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The
G20 Research Group
at Trinity College at the Munk School of Global Affairs in the University of Toronto
with the
International Organisations Research Institute
at the National Research University Higher School of Economics, Moscow
present the

2014 Brisbane G20 Summit Final Compliance Report

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“The University of Toronto ... produced a detailed analysis to the extent of which each G20 country has met its commitments since the last summit ... I think this is important; we come to these summits, we make these commitments, we say we are going to do these things and it is important that there is an organisation that checks up on who has done what.”

— *David Cameron, Prime Minister, United Kingdom, at the 2012 Los Cabos Summit*

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12. Gender

“We agree to the goal of reducing the gap in labour force participation rates between men and women in our countries by 25 per cent by 2025, taking into account national circumstances. This will bring more than 100 million women into the labour force [and] significantly increase global growth.”

G20 Brisbane Action Plan

Assessment

	No Compliance	Work in Progress	Full Compliance
Argentina	-1		
Australia		0	
Brazil		0	
Canada		0	
China			+1
France			+1
Germany			+1
India		0	
Indonesia	-1		
Italy			+1
Japan			+1
Korea			+1
Mexico		0	
Russia			+1
Saudi Arabia		0	
South Africa	-1		
Turkey		0	
United Kingdom			+1
United States			+1
European Union	Not applicable		
Average Score	+0.32		

Background

The 2014 Brisbane Summit marks the first time G20 members declared a goal with a specific timeline to reduce the inequality in the labour force between men and women. The first time women were explicitly mentioned during a summit, however, was at the 2009 London Summit when G20 members committed to encouraging a “fair and family-friendly labour market for both women and men.”¹⁷⁸⁷ The 2012 Los Cabos Summit then marked the first year an entire commitment targeted the improvement of the socioeconomic status of women.

Around the world, the labour force continues to grow faster than the number of jobs created. Over the last year, in “Indonesia, for example, the number of formal jobs grew by only 2.8 million, while the labor force increased by 7.2 million.”¹⁷⁸⁸ The International Labour Organisation (ILO), in its *World Employment and Social Outlook: Trends 2015*, notes that “by 2019, more than 212 million people will be out of work, up from 201

¹⁷⁸⁷ G20 Leaders Statement: London Summit, 2-3 April 2009. Access: 4 February 2015.

<http://www.g20.utoronto.ca/analysis/commitments-09-london.html>

¹⁷⁸⁸ G20 Leaders Pledge Inclusive Growth for Women: More Promises or Real Possibility?, The Asian Foundation (San Francisco) 3 December 2014. Access: 3 February 2015. <http://asiafoundation.org/in-asia/2014/12/03/g20-leaders-pledge-inclusive-growth-for-women-more-promises-or-real-possibility/>

million now.”¹⁷⁸⁹ Gender-specific inclusive growth policies in the labour markets are therefore indispensable in reversing the current trends.

Currently, on a global scale, 40% of the workforce is composed of women.¹⁷⁹⁰ One third of all registered enterprises are owned by women, despite the multiple barriers they face, such as access to finance and business exclusion.¹⁷⁹¹ It is now common knowledge that increasing women’s participation in the labour force contributes to both economic growth and national prosperity, especially if inequality is reduced. It is estimated by the Organisation for Economic Co-operation and Development (OECD) that “a boost to women’s participation of [the scale of the commitment] would increase G20 GDP [gross domestic product] by between 1.2 and 1.6% by 2025, adding more than USD 1 trillion to the global economy.”¹⁷⁹² The OECD further notes, “that if we close the global gap in workforce participation between men and women, GDP worldwide would grow by nearly 12% by 2030.”¹⁷⁹³

By introducing a commitment that is specifically dedicated to women, the G20 members are reaffirming the importance of the inclusion of women in the labour markets as an imperative to the improvement of the global economic balance and labour market.

Commitment Features

According to the OECD, the while the “female employment rates have increased in most countries” since 2000, reaching “60% or more in half of the G20 countries, ... gender employment gaps remain larger than 10 percentage points in 15 of the G20 countries.”¹⁷⁹⁴

It must be acknowledged that this particular commitment is aimed at the long term. Nonetheless, for full compliance, G20 members must set concrete policies and amend laws aimed at reducing the gap in participation rates between men and women in their respective countries by 25% by 2025, taking into account national circumstances, as to bring more than 100 million women in the labour force.

For the purpose of this commitment, the labour participation rate will be defined as follows:

A measure of the proportion of a country’s working-age population that engages actively in the labour market, either by working or looking for work; it provides an indication of the size of the supply of labour available to engage in the production of goods and services, relative to the population at working age.¹⁷⁹⁵

In an effort to effectively measure the progress pertaining to this commitment within each individual country, it is necessary to determine the national baselines. National baselines include the following components: the current female participation rate, the current male participation rate and the estimation of the percentage of women who are excluded from the formal labour market as to determine the gap.

¹⁷⁸⁹ Global unemployment to rise to 212 million, says ILO, The Guardian (London) 19 January 2015. Access: 4 February 2015. <http://www.theguardian.com/business/2015/jan/19/global-unemployment-rising-ilo-social-unrest>

¹⁷⁹⁰ 2014 Financial Inclusion Action Plan, Global Partnership for Financial Inclusion 2 September 2014. Access: 2 February 2015. https://g20.org/wp-content/uploads/2014/12/2014_g20_financial_inclusion_action_plan.pdf

¹⁷⁹¹ Banking on Women, International Financial Corporation (Washington) 2014.

¹⁷⁹² G20 Leaders Agree To Reduce Gender Employment GAP, Prime Minister of Australia (Brisbane) 16 November 2014. Access: 3 February 2015. <https://www.pm.gov.au/media/2014-11-16/g20-leaders-agree-reduce-gender-employment-gap>

¹⁷⁹³ Unfinished Business for the world’s women, The Economist (London) 5 November 2014. Access: 23 January 2015. <http://www.economist.com/news/21631962-anniversary-landmark-un-conference-women-opportunity-renew-its-vision-says>

¹⁷⁹⁴ Achieving stronger growth by promoting a more gender-balanced economy, G20 Labour and Employment Ministerial Meeting (Melbourne) 15 August 2014. Access: 13 February 2015. <http://www.oecd.org/g20/topics/employment-and-social-policy/ILO-IMF-OECD-WBG-Achieving-stronger-growth-by-promoting-a-more-gender-balanced-economy-G20.pdf>

¹⁷⁹⁵ Labour Force Participation Rate, International Labour Organization (Geneva) 2014. Access: 3 February 2015. <http://kilm.ilo.org/2011/download/kilm01EN.pdf>

Furthermore, each report will assess the problems that women face when entering the labour market specific to their country and, accordingly, evaluate whether the concerned government is taking actions to reduce these barriers. The reports will take note of the 10 following policy aspects taken from OECD recommendations and ILO conventions:¹⁷⁹⁶

1. “Adopt practices that promote gender equality in education”¹⁷⁹⁷
2. “Promote family-friendly policies and working conditions which enable fathers and mothers to balance their working hours and their family responsibilities and facilitate women to participate more in private and public sector employment”¹⁷⁹⁸
3. “Increase the representation of women in decision-making positions”¹⁷⁹⁹
4. “Eliminate the discriminatory gender wage gap”¹⁸⁰⁰
5. “Promote all appropriate measures to end sexual harassment in the workplace, including awareness and prevention campaigns and actions by employers and unions”
6. “Reduce the gender gap in entrepreneurship activity”¹⁸⁰¹
7. “Pay attention to the special needs of women from disadvantaged minority groups and migrant women in relation to the aims set out above”
8. “Reduce the gender gap in financial literacy”¹⁸⁰²
9. “Mainstream the gender equality perspective in the design, development and evaluation of relevant policies and budgets”¹⁸⁰³
10. “Strengthen accountability mechanisms for gender equality and mainstreaming initiatives across and within government bodies.”

Scoring Guidelines

-1	Member does not have adequate information on women in the labour force AND did not take actions to improve the information or associated policies
0	Member has reported the appropriate information on women in the labour force BUT has not taken strong and/or sufficient actions to increase women’s participation in the labour force
+1	Member has appropriate information on women in the labour force AND has taken strong or/and sufficient actions to increase women’s participation in the labour force

Argentina: -1

Argentina has failed to comply with its commitment in reducing the gender gap between men and women in the labour market. This failure is a consequence of Argentina’s inability to increase the participation rates of women in the global labour force.

¹⁷⁹⁶ Achieving stronger growth by promoting a more gender-balanced economy, G20 Labour and Employment Ministerial Meeting (Melbourne) 15 August 2014. Access: 13 February 2015. <http://www.oecd.org/g20/topics/employment-and-social-policy/ILO-IMF-OECD-WBG-Achieving-stronger-growth-by-promoting-a-more-gender-balanced-economy-G20.pdf>

¹⁷⁹⁷ For more specific policy angles, please refer to Annex 2 of “Achieving stronger growth by promoting a more gender-balanced economy, G20 Labour and Employment Ministerial Meeting”

¹⁷⁹⁸ For more specific policy angles, please refer to Annex 2 of “Achieving stronger growth by promoting a more gender-balanced economy, G20 Labour and Employment Ministerial Meeting”

¹⁷⁹⁹ For more specific policy angles, please refer to Annex 2 of “Achieving stronger growth by promoting a more gender-balanced economy, G20 Labour and Employment Ministerial Meeting”

¹⁸⁰⁰ “by strengthening the legal framework and its enforcement for combating all forms of discrimination in pay, recruitment, training and promotion; promoting pay transparency; ensuring that the principle of equal pay for equal work or for work of equal value is respected in collective bargaining and/or labour law and practice; tackling stereotypes, segregation and indirect discrimination in the labour market, notably against part-time workers; promoting the reconciliation of work and family life”

¹⁸⁰¹ For more specific policy angles, please refer to Annex 2 of “Achieving stronger growth by promoting a more gender-balanced economy, G20 Labour and Employment Ministerial Meeting”

¹⁸⁰² “by developing and implementing initiatives and programmes aimed at addressing women’s financial literacy needs, and in particular at fostering their awareness, confidence, competencies and skills when dealing with financial issues”

¹⁸⁰³ “for example by conducting systematic gender-impact assessments and generating appropriate data and evidence to build a benchmark for future assessments as well as a compilation of best practices for governments and government agencies”

According to the most recent statistics provided by the World Bank, in Argentina the female labour participation consists of 48%¹⁸⁰⁴ and the male labour participation gap consists of 75%.¹⁸⁰⁵ Therefore the labour participation gap is 27%. A recent publication by the Organisation for Economic Co-operation and Development confirmed that in 2012, the female level of informal employment is 49.6%. The gender gap in the incidence of informal unemployment is hence 0.2%.¹⁸⁰⁶ According to the Gender Gap Index 2014, Argentina ranks 31 out of 142 countries.¹⁸⁰⁷

Argentina has failed to take further action regarding the promotion of increased female employment during this compliance cycle. Thus, Argentina is awarded a score of -1.

Analyst: Allison Ing

Australia: 0

Australia has partially succeeded in working to improve gender equality participation in the economy by 2.5 per cent. Recent promises have been made by the government that will work towards dismantling barriers prohibiting women from entering the labour force, as well as improve social services to support working women. However, the country has failed to meet goals in reducing the gender gap of labour force participation. While Australia still faces a significant gap in pay equality and labour participation rate, the country has complied with creating strategies to improve these issue areas.

In February 2015, Prime Minister Tony Abbott announced the government development of a family policy and package that would focus on childcare.¹⁸⁰⁸ The Australian government has also announced various new policies that will be introduced to help women to better balance family and professional life. These policies will include a universal paid parental leave scheme, to be implemented 1 July 2015. This scheme will provide up to 26 weeks of paid support to replace mothers' working wage, up to \$100,000.¹⁸⁰⁹ Furthermore, the government is working to encourage female participation in the economy by ceasing the eligibility for this support once the child in question reaches the age of six, as well as lowering the threshold from \$150,000 to \$100,000 in an attempt to encourage women to enter the workforce at increased hours.¹⁸¹⁰ This does not apply to low income single parents.¹⁸¹¹

In January 2015, female participation in Australia is 58.6 per cent, while male participation averages at 71 per cent, with roughly one million more men working than females.¹⁸¹² This means that female participation rate

¹⁸⁰⁴ Labor force participation rate, female (% of female population ages 15+)(modeled ILO estimate), World Bank (Washington) 2015. Date of Access: 23 March 2015. <http://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS>

¹⁸⁰⁵ Labor force participation rate, male (% of male population ages 15+)(modeled ILO estimate), World Bank (Washington) 2015. Date of Access: 23 March 2015. <http://data.worldbank.org/indicator/SL.TLF.CACT.MA.ZS>

¹⁸⁰⁶ Indicators on male and female labour outcomes, Achieving stronger growth promoting a more gender-balanced economy, OECD, ILO, IMF, World Bank Group (Melbourne) 15 August 2014. Date of Access: 1 March 2015. <http://www.oecd.org/g20/topics/employment-and-social-policy/ILO-IMF-OECD-WBG-Achieving-stronger-growth-by-promoting-a-more-gender-balanced-economy-G20.pdf>. Data refer to 2009.

¹⁸⁰⁷ Economies: Argentina, The Global Gender Gap Index 2014, World Economic Forum. Date of Access: 1 March 2015. <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=ARG>.

