

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

2018 Charlevoix G7 Interim Compliance Report

10 June 2018 — 10 December 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

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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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

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

Background

Gender equality is defined by the United Nations as “the equal rights, responsibilities and opportunities of women and men and girls and boys.”²⁷⁷² The G7, supported by and supporting other international organizations, has long worked towards reducing gender inequalities, with positive results seen since the 1990s, as gender equality is steadily improving.²⁷⁷³ 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.²⁷⁷⁴ 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.²⁷⁷⁵

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.

²⁷⁷² Gender Equality Glossary, UN Women Training Center (New York, NY). Access Date: 7 September 2018.

<https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&mode=letter&hook=g&sortkey>.

²⁷⁷³ Gender Budgeting in G7 Countries, International Monetary Fund (Washington D.C) May 2017. Access Date: 7 September 2018. <https://www.imf.org/en/Publications/Policy-Papers/Issues/2017/05/12/pp041917gender-budgeting-in-g7-countries/>.

²⁷⁷⁴ Every Women Counts: Gender Budgeting in G7 Countries, International Monetary Fund (Washington D.C) May 2017. Access Date: 7 September 2018. <https://blogs.imf.org/2017/05/13/every-woman-counts-gender-budgeting-in-g7-countries/>.

²⁷⁷⁵ Every Women Counts: Gender Budgeting in G7 Countries, International Monetary Fund (Washington D.C) May 2017. Access Date: 7 September 2018. <https://blogs.imf.org/2017/05/13/every-woman-counts-gender-budgeting-in-g7-countries/>.

The G7 recognized the importance of women’s economic empowerment in 1990 at the Houston Summit.²⁷⁷⁶ 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.²⁷⁷⁷ A defining feature of the 2015 Schloss Elmau Declaration was its clear implementation of defined targets and timelines for achieving their goals.²⁷⁷⁸ In 2016 at Ise Shima, G7 leaders released a 32-page declaration with two pages dedicated entirely to gender equality and women’s empowerment.²⁷⁷⁹

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.²⁷⁸⁰ 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.²⁷⁸¹ 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.”²⁷⁸² 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.²⁷⁸³

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.²⁷⁸⁴ 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.²⁷⁸⁵

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;

²⁷⁷⁶ The G7 and Gender Equality: Ise-Shima Edition, Nato Association of Canada (Toronto) June 2016. Access Date: 7 September 2018 <http://natoassociation.ca/the-g7-and-gender-equality-ise-shima-edition/>

²⁷⁷⁷ The G7 and Gender Equality: Ise-Shima Edition, Nato Association of Canada (Toronto) June 2016. Access Date: 7 September 2018. <http://natoassociation.ca/the-g7-and-gender-equality-ise-shima-edition/>

²⁷⁷⁸ The G7 and Gender Equality: Ise-Shima Edition, Nato Association of Canada (Toronto) June 2016. Access Date: 7 September 2018. <http://natoassociation.ca/the-g7-and-gender-equality-ise-shima-edition/>

²⁷⁷⁹ The G7 and Gender Equality: Ise-Shima Edition, Nato Association of Canada (Toronto) June 2016. Access Date: 7 September 2018. <http://natoassociation.ca/the-g7-and-gender-equality-ise-shima-edition/>

²⁷⁸⁰ Roadmap for a Gender-Responsive Economic Environment, G7 Information Center 27 May 2017. Access Date: 7 September 2018. <http://www.g7.utoronto.ca/summit/2017taormina/gender.html>.

²⁷⁸¹ G7 Roadmap for a Gender-Responsive Economic Environment, G7 (Taormina) May 2017. Access Date: 7 September 2018 <http://www.g7italy.it/sites/default/files/documents/Gender%20Roadmap.pdf>

²⁷⁸² G7 Taormina Leaders’ Communique, G7 (Taormina) May 2017. Access Date: 7 September 2018. <http://www.g7.utoronto.ca/summit/2017taormina/communique.html>

²⁷⁸³ G7 Taormina Leaders’ Communique, G7 (Taormina) May 2017. Access Date: 7 September 2018. <http://www.g7.utoronto.ca/summit/2017taormina/communique.html>

²⁷⁸⁴ Make Gender Inequality History, G7 Charlevoix 2018. Access Date: 7 September 2018. <https://g7.gc.ca/wp-content/uploads/2018/06/Recommendations-by-the-Gender-Equality-Advisory-Council.pdf>.

²⁷⁸⁵ Advancing Gender Equality and Women’s Empowerment (Charlevoix). Access Date: 8 September 2018. https://g7.gc.ca/wp-content/uploads/2018/04/18-101-Gender_Equality_EN.pdf

- 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

²⁷⁸⁶ Advancing Gender Equality and Women’s Empowerment (Charlevoix). Access Date: 8 September 2018. https://g7.gc.ca/wp-content/uploads/2018/04/18-101-Gender_Equality_EN.pdf

²⁷⁸⁷ Compliance Coding Manual for International Institutional Commitments, G7 and G20 Research Groups (Toronto). 2 May 2016. Access Date: 7 September 2018. <http://www.g7.utoronto.ca/compliance/compliance-coding-manual-%202016.pdf>.

²⁷⁸⁸ What is Gender Equality?, Gender Equality in Ireland. Access Date: 8 September 2018. <http://genderequality.ie/en/GE/Pages/WhatisGE>.

²⁷⁸⁹ Decent Work, International Labour Organization (Geneva). Access Date: 8 September 2018. <https://www.ilo.org/global/topics/decent-work/lang-en/index.htm>.

²⁷⁹⁰ Decent Work, International Labour Organization (Geneva). Access Date: 8 September 2018. <https://www.ilo.org/global/topics/decent-work/lang-en/index.htm>.

²⁷⁹¹ Decent Work, International Labour Organization (Geneva). Access Date: 8 September 2018. <https://www.ilo.org/global/topics/decent-work/lang-en/index.htm>.

