents/Gender%20Roadmap.pdf>.

<sup>491</sup>G7 Roadmap for Gender Responsive Economic Environment, G7 2017 Taormina (Taormina) 27 May 2017 Access Date: 9 October 2017. <http://www.g7italy.it/sites/default/files/documents/Gender%20Roadmap.pdf>.

<sup>492</sup>G7 Roadmap for Gender Responsive Economic Environment, G7 2017 Taormina (Taormina) 27 May 2017 Access Date: 9 October 2017. <http://www.g7italy.it/sites/default/files/documents/Gender%20Roadmap.pdf>.

<sup>493</sup>G7 Roadmap for Gender Responsive Economic Environment, G7 2017 Taormina (Taormina) 27 May 2017 Access Date: 9 October 2017. <http://www.g7italy.it/sites/default/files/documents/Gender%20Roadmap.pdf>.

<sup>494</sup>G7 Roadmap for Gender Responsive Economic Environment, G7 2017 Taormina (Taormina) 27 May 2017 Access Date: 9 October 2017. <http://www.g7italy.it/sites/default/files/documents/Gender%20Roadmap.pdf>.

<sup>495</sup>G7 Roadmap for Gender Responsive Economic Environment, G7 2017 Taormina (Taormina) 27 May 2017 Access Date: 9 October 2017. <http://www.g7italy.it/sites/default/files/documents/Gender%20Roadmap.pdf>.

workplace.<sup>496</sup> Some key areas include increasing women’s role in decision making, eliminating gender-based pay gaps, enhancing women’s access to non traditional jobs, enhancing work-life balance, eliminating sexual harassment at work and using inclusive, non-sexist communication.<sup>497</sup> A country does not have to provide direct financial incentives to such programs to be compliant.

The third addresses the part role models can play in championing women during decision-making processes. Having an advocate for women in the private sector, especially when those advocates are industry leaders, increases the likelihood that women will have an active role in the workplace as they lead by example.<sup>498</sup> Statements in support of role models and their impact on the decision-making process would count towards a country’s compliance.

**Scoring Guidelines**

-1	G7 member does not encourage the private sector to value women’s active role in private companies by 1) developing leadership programs; 2) creating gender equality labels and certifications or; 3) promoting role models.
0	G7 member encourages the private sector to value women’s active role in private companies through at least one of the following: 1) developing leadership programs; 2) creating gender equality labels and certifications or; 3) promoting role models.
+1	G7 member encourages the private sector to value women’s active role in private companies through at least two of the following: 1) developing leadership programs; 2) creating gender equality labels and certifications or; 3) promoting role models.

*Lead Analyst: Anna Lisa Martin*

**Canada: +1**

Canada has fully complied with its commitment to encouraging women’s participation in the country’s private sector by promoting gender equality certifications and developing leadership programs.

In May 2017, the Government of Canada updated its “Gender Based Analysis (GBA+), an analytical tool used to advance gender equality by assessing how diverse groups of women, men and gender-diverse people may experience policies, programs and initiatives.”<sup>499</sup> The GBA+online course was updated to include new content as well as micro-learning videos explaining important GBA+concepts and how to put them into practice.<sup>500</sup>

In June 2017, The Status of Women in Canada, began a 36-month women’s training and program in partnership with the Canadian Research Institute on the Advancement of Women. The goal is to

<sup>496</sup> Gender Equality Seal Certification Programme for Public and Private Enterprises, United Nations Development Programme (New York) Access Date: 10 November 2017. <http://www.undp.org/content/undp/en/home/gender-equality/transforming-workplaces-to-advance-gender-equality/gender-equality-seal-for-public-and-private-enterprises.html>.

<sup>497</sup> Gender Equality Seal Certification Programme for Public and Private Enterprises, United Nations Development Programme (New York) Access Date: 13 November 2017. <http://www.undp.org/content/undp/en/home/ourwork/gender-equality/institutional-innovations-for-gender-equality/certification-programme-for-public-and-private-enterprises.html>.

<sup>498</sup> G7 Roadmap for Gender Responsive Economic Environment, G7 2017 Taormina (Taormina) 27 May 2017. Access Date: 9 October 2017. <http://www.g7italy.it/sites/default/files/documents/Gender%20Roadmap.pdf>.

<sup>499</sup> GBA+: Inclusion. Innovation. For the next 150., Canada School of Public Service (Ottawa) 1 June 2017. Access Date: 15 November 2017. <http://www.cspc-efpc.gc.ca/events/gba/index-eng.aspx>.