¹⁸⁰⁸ Federal Government Promises to Focus on Childcare, BPW Australia (Loganholme) February 15 2015. Date of Access: February 23 2015. <http://www.bpw.com.au/>

¹⁸⁰⁹ Employment Plan 2014, Australia, G20 Information Centre 2014. Date of Access: February 23 2014. https://g20.org/wp-content/uploads/2014/12/g20_employment_plan_australia_0.pdf

¹⁸¹⁰ Employment Plan 2014, Australia, G20 Information Centre 2014. Date of Access: February 23 2014. https://g20.org/wp-content/uploads/2014/12/g20_employment_plan_australia_0.pdf

¹⁸¹¹ Employment Plan 2014, Australia, G20 Information Centre 2014. Date of Access: February 23 2014. https://g20.org/wp-content/uploads/2014/12/g20_employment_plan_australia_0.pdf

¹⁸¹² Population by Age and Sex, Australia, States and Territories, Australian Bureau of Statistics, December 2014. Date of Access: February 24 2015. <http://www.abs.gov.au/ausstats/abs@.nsf/Latestproducts/3101.0Feature%20Article1Jun%202014?opendocument&tabname=Summary&prodno=3101.0&issue=Jun%202014&num=&view>

is 12.4 per cent lower than men. This does not comply with the goal of increasing female participation in the economy by 2.5 per cent per annum.

In August 2015, female workforce participation rate for women is 59.0 per cent, while male participation rate remains steady at 71.1 per cent.¹⁸¹³ This demonstrates a 0.4 per cent increase since January 2015. The gender pay gap has increase in New South Wales, as well as the Australian Capital Territory.¹⁸¹⁴

In September 2015 5.3 per cent of organizations have newly launched gender pay gap analysis which are currently under development.¹⁸¹⁵ Based on these indications, 29.3 per cent of organizations will have begun gender pay gap analysis in the following year. This indicates an increased awareness of the issue of gender pay inequality.

While female participation rates have increased nationally, they have also decreased in regions of Australia. The country has also failed to meet requirements of increased female participation in the economy by 2.5 per cent, however are demonstrating active policy to work towards their goal.

Thus, Australia has received a score of 0.

Brazil: 0

Brazil has partially complied with its commitment to reduce the gap in participation rates between men and women in the labour force by 25 per cent by 2025.

According to the most recent statistics provided by the World Bank, in Brazil the female labour participation rate is 59 per cent (a decrease of 1 per cent from the year before).¹⁸¹⁶ The male participation rate is 81 per cent.¹⁸¹⁷ Therefore the gender labour participation is 22 per cent.

On 16 December 2014, the Department of Policies for Women (SPM) published the fifth edition of the Equality of Gender and Race Program. The SPM will disseminate concepts in management to achieve equality between men and women in the workplace. Participating companies will be educated on how to overcome inequality of pay and trained in effective management. After completion in the program, the firm will receive the Seal of Equality of Gender and Race. By promoting equality within the work environment, the program hopes to encourage women to enter the labour force.¹⁸¹⁸

On 23 January 2015, the government of the State of São Paulo announced its commitment to “Decent Work.” Established by the International Labour Organization, Decent Work promotes equal pay between individuals of varying gender, race and nationality. Decent Work also promotes sustainability, equitable wealth distribution, and overcoming poverty.¹⁸¹⁹

On 11 January 2015, a special committee of the House of Representatives approved the “Status of Early Childhood” or Bill 6.998/2013. The bill extended maternal leave from 120 days to 180 days, at the employer’s

¹⁸¹³ Gender workplace statistics at a glance, Workplace Gender Equality, Government of Australia, August 2015. Date of Access: November 7th 2015. https://www.wgea.gov.au/sites/default/files/Stats_at_a_Glance.pdf

¹⁸¹⁴ Gender pay gap statistics, Workplace Gender Equality, Government of Australia, September 2015. Date of Access: November 7th 2015. https://www.wgea.gov.au/sites/default/files/Gender_Pay_Gap_Factsheet.pdf

¹⁸¹⁵ Gender pay gap statistics, Workplace Gender Equality, Government of Australia, September 2015. Date of Access: November 7th 2015. https://www.wgea.gov.au/sites/default/files/Gender_Pay_Gap_Factsheet.pdf

¹⁸¹⁶ Labor force participation rate, female (% of female population ages 15+)(modeled ILO estimate), World Bank (Washington) 2015. Date of Access: 23 March 2015. <http://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS>

¹⁸¹⁷ Labor force participation rate, male (% of male population ages 15+)(modelled ILO estimate), World Bank (Washington) 2015. Date of Access: 23 March 2015. <http://data.worldbank.org/indicator/SL.TLF.CACT.MA.ZS>

¹⁸¹⁸ Equality of Gender and Race Program - 5th Edition (Brasília) 16 December 2014. Date of Access: 20 February 2015. <http://www.spm.gov.br/assuntos/mulher-e-trabalho/programa-pro-equidade-de-genero-e-raca>.

¹⁸¹⁹ The Effective Inclusion (São Paulo) 23 January 2015. Date of Access: 20 February 2015. <http://www.emprego.sp.gov.br/pela-efetiva-inclusao/>.

discretion. Additionally, the bill extended paternal leave from five to 20 days.¹⁸²⁰ The bill also contained other childcare initiatives that would encourage women's participation in the labour force.¹⁸²¹ However, as of 26 January 2015, the Early Childhood Bill has been postponed indefinitely. Due to recent elections, many of the original signatories of the bill were not re-elected to the House of Representatives. Consequently, the law will no longer proceed directly to the Senate.

On 30 January 2015, the Department of Employment and Labour Relations announced that the Time of Employment program would expand in 2015 to accommodate 1,115 participants. The program engages primarily female Brazilians who are at least 16-years-old in interview preparation and job market coaching.¹⁸²²

On 28 January 2015, the Ministry of Agrarian Development announced that officials would travel to the northern rural regions of Brazil, enabling women to receive free documentation. The Ministry will begin to document 9,000 women in 29 municipalities in March 2015. The free documentation will promote women's autonomy through productive inclusion. Furthermore, women will have access to the public policies of the federal government.¹⁸²³

On 4 February 2015, 500 teachers completed training in a pilot program on "socioeducation." The teachers, who were primarily female, received specialized training in working with adolescent offenders.¹⁸²⁴ This pilot program has the potential to provide employment for many women in the future.

On 16-17 February 2015, Brazil attended the 38th Board of Governors of the International Fund for Agricultural Development. At the conference, Brazil pledged to continue programs in rural regions to enable women to have access to credit and land tenure.¹⁸²⁵

On 8 March 2015, President Dilma Rousseff introduced the Femicide Act, which criminalizes gender-based violence.¹⁸²⁶

On 1 June 2015, the Ministry of Labour and Employment announced that they will stimulate the inclusion black women into the labour force. These promises will build upon the Statute of Racial Equality (Law 12.228/2010) by providing vocational and educational training to women of colour. Further, the Ministry will give authority to the Deliberative Council of the Fund for Workers to develop these programs and to guide funding.¹⁸²⁷

¹⁸²⁰ Paternity Leave Can be Extended to 20 Days, Estado de Minas (Belo Horizonte) 11 January 2015. Date of Access: 19 February 2015. http://www.em.com.br/app/noticia/nacional/2015/01/11/interna_nacional,606810/licenca-paternidade-pode-ser-ampliada-para-20-dias.shtml.

¹⁸²¹ Members Try to Delay the Early Childhood Bill, Examination Magazine (Brasília) 26 January 2015. Date of Access: 20 February 2015. <http://exame.abril.com.br/brasil/noticias/deputados-tentam-atrasar-projeto-de-lei-da-primeira-infancia>

¹⁸²² Growing, Employment Team Offers 1,115 Jobs (São Paulo) 30 January 2015. Date of Access: 20 February 2015. <http://www.emprego.sp.gov.br/em-crescimento-time-do-emprego-oferece-1115-vagas/>.

¹⁸²³ Boats Will Take Documentation Task Forces to Over 9,000 Rural Women (Brasília) 28 January 2015. Date of Access: 21 February 2015. <http://www.brasil.gov.br/cidadania-e-justica/2015/01/lanchas-levarao-mutiroes-de-documentacao-a-mais-de-9-mil-mulheres-rurais>.

¹⁸²⁴ Course Prepares Teachers to Work with Socioeducation (Brasília) 4 February 2015. Date of Access: 21 February 2015. <http://www.brasil.gov.br/educacao/2015/02/curso-prepara-professores-para-trabalhar-com-socioeducacao>.

¹⁸²⁵ Brazil Defends Sustainable Rural Development in Meeting the IFAD (São Paulo) 20 February 2015. Date of Access: 20 February 2015. <http://www.planejamento.gov.br/conteudo.asp?p=noticia&ler=12049>.

¹⁸²⁶ In Women's Day speech, Dilma advocates measures for fiscal adjustment, Rede Brasil Atual (Sao Paulo) 8 March 2015. Date of Access: 11 October 2015. <http://www.redebrasilatual.com.br/politica/2015/03/em-discurso-em-rede-dilma-defende-medidas-para-ajuste-fiscal-5319.html>.

¹⁸²⁷ Work: Government will encourage the inclusion of the black population, A Tarde (Salvador) 1 June 2015. Date of Access: 11 October 2015. <http://atarde.uol.com.br/empregos/noticias/1685403-trabalho-governo-estimulara-a-inclusao-da-populacao-negra>.

On 11 September 2015, 30 transwomen met in Brasilia for a two-day meeting that was facilitated by the SPM. After the two-day meeting, the women concluded that there must be most diversity in the workforce. The delegates expressed that there is severe discrimination against transwomen in employment. Due to this boundary to the formal workplace, 90 per cent of transwomen are forced to engage in prostitution. This important conference will be integral to the future of employment policy and for narrowing the gender gap for all women.¹⁸²⁸

Thus, Brazil is awarded a score of 0.

Analyst: Sarah Sgambelluri

Canada: 0

Canada has partially complied with its commitment to reduce barriers preventing women from entering into the labour participation market.

At the time of the Brisbane Summit, Canada's rate of women's participation at the labour force stood at 61.6 per cent nationally, compared to 70.6 per cent for men; thus representing a gender gap of 9 per cent.¹⁸²⁹ Women also have a lower employment rate as "the employment rate of women aged 15 and over was 57.3 per cent compared to 65.5 per cent."¹⁸³⁰ According to the 2014 economic security fact sheet provided by the government of Canada, women represented nearly 70 per cent of all part-time workers in 2013. Women are also more likely to have "casual work (i.e., hours that vary from one week to the next)."¹⁸³¹ This means "women's average annual earning [are] ... approximately 71 per cent of men's."¹⁸³² Furthermore, "when factoring gender differences in industry, occupation, education, age, job tenure, province of residence, marital status, and union status, women's annual wages amounted to 92 per cent of men's in 2011."¹⁸³³

Canada has committed to reducing its barriers to women's participation in the labour force through programs aimed at providing skilled trades training and investing in traditionally male-dominated fields, such as science, technology, engineering and mathematics and the woodworking industry, to ensure more participation of women.¹⁸³⁴ Most recently, the Status of Women Ministry has given CAD 258 million to the woodworking industry in Vancouver to ensure increased participation of women through mentorship.¹⁸³⁵

To address the other commitments, it is necessary to evaluate Canada's starting position at the time of the 2014 Summit and recognize that, at this time, all laws contradicting gender equality have been struck down; furthermore, constitutional provisions for gender equality exist in the constitution (section 15) and in

¹⁸²⁸ Transgender women meet in Brasilia to discuss public policy, Rede Brasil Atual (Brasilia) 11 September 2015. Date of Access: 11 October 2015. <http://agenciabrasil.ebc.com.br/direitos-humanos/noticia/2015-09/mulheres-transexuais-se-reunem-em-brasilia-para-debater-politicas>.

¹⁸²⁹ Labour force, employment and unemployment, levels and rates, by province, Statistics Canada (Ottawa) 28 January 2015. Date of Access: 06 March 2015. <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/labor07a-eng.htm>

¹⁸³⁰ Status of Women in Canada, Fact sheet: Economic Security, Government of Canada (Ottawa). Date of Access: 16 March 2015. <http://www.swc-cfc.gc.ca/initiatives/wesp-sepf/fs-fi/es-se-eng.html>

¹⁸³¹ Status of Women in Canada, Fact sheet: Economic Security, Government of Canada (Ottawa). Date of Access: 16 March 2015. <http://www.swc-cfc.gc.ca/initiatives/wesp-sepf/fs-fi/es-se-eng.html>

¹⁸³² Status of Women in Canada, Fact sheet: Economic Security, Government of Canada (Ottawa). Date of Access: 16 March 2015. <http://www.swc-cfc.gc.ca/initiatives/wesp-sepf/fs-fi/es-se-eng.html>

¹⁸³³ Status of Women in Canada, Fact sheet: Economic Security, Government of Canada (Ottawa). Date of Access: 16 March 2015. <http://www.swc-cfc.gc.ca/initiatives/wesp-sepf/fs-fi/es-se-eng.html>

¹⁸³⁴ Harper Government supports mentoring opportunities for women across Canada in skilled and professional trades, Status of Women Canada (Ottawa), February 12, 2015. Date of access: March 06, 2015. <http://www.swc-cfc.gc.ca/med/news-nouvelles/2015/0212-eng.html>

¹⁸³⁵ Harper Government supports mentoring opportunities for women across Canada in skilled and professional trades, Status of Women Canada (Ottawa), February 12, 2015. Date of access: March 06, 2015. <http://www.swc-cfc.gc.ca/med/news-nouvelles/2015/0212-eng.html>

provincial human rights Codes. However, the Status of Women Ministry has identified that, while those laws exist in theory, women are still under-represented in many areas, and has committed to creating jobs and opportunities for women across the country to correct this discrepancy.¹⁸³⁶

Finally, Canada's current laws state that women are entitled to 35 weeks to maternity benefits, as well as an equivalent amount of maternity leave from their employment, under the Employment Insurance program.¹⁸³⁷ While this provision is guarded by law, there have not been changes or improvements since 2014.