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.”²⁷⁹² Governments can create 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.²⁷⁹³

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.”²⁷⁹⁴ 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.²⁷⁹⁵ 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.”²⁷⁹⁶

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 world. 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.”²⁷⁹⁷ 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.²⁷⁹⁸

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

²⁷⁹² Fourth World Conference on Women (UN Women). September 1995. Access Date: 8 September 2018.

<http://www.un.org/womenwatch/daw/beijing/platform/>

²⁷⁹³ Fourth World Conference on Women (UN Women). September 1995. Access Date: 8 September 2018.

<http://www.un.org/womenwatch/daw/beijing/platform/>

²⁷⁹⁴ Resource, Oxford Dictionaries. Access Date: 8 September 2018.

<https://en.oxforddictionaries.com/definition/resource>.

²⁷⁹⁵ Charlevoix Commitment on Innovative Financing for Development. Access Date: 8 September 2018.

<https://g7.gc.ca/en/official-documents/charlevoix-commitment-innovative-financing-development/>

²⁷⁹⁶ Charlevoix Commitment on Innovative Financing for Development. Access Date: 8 September 2018.

<https://g7.gc.ca/en/official-documents/charlevoix-commitment-innovative-financing-development/>

²⁷⁹⁷ Executive Summary: Recommendations from the Gender Equality Advisory Council for Canada's G7 Presidency (Charlevoix). Access Date: 8 September 2018. <https://g7.gc.ca/en/g7-presidency/gender-equality-advisory-council/executive-summary/>

²⁷⁹⁸ Achieving Growth That Works for Everyone (Charlevoix). Access Date: 8 September 2018.

<https://g7.gc.ca/en/official-documents/achieving-growth-works-everyone/>

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

-1	G7 member does not support either area or partially supports only one area.
0	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.
+1	G7 member fully supports gender equality in labour market opportunities AND in the distribution of unpaid care work

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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.”²⁷⁹⁹ This project aims to support women as they seek careers and develop long-term commitments to Manitoba’s information and communication technologies (ICT) sector.²⁸⁰⁰ 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.”²⁸⁰¹

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 —

²⁷⁹⁹ New federal funding will help improve women’s economic security in Manitoba, Status of Women Canada (Winnipeg) 17 July 2018. Access Date: 11 October 2018. <https://www.canada.ca/en/status-women/news/2018/07/new-federal-funding-will-help-improve-womens-economic-security-in-manitoba.html>.

²⁸⁰⁰ New federal funding will help improve women’s economic security in Manitoba, Status of Women Canada (Winnipeg) 17 July 2018. Access Date: 11 October 2018. <https://www.canada.ca/en/status-women/news/2018/07/new-federal-funding-will-help-improve-womens-economic-security-in-manitoba.html>.

²⁸⁰¹ New federal funding will help improve women’s economic security in Manitoba, Status of Women Canada (Winnipeg) 17 July 2018. Access Date: 11 October 2018. <https://www.canada.ca/en/status-women/news/2018/07/new-federal-funding-will-help-improve-womens-economic-security-in-manitoba.html>.

Plants Seeds for Change” project.²⁸⁰² The project will provide training sessions and create a support network for low-income women ages 30-54 in the Summerside area.²⁸⁰³

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.²⁸⁰⁴ 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.²⁸⁰⁵

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%.”²⁸⁰⁶ 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.²⁸⁰⁷

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.”²⁸⁰⁸ This project will span 36 months and it aims to understand the growth gaps experienced by women-led businesses in Northern Ontario.²⁸⁰⁹

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.”²⁸¹⁰ This project will span 36 months and it aims to conduct a needs

²⁸⁰² New federal funding will help improve women’s economic security in Prince Edward Island, Status of Women Canada (Charlottetown) 25 July 2018. Access Date: 11 October 2018.

<http://www.gov.pe.ca/newsroom/index.php?number=news&newsnumber=8322&dept=&lang=E>.

²⁸⁰³ New federal funding will help improve women’s economic security in Prince Edward Island, Status of Women Canada (Charlottetown) 25 July 2018. Access Date: 11 October 2018.

<http://www.gov.pe.ca/newsroom/index.php?number=news&newsnumber=8322&dept=&lang=E>.

²⁸⁰⁴ New federal funding strengthens the economic security and prosperity of Indigenous women, Status of Women Canada (Saskatoon) 30 July 2018. Access Date: 11 October 2018. <https://www.newswire.ca/news-releases/new-federal-funding-strengthens-the-economic-security-and-prosperity-of-indigenous-women-689531171.html>.

²⁸⁰⁵ New federal funding strengthens the economic security and prosperity of Indigenous women, Status of Women Canada (Saskatoon) 30 July 2018. Access Date: 11 October 2018. <https://www.newswire.ca/news-releases/new-federal-funding-strengthens-the-economic-security-and-prosperity-of-indigenous-women-689531171.html>.

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.

²⁸⁰⁷ New federal funding will help improve women’s economic security in Québec, Status of Women Canada (Montréal) 10 August 2018. Access Date : 15 October 2018. <https://www.canada.ca/en/status-women/news/2018/08/new-federal-funding-will-help-improve-womens-economic-security-in-quebec.html>.

²⁸⁰⁸ New federal funding will help improve women’s economic security in Northern Ontario, Status of Women Canada (Thunder Bay) 14 August 2018. Access Date: 15 October 2018. <https://www.canada.ca/en/status-women/news/2018/08/new-federal-funding-will-help-improve-womens-economic-security-in-northern-ontario.html>.

²⁸⁰⁹ New federal funding will help improve women’s economic security in Northern Ontario, Status of Women Canada (Thunder Bay) 14 August 2018. Access Date: 15 October 2018. <https://www.canada.ca/en/status-women/news/2018/08/new-federal-funding-will-help-improve-womens-economic-security-in-northern-ontario.html>.