<sup>500</sup> Take the GBA+course, Status of Women Canada (Ottawa) 20 November 2017. Access Date: 15 November 2017. <http://www.swc-cfc.gc.ca/gba-acsc/course-cours-en.html>.

strengthen the capacity of equity-seeking organizations to advocate for and promote action on women's issues, including leadership.<sup>501</sup>

In June 2017, the Government of Canada announced the new Feminist International Assistance Policy, allocating CAD 150 million over the next five years to support the efforts of women's organizations in developing countries. Among the core action areas defined in the policy is the role of gender equality in economic growth, with a particular mention of the private sector. The policy also declared that the Canadian government would ensure that its 'policymaking and financing address the challenges faced by women and girls,' by developing partnerships with stakeholders including the private sector and financial institutions.<sup>502</sup> "The private sector," the policy notes, "and other actors all have a role to play in building a world where gender equality and the empowerment of women and girls is the rule, not the exception."<sup>503</sup>

In July 2017, Prime Minister Justin Trudeau announced Canada's CAD 20 million contribution towards the Women Entrepreneurs Finance Initiative (We-Fi), an organization led by the World Bank to support and make resources available to businesses headed by women in developing countries.<sup>504</sup>

In September 2017, Minister of Status of Women, Monsef also released a report called The Business Case for Supplier Diversity in Canada which highlighted the benefits of including women in the procurement supply chains of large companies. The Business Case for Supplier Diversity sought to encourage these large corporations to engage with female entrepreneurs through supplier diversity programs and bolster their participation in the Canadian economy.<sup>505</sup>

In October 2017, the Status of Women in Canada launched a call for proposals due in late 2017-early 2018 to address the issue of gender equality, with one of the two stated themes being "Increasing Private Sector Leadership and Investments in Women."<sup>506</sup> While the final selected projects have not been confirmed yet, the organization stated a specific commitment to advancing women's presence in the private sector.

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<sup>501</sup> Government Grants and Contributions, Government of Canada (Ottawa) 23 June 2017. Access Date: 15 November 2017. <http://open.canada.ca/search/grants/reference/ad55f0cb426b0386d5c2649d8d445166>.

<sup>502</sup> Canada's Feminist International Assistance Policy, Government of Canada (Ottawa) 30 October 2017. Access Date: 15 November 2017. [http://international.gc.ca/world-monde/issues\\_development-enjeux\\_developpement/priorities-priorites/policy-politique.aspx?lang=eng](http://international.gc.ca/world-monde/issues_development-enjeux_developpement/priorities-priorites/policy-politique.aspx?lang=eng).

<sup>503</sup> Canada's Feminist International Assistance Policy, Government of Canada (Ottawa) 30 October 2017. Access Date: 15 November 2017. [http://international.gc.ca/world-monde/issues\\_development-enjeux\\_developpement/priorities-priorites/policy-politique.aspx?lang=eng](http://international.gc.ca/world-monde/issues_development-enjeux_developpement/priorities-priorites/policy-politique.aspx?lang=eng).

<sup>504</sup> Prime Minister announces support for women entrepreneurs in developing countries. Justin Trudeau, Prime Minister of Canada (Hamburg) 8 July 2017. Access Date: 15 November 2017. <https://pm.gc.ca/eng/news/2017/07/08/prime-minister-announces-support-women-entrepreneurs-developing-countries>.

<sup>505</sup> The Business Case for Supplier Diversity in Canada, Status of Women in Canada (Ottawa) 21 September 2017. Access Date: 15 November 2017. [http://www.swc-cfc.gc.ca/initiatives/sdr-rdf/supplier\\_diversity-diversification\\_fournisseurs-en.html](http://www.swc-cfc.gc.ca/initiatives/sdr-rdf/supplier_diversity-diversification_fournisseurs-en.html).

<sup>506</sup> Minister Monsef launches Women's History Month — Organizations are invited to apply for new funding totalling around \$15M in support of women's economic security, Government of Canada (Ottawa) 2 October 2017. Access Date: 15 November 2017. [https://www.canada.ca/en/status-women/news/2017/10/minister\\_monsef\\_launcheswomenshistorymonthorganizationsareinvite.html?wbdisable=true](https://www.canada.ca/en/status-women/news/2017/10/minister_monsef_launcheswomenshistorymonthorganizationsareinvite.html?wbdisable=true).

In November 2017, a Government of Canada with the Newfoundland and Labrador Organization of Women Entrepreneurs announced a project aimed at supporting and increasing opportunities for women-owned businesses across the province.<sup>507</sup>

Canada has taken measures to promote women's presence in the private sector and repeated affirmation of the commitment to reducing gender inequalities. It has complied with his commitment through developing leadership trainings and gender equality certifications.

Thus, Canada has been awarded a score of +1.

*Analyst: Emaan Thaver*

### **France: +1**

France has fully complied with its commitment to encourage women's participation in the country's private sector by developing leadership trainings and gender equality labels/certifications.

