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**G20 Research Group**  
at Trinity College at the Munk School of Global Affairs in the University of Toronto  
with the  
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present the

## **2014 Brisbane G20 Summit Interim Compliance Report**

17 November 2014 to 1 March 2015

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27 August 2015  
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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

	Lack of Compliance	Work in Progress	Full Compliance
Argentina	-1		
Australia		0	
Brazil		0	
Canada		0	
China	-1		
France			+1
Germany			+1
India	-1		
Indonesia	-1		
Italy			+1
Japan			+1
Korea			+1
Mexico		0	
Russia			+1
Saudi Arabia			+1
South Africa	-1		
Turkey		0	
United Kingdom		0	
United States		0	
European Union	Not applicable		
Average Score	+0.11		

### 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.”<sup>1290</sup> 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.”<sup>1291</sup> The International Labour Organisation (ILO), in its

<sup>1290</sup> G20 Leaders Statement: London Summit, 2-3 April 2009. Date of Access: 4 February 2015.  
<http://www.g20.utoronto.ca/analysis/commitments-09-london.html>

<sup>1291</sup> G20 Leaders Pledge Inclusive Growth for Women: More Promises or Real Possibility?, The Asian Foundation (San Francisco) 3 December 2014. Date of Access: 3 February 2015.

*World Employment and Social Outlook: Trends 2015*, notes that “by 2019, more than 212 million people will be out of work, up from 201 million now.”<sup>1292</sup> 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.<sup>1293</sup> One third of all registered enterprises are owned by women, despite the multiple barriers they face, such as access to finance and business exclusion.<sup>1294</sup> 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 USD1 trillion to the global economy.”<sup>1295</sup> 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.”<sup>1296</sup>

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 the year 2000, reaching “60% or more in half of the G20 countries, ... [the] gender employment gaps remain larger than 10 percentage points in 15 of the G20 countries.”<sup>1297</sup>

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:

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<http://asiafoundation.org/in-asia/2014/12/03/g20-leaders-pledge-inclusive-growth-for-women-more-promises-or-real-possibility/>

<sup>1292</sup> Global unemployment to rise to 212 million, says ILO, *The Guardian* (London) 19 January 2015. Date of Access: 4 February 2015.

<http://www.theguardian.com/business/2015/jan/19/global-unemployment-rising-ilo-social-unrest>

<sup>1293</sup> 2014 Financial Inclusion Action Plan, Global Partnership for Financial Inclusion 2 September 2014. Date of Access: 2 February 2015.

[https://g20.org/wp-content/uploads/2014/12/2014\\_g20\\_financial\\_inclusion\\_action\\_plan.pdf](https://g20.org/wp-content/uploads/2014/12/2014_g20_financial_inclusion_action_plan.pdf)

<sup>1294</sup> Banking on Women, International Financial Corporation (Washington) 2014.

<sup>1295</sup> G20 Leaders Agree To Reduce Gender Employment GAP, Prime Minister of Australia (Brisbane) 16 November 2014. Date of Access: 3 February 2015.

<https://www.pm.gov.au/media/2014-11-16/g20-leaders-agree-reduce-gender-employment-gap>

<sup>1296</sup> Unfinished Business for the world’s women, *The Economist* (London) 5 November 2014. Date of Access: 23 January 2015. <http://www.economist.com/news/21631962-anniversary-landmark-un-conference-women-opportunity-renew-its-vision-says>

<sup>1297</sup> Achieving stronger growth by promoting a more gender-balanced economy, G20 Labour and Employment Ministerial Meeting (Melbourne) 15 August 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>

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.<sup>1298</sup>

In an effort to effectively measure the progress pertaining to this commitment within each individual country, it will be imperative to determine the national baselines. National baselines will include the following components: 1) the current female participation rate, 2) the current male participation rate, and 3) the estimation of the percentage of women who are excluded from the formal labour market as to determine the gap.

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:<sup>1299</sup>

- a) "Adopt practices that promote gender equality in education"<sup>1300</sup>
- b) "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"<sup>1301</sup>
- c) "Increase the representation of women in decision-making positions"<sup>1302</sup>
- d) "Eliminate the discriminatory gender wage gap"<sup>1303</sup>
- e) "Promote all appropriate measures to end sexual harassment in the workplace, including awareness and prevention campaigns and actions by employers and unions"
- f) "Reduce the gender gap in entrepreneurship activity"<sup>1304</sup>
- g) "Pay attention to the special needs of women from disadvantaged minority groups and migrant women in relation to the aims set out above"
- h) "Reduce the gender gap in financial literacy"<sup>1305</sup>