On 4 March 2015, the Parkland Institute, an Alberta-wide, non-partisan research centre published a report discussing the gender income gaps in Canada; particularly in Alberta where "gender income gaps ... are the largest in Canada ... [and women] perform an average of 35 hours of unpaid work each week." The report extends further to note that "this unpaid work burden compels many women in Alberta to seek part-time, flexible work arrangements, and a lack of affordable childcare spaces in the province is an additional barrier to women's participation in the paid workforce."¹⁸³⁸

Thus, Canada is awarded a score of 0.

Analyst: Daryna Kutsyna

China: +1

China has fully complied with its gender commitment to close the gap in participation rates between men and women and remove barriers hindering women's ability to participate in the labour market.

As of 28 October 2014, the female labour force participation rate was 70 per cent, compared to a male participation rate of 84 per cent.¹⁸³⁹ The labour participation gap is therefore 14 per cent. Furthermore, the informal labour market female participation rate was 35.7 per cent, compared to a male participation rate of 30.1 percent.¹⁸⁴⁰ The average estimated annual income for women in China is US\$499, compared to US\$1247 for men.¹⁸⁴¹ The female-to-male ratio of wages for similar work is 0.63.¹⁸⁴² According to the World Economic Forum, the average length of maternity leave is 98 calendar days, with 100 per cent of wages paid in the covered period by the employer and the government.¹⁸⁴³ While wages for paternity leave were also covered 100 per cent, only three days were allowed. Furthermore, instead of a joint provision of benefits with government, benefit delivery is the responsibility of employers.¹⁸⁴⁴

On 13 January 2015, Vice President Li Yuanchao delivered a keynote speech at the 11th Executive Committee Meeting of the All-China Women's Federation praising the work of women's federations at all levels across

¹⁸³⁶ Harper Government supports economic opportunities for women, Status of Women Canada (Ottawa), March 02, 2015. Date of access: March 06, 2015. <http://www.swc-cfc.gc.ca/med/news-nouvelles/2015/0302-en.html>

¹⁸³⁷ Employment Insurance Maternity and Parental Benefits, Service Canada (Ottawa), 21 November 2014. Date of access: 06 March 2015. http://www.servicecanada.gc.ca/eng/ei/types/maternity_parental.shtml#eligible

¹⁸³⁸ The Alberta Disadvantage Gender, Taxation, and Income Inequality, Parkland Institute (Alberta) 4 March 2015. Date of Access: 11 March 2015. http://parklandinstitute.ca/research/summary/the_alberta_disadvantage

¹⁸³⁹ China Gender Gap Index 2014, World Economic Forum 28 October 2014. Date of Access: 17 February 2015. <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=CHN>.

¹⁸⁴⁰ Women and Men in the Informal Economy: A Statistical Picture, International Labour Organization 3 January 2013. Date of Access: 17 February 2015. http://www.ilo.org/wcmsp5/groups/public/--dgreports/---stat/documents/publication/wcms_234413.pdf.

¹⁸⁴¹ China Gender Gap Index 2014, World Economic Forum 28 October 2014. Date of Access: 17 February 2015. <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=CHN>.

¹⁸⁴² China Gender Gap Index 2014, World Economic Forum 28 October 2014. Date of Access: 17 February 2015. <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=CHN>.

¹⁸⁴³ China Gender Gap Index 2014, World Economic Forum 28 October 2014. Date of Access: 17 February 2015. <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=CHN>

¹⁸⁴⁴ China Gender Gap Index 2014, World Economic Forum 28 October 2014. Date of Access: 17 February 2015. <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=CHN>

the country.¹⁸⁴⁵ On 22 January 2015, a 0.5 per cent increase in formal female committee members was reported after villagers committee elections in the new year.¹⁸⁴⁶

On 11 February 2015, it was announced that China's first-ever women's marathon is to be held in Shenzhen city on International Women's Day in efforts to raise awareness for women's health and poverty issues.¹⁸⁴⁷

On 15 February 2015, its Ministry of Education released a notice banning colleges from implementing gender ratios during enrollment, advancing the cause of gender equality in education.¹⁸⁴⁸ However, no steps were taken to enforce the ban.

On 3 March 2015, a draft labour protection regulation for female workers was unveiled in Wuhan, the capital of Hubei Province. The regulation proposed two days' paid leave in the case of menstruation preventing regular or pain-free work, as well as guaranteed access to rest for menstruating female employees spending the majority of the work day standing up and working more than four-hour shifts.¹⁸⁴⁹

On 30 March 2015, a draft labour protection regulation for female workers was unveiled in the Shanxi Province, providing extended protections to women experiencing painful or heavy menstruation, pregnancy, breast-feeding or menopause.¹⁸⁵⁰ The regulation would require employers to reduce the volume of work or arrange alternate tasks for employees with conditions confirmed by certified medical institutions. The regulation also extends existing protections to migrant and part-time employees previously excluded due to their lack of social insurance.

On 6 May 2015, the official Xinhua News Agency announced a renewed crackdown on pre-birth gender testing and sex-selective abortions, in efforts to reduce the demographic gender imbalance.¹⁸⁵¹

On 20 May 2015, the National Women's and Children's Health Research Society launched China's first ever science and technology awards in the field of women's and children's health.¹⁸⁵² The awards aim to promote and recognize research into topics including prenatal health, family planning, and reproductive health.

On 10 June 2015, draft labour protection regulations in Wuhan, Hubei province were adopted.¹⁸⁵³ Provisions include better working conditions for pregnant women, three quarters' salary paid leave for women on pregnancy leave after 28 weeks, between 98 and 128 days of maternity leave for female employees, 10 days of nursing leave for women's spouses, additional leave for female employees that miscarry or have more than one child, and one hour of breastfeeding time a day for female employees with babies under the age of one

¹⁸⁴⁵ China Vice President Praises ACWF'S Achievements in 2014, China Women's News 15 January 2015. Date of Access: 17 February 2015. <http://www.womenofchina.cn/womenofchina/html1/news/china/1501/1209-1.htm>.

¹⁸⁴⁶ Women See Increased Role in Political Participation across China, acwf.people.com.cn 22 January 2015. Date of Access: 17 February 2015. <http://www.womenofchina.cn/womenofchina/html1/news/china/1501/1767-1.htm>.

¹⁸⁴⁷ China's First Women's Marathon to Kick Off in Shenzhen, news.21cn.com 11 February 2015. Date of Access: 17 February 2015. <http://www.womenofchina.cn/womenofchina/html1/news/sports/1502/841-1.htm>.

¹⁸⁴⁸ China Bans Student Gender Ratio in College Enrolment, Beijing Times 16 February 2015. Date of Access: 17 February 2015. <http://www.womenofchina.cn/womenofchina/html1/features/education/1502/1242-1.htm>.

¹⁸⁴⁹ Hubei May Introduce Regulations on Menstrual Leave, Stirring Discussion on China-Wide Feasibility, China Women's News 9 March 2015. Date of access: 30 September 2015. <http://www.womenofchina.cn/womenofchina/html1/features/rights/1503/1130-1.htm>.

¹⁸⁵⁰ New Shanxi Draft Legislation an Unparalleled Step Forward for Women's Labor Rights, China Women's News 3 April 2015. Date of access: 30 September 2015. <http://www.womenofchina.cn/womenofchina/html1/features/rights/1504/533-1.htm>.

¹⁸⁵¹ China Tries to Fix Skewed Sex Ratios, Wall Street Journal 6 May 2015. Date of access 30 September 2015. <http://blogs.wsj.com/chinarealtime/2015/05/06/china-tries-to-fix-skewed-sex-ratios/>.

¹⁸⁵² China Launches Sci-Tech Award to Promote Women's, Children's Health, China Women's News 21 May 2015. Date of access: 30 September 2015. <http://www.womenofchina.cn/womenofchina/html1/projects/awards/1505/2024-1.htm>.

¹⁸⁵³ Women's Labor Rights: Wuhan Approves New, Far-Reaching Regulations, China Women's News 10 June 2015. Date of access: 30 September 2015. <http://www.womenofchina.cn/womenofchina/html1/features/rights/1506/896-1.htm>.

year old. They also prohibit discrimination against female employees in job promotion, professional title appraisal, and salary adjustment, with violations punishable through monetary and criminal sanctions.

Between 27 and 28 June 2015, The First International Forum on Women and Children's Healthcare was held in Nanning, with 48 domestic and foreign experts discussing latest research results in pregnancy management, gynecology, pediatrics, anesthesiology and genetics.¹⁸⁵⁴

On 10 July 2015, a symposium on the opportunities and challenges of improving China's maternity insurance system was held in Beijing.¹⁸⁵⁵

In July 2015, Shanxi province passed draft labour regulations providing the first laws in China to give menopausal rights to female workers.¹⁸⁵⁶ The law allows one to two days leave to those experiencing menstrual cramps, as well as requires employers to allow breastfeeding times to female employees with babies and build mother-child nursing rooms.

In July 2015, China also opened up the jobs of flight attendants to mothers for the first time, raising the age limit to 30.¹⁸⁵⁷

In September 2015, the National Natural Science Foundation of China raised the age of women that can apply for funding of youth projects from 35 to 40, to reduce barriers faced by female researchers due to marriage and childbearing years.¹⁸⁵⁸

On September 8, the China Association of Marriage and Family Studies held a forum in Beijing to discuss an upcoming draft of China's first Anti-Domestic Violence Law.¹⁸⁵⁹

From September 15-17, the 8th Asia Women's Forum was held in the Tianjin Municipality of north China, aiming to "pool women's power and promote prosperity in the Asia-Pacific Region", and promoting dialogue between female professionals in the fields of politics, commerce, education, culture, and social work.¹⁸⁶⁰

On September 22, the State Council released a white paper on gender equality and women's development. The paper reported significant progress in the economic status of Chinese women, as well as higher life expectancy, greater participation in public and domestic decision-making and management, and better access to compulsory education. The paper attributed this process to policy measures taken to ensure equal employment and education opportunities, better social security, and improved maternal and health care services for Chinese women.¹⁸⁶¹

On September 28, President Xi Jinping made a four-point proposal at the UN Global Leaders' Meeting on Gender Equality and Women's Empowerment. He called for "women's development in tandem with social and economic progress," the "[protection] of women's rights and interests ... by laws and regulations,"

¹⁸⁵⁴ 1st Int'l Forum on Women, Kids' Healthcare Kicks Off in S China, China Women's News 1 July 2015. Date of access: 1 October 2015. <http://www.womenofchina.cn/womenofchina/html1/news/china/1507/48-1.htm>.

¹⁸⁵⁵ Experts Put China's Maternity Insurance System in the Spotlight, China Women's News 14 July 2015. Date of access: 1 October 2015. <http://www.womenofchina.cn/womenofchina/html1/news/china/1507/1061-1.htm>.

¹⁸⁵⁶ Shanxi: China's 1st Province to Give Women 'Menopause Rights', China Women's News 31 August 2015. Date of access: 1 October 2015. <http://www.womenofchina.cn/womenofchina/html1/features/rights/1508/3403-1.htm>.

¹⁸⁵⁷ Flight Attendant Jobs Open to Mothers for the First Time, China Women's News 31 July 2015. Date of access: 1 October 2015. <http://www.womenofchina.cn/womenofchina/html1/news/china/1507/3742-1.htm>.

¹⁸⁵⁸ Sci-Tech Foundation Relaxes Funding Rules for Female Scientists, China Women's News 7 September 2015. Date of access: 1 October 2015. <http://www.womenofchina.cn/womenofchina/html1/news/china/1509/467-1.htm>.

¹⁸⁵⁹ Domestic Violence Proposals Discussed at Law Forum in Beijing, China Women's News 21 September 2015. Date of access 8 October 2015. <http://www.womenofchina.cn/womenofchina/html1/news/china/1509/1978-1.htm>.

¹⁸⁶⁰ Tianjin Hosts Forum to Promote Prosperity Among Asia's Women, China Women's News 18 September 2015. Date of access: 2 October 2015. <http://www.womenofchina.cn/womenofchina/html1/news/china/1509/1831-1.htm>.

¹⁸⁶¹ China Releases White Paper on Gender Equality, Women's Development, China Women's News 22 September 2015. Date of access 8 October 2015. <http://www.womenofchina.cn/womenofchina/html1/news/china/1509/2083-1.htm>.

“[building] up women’s capacity of playing their part in the society and economy,” and creating “a global environment favourable for women’s development.” The President also announced that China will be sending aid to developing countries in the next five years to help build health projects, provide medical services, and raise girls’ school enrollment rates.¹⁸⁶²

China has taken strong and sufficient action to address the policy areas of affordable child care, paid sick days and paid maternity leave; equal wage for equal work; amending all laws that discriminate against women and taking active steps in ensuring that they are implemented; and reducing the informal employment of women as well as underemployment.

Thus, China is awarded a score of +1.

Analyst: Grace Lee

France: +1

France has fully complied with its commitment to increasing the gender participation rate of women.

According to statistics provided by the World Bank, the labour force participation of women in France stands at 51 per cent,¹⁸⁶³ as compared to the 62 per cent participation of men.¹⁸⁶⁴ The gender labour participation gap consists of 11 per cent. This gender gap has consistently narrowed in recent years.¹⁸⁶⁵

In December 2014, in an effort to reduce pay inequalities,¹⁸⁶⁶ France introduced contractual provisions requiring businesses to provide maternity and other provisions to women to prevent career derailment, as well as further mandating an equal salary.¹⁸⁶⁷ However, France has also reported that women currently earn EUR 0.75 to a man’s euro, and has indicated no provisions extending further than requiring gender parity among certain enterprises to correct for that inequality.¹⁸⁶⁸

In late 2014, a government conference indicated that in France over 80 per cent of professional women have been victims of sexism and the conference proposed measures to combat workplace sexism. However there is no current evidence that these measures have been put in place in a tangible manner.¹⁸⁶⁹

¹⁸⁶² Chinese President Makes Proposal on Promoting Women's Rights, China Women’s News 28 September 2015 Date of access: 8 October 2015. <http://www.womenofchina.cn/womenofchina/html1/news/china/1509/2480-1.htm>.