On 8 August 2017, Secretary of State in charge of Equality between Women and Men Marlène Schiappa announced that there was device being developed to take fines from companies who do not abide by equal pay policies. She also noted that the government has the ability to perform random checks at companies to obtain more information on the rights of women at work.<sup>508</sup>

On 12 September 2017, Schiappa held a professional equality awareness session and invited 10 of the lowest ranked companies on feminization to participate.<sup>509</sup> The session presented information about legal requirements and common gender parity practices.<sup>510</sup>

In October 2017, the French government launched a guide focused on gender equality in business aimed for small businesses and small and medium-sized enterprises.<sup>511</sup> This guide included information to support businesses in tackling issues women face including the gender pay gap, working conditions, training, work-life balance, hiring, safety and health and promotion.

France has fully complied with its commitment to encouraging greater participation of females in the workforce. The government of France has instituted gender equality labels/certifications and has developed leadership training sessions.

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<sup>507</sup> New funding will help support a vibrant gender equality movement across Canada, Status of Women Canada (Winnipeg) 25 July 2017. Access Date: 15 November 2017. [https://www.canada.ca/en/status-women/news/2017/11/new\\_funding\\_willhelpsupportavibrantgenderequalitymovementacrossc.html](https://www.canada.ca/en/status-women/news/2017/11/new_funding_willhelpsupportavibrantgenderequalitymovementacrossc.html).

<sup>508</sup> Egalité salariale: Schiappa veut prélever directement les amendes aux entreprises, L'express (Paris) 29 August 2017. Access Date: 22 January 2018. [https://www.lexpress.fr/actualite/societe/egalite-salariale-schiappa-veut-directement-prelever-les-amendes-aux-entreprises\\_1938593.html](https://www.lexpress.fr/actualite/societe/egalite-salariale-schiappa-veut-directement-prelever-les-amendes-aux-entreprises_1938593.html).

<sup>509</sup> Sensibilisation à l'égalité pour les 10 entreprises les moins bien classées au palmarès de la féminisation des instances dirigeantes des entreprises, (Paris) 7 September 2017. Access Date: 22 January 2018. <http://www.egalite-femmes-hommes.gouv.fr/sensibilisation-a-legalite-pour-les-10-entreprises-les-moins-bien-classees-au-palmares-de-la-feminisation-des-instances-dirigeantes-des-entreprises/>.

<sup>510</sup> Sensibilisation à l'égalité pour les 10 entreprises les moins bien classées au palmarès de la féminisation des instances dirigeantes des entreprises, (Paris) 7 September 2017. Access Date: 22 January 2018. <http://www.egalite-femmes-hommes.gouv.fr/sensibilisation-a-legalite-pour-les-10-entreprises-les-moins-bien-classees-au-palmares-de-la-feminisation-des-instances-dirigeantes-des-entreprises/>.

<sup>511</sup> Le gouvernement lance un guide sur l'égalité homme-femme en entreprise, Le Figaro (Paris) 10 October 2017. Access Date: 22 January 2018. <http://www.lefigaro.fr/emploi/2017/10/10/09005-20171010ARTFIG00110-le-gouvernement-lance-un-guide-sur-l-egalite-homme-femme-en-entreprise.php>.

Thus, France receives a score of +1.

*Analyst: Maria Del Mar Cuevas*

### **Germany: +1**

Germany has fully complied with its commitment to encourage the private sector to value women's active role in private companies by developing positive actions, such as leadership trainings, gender equality labels/certifications and promoting role models.

On 2 June 2017, UN Women, the African Union Commission and the Permanent Mission of Germany launched the African Women Leaders Network, an initiative that seeks to enhance the leadership of women in the transformation of Africa with a focus on governance, peace and stability. This initiative brought approximately 80 participants from across Africa, including eminent women leaders from the political and public sectors, as well as those in business, civil society and the media.<sup>512</sup> It promoted support for the advancement of more women leaders in Africa, through peer learning and mentoring, to enhance their contributions to building and sustaining peace, security and political processes for sustainable economic and social transformation, towards the realization of Africa Agenda.<sup>513</sup>

On 7 July 2017, at the G20 Hamburg Summit, Chancellor Angela Merkel for Germany launched the “#eSkills4Girls” initiative.<sup>514</sup> This initiative aims to tackle the existing gender digital divide particularly in low-income and developing countries. The specific objectives are to globally increase women's and girls' access to and participation in the digital world and to boost relevant education and employment opportunities in emerging and developing countries.<sup>515</sup> It aims to help get more women online and into information technology (IT) professions as a means to promote leadership and training for gender equality in IT professions.