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<sup>1298</sup> Labour Force Participation Rate, International Labour Organization (Geneva) 2014. Date of Access: 3 February 2015. <http://kilm.ilo.org/2011/download/kilm01EN.pdf>

<sup>1299</sup> Achieving stronger growth by promoting a more gender-balanced economy, G20 Labour and Employment Ministerial Meeting (Melbourne) 15 August 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>

<sup>1300</sup> 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"

<sup>1301</sup> 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"

<sup>1302</sup> 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"

<sup>1303</sup> "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"

<sup>1304</sup> 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"

<sup>1305</sup> "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"

- i) “Mainstream the gender equality perspective in the design, development and evaluation of relevant policies and budgets”<sup>1306</sup>
- j) “Strengthen accountability mechanisms for gender equality and mainstreaming initiatives across and within government bodies.”

**Scoring Guidelines**

-1	Member country 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 country 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 country 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.

According to the most recent statistics provided by the World Bank, in Argentina the female labour participation consists of 48%<sup>1307</sup> and the male labour participation gap consists of 75%.<sup>1308</sup> 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%.<sup>1309</sup> According to the Gender Gap Index 2014, Argentina ranks 31 out of 142 countries.<sup>1310</sup>

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 complied with its commitment to reduce the gender gap between men and women in the labour market. Recent promises have been made by the government that will work towards dismantling barriers prohibiting women from entering the labour force, as well as to

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<sup>1306</sup> “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”

<sup>1307</sup> 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>

<sup>1308</sup> 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>

<sup>1309</sup> 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.

<sup>1310</sup> 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>.

improve social services to support working women. However, the country has failed to meet goals in reducing the gender gap of labour force participation.

As of January 2015, female participation in the labour force in Australia is 58.6%, while male participation averages at 71%, with roughly one million more men working than females.<sup>1311</sup> This means that female participation rate is 12.4% lower than men.

As of early February 2015, Prime Minister Tony Abbott announced the development of a family policy and package that would focus on childcare.<sup>1312</sup> In the 2015-16 Budget, the government announced a Families Package that included a range of child care measures to make child care simpler, more affordable, flexible and accessible. From 1 July 2017, the government will provide a child care subsidy of up to 85 per cent of a family's childcare fees. This subsidy rate tapers gradually to 50 per cent as a family's annual income approaches AUD 170,000. The subsidy replaces the complex child care fee assistance system currently in place. The government will also spend around AUD 250 million on a Home Care (Nannies) Pilot. The pilot project is expected to fund around 4,000 nannies, providing subsidised care to approximately 10,000 children.

While gender wages inequality is a widespread issue in Australia, there is an increasing awareness of the issue among employment sectors. After a survey conducted regarding the study of gender pay inequality, it was shown that the financial and insurance sectors have an increasing number of surveys on the issue from 2014. As of 2015, 66.3% of financial and insurance businesses are planning to conduct surveys to assess the pay gap. Professional, scientific, and technical organizations are also increasing the percentage of surveys conducted to 66.3%. Agriculture, forestry and fishing show a relatively low number of organizations surveyed on the subject. While this may not seem like immediate action, it does represent the acknowledgement of the issue on a professional and business level. Increased surveys on gender pay gaps will increase awareness of the issue in government as well as in industries, creating new dialogue and promoting gender equality.

While Australia is making strong commitments to improving gender equality in the economy, the country is still facing significant gaps in areas such as pay inequality. Therefore, Australia is rewarded a 0 for partial efforts.

*Analyst: Dana Cranball-Duk*

### **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% by 2025.

According to the most recent statistics provided by the World Bank, in Brazil the female labour participation rate is 59% (a decrease of 1% from the year before).<sup>1313</sup> The male participation rate is 81%.<sup>1314</sup> Therefore the gender labour participation is 22%.

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<sup>1311</sup> Population by Age and Sex, Australia, States and Territories, Australian Bureau of Statistics, December 2014. Date of Access: February 24 2015.

<sup>1312</sup> Federal Government Promises to Focus on Childcare, BPW Australia (Loganholme) February 15 2015. Date of Access: February 23 2015. <http://www.bpw.com.au/>

<sup>1313</sup> 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>

<sup>1314</sup> 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>

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.<sup>1315</sup>

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.<sup>1316</sup>

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 discretion. Additionally, the bill extended paternal leave from five to 20 days.<sup>1317</sup> The bill also contained other childcare initiatives that would encourage women’s participation in the labour force.<sup>1318</sup> 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.<sup>1319</sup>

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.<sup>1320</sup>

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

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<sup>1315</sup> 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>.

