G7 summits are a moment for people to judge whether aspirational intent is met by concrete commitments. The G7 Research Group provides a report card on the implementation of G7 and G20 commitments. It is a good moment for the public to interact with leaders and say, you took a leadership position on these issues — a year later, or three years later, what have you accomplished?

Achim Steiner, Administrator, United Nations Development Programme, in G7 Canada: The 2018 Charlevoix Summit
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2
19. Gender: Equality in Labour Markets

“Support gender equality in labour market opportunities and in the distribution of unpaid care work, with measures such as paid maternity leave and parental leave, as well as initiatives to ensure women’s equal access to decent employment opportunities, leadership opportunities, resources and finance.”

G7 Charlevoix Commitment on Equality and Economic Growth

Assessment

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Background

Gender equality is defined by the United Nations as “the equal rights, responsibilities and opportunities of women and men and girls and boys.” Gender equality is steadily improving. The G7 recognizes, however, that gaps remain. In an International Monetary Fund paper on “Gender Budgeting in G7 Countries,” requested by Italy as host in 2017, significant gender gaps remain. The paper reported that there is a 14 percent gender wage gap, with men making more than women, that the women’s labour market participation rate continues to lag 17 percent behind that of men and that approximately 70 percent of unpaid work is performed by women.

Women have historically been provided with fewer opportunities when compared to their male counterparts. Due to this, the G7 countries have led discussions of policies aimed towards gender equality. The G7 has recognized the need for policies and budgeting that supports gender equality. Many other institutions, such as the World Trade Organization, have also evaluated gender and poverty trends, coming to a similar conclusion that women are not as equally represented by domestic policies when compared to men.

The G7 recognized the importance of women’s economic empowerment in 1990 at the Houston Summit. An emphasis on women’s health and education and was readdressed at the 2015 Schloss Elmau Summit, which led to an unprecedented 29 commitments on gender-related issues. A defining feature of the 2015 Schloss Elmau Declaration was its clear implementation of defined targets and timelines for achieving their goals. In 2016 at Ise Shima, G7 leaders released a 32-page declaration with two pages dedicated entirely to gender equality and women’s empowerment.

At Taormina in 2017 G7 members adopted the Roadmap for a Gender-Responsive Economic Environment, agreeing to work together to empower women through facilitating equal and fair opportunities. They “put intersecting inequalities at the forefront of the discussions on the measures and solutions out of poverty” and in so doing pay particular attention to social factors that impact the social status of women, such as age, disability, race, ethnicity, religion and family composition. Additionally, at Taormina it was recognized in the leaders’ declaration that women and girls are disproportionately affected by social inequalities: “women and girls face high rates of discrimination, harassment, and violence and other human rights violations and abuses.” Moreover, citizens around the globe are demanding better and more equal access for all to quality education and economic opportunities, pushing G7 leaders to promote women participation in these key areas.

Leading up to the G7 Charlevoix Summit, the Canadian Presidency’s Gender Equality Advisory Council outlined the goal to “Make Gender Inequality History,” after leaders pledged to “Make Poverty History” 13 years ago. With recent citizen-led feminist movements, including #MyDressMyCode, #metoo, the voices of women and girls are visible. In accordance with the Sustainable Development Goals, 193 have pledged to end gender equality by 2030. However, the measured progress for women and girls is slow. Women occupied only 4 percent of CEO and corporate leading posts, while they contribute to nearly 40 percent of the world’s gross domestic product (GDP). Increasing gender equality is claimed to increase global GDP by USD12 trillion in a decade.

The Gender Equality Advisory Council outlined the following goals:

- Safe, healthy, educated, heard and empowered girls and women, supported with the resources and opportunities they need to be agents of change in their own lives and for a better world;

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• Societies in which girls and women are equally represented in decision-making bodies, and are free from harassment and violence;

• Economies that are prosperous, innovative, inclusive, and more equitable;

• A healthy and sustainable planet; and

• A world that is peaceful, just and secure.

**Commitment Features**

The G7 member agrees to “support gender equality in labour market opportunities and in the distribution of unpaid care work, with measures such as paid maternity leave and parental leave, as well as initiatives to ensure women’s equal access to decent employment opportunities, leadership opportunities, resources and finance.”

G7 members agreed to two welfare targets: 1) to support gender equality in labour market opportunities, and 2) to support gender equality in the distribution of unpaid care work. In order to achieve these two targets the G7 member identified the instruments of implementing measures such as paid maternity and paternity leave (which applies more closely to the second welfare target) and to implementing initiatives regarding women’s equal access to decent employment opportunities, equal access to leadership opportunities, equal access to resources, and equal access to finance.