¹⁸⁶³ Labor force participation rate, female (% of female population ages 15+)(modeled ILO estimate), World Bank (Washington) 2015. Date of Access: 23 March 2015. <http://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS>

¹⁸⁶⁴ Labor force participation rate, male (% of male population ages 15+)(modeled ILO estimate), World Bank (Washington) 2015. Date of Access: 23 March 2015. <http://data.worldbank.org/indicator/SL.TLF.CACT.MA.ZS>

¹⁸⁶⁵ Profile of France, International Labour Organization (United Nations), 2014. Date of Access: March 14, 2015. http://www.ilo.org/ilostat/faces/home/statisticaldata/ContryProfileId;jsessionid=JvSsVFfnQ3MjMQnQtQj44th7XyLQ7Ztzc2FMsrWZr7r2sMb6QhYzh!-140318373?_afLoop=433601028339563&_adf.ctrl-state=18ufy5e2vc_4#%40%3F_afLoop%3D433601028339563%26_adf.ctrl-state%3D2we1qf2jl_4

¹⁸⁶⁶ France has legislated equal pay for equal work provisions in 1972, but a substantial wage gap remains in practice, measured to widen as the workforce gets older on average. Further, gender inequality persists in particular industries, with twenty-four major industries in France, including technology, finance, and medicine, boasting a male-dominated workforce. Equal Pay Legislation and the Gender Wage Gap, IZA World of Labour (Birmingham), 2015. Date of Access: March 14, 2015. <http://wol.iza.org/articles/equal-pay-legislation-and-the-gender-wage-gap>

¹⁸⁶⁷ 8 mars : journée internationale des droits des femmes, Ministère du Travail, de l'Emploi, de la formation professionnelle and du Dialogue social (Paris), March 8, 2015. Date of Access: March 14, 2015.

¹⁸⁶⁸ 8 mars : journée internationale des droits des femmes, Ministère du Travail, de l'Emploi, de la formation professionnelle and du Dialogue social (Paris), March 8, 2015. Date of Access: March 14, 2015.

¹⁸⁶⁹ Sexisme dans le monde du travail: combattre le loi de silence, Ministre des Affaires Sociales, de la Sante, et des Droits des Femmes (Paris), March 6, 2015. Date of Access: March 14, 2015. <http://femmes.gouv.fr/sexisme-dans-le-monde-du-travail-combattre-la-loi-du-silence/>

On 8 March 2015, on International Women's Day, the government of France publicized a report highlighting the benefits of a more equal workforce and of more women creating enterprises, including decreases in unemployment and placing a lower strain of social services.¹⁸⁷⁰ However, it is hard to ascertain if this information was further shared with relevant stakeholders, as no evidence of such a transaction of information is present.

The steps taken to introduce contractual provisions requiring businesses to provide maternity and other provisions to women to prevent career derailment, as well as further mandating an equal salary are a solid enough step forward in the right direction. It is however worth noting that although France has recommended potential initiatives to reduce pay and industry inequality, as well as intangible gender issues such as workplace sexism, there is no evidence present to indicate that any measures have been put in practice.

France has continued its positive trend toward gender equality in later 2015, recently celebrating one year since a law propagating measures for equality described above has come into action.¹⁸⁷¹ In this year, France has produced all legal documentation and standards necessary for implementation.

Thus, France is awarded a score of +1.

Analyst: Daryna Kutsyna

Germany: +1

Germany has fully complied with its commitment on improving gender equality.

The most recent statistics of the World Bank indicate that the female labour participation rate consists of 54 per cent¹⁸⁷² and the male labour participation rate is 66 per cent.¹⁸⁷³ The gender labour participation gap is therefore 12 per cent. Furthermore, "almost half of working women were in part-time employment, but only one in nine working men ... [which means that women's] share of work volume remained lower—at around 40 per cent."¹⁸⁷⁴

On 30 January 2015, a press release notes that the female participation rate in Germany has increased by 10 per cent over the last decade and a half (while that of men increased by only 1 per cent during the same period).

On 11 December 2014, the German cabinet adopted legislation that introduced a quota that requires all non-executive board positions of domestic companies to be made up of 30 per cent women.¹⁸⁷⁵

On 1 May 2015, legislation entered into force that introduced a quota that requires all non-executive board positions in listed and codetermined companies to be made up of 30 per cent women.¹⁸⁷⁶ For listed or

¹⁸⁷⁰ 8 mars : journée internationale des droits des femmes, Ministère du Travail, de l'Emploi, de la formation professionnelle and du Dialogue social (Paris), March 8, 2015. Date of Access: March 14, 2015.

¹⁸⁷¹ La loi pour l'égalité réelle entre les femmes et les hommes, Gouvernement de la France (Paris), 9 October 2015. Date of Access: 13 October 2015. <http://www.gouvernement.fr/action/la-loi-pour-l-egalite-reelle-entre-les-femmes-et-les-hommes>

¹⁸⁷² Labor force participation rate, female (% of female population ages 15+)(modeled ILO estimate), World Bank (Washington) 2015. Date of Access: 23 March 2015. <http://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS>

¹⁸⁷³ Labor force participation rate, male (% of male population ages 15+)(modeled ILO estimate), World Bank (Washington) 2015. Date of Access: 23 March 2015. <http://data.worldbank.org/indicator/SL.TLF.CACT.MA.ZS>

¹⁸⁷⁴ Women Catching Up in German Labor Market - Participation Rate Rising Faster Than That of Men, Press Release, Date of Access: 8 March 2015. http://www.diw.de/en/diw_01.c.495875.en/topics_news/women_catching_up_in_german_labor_market_participation_rate_rising_faster_than_that_of_men.html.

¹⁸⁷⁵ Germany to legislate 30 percent quota for women on company boards, DW News 26 November 2014. Date of Access: 27 February 2015. <http://www.dw.de/germany-to-legislate-30-percent-quota-for-women-on-company-boards/a-18088840>

codetermined companies, the law requires the establishment and disclosure of specific target figures on women representation at the levels of executive and supervisory board, as well as the two management levels immediately below the executive level. Also, the law has strengthened the provisions on public sector women representation, especially in federal government agencies and public enterprises.

Thus, Germany is awarded a score of +1.

India: 0

India has partially complied with its commitment to reduce the gender gap between men and women in the labour force.

The female labour force participation rate in India as of 2013 is 27%, a decrease from previous years.¹⁸⁷⁷ The male labour force participation rate is much higher at 80%.¹⁸⁷⁸ There is gap in labour force participation of 50.1 points.¹⁸⁷⁹ Furthermore, “female labor force participation has been on a declining trend in India, in contrast to most other regions, particularly since 2004/05.”¹⁸⁸⁰

Since 2012, approximately 86% of female employment in India has been informal, where there are no maternity, health or childcare benefits.¹⁸⁸¹ Currently, India does have a maternity benefit program in place, which guarantees the “payment of maternity benefit at the rate of the average daily wage for the period of her actual absence.”¹⁸⁸² However, India does not have any program of shared paternal leave in place, which could help women become more involved in the workforce. In India, there is no leave, paid or unpaid, for fathers at all.¹⁸⁸³

On 23 February 2015, at the budget session, Indian President Pranab Mukherjee addressed some issues related to female underrepresentation in the labour force. He listed the decline in the child sex ratio as a grave concern, and listed a commitment to improve the police force, and to include female police personnel.¹⁸⁸⁴ Despite recognising the magnitude of the problems with gender in India no extensive measures were mentioned to ensure better formal labour force participation rates.

¹⁸⁷⁶ Law for the Equal Participation of Women and Men in Leadership Positions in the Private Sector and the Public Sector, The Bundestag, the lower house of Germany’s Parliament, passed the law on March 6, 2015, Date of Access: 6 October 2015. <http://dipbt.bundestag.de/extrakt/ba/WP18/643/64384.html>.

¹⁸⁷⁷ Labor force participation rate, female, The World Bank Group (Washington). Date of Access: 10 March 2015. <http://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS>

¹⁸⁷⁸ Labor force participation rate, female, The World Bank Group (Washington). Date of Access: 10 March 2015.

¹⁸⁷⁹ Achieving stronger growth by promoting a more gender balanced economy, Report prepared for G20 Labour and Employment Ministerial Meeting, OECD, International Labour Office, International Monetary Fund, The World Bank Group 15 August 2014. Date of Access: 03 March 2015. <http://www.oecd.org/g20/topics/employment-and-social-policy/ILO-IMF-OECD-WBG-Achieving-stronger-growth-by-promoting-a-more-gender-balanced-economy-G20.pdf>

¹⁸⁸⁰ “Women Workers in India: Why So Few Among So Many?”, World Bank Group (Washington) March 2015. Date of Access: 23 March 2015. <https://www.imf.org/external/pubs/ft/wp/2015/wp1555.pdf>

¹⁸⁸¹ Statistical update on employment in the informal economy, ILO Department of Statistics, (Geneva), July 2012. Date of Access: 10 March 2015. http://laborsta.ilo.org/applv8/data/INFORMAL_ECONOMY/2012-06-Statistical%20update%20-%20v2.pdf

¹⁸⁸² Maternity Benefit Act, 1961, Medindia, (Anna Nagar), last updated 10 March 2015. Date of Access: 10 March 2015. http://www.medindia.net/indian_health_act/maternity-benefit-rules-1961-right-to-payment-of-maternity-benefits.htm

¹⁸⁸³ How parental leave rights differ around the world, The Guardian, (London) 29 November 2013. <http://www.theguardian.com/money/shortcuts/2013/nov/29/parental-leave-rights-around-world>

¹⁸⁸⁴ President of India’s Speech to Parliament in Full, The Wall Street Journal, (New York), 23 February 2015. Date of Access: 10 March 2015.

<http://blogs.wsj.com/indiarealtime/2015/02/23/president-of-indias-speech-to-parliament-in-full/>

On 19 March 2015, it was announced that a total of 24, 037 beneficiaries had been assisted by the Support to Training and Employment Programme for Women in the current year.¹⁸⁸⁵ This program began in 2013 and provides funding to any sector for the imparting of skills related to employability and entrepreneurship.

On 27 July 2015, the Ministry of Micro, Small & Medium Enterprises announced a scheme to help facilitate employment opportunities for women.¹⁸⁸⁶ Under this Trade Related Entrepreneurship Assistance and Development scheme, women are provided training, information and counseling activities related to trades, products and services.

During this compliance cycle, India has taken some measures to reduce the gender gap in labour participation between men and women. Thus, India is awarded a score of 0.

Analyst: Madeline Torrie and Taylor Grott

Indonesia: -1

Indonesia has failed to comply with its commitment to address women's participation in the workforce and increase female labour force participation rate by 25 per cent.

According to the most recent statistic provided by the World Bank in 2013, the ratio of female to male labour force participation is 60.3 per cent.¹⁸⁸⁷ With no available data from previous or succeeding years, it is unclear whether Indonesia has narrowed the gender gap.

Despite the creation of a Ministry of Women Empowerment and Child Protection in 2011, Indonesia struggles with bridging the gender gap between men and women employed by industrial and agricultural industries.¹⁸⁸⁸ A major cause of this is the underrepresentation of women in public positions.¹⁸⁸⁹ The government of Indonesia has attempted to improve this by introducing a minimum 30 per cent required female representation in political parties of 30 per cent.¹⁸⁹⁰

Other barriers that hinder gender equality in Indonesia are gender discriminatory land tenure laws. Rights to land ownership are asymmetrical, and even in regions where practices favour women's property rights, few land titles are issued to women.¹⁸⁹¹

There is no record of Indonesia removing barriers that hinder women's ability to participate in the labour market during this compliance cycle.

Thus, Indonesia is awarded a score of -1.

¹⁸⁸⁵ Scheme for Economic Empowerment of Rural Women, Press Information Bureau by the Ministry of Women and Child Development, Government of India, 19 March 2015. Date Accessed: 11 November 2015.

<http://pib.nic.in/newsite/PrintRelease.aspx?relid=117373>

¹⁸⁸⁶ Women Entrepreneurship Development Programme, Ministry of Micro, Small & Medium Enterprise, Government of India, 27 July 2015. Date of Access: 11 November 2015. <http://pib.nic.in/newsite/PrintRelease.aspx?relid=123782>

¹⁸⁸⁷ Ratio of female to male labor force participation rate (%) (national estimate), World Bank (Washington) 2015. Date of Access 2 October 2015. <http://data.worldbank.org/indicator/SL.TLF.CACT.FM.NE.ZS>

¹⁸⁸⁸ Employment Plan 2014 Indonesia, G20 2014. Date of Access 26 February 2015. https://g20.org/wp-content/uploads/2014/12/g20_employment_plan_indonesia.pdf

¹⁸⁸⁹ Employment Plan 2014 Indonesia, G20 2014. Date of Access 26 February 2015. https://g20.org/wp-content/uploads/2014/12/g20_employment_plan_indonesia.pdf

¹⁸⁹⁰ Employment Plan 2014 Indonesia, G20 2014. Date of Access 26 February 2015. https://g20.org/wp-content/uploads/2014/12/g20_employment_plan_indonesia.pdf

¹⁸⁹¹ Report of the Special Rapporteur on adequate housing as a component of the right to an adequate standard of living, and on the right to non-discrimination in this context, Raquel Rolnik, United Nations Human Rights Council 26 December 2013. Date of Access 26 February 2015. <http://daccess-dds-ny.un.org/doc/UNDOC/GEN/G13/191/55/PDF/G1319155.pdf?OpenElement>

Italy: +1

Italy has fully complied with its commitment to reduce the gap in participation rates between men and women in the labour force by 25 per cent by 2025.