On 17 August 2017, Federal Minister of Family Affairs Katarina Barley, gave German companies an ultimatum that they must name women in management positions immediately or they will have to comply with compulsory gender quotas within a year's time.<sup>516</sup> Barley is tackling Germany's delay in employing women in positions of power in Germany.<sup>517</sup> She aims to increase women's representation

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<sup>512</sup> Press Release: New platform launched to organize and boost women's leadership of Africa, UN Women (New York) 2 June 2017. Access Date: 7 November 2017. <http://www.unwomen.org/en/news/stories/2017/6/press-release-new-platform-launched-to-galvanize-and-boost-womens-leadership-of-africa>.

<sup>513</sup> Press Release: New platform launched to organize and boost women's leadership of Africa, UN Women (New York) 2 June 2017. Access Date: 7 November 2017. <http://www.unwomen.org/en/news/stories/2017/6/press-release-new-platform-launched-to-galvanize-and-boost-womens-leadership-of-africa>.

<sup>514</sup> Press Release: End of G20 Summit: Together we can achieve more, The Federal Chancellor (Hamburg) 8 July 2017. Access Date: 7 November 2017. [https://www.bundestkanzlerin.de/Content/EN/Artikel/2017/07\\_en/2017-07-08-g20-pk-merkel\\_en.html](https://www.bundestkanzlerin.de/Content/EN/Artikel/2017/07_en/2017-07-08-g20-pk-merkel_en.html).

<sup>515</sup> Press Release: End of G20 Summit: Together we can achieve more, The Federal Chancellor (Hamburg) 8 July 2017. Access Date: 7 November 2017. [https://www.bundestkanzlerin.de/Content/EN/Artikel/2017/07\\_en/2017-07-08-g20-pk-merkel\\_en.html](https://www.bundestkanzlerin.de/Content/EN/Artikel/2017/07_en/2017-07-08-g20-pk-merkel_en.html).

<sup>516</sup> Press Release: Germany's glass ceiling: Firms given one year to appoint women, EURACTIV (Hamburg) 17 August 2017. Access Date: 14 January 2018. <http://www.euractiv.com/section/economy-jobs/news/germanys-glass-ceiling-firms-given-one-year-to-appoint-women/>.

<sup>517</sup> Press Release: Germany's glass ceiling: Firms given one year to appoint women, EURACTIV (Hamburg) 17 August 2017. Access Date: 14 January 2018. <http://www.euractiv.com/section/economy-jobs/news/germanys-glass-ceiling-firms-given-one-year-to-appoint-women/>.



in Germany's private sectors and create a balance at all levels.<sup>518</sup> By placing quotas towards companies who do not meet the requirements within a year's time, Germany has placed positive actions towards gender equality labels to encourage the private sector to value women's active role in private companies. Germany aims to encourage women's active role in the private and public sector in roles of leadership.

Germany has made progress in promoting women's active role in private companies by developing positive actions, such as the African Women Leaders Network. It has also launched an initiative to support the existing gender digital divide particularly in low income and developing countries. Germany has encouraged women in leadership through the promise of quotas. Germany has fully complied in its G7 commitment to encourage the private sector to value women's active role in private companies through developing leadership programs, creating gender equality labels and certifications, and promoting role models.

Thus, Germany is awarded a score of +1.

*Analyst: Joanna Ilunga-Kapinga*

### **Italy: 0**

Italy has partially complied with its commitment to encourage the private sector to value women's active role in private companies by developing positive actions, such as leadership trainings and gender equality labels/certifications and promoting role models.

On August 2017, the Campaign on Women's Entrepreneurship was launched. This campaign promoted women's entrepreneurship and women's self employment by spreading knowledge of the resources within the Department for Equal Opportunities.<sup>519</sup>

From 15 to 16 November 2017, the first G7 Countries' Equal Opportunities Meeting took place in Taormina. This event closed the activities of the Italian presidency of the G7. During this meeting, the G7 countries, reaffirmed their commitment to implementing the initiatives developed in the G7 Roadmap for a Gender Responsive Economic Environment. In particular, the G7 countries recognized that women's access to leadership is "essential" for economic growth.<sup>520</sup>

Italy has made positive actions towards the advancement of women's role in the private sector through promoting women's entrepreneurship by stressing the importance of leadership programs, however, no progress has been made with respect to the creation of gender equality labels and the promotion of role models.

Thus, Italy has been given a score of 0.

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<sup>518</sup> Press Release: Germany's glass ceiling: Firms given one year to appoint women, EURACTIV (Hamburg) 17 August 2017. Access Date: 14 January 2018. <http://www.euractiv.com/section/economy-jobs/news/germanys-glass-ceiling-firms-given-one-year-to-appoint-women/>.

<sup>519</sup> Communication Campaign on Female Entrepreneurship, Governo Italiano (Rome) 31 August 2017. Access Date: 25 November 2017. <http://www.pariopportunita.gov.it/notizie/31082017-campagna-di-comunicazione-sull-imprenditoria-femminile/>.