The first aspect of the commitment is to support gender equality in labour market opportunities. Gender-inclusive labour market policies include incorporating gender-based analysis and recognize the policy’s outcome on different groups of people.2786 “Support” is defined as “the action, or act of providing aid, assistance, or backing up an initiative, or entity.”2787 “Gender Equality” is “achieved when women and men enjoy the same rights and opportunities across all sectors of society, including economic participation and decision-making, and when the different behaviours, aspirations and needs of women and men are equally valued and favoured.”2788

The second instrument in the commitment refers to ensuring women’s equal access to decent employment opportunities. “Decent employment” is defined as “work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.”2789 This includes three pillars of social creation, social protection, rights at work and social dialogue.2790 Some examples include initiatives to ensure improved conditions in factories, investment in infrastructure development that help create safer and more efficient job locations, and social protection for employees.2791

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The second instrument, also in relation to supporting gender equality in labour market opportunities, refers to ensuring women’s equal access to leadership opportunities. Leadership opportunities are understood as: to “promote the increasing representation of women, and essentially gender balance, in local legislative bodies and corporate managing boards. Alternatively, relevant policies must show the progress of moving towards an organizational culture which directs away from traditional gender norms, gender relations, social roles, and stereotypes, which lead to gender discriminations.”

Governments can and deploy mechanisms, such as gender equality hiring protocols or annual company gender composition report, to promote women’s access to and increase their representation at executive, managerial levels in the private sector and ensure women do not face discrimination on the subject of recruitment and job promotion.

The final aspect of the second instrument refers to ensuring women’s equal access to resources and finance. “Resources” is defined as “a stock or supply of money, materials, staff, and other assets that can be drawn on by a person or organization in order to function effectively.”

Education, utilities, and other gender-specific services can be considered effective resources. The government can also increase investments in science, technology, engineering, and mathematics education (STEM) for women. With regards to financing, in accordance with the Sustainable Development Goals of the 2030 Agenda, the G7 leaders included “women’s economic empowerment” as well as “reinforcing gender equality” in their pledged support for innovative financing for international development.

G7 members should facilitate private and institutional partnerships, access to financial services and “foster new international development partnerships, and capacity to mobilize more private sector investments for sustainable international development, with particular attention to inclusive growth.”

The second welfare target of the commitment is to support gender equality in the distribution of unpaid care work. The first instrument refers to this second welfare target. It identifies measures, such as paid maternity and parental leave, as one means by which to achieve gender equality in the distribution of unpaid care work. Other examples of measures to achieve this welfare target include: … G7 members are recommended to set a goal of “men doing fifty per cent of unpaid domestic and care work within a generation and institute non-transferable parental leave and public education efforts.”

Governments can invest in universal publicly financed early childhood education and care services — and “a minimum of 12 years of free, safe, quality gender-responsive education,” and other skills development initiatives.

G7 members agreed to two welfare targets: 1) to support gender equality in labour market opportunities, and 2) to support gender equality in the distribution of unpaid care work. In order to achieve these two targets the G7 member identified the instruments of implementing measures such as paid maternity and paternity leave (which applies more closely to the second welfare target) and to

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implementing initiatives regarding women’s equal access to decent employment opportunities, equal access to leadership opportunities, equal access to resources, and equal access to finance.

For full compliance, G7 member fully supports gender equality in labour market opportunities, including to implementing initiatives regarding women’s equal access to decent employment opportunities, equal access to leadership opportunities, equal access to resources, and equal access to finance AND in the distribution of unpaid care work, including paid maternity and paternity leave.

Partial compliance requires the G7 member to fulfil all initiatives and fully supports EITHER gender equality in labour market opportunities OR fully supports gender equality in the distribution of unpaid care work OR the G7 member partially supports BOTH areas. Partially supporting the first area would consist of TWO out of the FOUR: equal access to decent employment opportunities, equal access to leadership opportunities, equal access to resources, and equal access to finance. For the second part of the commitment, partially supporting is either implementing paid maternity or paternity leave. For a score of non-compliance, the G7 member has to have done one or none of the aforementioned criteria.