According to the most recent statistics provided by the World Bank, the female labour participation in Italy consists of 40 per cent.¹⁸⁹² The male labour participation rate consists of 71 per cent.¹⁸⁹³ The gender labour gap is therefore 31 per cent.

On 15 December 2014, the Jobs Act was implemented. The act necessitates numerous reforms to social welfare, employment, and policies regarding labour relations. The Job Act introduces reforms such as “a tax credit for working women, even autonomous, who have minor children or disabled dependents and who are below a certain threshold of total individual income.”¹⁸⁹⁴ Furthermore, tax deductions may be harmonized for a dependent spouse. The Italian government has pledged to expand telework programs, enable workers to utilize transfer days to care for young children, and encourage firms to adopt flexible working hours and productivity bonuses.¹⁸⁹⁵ Also, women who are victims of gender violence are entitled to three months of leave while receiving 100 per cent of their salary. Victims of gender violence may also have the opportunity to phase back into full-time work with part-time employment.¹⁸⁹⁶ These are among some of the policy initiatives taken in an effort to make labour force participation more attractive to women.¹⁸⁹⁷

On 1 January 2015, a baby bonus policy was implemented. If a mother’s annual income is less than EUR 25,000, she is entitled to EUR 960 per year. If a mother’s annual income is less than EUR 7,000 per year, she is entitled to EUR 1,920 per year. The bonus is applicable to all low-income mothers who give birth or adopt a child between 1 January 2015 and 31 December 2017. The bonus is accessible until the child turns three years old. In addition to introducing the baby bonus, the Italian government also increased the value of babysitting vouchers from EUR 300 to EUR 600 per child.¹⁸⁹⁸

On 20 February 2015, reforms to the Consolidated Law on Motherhood and Fatherhood were introduced at the Council of Ministers. Under the legislative decree, the funding for maternity leave will increase by EUR 222 million. With additional funding, the maximum age of the child to qualify for maternal leave increased from eight to 12 years old. Furthermore, the period in which a mother can collect her salary while on maternal leave increased from three to six years. Additionally, maternity leave is no longer quantified by days, but by hours. Maternity leave can now be accessed by self-employed women and women in the agricultural sector. If a woman cannot redeem the aforementioned benefits, her spouse may access her maternity benefits.

On 24 February 2015, the Italian Ministry of Labour and Social Policy expanded incentives for firms to hire unemployed women. If a firm complies, the government will subsidize 50 per cent of the recently hired

¹⁸⁹² Labor force participation rate, female (% of female population ages 15+)(modeled ILO estimate), World Bank (Washington) 2015. Date of Access: 23 March 2015. <http://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS>

¹⁸⁹³ Labor force participation rate, male (% of male population ages 15+)(modeled ILO estimate), World Bank (Washington) 2015. Date of Access: 23 March 2015. <http://data.worldbank.org/indicator/SL.TLF.CACT.MA.ZS>

¹⁸⁹⁴ The Jobs Act: The Innovations of the Reform of Labour, Fisco e Tasse (Bologna) 20 February 2015. Date of Access: 28 February 2015. <http://www.fiscoetasse.com/approfondimenti/12128-jobs-act-le-novit-della-riforma-del-lavoroo.html>.

¹⁸⁹⁵ The Jobs Act: The Innovations of the Reform of Labour, Fisco e Tasse (Bologna) 20 February 2015. Date of Access: 28 February 2015. <http://www.fiscoetasse.com/approfondimenti/12128-jobs-act-le-novit-della-riforma-del-lavoroo.html>.

¹⁸⁹⁶ Maternity Leave and Paternity leave in 2015: What Changes with the Approval of the Jobs Act, Forex (Rome) 23 February 2015. Date of Access: 26 February 2015. <http://www.forexinfo.it/Congedo-di-maternita-2015-e?lang=it>.

¹⁸⁹⁷ The Jobs Act: The Innovations of the Reform of Labour, Fisco e Tasse (Bologna) 20 February 2015. Date of Access: 28 February 2015. <http://www.fiscoetasse.com/approfondimenti/12128-jobs-act-le-novit-della-riforma-del-lavoroo.html>.

¹⁸⁹⁸ Bonus Babies 2015, GreenMe (Rome) 19 February 2015. Date of Access: 26 February 2015. <http://www.greenme.it/vivere/speciale-bambini/15752-bonus-bebe-2015-come-richiederlo>.

women's salaries.¹⁸⁹⁹ This program is especially active in southern Italy and other economically disadvantaged regions where the labour participation rate of women is lower than the Italian average.¹⁹⁰⁰

On 17 February 2015, the Italian government announced reforms to its retirement and pension policy. Under the 100 Quota, if one's age plus years of employment totals to 100, one is entitled to retire with a pension. However, women may now retire without penalty if they are 57 years and three months old and have worked for 35 years.¹⁹⁰¹

On 3 June 2015, the Prime Minister of Italy, Matteo Renzi announced that 159,000 jobs for were created since the launch of the Job Act. Additionally, Renzi announced that women's employment increased 1.2 per cent from the previous month. However, ISTAT, Italy's statistical gathering body, argues that it is too early to discern the effectiveness of the Jobs Act.¹⁹⁰²

On 28 September 2015, the Italian government announced that there would be a vote on 6 October 2015 to extend the "Option Woman" program to 2018. As mentioned above, the Option Woman program makes the workplace more accessible and desirable to women by offering early retirement. Currently, the Ministry of Labour is worried of a continual "staircase" where women must wait longer and longer to retire. If the New Option Woman is passed, women will be able to retire at either 62 or 63 years old, with 35 years of contributions, and reductions of payments will only be 10per cent.^{1903, 1904}

Italy has instituted numerous policies under the Job Act to encourage the participation and employment of women.

Thus, Italy is awarded a score of +1.

Analyst: Sarah Sgambelluri

Japan: +1

Japan has fully complied with its gender commitment to close the gap in participation rate between men and women and remove barriers hindering female participation in the labour market.

In 28 October 2014, Japan's female labour force participation rate was 64 per cent, compared to a male participation rate of 84 per cent.¹⁹⁰⁵ The gender labour gap is therefore 20 per cent.

The average estimated annual income for women in Japan is USD 23,949, compared to USD 40,000 for men.¹⁹⁰⁶ The female-to-male ratio of wages for similar work was 0.60.¹⁹⁰⁷ Japan's average length of maternity

¹⁸⁹⁹ Unemployed, Big Bonus INPS in these Towns in Umbria, *Giornale dell Umbria* (Perugia) 24 February 2015. Date of Access: 28 February 2015. <http://www.giornaledellumbria.it/article/article222392.html>.

¹⁹⁰⁰ Italy Does Not Think "Pink", Ours is Not a Country for Women, *EU News* (Rome) 11 February 2015. Date of Access: 26 February 2015. <http://www.eunews.it/2015/02/11/litalia-non-pensa-rosa-il-nostro-non-e-un-paese-per-donne/30089>.

¹⁹⁰¹ Pensions 2015: New Early Retirement, Renzi, Women, and the 100, *ControCampus* (Salerno) 17 February 2015. Date of Access: 28 February 2015. <http://www.controcampus.it/2015/02/pensioni-2015-novita-pensione-anticipata-renzi-donne-e-quota-100/>.

¹⁹⁰² ISTAT, employment increased in April: "Merit of the Jobs Act", *Citta* (Rome) 3 June 2015. Date of Access: 9 October 2015. <http://www.today.it/economia/occupazione-dati-jobs-act-aprile-2015.html>.

¹⁹⁰³ Option Woman until 2015 and extending to 2018: Time to Act, *Blasting News* (Rome) 28 September 2015. Date of Access: 9 October 2015. <http://it.blastingnews.com/lavoro/2015/09/opzione-donna-fino-al-2015-e-proroga-al-2018-novita-28-settembre-e-tempo-di-agire-00579611.html>.

¹⁹⁰⁴ Pensions, the government is preparing a new Option Woman, *Il Fatto Quotidiano* (Rome) 21 September 2015. Date of Access: 10 October 2015. <http://www.ilfattoquotidiano.it/2015/09/21/pensioni-il-governo-prepara-una-nuova-opzione-donna-e-spunta-loptione-uomo/2056019/>.

¹⁹⁰⁵ Japan Gender Gap Index 2014, *World Economic Forum* 28 October 2014. Date of Access: 17 February 2015. <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=JPN>.

leave is 98 calendar days, with 66 per cent of wages paid in the covered period by the government.¹⁹⁰⁸ Paternity leave data was not available.

Regarding Japan's lack of childcare, the Abe government has committed itself to creating 20,000 new childcare positions by the end of March 2015.¹⁹⁰⁹ It has so far added 190,000 nursery schools, towards a goal of 400,000 by 2018.¹⁹¹⁰ As of 7 December 2014, childcare benefits were raised to 67 per cent of wages, and deemed applicable to both mothers and fathers.¹⁹¹¹

Prime Minister Shinzo Abe has also pledged to have women in 30 per cent of leadership roles in all sectors by 2020. Japan has introduced the Nadeshiko Meigara scheme to provide incentives to companies that create welcoming workplaces for women.¹⁹¹²

On 13 March 2015, the labour ministry made it illegal to demote, reassign, or otherwise unfavourably treat female employees for a year after their return from childcare leave. Based on a landmark Supreme Court ruling that prohibits demotion due to pregnancy, the Health, Labour and Welfare Ministry distributed new guidelines to labour bureaus nationwide.¹⁹¹³

On 10 April 2015, the Ministry of Health, Labour and Welfare considered rewards of up to JPY 600,000 (USD 4,997) for small and medium-sized companies meeting targets for female workplace participation. Targets include the numbers of women in managerial positions and employees taking parental leave, as well as training courses to expand women's employment options.¹⁹¹⁴ As of 28 September 2015, however, no companies have applied for the subsidy program.¹⁹¹⁵

On 9-10 April 2015, Japan hosted the Women's International Networking Conference, an internationally recognized learning platform attracting thousands of female leaders worldwide. The conference was aimed at empowering and inspiring women to bring about social change, with an emphasis on greater diversity in the workplace.¹⁹¹⁶

¹⁹⁰⁶ Japan Gender Gap Index 2014, World Economic Forum 28 October 2014. Date of Access: 17 February 2015 <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=JPN>.

¹⁹⁰⁷ Japan Gender Gap Index 2014, World Economic Forum 28 October 2014. Date of Access: 17 February 2015. <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=JPN>.

¹⁹⁰⁸ Japan Gender Gap Index 2014, World Economic Forum 28 October 2014. Date of Access: 17 February 2015. <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=JPN>.

¹⁹⁰⁹ Abe Sells Unfinished Policy Plan as He Rejects Failure, Bloomberg Business 18 November 2014. Date of Access: 18 February 2015. <http://www.bloomberg.com/news/articles/2014-11-18/abe-to-sell-unfinished-plan-as-abenomics-shapers-reject-failure>.

¹⁹¹⁰ Abe Pushes 'Womenomics' to Shake Up Japan's Workforce Dynamic, Financial Times 7 December 2014. Date of Access: 18 February 2015. <http://www.ft.com/cms/s/0/4c42de68-6a89-11e4-bfb4-00144feabdc0.html#axzz3S4M0PITj>.

¹⁹¹¹ Abe Pushes 'Womenomics' to Shake Up Japan's Workforce Dynamic, Financial Times 7 December 2014. Date of Access: 18 February 2015. <http://www.ft.com/cms/s/0/4c42de68-6a89-11e4-bfb4-00144feabdc0.html#axzz3S4M0PITj>.

¹⁹¹² Abe Pushes 'Womenomics' to Shake Up Japan's Workforce Dynamic, Financial Times 7 December 2014. Date of Access: 18 February 2015. <http://www.ft.com/cms/s/0/4c42de68-6a89-11e4-bfb4-00144feabdc0.html#axzz3S4M0PITj>.

¹⁹¹³ Ministry to outlaw maternity discrimination, Japan Times 31 March 2015. Date of Access: 8 October 2015. <http://www.japantimes.co.jp/news/2015/03/31/national/ministry-to-outlaw-maternity-discrimination/#.VhITS3pVikp>.

¹⁹¹⁴ Subsidies eyed for companies promoting women's employment, Japan Times 10 April 2015. Date of Access: 9 October 2015. <http://www.japantimes.co.jp/news/2015/04/10/national/subsidies-eyed-companies-promoting-womens-employment/#.VhIVJ3pVikr>.

¹⁹¹⁵ Zero applicants for Japan plan to promote women to senior posts, Japan Times 28 September 2015. Date of Access: 9 October 2015. <http://www.japantimes.co.jp/news/2015/09/28/national/zero-applicants-for-japan-plan-to-promote-women-to-senior-posts/#.VhITXpVikq>.

¹⁹¹⁶ Conference highlights need to empower women, embrace diversity in the workplace, Japan Times 14 April 2015. Date of Access: 10 October 2015. <http://www.japantimes.co.jp/news/2015/04/14/national/conference-highlights-need-empower-women-embrace-diversity-workplace/#.VhITUHpVikp>.