²⁸¹⁰ New federal funding will help improve women’s economic security in New Brunswick, Status of Women Canada (Campbellton) 23 August 2018. Access Date: 15 October 2018. <https://www.newswire.ca/news-releases/new-federal-funding-will-help-improve-womens-economic-security-in-new-brunswick-691539471.html>.

assessment and to create an action plan to develop new business policies and procedures that include accommodation options for women fleeing the violence.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.”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.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.”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.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.”²⁸¹⁶ This project aims to improve support services for part-time women entrepreneurs in Quebec.²⁸¹⁷ The project will include a pilot in Shawinigan to test a number of services aimed at supporting part-time women entrepreneurs.²⁸¹⁸ Feedback from this pilot project will be used to improve similar programs and services already in place.²⁸¹⁹

On 1 November 1 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

²⁸¹¹ New federal funding will help improve women’s economic security in New Brunswick, Status of Women Canada (Campbellton) 23 August 2018. Access Date: 15 October 2018. <https://www.newswire.ca/news-releases/new-federal-funding-will-help-improve-womens-economic-security-in-new-brunswick-691539471.html>.

²⁸¹² New federal funding will help more women enter the manufacturing sector, Status of Women Canada (Peterborough) 6 September 2018. Access Date: 11 October 2018. <https://www.newswire.ca/news-releases/new-federal-funding-will-help-more-women-enter-the-manufacturing-sector-692603811.html>.

²⁸¹³ New federal funding will help more women enter the manufacturing sector, Status of Women Canada (Peterborough) 6 September 2018. Access Date: 11 October 2018. <https://www.newswire.ca/news-releases/new-federal-funding-will-help-more-women-enter-the-manufacturing-sector-692603811.html>.

²⁸¹⁴ New federal funding will help improve women’s economic security in Ontario’s Niagara Region, Status of Women Canada (Welland) 7 September 2018. Access Date: 15 October 2018. <https://www.newswire.ca/news-releases/new-federal-funding-will-help-improve-womens-economic-security-in-ontarios-niagara-region-692693201.html>.

²⁸¹⁵ New federal funding will help improve women’s economic security in Ontario’s Niagara Region, Status of Women Canada (Welland) 7 September 2018. Access Date: 15 October 2018. <https://www.newswire.ca/news-releases/new-federal-funding-will-help-improve-womens-economic-security-in-ontarios-niagara-region-692693201.html>.

²⁸¹⁶ 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. <https://www.canada.ca/en/status-women/news/2018/10/new-federal-funding-will-help-improve-womens-economic-security-in-quebec.html>.

²⁸¹⁷ 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. <https://www.canada.ca/en/status-women/news/2018/10/new-federal-funding-will-help-improve-womens-economic-security-in-quebec.html>.

²⁸¹⁸ 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. <https://www.canada.ca/en/status-women/news/2018/10/new-federal-funding-will-help-improve-womens-economic-security-in-quebec.html>.

²⁸¹⁹ 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. <https://www.canada.ca/en/status-women/news/2018/10/new-federal-funding-will-help-improve-womens-economic-security-in-quebec.html>.

employment and training.”²⁸²⁰ 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.²⁸²¹ The project will identify and test the most successful job-accessing programs in Calgary, Halifax, Montreal, Toronto, Vancouver, and Yellowknife.²⁸²² Selected initiatives will be implemented through 20 YMCA member associations across Canada.²⁸²³

On 13 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.”²⁸²⁴ This project will span 36 months and it aims to “address the low wages paid to women working as caregivers in private care facilities.”²⁸²⁵ 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.²⁸²⁶

On 14 November 2018, the Government of Canada announced that the Mokami Status of Women Council will receive federal funding totalling CAD236,880 for their project “Pathways to economic prosperity for women in transition.”²⁸²⁷ This project will span 36 months and it aims to “address the institutional barriers and other factors that limit local efforts to advance the economic security and prosperity of women who are fleeing domestic violence in rural remote regions of Labrador.”²⁸²⁸ The objective of the program is to establish a series of recommendations and best practices to enhance support for women fleeing domestic violence that can be adapted and used by other community-serving organizations.²⁸²⁹

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

²⁸²⁰ New federal funding will help vulnerable and marginalized women access job market, Status of Women Canada (Ottawa) 1 November 2018. Access Date: 29 November 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-funding-will-help-vulnerable-and-marginalized-women-access-job-market.html>.

²⁸²¹ New federal funding will help vulnerable and marginalized women access job market, Status of Women Canada (Ottawa) 1 November 2018. Access Date: 29 November 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-funding-will-help-vulnerable-and-marginalized-women-access-job-market.html>.

²⁸²² New federal funding will help vulnerable and marginalized women access job market, Status of Women Canada (Ottawa) 1 November 2018. Access Date: 29 November 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-funding-will-help-vulnerable-and-marginalized-women-access-job-market.html>.

²⁸²³ New federal funding will help vulnerable and marginalized women access job market, Status of Women Canada (Ottawa) 1 November 2018. Access Date: 29 November 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-funding-will-help-vulnerable-and-marginalized-women-access-job-market.html>.

²⁸²⁴ New federal investment will help improve women’s economic security in Moncton, Status of Women Canada (Moncton) 13 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-improve-womens-economic-security-in-moncton.html>.

²⁸²⁵ New federal investment will help improve women’s economic security in Moncton, Status of Women Canada (Moncton) 13 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-improve-womens-economic-security-in-moncton.html>.

²⁸²⁶ New federal investment will help improve women’s economic security in Moncton, Status of Women Canada (Moncton) 13 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-improve-womens-economic-security-in-moncton.html>.

²⁸²⁷ New federal investment will help improve women’s economic security in Labrador, Status of Women Canada (Happy Valley-Goose Bay) 14 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-improve-womens-economic-security-in-labrador.html>.