Scoring Guidelines

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<td>−1</td>
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</tr>
<tr>
<td>0</td>
<td>G7 member fully supports EITHER gender equality in labour market opportunities OR fully supports gender equality in the distribution of unpaid care work OR the G7 member partially supports BOTH areas.</td>
</tr>
<tr>
<td>+1</td>
<td>G7 member fully supports gender equality in labour market opportunities AND in the distribution of unpaid care work</td>
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Canada: +1

Canada has fully complied with its commitment to support gender equality in labour market opportunities and in the distribution of unpaid care work, with measures such as paid maternity leave and parental leave, as well as initiatives to ensure women’s equal access to decent employment opportunities, leadership opportunities, resources and finance.

On 17 July 2018, the Government of Canada announced that the Information and Communication Technologies Association of Manitoba Inc. will receive federal funding totalling CAD328,750 for their project “Building Gender Parity in Manitoba’s ICT sector.”

This project aims to support women as they seek careers and develop long-term commitments to Manitoba’s information and communication technologies (ICT) sector. The main activities of this project include: “strengthening partnerships, creating a leadership council, developing and implementing a digital economy action plan, as well as marketing and communication outreach.”

On 25 July 2018, the Government of Canada announced that the Adventure Group of Prince Edward Island will receive federal funding totalling CAD305,750 for the “Working Together —

Plants Seeds for Change” project. The project will provide training sessions and create a support network for low-income women ages 30-54 in the Summerside area.

On 30 July 2018, the Government of Canada announced that over CAD4.3 million in federal funding would be given to 14 projects that advance the economic security and prosperity of Indigenous women across Canada. These include the Aboriginal Friendship Centres of Saskatchewan, which will receive CAD304,950 for their project to develop an Indigenous Women’s Economic Framework and the Prince Albert Métis Women Association Inc., which will receive CAD255,844 for their project that aims to identify and take down barriers affecting the economic security of women in Central and Northern Saskatchewan.

On 14 August 2018, the Government of Canada announced that PARO Centre for Women’s Enterprise would receive federal funding totalling CAD280,061 for their project “Collaborating for Transformation: Advancing Women’s Economic Security.” This project will span 36 months and it aims to understand the growth gaps experienced by women-led businesses in Northern Ontario.

On 10 August 2018, the Government of Canada announced that Camo-route would receive federal funding totalling CAD294,000 for their project “Women Truck Drivers: Target 10%,” This project aims to change current recruitment, integration and training practices of businesses and training centres to ensure that more women are able to find jobs in Quebec’s trucking industry.

On 14 August 2018, the Government of Canada announced that PARO Centre for Women’s Enterprise would receive federal funding totalling CAD280,061 for their project “Collaborating for Transformation: Advancing Women’s Economic Security.” This project will span 36 months and it aims to understand the growth gaps experienced by women-led businesses in Northern Ontario.

On 23 August 2018, the Government of Canada announced that the Community Business Development Corporation in Restigouche, New Brunswick, would receive federal funding totalling CAD308,723 for their project “Increasing Private Sector Leadership and Investments in Women Experiencing Violence.” This project will span 36 months and it aims to conduct a needs

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2806 New federal funding will help improve women’s economic security in Québec, Status of Women Canada (Shawinigan) 9 October 2018. Access Date: 11 October 2018.


assessment and to create an action plan to develop new business policies and procedures that include accommodation options for women fleeing the violence.\textsuperscript{2811}

On 6 September 2018, the Government of Canada announced that the Canadian Manufacturers and Exporters would receive federal funding totalling CAD498,000 for their project “Untapped Potential: Attracting and Engaging Women in Canadian Manufacturing.”\textsuperscript{2812} This project aims to attract and inspire more women and youth to pursue a career in manufacturing by developing “a best practises toolkit for manufacturers to adopt and report on progress” and creating a more diverse workplace.\textsuperscript{2813}

On 7 September 2018, the Government of Canada announced that the Solidarité des femmes et familles immigrantes francophones du Niagara would receive federal funding totalling CAD269,582 for their project “Sécuriser les femmes du Niagara.”\textsuperscript{2814} This project will span 36 months and it aims to develop practical and comprehensive child care and transportation model for low-income francophone immigrant women facing barriers to employment.\textsuperscript{2815}

On 9 October 2018, the Government of Canada announced that the Société d’aide au développement des collectivités would receive federal funding totalling CAD306,947 for their project “Entreprendre au féminin autrement.”\textsuperscript{2816} This project aims to improve support services for part-time women entrepreneurs in Quebec.\textsuperscript{2817} The project will include a pilot in Shawinigan to test a number of services aimed at supporting part-time women entrepreneurs.\textsuperscript{2818} Feedback from this pilot project will be used to improve similar programs and services already in place.\textsuperscript{2819}

On 1 November 2018, the Government of Canada announced that YWCA Canada will receive CAD1.25 million for a project to “increase women’s financial security by improving access to


employment and training.”