<sup>520</sup> G7 Ministerial Meeting on Gender Equality, G7 2017 Italia (Taormina) 16 November 2017. Access Date: 28 January 2018. <http://www.g7italy.it/sites/default/files/documents/Declaration%20of%20the%20G7%20Meeting%20on%20Gender%20Equality.pdf>.

*Analyst: Lydia Bishay*

**Japan: 0**

Japan has partially complied with its commitment to encourage the private sector to value women's active role in private companies by developing positive actions, such as leadership trainings and gender equality labels/certifications and promoting role models.

On 6 June 2017, a meeting of the Headquarters for Creating a Society in which All Women Shine was held at Prime Minister Shinzo Abe's office. The meeting determined 2017 priority policies for the advancement of women in Japanese society. These policies included greater access to childcare and increasing data on women's participation in the workforce.<sup>521</sup>

On 8 July 2017, Japan pledged to contribute USD 50 million to the Women Entrepreneurs Finance Initiative (We-Fi) at the G20 summit in Hamburg. The initiative helps women-led small and medium-sized enterprises in developing countries overcome financial barriers.<sup>522</sup>

From October 2017 through March 2018, the Gender Equality Bureau Cabinet Office of Japan held multiple leadership training sessions for women. They were held in Yokohama and Kyoto primarily for women with 10 years of work experience. The initiative aims to increase the number of women who are company executives.<sup>523</sup>

On 3 November 2017, Abe spoke at the World Assembly for the Empowerment of Women (WAW! 2017). He praised the increased involvement of women in the Japanese workforce and discussed his continued efforts to create "a society where women shine." Abe also underlined that women entrepreneurs are "brimming with immense potential" for the global economy.<sup>524</sup>

Japan has partially complied with the commitment by providing leadership training for women. Abe has restated Japan's commitment to increasing women's participation in the workforce, but this is generally in the context of discussing his existing gender policies. The Government of Japan has not instituted gender equality labels/certifications, or promoted role models.

Thus, Japan receives a score of 0.

*Analyst: Emi Yasuda*

**United Kingdom: +1**

The United Kingdom has fully complied with its commitment to encourage the private sector to value women's active role in private companies by developing positive actions, such as leadership trainings and gender equality labels/certifications, and promoting role models.

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<sup>521</sup> Headquarters for Creating a Society in which All Women Shine, Prime Minister of Japan and His Cabinet (Tokyo) 6 June 2017. Access Date: 25 November 2017. [https://japan.kantei.go.jp/97\\_abe/actions/201706/6article2.html](https://japan.kantei.go.jp/97_abe/actions/201706/6article2.html).

<sup>522</sup> Launch of the Women Entrepreneurs Finance Initiative (We-Fi), Ministry of Foreign Affairs of Japan (Tokyo) 8 July 2017. Access Date: 25 November 2017. [http://www.mofa.go.jp/fp/hr\\_ha/page3e\\_000693.html](http://www.mofa.go.jp/fp/hr_ha/page3e_000693.html).

<sup>523</sup> 女性役員育成研修 ～リーダーとしての知識と見識を高める～ (Training for Women Leaders: Increasing Knowledge and Insight), Gender Equality Bureau Cabinet Office (Tokyo) 25 October 2017. Access Date: 25 November 2017. [http://www.gender.go.jp/public/event/2017/officers\\_training.html](http://www.gender.go.jp/public/event/2017/officers_training.html).

<sup>524</sup> Speech by Prime Minister Shinzo Abe at the World Assembly for Women (WAW! 2017), Prime Minister of Japan and His Cabinet (Tokyo) 3 November 2017. Access Date: 25 November 2017. [https://japan.kantei.go.jp/98\\_abe/statement/201711/01WAW.html](https://japan.kantei.go.jp/98_abe/statement/201711/01WAW.html).

On 28 August 2017, the British government officially launched “The Returner Programmes,” allocating GBP 5 million in funding.<sup>525</sup> The Government of the United Kingdom recognizes that British women receive 2% less in pay for every year away from the workplace.<sup>526</sup> The programmes’ launch establishes four new return schemes in the following public sectors — civil servants, social workers, allied health professionals, and teachers. All schemes aim to retrain and refresh the skill-sets of those who take extended time away from work.<sup>527</sup>

Between 28 August and 23 October 2017, the British government also held a public call for evidence on how best to support career returners in the private sector. The British government will require that all businesses who employ over 250 people report their gender pay gaps and bonus gaps by April 2018.<sup>528</sup>