²⁸²⁸ New federal investment will help improve women’s economic security in Labrador, Status of Women Canada (Happy Valley-Goose Bay) 14 November 2018. Access Date: 7 December 2018. <https://www.newswire.ca/news-releases/new-federal-investment-will-help-improve-womens-economic-security-in-labrador-700484121.html>.

²⁸²⁹ New federal investment will help improve women’s economic security in Labrador, Status of Women Canada (Happy Valley-Goose Bay) 14 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-improve-womens-economic-security-in-labrador.html>.

Economic Security for Indigenous Women in NunatuKavut and Northern Ontario.”²⁸³⁰ This 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.”²⁸³¹ The objective of this project is to bridge existing gaps in policy implementation of provincially-mandated women’s employment plans.²⁸³² 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.²⁸³³

On 14 November 2018, the Government of Canada announced that Option Femmes Emploi will receive federal funding totalling CAD274,285 for their project “Women’s access to the automotive sector.”²⁸³⁴ 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.²⁸³⁵ The objective of this project is to “identify barriers and gaps to women’s recruitment and retention in the sector.”²⁸³⁶ 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.²⁸³⁷

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.”²⁸³⁸ 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

²⁸³⁰ New federal investment will help improve women’s economic security in Labrador, Status of Women Canada (Happy Valley-Goose Bay) 14 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-improve-womens-economic-security-in-labrador.html>.

²⁸³¹ New federal investment will help improve women’s economic security in Labrador, Status of Women Canada (Happy Valley-Goose Bay) 14 November 2018. Access Date: 7 December 2018. <https://www.newswire.ca/news-releases/new-federal-investment-will-help-improve-womens-economic-security-in-labrador-700484121.html>.

²⁸³² New federal investment will help improve women’s economic security in Labrador, Status of Women Canada (Happy Valley-Goose Bay) 14 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-improve-womens-economic-security-in-labrador.html>.

²⁸³³ New federal investment will help improve women’s economic security in Labrador, Status of Women Canada (Happy Valley-Goose Bay) 14 November 2018. Access Date: 7 December 2018. <https://www.newswire.ca/news-releases/new-federal-investment-will-help-improve-womens-economic-security-in-labrador-700484121.html>.

²⁸³⁴ New federal investment will help improve women’s economic security in Québec’s Outaouais region, Status of Women Canada (Gatineau) 14 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-improve-womens-economic-security-in-quebecs-outaouais-region.html>.

²⁸³⁵ New federal investment will help improve women’s economic security in Québec’s Outaouais region, Status of Women Canada (Gatineau) 14 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-improve-womens-economic-security-in-quebecs-outaouais-region.html>.

²⁸³⁶ New federal investment will help improve women’s economic security in Québec’s Outaouais region, Status of Women Canada (Gatineau) 14 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-improve-womens-economic-security-in-quebecs-outaouais-region.html>.

²⁸³⁷ New federal investment will help improve women’s economic security in Québec’s Outaouais region, Status of Women Canada (Gatineau) 14 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-improve-womens-economic-security-in-quebecs-outaouais-region.html>.

²⁸³⁸ New federal investment to strengthen the economic security and prosperity of Indigenous women in Manitoba, Status of Women Canada (Winnipeg) 14 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-to-strengthen-the-economic-security-and-prosperity-of-indigenous-women-in-manitoba.html>.

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 Peña 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

²⁸³⁹ New federal investment to strengthen the economic security and prosperity of Indigenous women in Manitoba, Status of Women Canada (Winnipeg) 14 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-to-strengthen-the-economic-security-and-prosperity-of-indigenous-women-in-manitoba.html>.

²⁸⁴⁰ New federal investment to strengthen the economic security and prosperity of Indigenous women in Manitoba, Status of Women Canada (Winnipeg) 14 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-to-strengthen-the-economic-security-and-prosperity-of-indigenous-women-in-manitoba.html>.

²⁸⁴¹ New federal investment will help boost number of women in Canada’s forestry sector, Status of Women Canada (Ottawa) 29 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-boost-number-of-women-in-canadas-forestry-sector.html>.

²⁸⁴² New federal investment will help boost number of women in Canada’s forestry sector, Status of Women Canada (Ottawa) 29 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-boost-number-of-women-in-canadas-forestry-sector.html>.

²⁸⁴³ New federal investment will help boost number of women in Canada’s forestry sector, Status of Women Canada (Ottawa) 29 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-boost-number-of-women-in-canadas-forestry-sector.html>.

²⁸⁴⁴ USMCA deal signed by Trudeau, Trump and Peña Nieto — finalizing months of negotiations, Global News (Canada) 30 November 2018. Access Date: 7 December 2018. <https://globalnews.ca/news/4714437/usmca-trade-deal-signed-canada-u-s-mexico/>.

²⁸⁴⁵ United States-Mexico-Canada Agreement supports jobs for the middle class and promotes gender equality, Status of Women Canada (Peterborough) 16 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/united-states-mexico-canada-agreement-supports-jobs-for-the-middle-class-and-promotes-gender-equality.html>.

²⁸⁴⁶ United States-Mexico-Canada Agreement supports jobs for the middle class and promotes gender equality, Status of Women Canada (Peterborough) 16 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/united-states-mexico-canada-agreement-supports-jobs-for-the-middle-class-and-promotes-gender-equality.html>.

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.

Analyst: Isabeau Morin

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.²⁸⁴⁷ 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.”²⁸⁴⁸ Failure to do so can result in a financial penalty of up to one percent of the total payroll.²⁸⁴⁹ The companies must also outline any actions taken to close the gender wage gap.²⁸⁵⁰

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.”²⁸⁵¹ Nyssen announced a point system where points would be awarded to productions for having female directors, crew members, and cinematographers.²⁸⁵² Once four points have been achieved, a production could “be eligible for a bonus of up to 15 per cent of its expected state funding allocation.”²⁸⁵³

On 22 November 2018, the Government of France issued a decree to specify obligations surrounding the “Choose One’s Professional Future” Law.²⁸⁵⁴ 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

²⁸⁴⁷ New French Rules on Gender Pay Equality Enacted, JD Supra (Sausalito) 21 September 2018. Access Date: 19 October 2018. <https://www.jdsupra.com/legalnews/new-french-rules-on-gender-pay-equality-76948/>.