This project will span 36 months and is intended to research, test and implement solutions to the systemic barriers women face while looking for employment opportunities. The project will identify and test the most successful job-accessing programs in Calgary, Halifax, Montreal, Toronto, Vancouver, and Yellowknife. Selected initiatives will be implemented through 20 YMCA member associations across Canada.

On 13 November 2018, the Government of Canada announced that the Mokami Status of Women Council Inc. will receive federal funding totalling CAD236,880 for their project “Valuing Private Care Work Offered in the Private Sector.” This project will span 36 months and it aims to “address the low wages paid to women working as caregivers in private care facilities.” The objective of the program is to establish a series of recommendations and best practices to enhance prosperity for women in transition.

On 14 November 2018, the Government of Canada announced that the NunatuKavut Community Council Inc. will receive federal funding totalling CAD465,000 for their project “Pathways to economic security in Labrador, Status of Women Canada.”

On 14 November 2018, the Government of Canada announced that the New Brunswick Coalition for Pay Equity Inc. will receive CAD335,005 for their project “Valuing Private Care Work Offered in the Private Sector.” This project will span 36 months and it aims to “address the low wages paid to women working as caregivers in private care facilities.” The objective will review current wages in the private care sector and determine equitable pay levels for a range of caregiving services in New Brunswick.

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Economic Security for Indigenous Women in NunatuKavut and Northern Ontario.” The project will span 36 months and it aims to “break down the systemic barriers that prevent Indigenous women from securing meaningful work in non-traditional sectors, specifically the mining sector of Labrador.” The objective of this project is to bridge existing gaps in policy implementation of provincially-mandated women’s employment plans. Additionally, the project will adapt the Aboriginal Women in Mining Program into an Inuit and Labrador-specific version in order to prepare Indigenous women for greater employment in the mining sector.

On 14 November 2018, the Government of Canada announced that Option Femmes Emploi will receive federal funding totalling CAD283,800 for their project “Women's access to the automotive sector.” This project will span 36 months and it aims to increase women’s economic security through increased participation and retention in the automotive industry by improving the sector’s work environment. The objective of this project is to “identify barriers and gaps to women’s recruitment and retention in the sector.” The project will create an advisory committee made up of local women, businesses, community organizations and unions and will develop a regional action plan to train businesses in the Outaouais region on best practices in order to create more inclusive workplaces in the automotive sector.

On 14 November 2018, the Government of Canada announced that the Infinity Women Secretariat Inc. (IWS) will receive federal funding totalling CAD283,800 for their project “Project through Innovation: Métis Women in Manitoba.” This project will span 36 months and it aims to address the barriers to economic security, including the lack of accessible childcare programs and early

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learning opportunities faced by Métis mothers and caregivers in the workplace.2839 The IWS will partner with the Manitoba Métis Federation’s Métis Employment and Training Department and the Louis Riel Institute to “establish new relationships with the private sector to encourage a larger network of employers committed to inclusion in the workplace.”2840

On 29 November 2018, the Government of Canada announced that the Canadian Institute of Forestry will receive CAD467,000 for their project “Gender Equality in Forestry National Action Plan.”2841 This project will span 36 months and its aims to address barriers that prevent women from pursuing employment in the forest industry, such as pay equity issues, child care, unequal access to training and trades, lack of management opportunities and misconceptions about the sector.2842 The objective of this project is to “bring women already working in different areas of the forestry sector together with industry stakeholders, non-governmental organizations, Indigenous groups, professional associations and women who are interested in working in the sector, [and to] develop and implement a strategic national plan to promote more opportunities for women in forestry.”2843

On 30 November 2018, Prime Minister Justin Trudeau signed the Canada-United States-Mexico Agreement (CUSMA) with the President of the United States Donald Trump and the President of Mexico Enrique Pena Nieto.2844 “The Government of Canada ensured that provisions are included in the CUSMA to advance gender equality and women’s economic empowerment,” such as enforceable labour obligations on the elimination of employment discrimination based on gender.2845 Additionally, gender-related provisions were also included related to corporate social responsibility and small and medium-sized enterprises.2846

Canada has fully complied with its commitment to support gender equality in labour market opportunities, in the distribution of unpaid care work, as well as with initiatives to ensure women’s equal access to decent employment opportunities. Canada has provided funding for various

programs that promote gender equality in sectors such as manufacturing and forestry. Canada has also provided funding for programs such as “Project through Innovation: Métis Women in Manitoba,” which aim to address issues faced by women such as accessible childcare programs and retraining opportunities.