On 7 September 2017, the Government of the United Kingdom announced the creation of the Business Diversity and Inclusion Group.<sup>529</sup> This new organization is responsible for coordinating actions that increase diversity and inclusion in the workplace. The new group is partially responsible for ensuring that targets outlined in the Hampton-Alexander Review are met. The November 2016 Hampton-Alexander Review set female representation targets at 33% of Financial Times Stock Exchange (FTSE) 350 Boards by the end of 2020, and the same target for FTSE 100 Executive Committees and Direct Reports to the Executive Committee. Business Minister Margot James urged some of Britain’s largest companies to increase transparency regarding diversity policies and targets leading up to the first meeting of the Business Diversity and Inclusion Group.<sup>530</sup> A week prior as part of corporate governance reforms, the British government also announced plans for listed companies to provide greater transparency on diversity policies, targets, and progress made towards those targets.<sup>531</sup>

On 18 September 2017, Prime Minister Theresa May met with Canada’s Prime Minister Justin Trudeau and discussed women’s empowerment and gender equality.<sup>532</sup> During the meeting, they

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<sup>525</sup> Career break returner programmes launched to help people back to work, GOV.UK (London) 28 August 2017. Access Date: 7 November 2017. <https://www.gov.uk/government/news/career-break-returner-programmes-launched-to-help-people-back-to-work>.

<sup>526</sup> Career break returner programmes launched to help people back to work, GOV.UK (London) 28 August 2017. Access Date: 7 November 2017. <https://www.gov.uk/government/news/career-break-returner-programmes-launched-to-help-people-back-to-work>.

<sup>527</sup> Career break returner programmes launched to help people back to work, GOV.UK (London) 28 August 2017. Access Date: 7 November 2017. <https://www.gov.uk/government/news/career-break-returner-programmes-launched-to-help-people-back-to-work>.

<sup>528</sup> Career break returner programmes launched to help people back to work, GOV.UK (London) 28 August 2017. Access Date: 7 November 2017. <https://www.gov.uk/government/news/career-break-returner-programmes-launched-to-help-people-back-to-work>.

<sup>529</sup> Business Minister urges UK’s largest companies to increase transparency around workplace diversity, GOV.UK (London) 7 September 2017. Access Date: 7 November 2017. <https://www.gov.uk/government/news/business-minister-urges-uks-largest-companies-to-increase-transparency-around-workplace-diversity>.

<sup>530</sup> Business Minister urges UK’s largest companies to increase transparency around workplace diversity, GOV.UK (London) 7 September 2017. Access Date: 7 November 2017. <https://www.gov.uk/government/news/business-minister-urges-uks-largest-companies-to-increase-transparency-around-workplace-diversity>.

<sup>531</sup> Business Minister urges UK’s largest companies to increase transparency around workplace diversity, GOV.UK (London) 7 September 2017. Access Date: 7 November 2017. <https://www.gov.uk/government/news/business-minister-urges-uks-largest-companies-to-increase-transparency-around-workplace-diversity>.

<sup>532</sup> Prime Minister of Canada Announces Closer Collaboration with the United Kingdom, Government of Canada (Ottawa) 18 September 2017. Access Date: 7 November 2017. <https://pm.gc.ca/eng/news/2017/09/18/prime-minister-canada-announces-closer-collaboration-united-kingdom>.

agreed to further joint efforts to improve women's economic empowerment, increase female representation in corporate governance and leadership, along with access to quality education and skills training. They agreed to create a Canada-UK public policy forum to be made up of respective secretaries to the cabinet. One of the four working groups to be established will focus on coordinating efforts both home and abroad to promote gender equality and women's empowerment.<sup>533</sup>

The United Kingdom is thus taking individual steps to encourage the private sector value women's active role by establishing training programs that support their return to the workplace in the public sector after extended time away (i.e., childbirth), while also studying how best to support women's return to the private sector. The British government provides an incentive for the private sector to increase female representation and inclusion in the workplace, by recognizing the importance of female leadership in private companies.

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

*Analyst: Nicholas Ferreira*

### **United States: 0**

The United States has partially complied with its commitment to encourage the private sector to value women's active role in private companies by developing positive actions, such as leadership trainings and gender equality labels/certifications and promoting role models.

On 25 October 2017, the House of Representatives introduced a bill to recognize the growth of businesses owned by minority women in the United States.<sup>534</sup> Among other things, the bill recognizes the fact that minority women are the fastest growing group of entrepreneurs in the country, and that they generate a substantial amount of profit while creating thousands of jobs for women who have increased difficulty entering and thriving in the workforce. The bill calls for Congress to exercise its power to support and encourage the growth of minority women-owned businesses, so that these women may become more increasingly present in this faction of the private sector. On 25 October 2017, the Senate submitted an accompanying resolution that showed its support of the House's bill.<sup>535</sup>

On 16 November 2017, the House of Representatives introduced a resolution to recognize 19 November 2017 as "A Day in Honor of Women Entrepreneurs," in which it detailed facts about the representation of women in entrepreneurial pursuits.<sup>536</sup> The House recognized the contributions of women-owned businesses to the American economy, and called on several departments to further

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<sup>533</sup> Prime Minister of Canada Announces Closer Collaboration with the United Kingdom, Government of Canada (Ottawa) 18 September 2017. Access Date: 7 November 2017. <https://pm.gc.ca/eng/news/2017/09/18/prime-minister-canada-announces-closer-collaboration-united-kingdom>.