²⁸⁴⁸ New French Rules on Gender Pay Equality Enacted, JD Supra (Sausalito) 21 September 2018. Access Date: 19 October 2018. <https://www.jdsupra.com/legalnews/new-french-rules-on-gender-pay-equality-76948/>.

²⁸⁴⁹ New French Rules on Gender Pay Equality Enacted, JD Supra (Sausalito) 21 September 2018. Access Date: 19 October 2018. <https://www.jdsupra.com/legalnews/new-french-rules-on-gender-pay-equality-76948/>.

²⁸⁵⁰ New French Rules on Gender Pay Equality Enacted, JD Supra (Sausalito) 21 September 2018. Access Date: 19 October 2018. <https://www.jdsupra.com/legalnews/new-french-rules-on-gender-pay-equality-76948/>.

²⁸⁵¹ France launches gender parity production incentives, Screendaily (London) 21 September 2018. Access Date: 19 October 2018. <https://www.screendaily.com/news/france-launches-gender-parity-production-incentives/5132855.article>.

²⁸⁵² France launches gender parity production incentives, Screendaily (London) 21 September 2018. Access Date: 19 October 2018. <https://www.screendaily.com/news/france-launches-gender-parity-production-incentives/5132855.article>.

²⁸⁵³ France launches gender parity production incentives, Screendaily (London) 21 September 2018. Access Date: 19 October 2018. <https://www.screendaily.com/news/france-launches-gender-parity-production-incentives/5132855.article>.

²⁸⁵⁴ France Presents Tool to Measure Gender Pay Gap in Companies, JD Supra (Sausalito) 27 November 2018. Access Date: 7 December 2018. <https://www.jdsupra.com/legalnews/france-presents-tool-to-measure-gender-41218/>.

in the company are women.²⁸⁵⁵ 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.²⁸⁵⁶ 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.”²⁸⁵⁷

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.²⁸⁵⁸ 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.²⁸⁵⁹ 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.²⁸⁶⁰

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

²⁸⁵⁵ France Presents Tool to Measure Gender Pay Gap in Companies, JD Supra (Sausalito) 27 November 2018. Access Date: 7 December 2018. <https://www.jdsupra.com/legalnews/france-presents-tool-to-measure-gender-41218/>.

²⁸⁵⁶ France Presents Tool to Measure Gender Pay Gap in Companies, JD Supra (Sausalito) 27 November 2018. Access Date: 7 December 2018. <https://www.jdsupra.com/legalnews/france-presents-tool-to-measure-gender-41218/>.

²⁸⁵⁷ France’s New Gender Pay Law — What’s Changed, Two Birds (London) 22 November 2018. Access Date: 7 December 2018. <https://www.twobirds.com/en/news/articles/2018/france/france-new-gender-pay-law-whats-changed>.

²⁸⁵⁸ Home Page, GAWBL Summit 2018 official website (Munich) 6 July 2018. Access Date: 10 December 2018. <http://www.gawbl-summit.com>.

²⁸⁵⁹ Preliminary Program, GAWBL Summit 2018 official website (Munich) 6 July 2018. Access Date: 10 December 2018. <http://www.gawbl-summit.com/programme/>.

²⁸⁶⁰ GAWBL-Award, GAWBL Summit 2018 official website (Munich) 6 July 2018. Access Date: 10 December 2018. <http://www.gawbl-summit.com/gawbl-award/>.

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.²⁸⁶¹ During the conference, councilors 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.²⁸⁶² 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.”²⁸⁶³

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.²⁸⁶⁴ The Italian Senate voted to approve simultaneous scrutiny on notion 58.²⁸⁶⁵

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.”²⁸⁶⁶ During this meeting, the “Intensive Policy to Accelerate the Empowerment of Women 2018” and measures dealing with sexual harassment countermeasures were approved.²⁸⁶⁷ Abe also pledged to support equal job opportunities in the

²⁸⁶¹ Periodic report on the situation of male and female personnel, Ministry of Labour and Social Policies (Rome) 5 July 2018. Access Date: 20 December 2018. <http://www.lavoro.gov.it/strumenti-e-servizi/rapporto-periodico-situazione-personale/Pagine/default.aspx>.

²⁸⁶² Periodic report on the situation of male and female personnel, Ministry of Labour and Social Policies (Rome) 5 July 2018. Access Date: 20 December 2018. <http://www.lavoro.gov.it/strumenti-e-servizi/rapporto-periodico-situazione-personale/Pagine/default.aspx>.

²⁸⁶³ Periodic report on the situation of male and female personnel, Ministry of Labour and Social Policies (Rome) 5 July 2018. Access Date: 20 December 2018. <http://www.lavoro.gov.it/strumenti-e-servizi/rapporto-periodico-situazione-personale/Pagine/default.aspx>.

²⁸⁶⁴ The stenographic report of the 65th Italian Senate session, Senato della Repubblica (Rome) 29 November 2018. Access Date: 10 December 2018.

<http://www.senato.it/japp/bgt/showdoc/frame.jsp?tipodoc=Resaula&leg=18&id=1083653>.

²⁸⁶⁵ The stenographic report of the 65th Italian Senate session, Senato della Repubblica (Rome) 29 November 2018. Access Date: 10 December 2018.

<http://www.senato.it/japp/bgt/showdoc/frame.jsp?tipodoc=Resaula&leg=18&id=1083653>.

²⁸⁶⁶ 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.

²⁸⁶⁷ 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.