Thus, Canada receives a score of +1.

**France: 0**

France has partially complied with its commitment to support gender equality in labour market opportunities and in the distribution of unpaid care work, with measures such as paid maternity leave and parental leave, as well as initiatives to ensure women’s equal access to decent employment opportunities, leadership opportunities, resources and finance.

On 5 September 2018, the Government of France enacted the “Choose One’s Professional Future” law. According to the law, all companies with over 50 employees “must comply with the principle of equal pay for men and women no matter their size, and must pursue the objective of eliminating gender pay gaps.” Failure to do so can result in a financial penalty of up to one percent of the total payroll. The companies must also outline any actions taken to close the gender wage gap.

On 21 September 2018, French Minister of Culture Françoise Nyssen announced the launch of gender parity production incentives during a conference titled “Les Aussies sur la parité.” Nyssen announced a point system where points would be awarded to productions for having female directors, crew members, and cinematographers. Once four points have been achieved, a production could “be eligible for a bonus of up 15 per cent of its expected state funding allocation.”

On 22 November 2018, the Government of France issued a decree to specify obligations surrounding the “Choose One’s Professional Future” Law. The company’s progress is based on a 100 point system out of which 40 points will be given for elimination of the wage gap, 20 points if the rate of salary increase for men is the same as women, 15 points if the rate of promotion is the same for both men and women, 15 points if women are granted an increase in remuneration upon return from maternity leave, and finally ten points are rewarded if four out of ten of the highest paid

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in the company are women. A score of less than 75 will result in a 1 percent penalty of the total payroll after three years if the wage gap persists. The Minister of Gender Equality Marlène Schiappa also announced that the “number of audits carried out by labour inspectors in relation to gender equality will be multiplied fourfold as of 2019, rising from 1,700 to 7,000 audits carried out each year.”

France has partially complied with its commitment to support gender equality in the labour market and to support gender equality in the distribution of unpaid care work. Although France has enacted laws to close the gender parity gap, France has not taken action to increase gender equality in the distribution of unpaid care work. Thus, France receives a score of 0.

*Analyst: Shamal Haider*

**Germany: 0**

Germany has partially complied with its commitment to support gender equality in labour market opportunities and in the distribution of unpaid care work, with measures such as paid maternity leave and parental leave, as well as initiatives to ensure women’s equal access to decent employment opportunities, leadership opportunities, resources and finance.

From 15 to 17 October 2018, the German-Arab Women Business Leaders Summit was held in Munich, Germany under the patronage of German Federal Ministry of Economy Affairs and Energy. The Summit included six sessions, during which delegates from both Germany and the Arab world discussed topics like gender diversity in the economy, women’s entrepreneurship, connecting women in computing and technology, and financing and capacity building for women. The summit also gave out the Ta’awun German-Arab Women Cooperation Excellence Award to recognize women who played distinctive roles in establishing business partnerships between Germany and the Arab countries.

Germany has partially complied with its commitment to support gender equality in labour market opportunities with measures to ensure women’s equal access to leadership opportunities, resources and finance, but missed actions to support gender equality in the distribution of unpaid care works. Thus, Germany receives a score of 0.

*Analyst: Olivia Yidi Huang*

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412
Italy: +1

Italy has fully complied with its commitment to support gender equality in labour market opportunities and in the distribution of unpaid care work, with measures such as paid maternity leave and parental leave, as well as initiatives to ensure women’s equal access to decent employment opportunities, leadership opportunities, resources and finance.

On 5 July 2018, the National Equality Councillor Francesca Bagni Cipriani chaired the National Conference on Councilors of Equality. During the conference, councillors analyzed data related to the use of a new IT application that is intended to report on the situation of male and female employees by companies that employ over one hundred people. This is the first time this report is being transmitted using an electronic application, which looks at data such as “the state of recruitment, training and professional promotion.”

On 29 November 2018, the Senate of Italy discussed Notion 58 proposed by Senator Julia Unterberger which involves the proposal of parental leave with a high percentage of income. The Italian Senate voted to approve simultaneous scrutiny on notion 58.

Italy has fully complied with its commitment to support gender equality in the distribution of unpaid care work with measures such as parental leave and a review of labour market opportunities in the workplace for male and female employees.

Thus, Italy receives a score of +1.