<sup>534</sup> Recognizing the growth and importance of minority women-owned businesses, Library of Congress (Washington D.C.) October 25 2017. Access Date: 15 November 2017 <https://www.congress.gov/bill/115th-congress/house-resolution/586/text?q=%7B%22search%22%3A%5B%22gender+entrepreneur%22%5D%7D&r=4>.

<sup>535</sup> A resolution expressing the sense of the Senate that entrepreneurship on the part of minority women-owned businesses should be fully supported and encouraged, Library of Congress (Washington D.C.) 25 October 2017. Access Date: 11 November 2017. <https://www.congress.gov/bill/115th-congress/senate-resolution/304/text?q=%7B%22search%22%3A%5B%22gender+entrepreneur%22%5D%7D&r=3>.

<sup>536</sup> Recognizing November 19, 2017, as "A Day in Honor of Women Entrepreneurs", Library of Congress (Washington D.C.) 16 November 2017. Access Date: 25 November 2017 <https://www.congress.gov/bill/115th-congress/house-resolution/629/text?q=%7B%22search%22%3A%5B%22women+empower%22%5D%7D&r=3>.

support women-owned businesses, and committed to writing new policies and creating programs to support women entrepreneurs.<sup>3</sup>

On 18 December 2017, the House of Representatives introduced a bill to call for more women to be recruited into the aviation industry.<sup>537</sup> It recognizes that women make up 50% of the national workforce but represent between 2% and 26% of different sectors of the aviation industry. It calls for the creation of a diverse, 40-person advisory board that encourages women and girls to enter the field of aviation.

On 21 December 2017, the House of Representatives introduced a bill to mandate that employers report the number of settlements reached with employees regarding discrimination on the basis of sex.<sup>538</sup> It identifies workplace sexual harassment as causing loss of wages for victims, and that gender and sexual identity are typically targeted by workplace discrimination efforts. The bill also assures employees' rights to protection from retaliation by the employer, and prohibits employers from using confidentiality clauses to avoid reporting the amount of settlements reached in a given year.

The U.S. initiatives focused on Americans' right to equal access to employment opportunities regardless of gender or sexual identity, and on providing practical programs beyond basic legal protections to help close the gender gap in the workplace. The initiatives also recognize that women make up a significant part of the American economy through entrepreneurship and recognize that female role models in business deserve more governmental support. However, the United States failed to encourage the development of leadership trainings or gender certifications.

Thus, the United States has been awarded a score of 0.

*Analyst: Helena Najm*

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

The European Union has fully complied with its commitment to “encourage the private sector to value women’s active role in private companies by developing positive actions, such as leadership trainings and gender equality labels/certifications, and promoting role models.”<sup>539</sup>

On 19 July 2017, the European Commission released a communication containing a strategy to promote diversity and inclusion for all its staff, specifically addressing the women as one of its targets. It presented the first “Diversity and Inclusion Charter” of the Commission, with guiding principles for the Human Resource policies, and a list of “concrete actions” to be done such as having 40% of women in management positions. The Commission highlighted, on the document, their position as a role model.<sup>540</sup>

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<sup>537</sup>Promoting Women In The Aviation Workforce Act, Library of Congress (Washington D.C.) 19 December 2017. Access Date: 18 January 2018. <https://www.congress.gov/bill/115th-congress/house-bill/4673/text?q=%7B%22search%22%3A%5B%22women+business%22%5D%7D&r=7>.

<sup>538</sup>Maloney, C.B. H.R.4729 — Ending Secrecy About Workplace Sexual Harassment Act, Library of Congress (Washington D.C.) 21 December 2017. Access Date: 19 January 2017. <https://www.congress.gov/bill/115th-congress/house-bill/4729/text?q=%7B%22search%22%3A%5B%22workplace+equality%22%5D%7D&r=2>.

<sup>539</sup>G7 Roadmap for Gender Responsive Economic Environment, G7 2017 Taormina (Taormina) 27 May 2017. Access Date: 24 November 2017. <http://www.g7italy.it/sites/default/files/documents/Gender%20Roadmap.pdf>.