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.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.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.²⁸⁷⁰ This act outlines the national strategy to empower women and meet the “Sustainable Development Goals” set by the United Nations.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.”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.²⁸⁷³ Japan also appointed a STEM Girls Ambassador in order to attract more young women to STEM careers.²⁸⁷⁴

On 29 June 2018, the Government of Japan passed the “Act on Promotion of Gender Equality in the Political Field.”²⁸⁷⁵ This non-binding law administers that political parties should work towards gender balance in national parliamentary elections.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 2018.²⁸⁷⁷ LEAP works to promote the

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.

²⁸⁶⁹ Sustainable Development Goals (SDGs) Promotion Headquarters, Prime Minister of Japan and His Cabinet (Tokyo) 15 June 2018. Access Date: 17 October 2018. https://japan.kantei.go.jp/98_abe/actions/201806/_00038.html.

²⁸⁷⁰ Sustainable Development Goals (SDGs) Promotion Headquarters, Prime Minister of Japan and His Cabinet (Tokyo) 15 June 2018. Access Date: 17 October 2018. https://japan.kantei.go.jp/98_abe/actions/201806/_00038.html.

²⁸⁷¹ Sustainable Development Goals (SDGs) Promotion Headquarters, Prime Minister of Japan and His Cabinet (Tokyo) 15 June 2018. Access Date: 17 October 2018. https://japan.kantei.go.jp/98_abe/actions/201806/_00038.html.

²⁸⁷² Sustainable Development Goals (SDGs) Promotion Headquarters, Prime Minister of Japan and His Cabinet (Tokyo) 15 June 2018. Access Date: 17 October 2018. https://japan.kantei.go.jp/98_abe/actions/201806/_00038.html.

²⁸⁷³ STEM Girls Ambassadors, Cabinet Office, Government of Japan (Tokyo) 25 June 2018. Access Date: 17 October 2018. http://www.gender.go.jp/STEM_Girls_Ambassadors/event/20180625_01.html.

²⁸⁷⁴ STEM Girls Ambassadors, Cabinet Office, Government of Japan (Tokyo) 25 June 2018. Access Date: 17 October 2018. http://www.gender.go.jp/STEM_Girls_Ambassadors/event/20180625_01.html.

²⁸⁷⁵ Act on Promotion of Gender Equality in the Political Field, House of Representatives (Tokyo) 29 June 2018. Access Date: 18 October 2018.

<http://www.japaneselawtranslation.go.jp/law/detail/?printID=&re=02&id=3139&lvm=02&vm=02>.

²⁸⁷⁶ Act of Promotion of Gender Equality in the Political Field, House of Representatives (Tokyo) 29 June 2018. Access Date: 18 October 2018.

<http://www.japaneselawtranslation.go.jp/law/detail/?printID=&re=02&id=3139&lvm=02&vm=02>.

²⁸⁷⁷ Interview with Taro Kono, Japanese Minister of Foreign Affairs, UNWomen, 28 November 2018. Access Date: 2 December 2018. <http://www.unwomen.org/en/news/stories/2018/11/partner-profile-interview-with-taro-kono-japan>.

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.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.

Analyst: Jae Yoon Mary Nob

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.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 2020.²⁸⁸⁰ 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.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.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.”²⁸⁸³

²⁸⁷⁸ Women's Leadership, Empowerment, Access & Protection in Crisis Response, UNWomen (Jordan) n.d. Access Date: 1 December 2018. <http://jordan.unwomen.org/ja/what-we-do/past-initiatives/response-recovery-and-resilience/leap-initiative>.

²⁸⁷⁹ FTSE 350 Urged to Step up to Meet 2020 Women on Boards Targets, GOV.UK (London) 27 June 2018. Access Date: 15 October 2018. <https://www.gov.uk/government/news/ftse-350-urged-to-step-up-to-meet-2020-women-on-boards-targets>.

²⁸⁸⁰ FTSE 350 Urged to Step up to Meet 2020 Women on Boards Targets, GOV.UK (London) 27 June 2018. Access Date: 15 October 2018. <https://www.gov.uk/government/news/ftse-350-urged-to-step-up-to-meet-2020-women-on-boards-targets>.

²⁸⁸¹ FTSE 350 Urged to Step up to Meet 2020 Women on Boards Targets, GOV.UK (London) 27 June 2018. Access Date: 15 October 2018. <https://www.gov.uk/government/news/ftse-350-urged-to-step-up-to-meet-2020-women-on-boards-targets>.

²⁸⁸² 100% of UK Employers Publish Gender Pay Gap Data, GOV.UK (London) 1 August 2018. Access Date: 15 October 2018. <https://www.gov.uk/government/news/100-of-uk-employers-publish-gender-pay-gap-data>.

²⁸⁸³ 100% of UK Employers Publish Gender Pay Gap Data, GOV.UK (London) 1 August 2018. Access Date: 15 October 2018. <https://www.gov.uk/government/news/100-of-uk-employers-publish-gender-pay-gap-data>.

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 GBP489,050.²⁸⁸⁴ 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

²⁸⁸⁴ £500,000 Awarded to Organisations Helping to Tackle Causes of the Gender Pay Gap, GOV.UK (London) 22 September 2018. Access Date: 15 October 2018. <https://www.gov.uk/government/news/500000-awarded-to-organisations-helping-to-tackle-causes-of-the-gender-pay-gap>.

²⁸⁸⁵ £500,000 Awarded to Organisations Helping to Tackle Causes of the Gender Pay Gap, GOV.UK (London) 22 September 2018. Access Date: 15 October 2018. <https://www.gov.uk/government/news/500000-awarded-to-organisations-helping-to-tackle-causes-of-the-gender-pay-gap>.

²⁸⁸⁶ £500,000 Awarded to Organisations Helping to Tackle Causes of the Gender Pay Gap, GOV.UK (London) 22 September 2018. Access Date: 15 October 2018. <https://www.gov.uk/government/news/500000-awarded-to-organisations-helping-to-tackle-causes-of-the-gender-pay-gap>.