Analyst: Olivia Yidi Huang

Japan: +1

Japan has fully complied with its commitment to support gender equality in labour market opportunities and in the distribution of unpaid care work, with measures such as paid maternity leave and parental leave, as well as initiatives to ensure women’s equal access to decent employment opportunities, leadership opportunities, resources and finance.

On 12 June 2018, Prime Minister Shinzo Abe held the seventh meeting of the “Headquarters for Creating a Society in which All Women Shine.” During this meeting, the “Intensive Policy to Accelerate the Empowerment of Women 2018” and measures dealing with sexual harassment countermeasures were approved. Abe also pledged to support equal job opportunities in the

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private sector for women at the executive level by “actively seeking explanations from publicly listed companies through corporate governance reforms” and to introduce a system that increases childcare leave between both parents.\textsuperscript{2868}

On 15 June 2018, Prime Minister Shinzo Abe held the fifth meeting of the Sustainable Development Goals (SDGs) Promotion Headquarters at the Prime Minister’s Office.\textsuperscript{2869} During this meeting, the “Expanded Sustainable Development Goals (SDGs) Action Plan 2018” was approved and Abe stated that efforts to meet the plan will be doubled.\textsuperscript{2870} This act outlines the national strategy to empower women and meet the “Sustainable Development Goals” set by the United Nations.\textsuperscript{2871} Abe also stated that next spring, Japan “will hold a joint meeting of the World Assembly for Women (WAW!) and Women 20 (W20) in order to promote the active participation of women through joint efforts of the public and private sectors.”\textsuperscript{2872}

On 25 June 2018, the Government of Japan held the seventh meeting of the Headquarters for Creating a Society in which All Women Shine, at the Prime Minister’s Office, during which Japan set a target to increase the proportion of women studying science, technologies, engineering and mathematics (STEM) and to increase training for women in STEM careers.\textsuperscript{2873} Japan also appointed a STEM Girls Ambassador in order to attract more young women to STEM careers.\textsuperscript{2874}

On 29 June 2018, the Government of Japan passed the “Act on Promotion of Gender Equality in the Political Field.”\textsuperscript{2875} This non-binding law administers that political parties should work towards gender balance in national parliamentary elections.\textsuperscript{2876}

On 28 November 2018, The Minister of Foreign Affairs Taro Kono announced during an interview with UN Women that the Government of Japan will contribute an additional USD8.7 million to promote women’s resilience including the Women’s Leadership, Empowerment, Access & Protection in Crisis Response (LEAP) programme in 2018.\textsuperscript{2877} LEAP works to promote the

\textsuperscript{2868} Headquarters for Creating a Society in which All Women Shine, Prime Minister of Japan and His Cabinet (Tokyo) 12 June 2018. Access Date: 18 October 2018. https://japan.kantei.go.jp/98_abe/actions/201806/_00032.html.
economic empowerment of refugee and internally displaced women in the Arab States region to consolidate its ongoing initiatives including those related to women’s economic opportunities.\textsuperscript{2878}

Japan has fully complied with its commitment to support gender equality in the labour market and to support gender equality in the distribution of unpaid care work. Japan has approved the “Intensive Policy to Accelerate the Empowerment of Women 2018,” which aims to increase employment opportunities for women, address sexual harassment and increase equality in childcare leave. Japan also outlined a national strategy that will be used to empower women and meet the SDGs.

Thus, Japan receives a score of +1.

\textit{Analyst: Jae Yoon Mary Noh}

**United Kingdom: +1**

The United Kingdom has fully complied with its commitment to support gender equality in labour market opportunities and in the distribution of unpaid care work, with measures such as paid maternity leave and parental leave, as well as initiatives to ensure women’s equal access to decent employment opportunities, leadership opportunities, resources and finance.

On 27 June 2018, the UK government supported Hampton-Alexander Review urged Financial Times Stock Exchange 350 (FTSE 350) companies to hire more women onto board positions.\textsuperscript{2879} The UK government’s backed Hampton-Alexander Review set a target in 2016 of having 33 percent of all leadership and boardroom positions be held by women by 2020.\textsuperscript{2880} The new study revealed that 29 percent of FTSE board positions are held by women and while some companies are on track to meet the goal by 2020, many are lagging behind.\textsuperscript{2881}

On 1 August 2018, the Government Equalities Office has published a “What Works guidance” to assist companies in improving hiring policies for women with additional information on how to close the gender pay gap.\textsuperscript{2882} The report includes information on the following: how to “assess candidates based on actual tasks they would be expected to perform in their role, and make interviews more structured to avoid unfair bias creeping in, encourage salary negotiation by showing salary ranges, as women are currently less likely to negotiate their pay than men, introduce transparency to pay, promotion and reward processes.”\textsuperscript{2883}