On 26 June 2015, Japan's first guidelines on female empowerment were released, calling for legal revisions preventing companies from mistreating pregnant women or mothers with young children. The guidelines also called for increasing the number of women in science and engineering, rewards for companies adhering to the guidelines, revision to the equal employment opportunity law to guard against maternity harassment, and men to become more active in child-rearing and homemaking.¹⁹¹⁷

On 31 July 2015, the number of working women in Japan reached a record high of 27.72 million full-time and part-time employees—the highest reported figure since 1953. However, the majority of jobs held by women remain part-time, indicating a persistent gender wage gap.¹⁹¹⁸

On 28 August 2015, the Diet passed a bill obliging companies with 301 or more employees as well as central and local governments to set numerical targets for promotion and employment of women, as well as publically disclose the information to create social stigma against non-compliance.¹⁹¹⁹

In September 2015, the Japanese government relaxed immigration policies for foreign workers entering the domestic-work market in Osaka and Kanagawa, in efforts to boost the Japanese female labour force. The new guidelines are aimed at supporting women who wish to work but are unable to do so due to cultural expectations of being a mother or taking care of the elderly.¹⁹²⁰

Japan has taken strong and sufficient action to address the policy areas of affordable child care, paid sick days and paid maternity leave; amending laws that discriminate against women and taking active steps in ensuring that they are implemented; increasing access to finance and business training to women entrepreneurs; and reducing the informal employment of women as well as underemployment.

Thus, Japan is awarded a score of +1.

Analyst: Grace Lee

Korea: +1

Korea has fully complied with its commitment in reducing the gender gap between men and women in the labour market. Existing initiatives, such as the Task Force for Utilization of Women Resources and Implementation of Gender Equality, have been maintained. The Korean government has explicitly expressed the need to better equip women with families in the workforce.

According to the most recent statistics provided by the World Bank, in Korea the female labour participation is 72%.¹⁹²¹ The male labour participation is 84%.¹⁹²² There is therefore a gender labour gap of 12%. According to the Gender Gap Index 2014, Korea ranks 117 out of 142 countries.¹⁹²³

¹⁹¹⁷ Government releases first female empowerment guidelines, Japan Times 26 June 2015. Date of Access: 10 October 2015. <http://www.japantimes.co.jp/news/2015/06/26/national/government-releases-first-female-empowerment-guidelines/#.VhlYsXpVikp>.

¹⁹¹⁸ Number of Japanese women in work reaches record high, Financial Times 31 July 2015. Date of Access: 10 October 2015. <http://www.ft.com/intl/cms/s/0/564cf97e-374e-11e5-bdbb-35e55c8ae175.html>

¹⁹¹⁹ Diet passes bill aimed at boosting women in the workplace, Japan Times 29 August 2015. Date of Access: 10 October 2015. <http://www.japantimes.co.jp/news/2015/08/28/national/politics-diplomacy/diet-passes-bill-aimed-boosting-women-workplace/#.VhlXp3pViko>.

¹⁹²⁰ Japan to employ foreign help to boost female workforce, Kyodo News 29 September 2015. Date of Access: 10 October 2015. <http://www.abs-cbnnews.com/global-filipino/world/09/28/15/japan-employ-foreign-help-boost-female-workforce>.

¹⁹²¹ Labor force participation rate, female (% of female population ages 15+)(modeled ILO estimate), World Bank (Washington) 2015. Date of Access: 23 March 2015. <http://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS>

¹⁹²² Labor force participation rate, male (% of male population ages 15+)(modeled ILO estimate), World Bank (Washington) 2015. Date of Access: 23 March 2015. <http://data.worldbank.org/indicator/SL.TLF.CACT.MA.ZS>

On 16 December 2014, the 2014 performance briefing session for the Task Force for Utilization of Women Resources and Implementation of Gender Equality was held at the Korea Chamber of Commerce and Industry. The session shared the successes of the task force in enlarging female employment. This included the ongoing creation of gender equality culture since the task force's establishment on 17 June 2014.¹⁹²⁴

On 13 January 2015, the Minister of Employment and Labour Lee Ki-kweon addressed the tasks to be carried out in the implementation of the Three-Year Plan for Economic Innovation, currently in its second year. At a joint policy briefing under the theme of economic innovation, Minister Lee Ki-kweon reiterated the need to focus on the third task, "expanding the social safety net to help people back to work." Under this third task, the Korean government will develop more standard contract forms for non-standard contract workers. In addition, the government will attempt to restructure the supply market for domestic services. This will improve the employment of domestic workers and create jobs for "middle-aged and older women."¹⁹²⁵

On 21 January 2015, the Ministry of Gender Equality and Family announced its plans to support of the female labour working force and working parents by introducing six support centres for working parents. In addition, they will provide evening consultation services or outreach consultations for families with working parents.¹⁹²⁶

On 6 February 2015, Korean President Park presided over a plenary meeting of the Presidential Commission on the Aging Society and Population Policy in Seoul. President Park called for measures that will lower the cost of raising a child. The President also asserted the need to better help women balance home life and work.¹⁹²⁷

On 23 February 2015, Gender Equality and Family Minister Kim Hee Jung addressed the need to assist young female adults in their late twenties and thirties. She highlighted the need to help women re-enter the workforce following childcare leave. The Korean government has also set targets for the ratio of female managers in state ministries and enterprises. Those results are to be reflected in the organizations' annual evaluations. The government aims to have female managers make up at least 15% of the total in central government and 18.6% in state enterprises by 2017. Minister Kim claims that these targets are realistic.¹⁹²⁸

The Korean government has taken strong and sufficient enough action in its attempts to achieve the goals set forth in the gender commitment. Thus, Korea is awarded a score of +1.

Analyst: Allison Ing

Mexico: 0

Mexico has partially complied with its commitment to address women's participation in the workforce but has not reached the goal to increase women's participation by 2.5%.

¹⁹²³ Economies: Korea Rep., The Global Gender Gap Index 2014, World Economic Forum. Date of Access: 1 March 2015. <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=KOR>.

¹⁹²⁴ 2014 Performance Briefing Session of the Task Force for Utilization of Women Resource and Implementation of Gender Equality Presentation of successful practice cases for work-family balance (Seoul) 16 December 2014. Date of Access: 1 March 2015. <http://english.mogef.go.kr/htmleng/webzine/main/sub01.jsp>.

¹⁹²⁵ Ministry of Employment and Labor (MOEL) sets out four rules to create new labor market, Ministry of Employment and Labor (Seoul) 13 January 2015. Date of Access: 1 March 2015. http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1094.

¹⁹²⁶ Gov't to push nationwide innovation, happiness for all, Korea.net, 23 January 2015. Date of Access: 1 March 2015. <http://www.korea.net/NewsFocus/Policies/view?articleId=125086>.

¹⁹²⁷ President Park Announces Plans to Address Population Crisis, The Korea Times (Seoul) 6 February 2015. Date of Access: 1 March 2015. <http://www.koreatimesus.com/president-park-announces-plans-to-address-population-crisis/>.

¹⁹²⁸ South Korea Wants Its Women to Lean In To Workforce After Childbirth, 25 February 2015. Date of Access: 1 March 2015. <http://www.bloomberg.com/news/articles/2015-02-25/challenging-gender-inequality-in-south-korea>.

According to the most recent statistics provided by the World Bank, in Mexico the female labour participation rate consists of 45%.¹⁹²⁹ The male labour participation rate consists of 80%.¹⁹³⁰ The gender labour participation gap is therefore 35%.

Mexico has increased its female labour force participation rate over the last 15 years but continues to face a significant informal labour market.¹⁹³¹ According to statistics released by the government of Mexico in the fourth quarter of 2014, the current female labour force participation rate is 42.8%. The male labour force participation rate is 78.0%.¹⁹³² The gap between the female and male participation rate indicates that women are not yet equally represented in the workplace.

On 9 December 2014, the Secretariat of Labour and Social Welfare created a new policy to guarantee that all workers receive the bonuses that their position entitles them to. Furthermore, the secretariat stated that maternity leave must be counted as days worked and therefore included in calculations of earned bonuses.¹⁹³³ Recently, Mexico has made an effort to increase banks' financial support of women and create policies to guarantee women equal benefits in the workplace.¹⁹³⁴

On 16 December 2014, the Ministry of Finance and Public Credit announced the objective to improve the diversity of access to credit in the annual financing plan for 2015.¹⁹³⁵ This indicates that women will be more eligible for financial support from Mexican banks.

On 21 January 2015, the Department of Social Development launched a life insurance program to make the life insurance of the head of household equal regardless of gender. This commitment is a part of the Mexican City of Women Campaign.¹⁹³⁶

Mexico has taken steps towards amending laws that discriminate against women and improving gender equality in the work place, but has not taken sufficient or strong enough concrete policy action to reduce the labour inequality gap between men and women. Thus, Mexico is awarded a score of 0.

Analyst: Jackie Houston

Russia: +1

Russia has fully complied with its commitment on gender.

¹⁹²⁹ Labor force participation rate, female (% of female population ages 15+)(modeled ILO estimate), World Bank (Washington) 2015. Date of Access: 23 March 2015. <http://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS>

¹⁹³⁰ Labor force participation rate, male (% of male population ages 15+)(modeled ILO estimate), World Bank (Washington) 2015. Date of Access: 23 March 2015. <http://data.worldbank.org/indicator/SL.TLF.CACT.MA.ZS>

¹⁹³¹ Achieving stronger growth by promoting a more gender-balanced economy, Organization for Economic Development and Cooperation (Melbourne) 10-11 September 2014. Date of Access: 13 February 2015. <http://www.oecd.org/g20/topics/employment-and-social-policy/ILO-IMF-OECD-WBG-Achieving-stronger-growth-by-promoting-a-more-gender-balanced-economy-G20.pdf>.

¹⁹³² Labour and Employment, National Institute of Statistics and Geography (Aguascalientes) 12 February 2015. Date of Access: 15 February 2015. <http://www3.inegi.org.mx/sistemas/temas/default.aspx?s=est&c=25433&t=1>.

¹⁹³³ STPS implements actions to ensure payment of worker's bonuses, Ministry of Labour (Mexico City) 9 December 2014. Date of Access: 15 February 2015. http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/diciembre/bol_340.html.

¹⁹³⁴ STPS implements actions to ensure payment of worker's bonuses, Ministry of Labour (Mexico City) 9 December 2014. Date of Access: 15 February 2015. http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/diciembre/bol_340.html.

¹⁹³⁵ Ministry of Finance and Public Credit presents the 2015 annual finance plan, Ministry of Finance and Public Credit (Mexico City) 16 December 2014. Date of Access: 15 February 2015. http://www.shcp.gob.mx/SALAPRENSA/doc_comunicados_prensa/2014/diciembre/comunicado_110_2014.pdf.

¹⁹³⁶ The government of the Republic seeks the welfare and full-development of women, Ministry of Social Development (Tlapa) 21 January 2015. Date of Access: 15 February 2015. http://www.sedesol.gob.mx/en/SEDESOL/Comunicados/_rid/57/2797/el-gobierno-de-la-republica-busca-el-bienestar-y-desarrollo-pleno-de-las-mujeres-rosario-robles.

Russian Federal State Statistics Service Rosstat has appropriate information on women's participation in the labour force, which is available on its website.^{1937,1938} As of August 2015 women constituted 48.6 percent of the Russian active workforce.¹⁹³⁹ Thus, the issue of gender participation gap in Russia is practically nonexistent.

On 11 March 2015, Deputy Minister of Labor and Social Protection of Russia Alexey Vovchenko stated during his presentation to the 59th session of the Commission on the Status of Women that Russia is steadily increasing wages for workers occupied in public medicine, education, and social protection services, which are predominantly women. Thus, from 2012 to 2014 the women's to men's wages ratio increased from 67.9 per cent to 74.2 percent.¹⁹⁴⁰

On 26 April 2015, the Government of the Russian Federation reported on the measures aimed at improving the conditions for women with children to engage in workforce. According to the government press-release, in 2014 these measures resulted in increase in the number of employed women between 20 and 49 years old having children by 11.3 percentage points up to 76.6 per cent.¹⁹⁴¹

Russia has appropriate information on women's participation in the labour force and took action to increase women's participation in the workforce. Thus, Russia is awarded a score of +1.

Analyst: Andrei Sakharov

Saudi Arabia: 0

Saudi Arabia has partially complied with its commitment to reduce the gap in participation rates between men and women in the labour force by 25 per cent by 2025.

According to the most recent statistics provided by the World Bank, in Saudi Arabia the female labour participation is 20 per cent.¹⁹⁴² The male labour participation is 78 per cent.¹⁹⁴³ Therefore there is a gender labour gap of 58 per cent.

On 17 November 2014, Saudi Arabia's Ministry of Labour announced new maternity leave regulations. Women who work at least twelve months with the same employer are entitled to ten weeks of paid leave. Women who work for over three years with the same employer are entitled to receive their full salary. However, women who receive a full salary will not receive an annual leave payment.¹⁹⁴⁴

On 6 December 2014, the Saudi Ministry of Labour initiated a trial application of telecommuting programs. After the program's completion in January 2015, the Ministry of Labour formally announced a telework

¹⁹³⁷ Employment and unemployment in March 2015, Rosstat 2015. Access: 15 May 2015.

http://www.gks.ru/bgd/regl/b15_01/IssWWW.exe/Stg/d03/3-2.doc.

¹⁹³⁸ Number of Employed in the Economy by Sex and Occupation in 2013, Rosstat 2015. Access: 15 May 2015.

http://www.gks.ru/bgd/regl/b14_12/IssWWW.exe/stg/d01/06-05.htm.

¹⁹³⁹ Employment and unemployment in March 2015, Rosstat 2015. Access: 20 October 2015.

http://www.gks.ru/bgd/regl/b15_01/IssWWW.exe/Stg/d08/3-2.doc.

¹⁹⁴⁰ Deputy Minister Alexey Vovchenko: in 2014 wages in the public sector for women's to men's wages ratio reached 74.2 per cent, Ministry of Labor and Social Protection of Russia 11 March 2015. Access: 15 May 2015.