²⁸⁸⁷ UK Government and Bloomberg L.P. Announce Partnership to Promote and Improve Reporting on Gender Equality in the Workplace, GOV.UK (London) 26 September 2018. Access Date: 15 October 2018. <https://www.gov.uk/government/news/uk-government-and-bloomberg-lp-announce-partnership-to-promote-and-improve-reporting-on-gender-equality-in-the-workplace>.

²⁸⁸⁸ UK Government and Bloomberg L.P. Announce Partnership to Promote and Improve Reporting on Gender Equality in the Workplace, GOV.UK (London) 26 September 2018. Access Date: 15 October 2018. <https://www.gov.uk/government/news/uk-government-and-bloomberg-lp-announce-partnership-to-promote-and-improve-reporting-on-gender-equality-in-the-workplace>.

²⁸⁸⁹ Women Mean Business Speech, GOV.UK (London) 31 October 2018. Access Date: 8 December 2018. <https://www.gov.uk/government/speeches/women-mean-business-speech>.

²⁸⁹⁰ Government Equalities Office to Join Cabinet Office, GOV.UK (London), 16 November 16, 2018., Access Date: 8 December 08, 2018. <https://www.gov.uk/government/speeches/government-equalities-office-to-join-cabinet-office>.

²⁸⁹¹ Government Equalities Office to Join Cabinet Office, GOV.UK (London), 16 November 2018. Access Date: 8 December 2018. <https://www.gov.uk/government/speeches/government-equalities-office-to-join-cabinet-office>.

²⁸⁹² Penny Mordaunt's New Mission for Government Equalities Office, GOV.UK (London), 21 November 2018. Access Date: 8 December 2018. <https://www.gov.uk/government/news/penny-mordaunts-new-mission-for-government-equalities-office>.

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.

Analyst: Isha Chaudhuri

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.²⁸⁹³ The act instructs to examine the teenage gender pay gap in informal work experience as well as formal.²⁸⁹⁴

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.²⁸⁹⁵ 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.²⁸⁹⁶

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 2022.²⁸⁹⁷ 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.²⁸⁹⁸

²⁸⁹³ H.R.6284: Better Pay and Lifetime Earnings for Teenage Girls through Adulthood Act, Library of Congress (Washington D.C.) 28 June 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/house-bill/6284/text?q=%7B%22search%22%3A%5B%22women%22%5D%7D&r=41>.

²⁸⁹⁴ H.R.6284: Better Pay and Lifetime Earnings for Teenage Girls through Adulthood Act, Library of Congress (Washington D.C.) 28 June 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/house-bill/6284/text?q=%7B%22search%22%3A%5B%22women%22%5D%7D&r=41>.

²⁸⁹⁵ S.3247: Women's Entrepreneurship and Economic Empowerment Act of 2018, Library of Congress (Washington D.C.) 19 July 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/senate-bill/3247/text?q=%7B%22search%22%3A%22women%22%7D&r=33>.

²⁸⁹⁶ S.3247: Women's Entrepreneurship and Economic Empowerment Act of 2018, Library of Congress (Washington D.C.) 19 July 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/senate-bill/3247/text?q=%7B%22search%22%3A%22women%22%7D&r=33>.

²⁸⁹⁷ S.3412: Paid Family Leave Pilot Extension Act of 2018, Library of Congress (Washington D.C.) 6 September 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/senate-bill/3412/text?q=%7B%22search%22%3A%5B%22paid+family+leave%22%5D%7D&r=1>.

²⁸⁹⁸ S.3412: Paid Family Leave Pilot Extension Act of 2018, Library of Congress (Washington D.C.) 6 September 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/senate-bill/3412/text?q=%7B%22search%22%3A%5B%22paid+family+leave%22%5D%7D&r=1>.

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

²⁸⁹⁹ News Release: U.S. Department of Labor Awards Nearly \$1.5 Million to Help American Women Enter Apprenticeships, Expand Job Opportunities, Women’s Bureau (Washington D.C.) 26 September 2018. Access Date: 7 December 2018. <https://www.dol.gov/newsroom/releases/wb/wb20180926>.

²⁹⁰⁰ S.3436: Women’s Pension Protection Act of 2018, Library of Congress (Washington D.C.) 12 September 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/senate-bill/3436/text?q=%7B%22search%22%3A%5B%22women%22%5D%7D&r=20>.

²⁹⁰¹ S.3436: Women’s Pension Protection Act of 2018, Library of Congress (Washington D.C.) 12 September 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/senate-bill/3436/text?q=%7B%22search%22%3A%5B%22women%22%5D%7D&r=20>.

²⁹⁰² Women’s Pension Protection Act Summary, U.S. Senate Committee on Health, Education, Labor & Pensions (Washington D.C.) 12 September 2018. Access Date: 7 December 2018. <https://www.help.senate.gov/imo/media/doc/WPPA%202018%20Summary%20final.pdf>.

²⁹⁰³ H.R.6098: Family Medical Leave Modernization Act, Library of Congress (Washington D.C.) 19 October 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/house-bill/6098/text?q=%7B%22search%22%3A%5B%22paid+leave%22%5D%7D&r=10>.

²⁹⁰⁴ H.R.6098: Family Medical Leave Modernization Act, Library of Congress (Washington D.C.) 19 October 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/house-bill/6098/text?q=%7B%22search%22%3A%5B%22paid+leave%22%5D%7D&r=10>.

²⁹⁰⁵ H.R.7092: Minority Women in STEM Inclusion Act, Library of Congress (Washington D.C.) 26 October 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/house-bill/7092/text?q=%7B%22search%22%3A%5B%22women%22%5D%7D&r=15>.

²⁹⁰⁶ H.R.7092: Minority Women in STEM Inclusion Act, Library of Congress (Washington D.C.) 26 October 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/house-bill/7092/text?q=%7B%22search%22%3A%5B%22women%22%5D%7D&r=15>

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.²⁹⁰⁷ The law provides recommendations on promoting participation in entrepreneurship activities and the patent system by women, minorities, and veterans.²⁹⁰⁸

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.²⁹⁰⁹ 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.²⁹¹⁰

On 11 December 2018, President Donald Trump signed the “Women in Aerospace Education Act” into law.²⁹¹¹ 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.²⁹¹²

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.