On 22 September 2018, the Minister for Women Victoria Atkins announced that five start-ups helping to alleviate causes of the gender pay gap will be awarded £500,000.2884 The funding aims to help people (nine out of ten of whom are women) to return back to work after taking time to care for others.2885 The goal is to provide these individuals with training and refreshing of skills needed to return back to the workforce and assist with finding work placements.2886

On 26 September 2018, the Government of the UK and Bloomberg L.P. announced a partnership to promote and improve reporting on gender equality in the workplace.2887 The Right Honourable Minister for Women and Equalities Penny Mordaunt and Michael R. Bloomberg signed an agreement allowing six data points from the Government of the UK gender pay gap metrics to be incorporated into the global reporting methodology of the Bloomberg Gender-Equality Index.2888

On 31 October 2018, Minister for Women and Equalities Penny Mordaunt presented a speech at the Telegraph’s Women Mean Business Event where she announced that Her Majesty Treasury’s decision to appoint Chief Executive of RBS Private Banking Alison Rose to “lead an independent review into the particular barriers faced by women entrepreneurs, and the keys to their success.”2889

On 16 November 2018, Minister for Women and Equalities Penny Mordaunt announced that the Government Equalities Office would join the Cabinet Office on 1 April 2019.2890 The intention of this change is to ensure the Government Equalities Office is at heart of government in order to have “influence and leverage within government, working with the Race Disparity Unit, and the Office of Disability Issues, and others, to drive meaningful progress on equalities.”2891

On 21 November 2018, Minister for Women and Equalities Penny Mordaunt announced a shift in the priorities of Government Equalities Office, vowing to put more of a focus on marginalized and low-income women, following the transition of the Government Equalities Office to Cabinet Office.2892

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The UK has fully complied with its commitment to support gender equality in labour market opportunities and in the distribution of unpaid care work, as well as implementing initiatives to ensure women’s equal access to decent employment opportunities, leadership opportunities, resources and finance.

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

**United States: +1**

The United States has fully complied with its commitment to support gender equality in labour market opportunities and in the distribution of unpaid care work, with measures such as paid maternity leave and parental leave, as well as initiatives to ensure women’s equal access to decent employment opportunities, leadership opportunities, resources and finance.

On 28 June 2018, the House of Representatives introduced the “Better Pay and Lifetime Earnings for Teenage Girls through Adulthood Act,” which proposed to direct the Secretary of Labor to report to Congress on the gender pay gap in the teenage labour force. The act instructs to examine the gender pay gap in informal work experience as well as formal.

On 19 July 2018, the Senate introduced the “Women’s Entrepreneurship and Economic Empowerment Act of 2018,” later referred at the Committee on Foreign Relations, which proposed to improve activities and programs relating to women’s entrepreneurship and economic empowerment carried out by the United States Agency for International Development. The act, first introduced in April 2018, specifies measures to fund micro, small, and medium-sized enterprises owned by women and to promote the economic empowerment of women including but not limited to increased access to financial resources, improved property and inheritance rights, and other legal protections.

On 6 September 2018, the Senate introduced the “Paid Family Leave Pilot Extension Act of 2018,” which amends the Internal Revenue Code to extend the tax credit for employers who provide paid family and medical leave to their employees until 2022. It also proposed a study to determine the effectiveness of the tax credit for paid family leave and provide suggestions for ways the federal and state governments could increase access to paid family leave.

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On 26 September 2018, the Department of Labor awarded approximately USD1.5 million in “Women in Apprenticeship and Nontraditional Occupations (WANTO)” grants to help women enter apprenticeships and expand job opportunities in fields such as manufacturing, infrastructure, cybersecurity, and more.2899

On 2 October 2018, the House of Representatives introduced the “Women’s Pension Protection Act of 2018,” later referred at the Committee on Education and the Workforce as well as the Committee on Financial Services.2900 The act proposed to amend the “Employee Retirement Income Security Act of 1974” to provide for greater spousal protection.2901 The act intends to better protect women’s retirement security and provide tools for women to prepare for retirement, and also motions to provide grants to promote financial literacy for women.2902