<http://www.rosmintrud.ru/social/social/244>.

¹⁹⁴¹ On creating conditions for women to engage in workforce while raising children, Russian Government 26 April 2015. Access: 15 May 2015. <http://government.ru/orders/17836/>.

¹⁹⁴² Labour force participation rate, female (% of female population ages 15+) (modelled ILO estimate), World Bank (Washington) 2015. Date of Access: 23 March 2015. <http://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS>

¹⁹⁴³ Labour force participation rate, male (% of male population ages 15+) (modelled ILO estimate), World Bank (Washington) 2015. Date of Access: 23 March 2015. <http://data.worldbank.org/indicator/SL.TLF.CACT.MA.ZS>

¹⁹⁴⁴ Saudi Firms Allowed to Dictate Due Date of Employee's Baby, Arabian Business (Riyadh) 17 November 2014. Date of Access: 18 February 2015. <http://www.arabianbusiness.com/saudi-arabia-eyes-more-female-workers-with-breast-feeding-plan-575539.html>.

program.¹⁹⁴⁵ The program is designed to specifically employ women in remote areas and people with disabilities.¹⁹⁴⁶

From 9-11 December 2014, the Saudi Ministry of Labour conducted the Together for Resettlement employment program. The program encouraged 23 companies to generate 1,000 jobs for women, paying salaries between SR 4,500 and SR 12,000.¹⁹⁴⁷

On 17 December 2014, the Saudi Ministry of Labour announced that new mothers who work will receive a break to breastfeed for one hour. A woman may take this break once a day for up to two years after the birth of her child. Furthermore, pilot programs for government-funded daycare centres will occur throughout 2015.¹⁹⁴⁸

On 2 January 2015, Saudi Arabia's Ministry of Labour announced that the third phase of "Saudization" will be implemented. Saudization is the process in which foreign workers are dismissed from the private sector to prioritize the employment of Saudi Arabian citizens. While the third phase is not necessarily gender-specific, the Ministry of Labour wrote that the stricter requirements will necessitate the employment of 750,000 men and women. The third phase will be implemented on 20 April 2015.¹⁹⁴⁹

In 2011, Royal Order No. 121 established the feminization of women's shops to increase job opportunities for women and protect the privacy of female consumers. This was initially implemented in lingerie and cosmetic stores. According to the Ministry of Labour, men and women must be employed in separate departments. If stores do not comply, gradual punitive action will be taken.¹⁹⁵⁰ By the end of 2015, the ministry will eliminate the employment of men in stores that sell feminine products. Infractions committed by stores will be available on a database and ministry officials will frequently inspect stores.¹⁹⁵¹

On 9 February 2015, the Riyadh Chamber Branch hosted the Conscious Program for Business Women. The program provided training for women on legal issues, entrepreneurship, and commercial contracts.¹⁹⁵²

On 3 August 2015, the government endorsed the Technical and Vocation Training Corporation. The program announced that 3,000 jobs would be created for Saudi women in jewelry design. However, the jewelry workshops will be moved from the city of Jeddah to rural locations. This program is problematic as women cannot drive themselves to these further locations, nor is there sufficient public transportation.¹⁹⁵³ Institutional problems are also evident in the treatment of female employees. Saleswomen across Saudi Arabia allege that they are being forced to perform tasks outside of their contracts, such as unloading trucks and

¹⁹⁴⁵ Work from Home Project to Begin Next Month, Arab News (Jeddah) 6 December 2014. Date of Access: 19 February 2015. <http://www.arabnews.com/saudi-arabia/news/670456>.

¹⁹⁴⁶ G20 Member Employment Plans 2014: Saudi Arabia, G20 Information Centre (Brisbane) 16 November 2014. Date of Access: 21 February 2015. <http://www.g20.utoronto.ca/summits/2014brisbane.html>.

¹⁹⁴⁷ Conclusion of Recruitment Campaign Women Riyadh Chamber (0073), Saudi Press Agency (Riyadh) 15 December 2014. Date of Access: 20 February 2015.

<http://www.spa.gov.sa/lsearch.php?s=%D9%86%D8%B3%D8%A7%D8%A1&s2=&pg=4&by1=n&searchbody=0>.

¹⁹⁴⁸ Saudi Arabia Eyes More Female Workers with Breast-Feeding Plan, Arabian Business (Riyadh) 17 December 2014. Date of Access: 19 February 2015. <http://www.arabianbusiness.com/saudi-arabia-eyes-more-female-workers-with-breast-feeding-plan-575539.html>.

¹⁹⁴⁹ New Phase of Nitaqat Announced, Arab News (Jeddah) 2 January 2015. Date of Access: 18 February 2015. <http://www.arabnews.com/news/683216>.

¹⁹⁵⁰ G20 Member Employment Plans 2014: Saudi Arabia, G20 Information Centre (Brisbane) 16 November 2014. Date of Access: 21 February 2015. <http://www.g20.utoronto.ca/summits/2014brisbane.html>.

¹⁹⁵¹ Men, Women Found Working Together in Female Shops, Arab News (Jeddah) 19 February 2015. Date of Access: 20 February 2015. <http://www.arabnews.com/saudi-arabia/news/706511>.

¹⁹⁵² Riyadh Chamber Regulates the "Conscious Program" (0027), Saudi Press Agency (Riyadh) 5 February 2015. Date of Access: 20 February 2015. <http://www.spa.gov.sa/lsearch.php?s=%D9%86%D8%B3%D8%A7%D8%A1&s2=&pg=2&by1=n&searchbody=0>.

¹⁹⁵³ 3,000 jobs eyed for Saudi Women in Jewelry Design, Arab News (Jeddah) 3 August 2015. Date of Access: 9 October 2015. <http://www.arabnews.com/saudi-arabia/news/785756>.

cleaning workplaces. In Saudi Arabia, one can file a formal complaint if one's work environment is not satisfactory. However, this process is not confidential and many women do not report poor working conditions due to fear of losing their jobs. Additionally, Saudi Arabia does not enforce inspection campaigns for workplace standards.¹⁹⁵⁴

On 3 September 2015, the Ministry of Labour allocated a package of services to women to ensure development and employment. The Ministry also announced that an electronic service to help women find jobs had been established in all regions of Saudi Arabia.¹⁹⁵⁵

On 22 September 2015, the Ministry of Labour announced that 200,000 jobs related to pilgrimage services would be set aside for women in the Haj and Umrah sectors. The government will ensure that all women are aware of these job opportunities, have public transportation, and the jobs will have a starting salary of SR 4,000.¹⁹⁵⁶

On 30 September 2015, the Ministry of Labour announced major amendments to the Labour Law, effective October 8. All of the amendments are intended to make the workplace more desirable and accessible by women. Some of the amendments include: workers cannot remain at the workplace for longer than twelve hours, five-day paid leave for marriage, and ensuring that female employees are entitled to maternity leave.¹⁹⁵⁷

On 1 October 2015, it was announced by the Ministry of Labour that 40 per cent of lingerie shops have closed down. The lingerie shops are closing down because women are reported frequently absent or quit. Although legislation now mandates that all employees of lingerie shops must be female, owners of shops are not required to create female-friendly environments. Women often leave their jobs at lingerie stores because of a lack of women-only resting areas at malls and lack of women's bathrooms in shopping centres.¹⁹⁵⁸

Thus Saudi Arabia is awarded a score of 0.

Analyst: Sarah Sgambelluri

South Africa: -1

South Africa has failed to improve the status of gender equality in the labour force in as of 2015.

On 31 January 2015, South Africa adopted UN 2015 recommendations gender equality.¹⁹⁵⁹ These recommendations include open debates on women's empowerment, including issue areas such as access to credit and markets and land distribution in the post-2015 development agenda. The adoption of these recommendations will attempt to promote women as equal members of the economy.¹⁹⁶⁰

Despite these efforts, South Africa is failing to comply with promises made regarding improvements in gender equality. The "New Growth Path," part of the South African G20 Employment Plan 2014, is suppose

¹⁹⁵⁴ Saleswomen allege breach of contracts, Saudia Gazette (Madinah) 11 August 2015. Date of Access: 9 October 2015. <http://saudigazette.com.sa/saudi-arabia/saleswomen-allege-breach-of-contracts/>.

¹⁹⁵⁵ Jobs for women top priority, Arab News (Riyadh) 3 September 2015. Date of Access: 9 October 2015. <http://www.arabnews.com/saudi-arabia/news/800866>.

¹⁹⁵⁶ 200,000 jobs to be set aside for women in Haj, Umrah Sector, Arab News (Jeddah) 22 September 2015. Date of Access: 9 October 2015. <http://www.arabnews.com/saudi-arabia/news/809946>.

¹⁹⁵⁷ Saudi women hiring in private sector surges by 76%, Saudi Gazette (Riyadh) 30 September 2015. Date of Access: 10 October 2015. <http://saudigazette.com.sa/saudi-arabia/saudi-women-hiring-in-private-sector-surges-by-76/>.

¹⁹⁵⁸ Nearly Half of Saudi Arabia's Lingerie Shops Shut after law Allowing Only Women Employees, International Business Times (Riyadh) 1 October 2015. Date of Access: 10 October 2015. <http://www.ibtimes.co.in/nearly-half-saudi-arabias-lingerie-shops-have-shut-after-law-allowing-only-women-employees-648775>.

¹⁹⁵⁹ 24th AU Summit Adopts Decisions of Post-2015 Negotiations, Gender Equality and Illicit Flows, African Regional Coverage February 2015. Date Accessed: February 25th 2015.

¹⁹⁶⁰ 24th AU Summit Adopts Decisions of Post-2015 Negotiations, Gender Equality and Illicit Flows, African Regional Coverage February 2015. Date Accessed: February 25th 2015.

to encourage women in the workforce “through lowering the barriers of entry into trade and employment by addressing structural constraints that entrepreneurs and workers face in their daily respective environments.”¹⁹⁶¹ However, high HIV/AIDS rates continue to negatively effect women’s participation in the work force, affecting human capital as well as childcare capabilities.¹⁹⁶²

On the 25th on November 2014, at the 16 Days of Activism conference against violence against women, Chief Moses Mahlangu declared that women must be submissive to their husbands, and called upon Ministers to cut funding from centers for abused women.¹⁹⁶³ These comments, which received standing applause, do not point to a government commitment to encourage the role of women in the work force.

As of July 2015, 43.3 per cent of black African women are employed in low skilled positions, white 28.2 per cent of black African men occupy low-skilled positions.¹⁹⁶⁴ Female participation rates in the economy have fallen 0.3 per cent since 2014, from 56.8 per cent to 56.5 per cent.¹⁹⁶⁵ Moreover, women in South Africa face a higher discouragement rate then their male counterparts, at 7.4 per cent of women defined as “discouraged workers” as opposed to 6.7 per cent of men.¹⁹⁶⁶ This has increased 0.4 per cent since 2014. This demonstrates a failure of South Africa in meeting their G20 goals of increasing female labour participation rates by 2.5 per cent.

Therefore, South Africa has received a score of -1.

Turkey: 0

Turkey has partially complied with its commitment in reducing the gender gap between men and women in the labour market. The Government of Turkey has complied with its existing commitments to institutions exogenous of the state. In addition, it has created new educational initiatives to narrow the gender gap.

According to the most recent statistics provided by the World Bank, in Turkey the female labour participation is 29%.¹⁹⁶⁷ The male labour participation is 71%.¹⁹⁶⁸ Therefore there is a gender labour participation gap of 42%.

A recent publication by the Organisation for Economic Co-operation and Development confirmed that in 2012, the female level of informal employment is 32.6%. The gender gap in the incidence of informal unemployment is hence -2.5%.¹⁹⁶⁹ According to the Gender Gap Index 2014 published by the World Economic Forum, Turkey ranks 125 out of 142 countries.¹⁹⁷⁰

¹⁹⁶¹ New Growth Path, South African Government (Republic of South Africa). Date Accessed: February 27th 2015. <http://www.gov.za/about-government/government-programmes/new-growth-path>

¹⁹⁶² The New Growth Path: Framework, Economic Development Department (Republic of South Africa) 2011. Date Accessed: February 21 2015.

¹⁹⁶³ Op-Ed: 16 days of no violence against women and children - Women’s ministry colludes with patriarchy, Rhodes University, November 11 2014. Date Accessed: February 24 2015.

¹⁹⁶⁴ Quarterly Labour Survey: Quarter 2, 2015, South Africa Statistics, July 2015. Date Accessed: November 12th 2015.

¹⁹⁶⁵ Quarterly Labour Survey: Quarter 2, 2015, South Africa Statistics, July 2015. Date Accessed: November 12th 2015

¹⁹⁶⁶ Quarterly Labour Survey: Quarter 2, 2015, South Africa Statistics, July 2015. Date Accessed: November 12th 2015

¹⁹⁶⁷ Labor force participation rate, female (% of female population ages 15+)(modeled ILO estimate), World Bank (Washington) 2015. Date of Access: 23 March 2015. <http://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS>

¹⁹⁶⁸ Labor force participation rate, male (% of male population ages 15+)(modeled ILO estimate), World Bank (Washington) 2015. Date of Access: 23 March 2015. <http://data.worldbank.org/indicator/SL.TLF.CACT.MA.ZS>

¹⁹⁶⁹ Indicators on male and female labour outcomes, Achieving stronger growth promoting a more gender-balanced economy, OECD, ILO, IMF, World Bank Group (Melbourne) 15 August 2014. Date of Access: 1 March 2015. <http://www.oecd.org/g20/topics/employment-and-social-policy/ILO-IMF-OECD-WBG-Achieving-stronger-growth-by-promoting-a-more-gender-balanced-economy-G20.pdf>.