<sup>540</sup>A better workplace for all: from equal opportunities towards diversity and inclusion, European Commission (Brussels) 19 July 2017. Access Date: 22 November 2017. <https://ec.europa.eu/info/sites/info/files/communication-equal-opportunities-diversity-inclusion-2017.pdf>.

On 24 July 2017, the Interim Director of the European Institute of Innovation and Technology (EIT), Martin Kern, endorsed the importance of the increase in the number of women entrepreneurs nominated in the EIT Awards 2017: “Women are Europe’s biggest untapped innovation potential and we are very pleased to see a significant increase in women nominees this year. This is real recognition of the many women who are part of the EIT Community and our efforts to promote women’s entrepreneurship — it is starting to happen!” There was a 20% increase in participation, compared to 2016.<sup>541</sup>

On 5 September 2017, the European Commission launched the fifth edition of the EU Prize for Women Innovators. The award recognizes female entrepreneurs responsible for impressive innovations that were effectively brought to the market.<sup>542</sup>

On 27 October 2017, the European Institute of Innovation and Technology held a conference with the theme “Women and Science — in education, research and business.” The event addressed the presence of women in science related fields.<sup>543</sup>

On 31 October 2017, the First Vice-President of the European Commission, Frans Timmermans, and the Commissioners Marianne Thyssen and Věra Jourová released a statement about the difference of salaries between men and women in celebration of the European Equal Pay Day.<sup>544</sup>

On 17 November 2017, the President of the European Commission Jean-Claude Juncker co-hosted a conference to highlight gender equality in the workplace on the Social Summit for Fair Jobs and Growth.<sup>545</sup>

On 20 November 2017, the European Commission published an Action Plan to tackle the gender pay gap. The Commission promised to assess the need for further legal measures regarding payment differences between men and women and to enforce the existing ones, to tackle stereotypes leading to differences in employment, to give assistance to companies in their efforts of sustaining gender equality, to support practices improving gender balance in decision making processes, to promote work-life balance policies to women, and to collect data about the pay gap.<sup>546</sup>

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<sup>541</sup> EIT Awards nominations recognise Europe’s top entrepreneurs and innovations, European Institute of Innovation and Technology (Budapest) 24 July 2017. Access Date: 24 November 2017. <https://eit.europa.eu/newsroom/eit-awards-nominations-2017>.

<sup>542</sup> Commission launches the 2018 edition of the Women Innovators Prize, European Commission (Brussels) 5 September 2017. Access Date: 24 November 2017. <http://ec.europa.eu/research/index.cfm?pg=newsalert&year=2017&na=na-050917>.

<sup>543</sup> Women and Science — in education, research and business — Conference, European Institute of Innovation and Technology (Budapest) 27 October 2017. Access Date: 24 November 2017. <https://eit.europa.eu/interact/events/women-and-science-conference>.

<sup>544</sup> Addressed by First Vice-President of the European Commission Frans Timmermans, Commissioner Marianne Thyssen and Commissioner Věra Jourová (Brussels) 31 October 2017. Access Date: 23 November 2017. [http://europa.eu/rapid/press-release\\_STATEMENT-17-4241\\_en.htm](http://europa.eu/rapid/press-release_STATEMENT-17-4241_en.htm).

<sup>545</sup> Conference to highlight gender equality ahead of the Social Summit for Fair Jobs and Growth, Social Summit for Fair Jobs and Growth (Gothenburg) 20 June 2017. Access Date: 23 November 2017. <http://www.socialsummit17.se/2017/06/20/conference-to-highlight-gender-equality-ahead-of-eu-summit-on-fair-jobs-and-growth/>.

<sup>546</sup> Communication from the Commission to the European Parliament, the Council and the European Economic and Social Committee, European Commission (Brussels) 20 November 2017. Access Date: 23 November 2017. [http://ec.europa.eu/newsroom/just/item-detail.cfm?item\\_id=607452](http://ec.europa.eu/newsroom/just/item-detail.cfm?item_id=607452).

On 20 November and 21 November 2017, the European Union organized the Annual Colloquium on Fundamental Rights 2017, which focused on “Women’s rights in turbulent times.” It had panels about the gender pay gap and about equal participation on work placements.<sup>547</sup>

In conclusion, the European Union has complied with its commitment to create positive actions in order to value women’s active role on the private sector through the creation of gender equality labels and certifications and the promotion of role models.

Thus, the EU receives a score of +1.

*Analyst: Juliana Forner*

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<sup>547</sup> Annual Colloquium on Fundamental Rights 2017: Women's Rights in Turbulent Times, European Commission (Brussels) 20 November 2017. Access Date: 23 November 2017. [http://ec.europa.eu/newsroom/just/item-detail.cfm?item\\_id=115277](http://ec.europa.eu/newsroom/just/item-detail.cfm?item_id=115277).