On 19 October 2018, House of Representatives referred the “Family Leave Modernization Act” to the Subcommittee on Workforce Protections.2903 The act, first introduced in June 2018, amends the Family and Medical Leave Act of 1993 to expand the categories of permitted leave to care for someone who has a serious health condition, and to allow employees to take parental involvement to leave to attend or participate in their children’s and grandchildren’s educational and extracurricular activities.2904

On 26 October 2018, the House of Representatives introduced the “Minority Women in STEM Inclusion Act,” which proposed to direct the Administrators of the National Aeronautics and Space Administration and the National Science Foundation to produce a report on the efforts to support minority women involvement in fields of science, technology, engineering and mathematics (STEM).2905 The act instructs to consider scholarship, internships, and other types of support for minority women as well as resources to ensure their participation in programs sponsored by both agencies.2906


On 31 October 2018, the “Study of Underrepresented Classes Chasing Engineering and Science Success Act of 2018,” also known as the “SUCCESS Act” came into effect. The law provides recommendations on promoting participation in entrepreneurship activities and the patent system by women, minorities, and veterans.

On 13 November 2018, the Committee on Transportation and Infrastructure amended the “Promoting Women in the Aviation Workforce Act,” which proposed to create opportunities for women in the aviation industry. The act, first introduced in December 2017, directs the Federal Aviation Administration to create and facilitate an advisory board to promote programs and organizations that provide education, training, mentorship, outreach, and recruitment of women into the aviation industry.

On 11 December 2018, President Donald Trump signed the “Women in Aerospace Education Act” into law. The act amends the National Science Foundation Authorization Act of 2002 to strengthen the aerospace workforce pipeline by permitting certain grants to be used to provide internships and fellowships to women in the fields of aeronautics and space.

The US has fully complied with its commitment to support gender equality in labour market opportunities and in the distribution of unpaid care work, as well as initiatives to ensure women’s equal access to decent employment opportunities, leadership opportunities, resources and finance.

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

**European Union: 0**

The European Union has partially complied with its commitment to support gender equality in labour market opportunities and in the distribution of unpaid care work, with measures such as paid maternity leave and parental leave, as well as initiatives to ensure women’s equal access to decent employment opportunities, leadership opportunities, resources and finance.

On 19 June 2018, the EU hosted the “Digital4Her Conference.” During the conference, an online database was launched titled “European Network for Women in Digital,” which aims to bring together organizations to create a network that increases women’s participation in the digital sector.
and digital studies.\textsuperscript{2914} In addition, “20 IT companies co-signed a declaration committing to provide an inclusive and gender-balanced work culture and environment.”\textsuperscript{2915} The declaration states that signatories should be committed to making top-level positions open to women and to “promote a female-friendly corporate culture, to implement recruitment and human resources business policies fully aware of the importance to invest in women, make senior management and top positions … concretely accessible to women and identify potential female leaders and train them to develop their strengths and play high-level roles in the company.”\textsuperscript{2916}

On 27 September 2018, the EU and the United Nations renewed their partnership to help them achieve the 2030 Agenda for Sustainable Development.\textsuperscript{2917} The partnership concerns five areas in particular, one of which includes “Promoting gender equality, including plans of action for women’s and girls’ empowerment at the country level.” \textsuperscript{2918} The partnership emphasizes women’s empowerment in economic participation.\textsuperscript{2919}

On 26 October 2018, the First Vice-President Frans Timmermans, Commissioner Marianne Thyssen and Commissioner Věra Jourová released a statement that urged the European Parliament and the Member States in the Council to push forward proposals such as the work-life balance legislation that had previously been tabled.\textsuperscript{2920} This legislation intends to make paid parental leave a non-transferrable equal right and “increase the participation of women in the labour market.”\textsuperscript{2921}

On 6 November 2018, the EU pledged EUR26 million at the Global Financing Facility replenishment event in Oslo, Norway.\textsuperscript{2922} The Commissioner for International Cooperation and Development Neven Mimica stated that the EUR26 million would help give “women, children and adolescents, especially the most vulnerable, better access to comprehensive maternal health services.”\textsuperscript{2923}

On 10 December 2018, the EU Commissioner for Digital Economy and Society Mariya Gabriel launched an annual scoreboard called the Women in Digital scoreboard to “monitor women’s participation in the digital economy.”

The EU has partially complied with its commitment to support gender equality in labour market opportunities and to support gender equality in the distribution of unpaid care work. While the EU has taken steps to increase women’s employment and educational participation in the digital sector, and to provide equal access to resources, the EU has not yet taken steps to increase gender equality in the distribution of unpaid care work.

Thus, the European Union receives a score of 0.

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