¹⁹⁷⁰ Economies: Turkey, the Global Gender Gap Index 2014, World Economic Forum. Date of Access: 1 March 2015. <http://reports.weforum.org/global-gender-gap-report-2014/economies/#economy=TUR>.

On 24 November 2014, President Recep Tayyip Erdoğan made remarks regarding equality for women at a women's conference in Istanbul. President Erdoğan was reported as saying that in some situations women cannot be treated as equal to men.¹⁹⁷¹

Prime Minister Ahmet Davutoğlu addressed the issue of gender equality in his message for the Turkish G20 Presidency Priorities for 2015. Prime Minister Davutoğlu reiterated Turkey's commitment to strengthening gender equality in employment. This commitment is part of the Turkish presidency's desire for Inclusiveness for Growth.¹⁹⁷²

On 16 February 2015, Chairperson Nicole Ameline addressed the 60th session of the Committee on the Elimination of Discrimination against Women. Ameline confirmed Turkey's submission of their periodic report since the beginning of the last session held on 11 November 2014.¹⁹⁷³

On 23 February 2015, the United Nations Joint Programme for Promoting the Human Rights of Women Program held an advisory council meeting. This program began in 2013 and works to develop and implement gender equality at the municipal level in order to advance women's rights. It focuses on three areas: gender-responsive budgeting, the Sabanci Foundation Grant Programme and the Purple Certificate Programme.¹⁹⁷⁴ Kamal Malhotra, the UN Resident Coordinator (Turkey) and resident representative of the UN Development Programme, reiterated Turkey's agenda to further promote gender equality under the scope of the UN Joint Programme.

Furthermore, on 6 February 2015, Turkey aligned itself with an European Union statement made at the United Nations Commission for Social Development. The statement delivered by Inese Freimane-Deksne, Deputy Permanent Representative, Mission of the Republic of Latvia, reiterated the EU and its members' determination to cooperate towards the advancement of social development and the empowerment of all people. Moreover, the statement addressed the EU's collective intolerance for discrimination. This includes the denial of universal human rights and basic economic opportunities based on gender discrimination.¹⁹⁷⁵

Turkey aims to adhere to their promotion of gender equality in the labour force through means of accessible programs. However, Turkey has not demonstrated taking any concrete action at the policy level to strengthen gender equality in the labour market.

Thus, Turkey is awarded a score of 0.

Analyst: Allison Ing

United Kingdom: +1

The United Kingdom has complied with its commitment at the Brisbane Summit with regards to reducing the gap in participation rates between men and women by 25 per cent by 2025.

The UK ranks relatively high compared to other developed G20 countries in female labour force participation. The most recent ranking by the World Bank estimates that the female participation rate is 56

¹⁹⁷¹ Turkey's president Erdogan: Women are not equal to men, BBC News, 24 November 2014. Date of Access: 1 March 2015. <http://www.bbc.com/news/world-europe-30183711>.

¹⁹⁷² Message from the Prime Minister Republic of Turkey, Turkish G20 Presidency Priorities for 2015. G20, 1 December 2014. Date of Access: 1 March 2015. <https://g20.org/wp-content/uploads/2014/12/2015-TURKEY-G-20-PRESIDENCY-FINAL.pdf>.

¹⁹⁷³ Statement by Ms. Nicole Ameline, Chairperson at the 60th session of the Committee on the Elimination of Discrimination against Women, OHCHR (Geneva) 16 February 2015. Date of Access: 1 March 2015. http://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/1_Global/INT_CEDAW_OCR_60_23172_E.pdf.

¹⁹⁷⁴ Activities on women's human rights implemented within the UN Joint Programme assessed, UNDP, 1 March 2015. Date of Access: 1 March 2015. <http://www.tr.undp.org/content/turkey/en/home/presscenter/news-from-new-horizons/2015/03/activities-on-womens-human-rights-implemented-within-the-un-join.html>.

¹⁹⁷⁵ EU Statement – United Nations Commission for Social Development: Social Groups, EU Delegation to the UN (New York) 6 February 2015. Date of Access: 1 March 2015. http://eu-un.europa.eu/articles/en/article_16053_en.htm.

per cent¹⁹⁷⁶ while the male participation rate is 69 per cent.¹⁹⁷⁷ Therefore, the gender labour gap is 13 per cent. The Organisation for Economic Co-operation and Development (OECD) estimates that the wage gap between men and women is 12.3 per cent.¹⁹⁷⁸

On 24 February 2015, the House of Lords Select Committee on Affordable Childcare published an announcement stating an increase of investment on early education and childcare by GBP 1.2 billion annually, increasing the amount from GBP 5.2 billion to GBP 6.4 billion spent annually. It also announced the implementation of a tax-free childcare scheme. The intention of these measures to balance the responsibility of child care is to enable parents to work.¹⁹⁷⁹ This is to address the concerns that the national average for child care has risen 5per cent in the past year.¹⁹⁸⁰

In March 2015, an OECD survey demonstrated that “the UK has made progress in equalizing earnings between men and women and getting more women into the workplace, ... [and] the difference in pay has diminished from 26 per cent in 2000 to 18 per cent in 2012 in the UK — slightly worse than the OECD average differential of 16 per cent.”¹⁹⁸¹ In the UK, men still have consistently higher employment rates than women above the age of 22, and tend to work in the professional occupations associated with higher levels of pay than women.¹⁹⁸²

On 14 July 2015 the Prime Minister David Cameron vowed to end the country’s gender pay gap in a generation. The United Kingdom will require firms with over 250 employees to publish the average pay of their male and female employees in an effort to pressure companies to pay women more.¹⁹⁸³

Thus, the United Kingdom is awarded a score of +1.

Analyst: Madeline Torrie and Taylor Grott

United States: +1

The United States has complied with its commitment from the Brisbane Summit to establish concrete policies and amend to reduce the gender gap by 25 per cent by 2025. Issues that stand out in the United States are the lack of paid maternity leave and affordable child care, although the White House has made some efforts to improve the situation.

According to the most recent statistics provided by the World Bank, in the United States the female participation rate in the labour force is 56 per cent.¹⁹⁸⁴ The male participation rate is 69 per cent.¹⁹⁸⁵ The

¹⁹⁷⁶ Labor force participation rate, female, The World Bank Group (Washington). Date of Access: 03 March 2015. <http://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS>.

¹⁹⁷⁷ Labor force participation rate, male, The World Bank Group (Washington). Date of Access: 03 March 2015. <http://data.worldbank.org/indicator/SL.TLF.CACT.MA.ZS>.

¹⁹⁷⁸ Achieving stronger growth by promoting a more gender balanced economy, Report prepared for G20 Labour and Employment Ministerial Meeting, OECD, International Labour Office, International Monetary Fund, The World Bank Group 15 August 2014. Date of Access: 03 March 2015. <http://www.oecd.org/g20/topics/employment-and-social-policy/ILO-IMF-OECD-WBG-Achieving-stronger-growth-by-promoting-a-more-gender-balanced-economy-G20.pdf>.

¹⁹⁷⁹ Affordable Childcare, House of Lords Select Committee on Affordable Childcare, (London) 24 February 2015. Date of Access: 03 March 2015. <http://www.parliament.uk/business/committees/committees-a-z/lords-select/affordable-childcare/news/affordable-childcare-report/>.

¹⁹⁸⁰ Labour to double paid paternity leave to four weeks, BBC News, (London) 9 February 2015. Date of Access: 03 March 2015. <http://www.bbc.com/news/uk-politics-31253409>.

¹⁹⁸¹ UK urged to close gender pay gap and improve participation rates, The Guardian (London) March 2015. Date of Access: 9 March 2015. <http://www.theguardian.com/world/2014/mar/02/women-employment-equality-pay-oecd-survey>.

¹⁹⁸² Full report : Women in the labour market, Office for National Statistics, (London), 25 September 2013. Date of Access: 03 March 2015. http://www.ons.gov.uk/ons/dcp171776_328352.pdf.

¹⁹⁸³ David Cameron sets out plans to tackle gender pay gap, BBC News (London) 14 July 2015. Date of Access: 23 October 2015. <http://www.bbc.com/news/uk-politics-33515629>

gender gap is thus 13 per cent.¹⁹⁸⁶ The gap is prevalent in other areas: out of 131 countries, the United States places 50 in terms of the ability for women to rise to positions of leadership.¹⁹⁸⁷ In addition, the gender gap is greater for women of different races in the United States. While white women earn as of 2013, 78 per cent of white men's earnings, hispanic women earn only 54 per cent of white men's earnings.¹⁹⁸⁸

On 20 January 2015, in the State of the Union address, President Barack Obama referred specifically to the role of affordable child care in improving the workplace participation of women. He reframed childcare from being perceived as a "women's issue" to being a national economic priority.¹⁹⁸⁹

On 2 February 2015, the national budget was released for the 2016 fiscal year. It recommends expanding accesses to quality, affordable health care, childcare tax credits of up to USD 3,000, and supporting universal preschool with USD 750 million for preschool development grants. In addition, the budget proposes a "second earner" tax credits of USD 500 to benefit 24 million dual earner couples, as well as encourages states to develop paid family leave programs.¹⁹⁹⁰ The budget also provides resources to strengthen pay discrimination resources and support the equal opportunity commission.¹⁹⁹¹

In March 2015 the Obama Administration launched Let Girls Learn, an initiative that brings together the Department of State, U.S. Agency for International Development and a variety of other departments to "address the range of challenges preventing adolescent girls from enrolling, completing, and succeeding in school" globally.¹⁹⁹²

In August 2015 Netflix and Microsoft, following a number of other businesses (Nestle, Vodafone, Johnson & Johnson, Goldman Sachs and Blackstone), announced substantial increases to parental leave.¹⁹⁹³ During the same period, the U.S. Navy also announced increases to parental leave benefits.

¹⁹⁸⁴ Labor force participation rate, female, The World Bank Group (Washington). Date of Access: 03 March 2015.

<http://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS>.

¹⁹⁸⁵ Labor force participation rate, male, The World Bank Group (Washington). Date of Access: 03 March 2015.

<http://data.worldbank.org/indicator/SL.TLF.CACT.MA.ZS>.

¹⁹⁸⁶ Achieving stronger growth by promoting a more gender balanced economy, Report prepared for G20 Labour and Employment Ministerial Meeting, OECD, International Labour Office, International Monetary Fund, The World Bank Group, 15 August 2014. Date of Access: 03 March 2015. <http://www.oecd.org/g20/topics/employment-and-social-policy/ILO-IMF-OECD-WBG-Achieving-stronger-growth-by-promoting-a-more-gender-balanced-economy-G20.pdf>.

¹⁹⁸⁷ The Global Gender Gap Report 2014, The World Economic Forum, (Geneva), 27 October 2014. Date of Access: 04 March 2015. http://www3.weforum.org/docs/GGGR14/GGGR_CompleteReport_2014.pdf.

¹⁹⁸⁸ By the Numbers: A Look at the Gender Pay Gap, AAUW, (Washington), September 2014. Date of Access: 04 March 2015. <http://www.aauw.org/2014/09/18/gender-pay-gap/>.

¹⁹⁸⁹ Address by President Barak Obama in State of the Union Address, Office of the Press Secretary (Washington) 20 January 2015. Date of Access: 04 March 2015. <http://www.whitehouse.gov/the-press-office/2015/01/20/remarks-president-state-union-address-january-20-2015>

¹⁹⁹⁰ Middle Class Economics: The President's Fiscal Year 2016 Budget, Office of Management and Budget, (Washington) 02 February 2015. Date of Access: 04 March 2015. <http://www.whitehouse.gov/blog/2015/02/02/fact-sheet-middle-class-economics-president-s-fiscal-year-2016-budget>.

¹⁹⁹¹ United States Report on the Implementation of the Beijing Declaration and Platform for Action in the context of the Twentieth Anniversary of the Fourth World Conference on Women and the Adoption of the Beijing Declaration and Platform for Action 2015, UN Women, (New York) 05 November 2014. Date of Access: 04 March 2015. http://www.unwomen.org/~media/headquarters/attachments/sections/csw/59/national_reviews/usa_review_beijing20.pdf.

¹⁹⁹² Fact Sheet: Promoting gender equality and women's empowerment, The White House, Office of the Press Secretary 27 September 2015. Date of Access: 23 October 2015. <https://www.whitehouse.gov/the-press-office/2015/09/27/fact-sheet-promoting-gender-equality-and-womens-empowerment>

¹⁹⁹³ Another sign that momentum is building on paid parental leave in the U.S., Huffington Post 1 August 2015: Date of Access: 23 October 2015. http://www.huffingtonpost.com/entry/adobe-parental-leave_55c8b482e4b0f73b20b9e36e

On 15 September 2015 Senators Brian Schatz and Barbara Mikulski introduced the Federal Employees Paid Parental Leave Act.¹⁹⁹⁴ If passed it would offer 6 weeks of paid leave to federal employees experiencing birth, adoption or foster placement of a child.

Thus, the United States is awarded a score of +1.

Analyst: Madeline Torrie and Taylor Grott

European Union: Not applicable

The European Union does not possess the authority to comply with its commitment to reduce the gender gap between men and women in the labour market.

Although the EU can donate funds and encourage member governments and organizations to increase female participation in the labour market, it cannot implement direct legislation or policy. Ultimately, such authority rests with the individual member governments. Therefore, such limitations hinder the EU's ability to achieve strong and sufficient action to increase female participation.

Thus, the European Union is exempt from complying with this commitment.

¹⁹⁹⁴ New bill would give feds paid parental leave, Federal Times 15 September 2015. Date of Access: 23 October 2015.
<http://www.federaltimes.com/story/government/management/compensation/2015/09/15/new-bill-gives-feds-paid-parental-leave/72325490/>