Analyst: Kiayla Amos-Flom

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.”²⁹¹³ 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

²⁹⁰⁷ H.R.6758: SUCCESS Act, Library of Congress (Washington D.C.) 11 October 2018. Access Date: 7 December 2018.

<https://www.congress.gov/bill/115th-congress/house-bill/6758/actions?q=%7B%22search%22%3A%5B%22women%22%5D%7D&r=21>.

²⁹⁰⁸ H.R.6758: SUCCESS Act, Library of Congress (Washington D.C.) 11 October 2018. Access Date: 7 December 2018.

<https://www.congress.gov/bill/115th-congress/house-bill/6758/actions?q=%7B%22search%22%3A%5B%22women%22%5D%7D&r=21>.

²⁹⁰⁹ H.R.4673: Promoting Women in the Aviation Workforce Act, Library of Congress (Washington D.C.) 13 November 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/house-bill/4673?q=%7B%22search%22%3A%5B%22women%22%5D%7D&r=23>.

²⁹¹⁰ H.R.4673: Promoting Women in the Aviation Workforce Act, Library of Congress (Washington D.C.) 13 November 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/house-bill/4673?q=%7B%22search%22%3A%5B%22women%22%5D%7D&r=23>.

²⁹¹¹ H.R.4252: Women in Aerospace Education Act, Library of Congress (Washington D.C.) 29 November 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/house-bill/4254/actions?r=1>.

²⁹¹² H.R.4252: Women in Aerospace Education Act, Library of Congress (Washington D.C.) 29 November 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/house-bill/4254/actions?r=1>.

²⁹¹³ Women in Digital, European Commission (Brussels) 9 October 2018. Access Date: 19 October 2018. <https://ec.europa.eu/digital-single-market/en/women-ict>.

and digital studies.²⁹¹⁴ In addition, “20 IT companies co-signed a declaration committing to provide an inclusive and gender-balanced work culture and environment.”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.”²⁹¹⁶

On 27 September 2018, the EU and the United Nations renewed their partnership to help them achieve the 2030 Agenda for Sustainable Development.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.”²⁹¹⁸ The partnership emphasizes women’s empowerment in economic participation.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.²⁹²⁰ This legislation intends to make paid parental leave a non-transferrable equal right and “increase the participation of women in the labour market.”²⁹²¹

On 6 November 2018, the EU pledged EUR26 million at the Global Financing Facility replenishment event in Oslo, Norway.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.”²⁹²³

²⁹¹⁴ Women in Digital, European Commission (Brussels) 9 October 2018. Access Date: 19 October 2018.

<https://ec.europa.eu/digital-single-market/en/women-ict>.

²⁹¹⁵ Women in Digital, European Commission (Brussels) 9 October 2018. Access Date: 19 October 2018.

<https://ec.europa.eu/digital-single-market/en/women-ict>.

²⁹¹⁶ CEOs of tech companies sign declaration committing to gender balanced work culture, European Commission (Brussels) 26 June 2018. Access Date: 19 October 2018. <https://ec.europa.eu/digital-single-market/en/news/ceos-tech-companies-sign-declaration-committing-gender-balanced-work-culture>.

²⁹¹⁷ Joint Communique between the European Union and the United Nations: A renewed partnership in development, European Commission (New York) 27 September 2018. Access Date: 19 October 2018. http://europa.eu/rapid/press-release_STATEMENT-18-5927_en.htm.

²⁹¹⁸ Joint Communique between the European Union and the United Nations: A renewed partnership in development, European Commission (New York) 27 September 2018. Access Date: 19 October 2018. http://europa.eu/rapid/press-release_STATEMENT-18-5927_en.htm.

²⁹¹⁹ Joint Communique between the European Union and the United Nations: A renewed partnership in development, European Commission (New York) 27 September 2018. Access Date: 19 October 2018. http://europa.eu/rapid/press-release_STATEMENT-18-5927_en.htm.

²⁹²⁰ Equal Pay Day: Statement by First Vice-President Frans Timmermans and Commissioners Marianne Thyssen and Vera Jourová, European Commission (Brussels) 26 October 2018. Access Date: 7 December 2018. http://europa.eu/rapid/press-release_STATEMENT-18-6184_en.htm.

²⁹²¹ Equal Pay Day: Statement by First Vice-President Frans Timmermans and Commissioners Marianne Thyssen and Vera Jourová, European Commission (Brussels) 26 October 2018. Access Date: 7 December 2018. http://europa.eu/rapid/press-release_STATEMENT-18-6184_en.htm.

²⁹²² EU contributes €26 million to improve women, children and adolescents' health around the world, European Commission (Oslo) 6 November 2018. Access Date: 7 December 2018. http://europa.eu/rapid/press-release_IP-18-6288_en.htm.

²⁹²³ EU contributes €26 million to improve women, children and adolescents' health around the world, European Commission (Oslo) 6 November 2018. Access Date: 7 December 2018. http://europa.eu/rapid/press-release_IP-18-6288_en.htm.

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.”²⁹²⁴ The scoreboard will assess women’s inclusion in digital jobs, careers and entrepreneurship based on 13 indicators.²⁹²⁵

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.

Analyst: Shamal Haider

²⁹²⁴ New scoreboard shows that participation of women in the EU digital economy still lags behind, European Commission (Osio) 10 December 2018. Access Date: 20 December 2018. http://europa.eu/rapid/press-release_IP-18-6741_en.htm.

²⁹²⁵ New scoreboard shows that participation of women in the EU digital economy still lags behind, European Commission (Osio) 10 December 2018. Access Date: 20 December 2018. http://europa.eu/rapid/press-release_IP-18-6741_en.htm.