<sup>1316</sup> The Effective Inclusion (São Paulo) 23 January 2015. Date of Access: 20 February 2015.

<http://www.emploio.sp.gov.br/pela-efetiva-inclusao/>.

<sup>1317</sup> 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](http://www.em.com.br/app/noticia/nacional/2015/01/11/interna_nacional,606810/licenca-paternidade-pode-ser-ampliada-para-20-dias.shtml).

<sup>1318</sup> 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>

<sup>1319</sup> Growing, Employment Team Offers 1,115 Jobs (São Paulo) 30 January 2015. Date of Access: 20 February 2015.

<http://www.emploio.sp.gov.br/em-crescimento-time-do-emprego-oferece-1115-vagas/>.

<sup>1320</sup> 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-muitos-de-documentacao-a-mais-de-9-mil-mulheres-rurais>.



offenders.<sup>1321</sup> 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.<sup>1322</sup>

Despite difficulty with implementing major policy, Brazil has successfully implemented smaller policies. 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% nationally, compared to 70.6% for men; thus representing a gender gap of 9%.<sup>1323</sup> Women also have a lower employment rate as "the employment rate of women aged 15 and over was 57.3% compared to 65.5%."<sup>1324</sup>

According to the 2014 economic security fact sheet provided by the government of Canada, women represented nearly 70% 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)."<sup>1325</sup> This means "women's average annual earning [are] ... approximately 71% of men's."<sup>1326</sup> 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% of men's in 2011."<sup>1327</sup>

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.<sup>1328</sup> Most recently, the Status of Women Ministry has given

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<sup>1321</sup> 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>.

<sup>1322</sup> 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>.

<sup>1323</sup> 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>

<sup>1324</sup> 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>

<sup>1325</sup> 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>

<sup>1326</sup> 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>

<sup>1327</sup> 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>

<sup>1328</sup> 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>

CAD258 million to the woodworking industry in Vancouver to ensure increased participation of women through mentorship.<sup>1329</sup>

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 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.<sup>1330</sup>

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.<sup>1331</sup> While this provision is guarded by law, there have not been changes or improvements since 2014.

On 4 March 2015, the Parkland Institute is 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."<sup>1332</sup>

Thus, Canada is awarded a score of 0.

*Analyst: Daryna Kutsyna*

### **China: -1**

China has failed to comply with its 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%, compared to a male participation rate of 84%.<sup>1333</sup> The labour participation gap is therefore 14%. Furthermore, the informal labour market female participation rate was 35.7%, compared to a male participation rate of

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<sup>1329</sup> 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>

<sup>1330</sup> 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>

<sup>6</sup>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](http://www.servicecanada.gc.ca/eng/ei/types/maternity_parental.shtml#eligible)

<sup>1332</sup> 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](http://parklandinstitute.ca/research/summary/the_alberta_disadvantage)

<sup>1333</sup> 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>.

30.1%.<sup>1334</sup> The average estimated annual income for women in China is USD8499, compared to USD13247 for men.<sup>1335</sup> The female-to-male ratio of wages for similar work is 0.63.<sup>1336</sup>

According to the World Economic Forum, the average length of maternity leave is 98 days, with 100% of wages paid in the covered period by the employer and the government.<sup>1337</sup> While wages for paternity leave were also covered 100%, only three days were allowed. Furthermore, instead of a joint provision of benefits with government, benefit delivery is the responsibility of employers.<sup>1338</sup>

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 the country.<sup>1339</sup>

On 22 January 2015, a 0.5% increase in formal female committee members was reported after villagers committee elections in the new year.<sup>1340</sup>

On 11 February 2015, it was announced that China's first-ever women's marathon will be held in Shenzhen city on International Women's Day in efforts to raise awareness for women's health and poverty issues.<sup>1341</sup>

On 15 February 2015, the Ministry of Education released a notice banning colleges from implementing gender ratios during enrolment, advancing the cause of gender equality in education.<sup>1342</sup> However, no steps were taken to enforce the ban.

Despite these positive developments in gender equality, no specific policy changes were registered to address employment opportunity inequality, with exception of the mention of a college enrolment gender ratio ban, during this compliance cycle. 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.

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<sup>1334</sup> 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](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_234413.pdf).

<sup>1335</sup> 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>.

<sup>1336</sup> 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>

<sup>1337</sup> 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>.

<sup>1338</sup> 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>.

<sup>1339</sup> 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>.

<sup>1340</sup> 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>.

<sup>1341</sup> 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>.

<sup>1342</sup> 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>.

According to statistics provided by the World Bank, the labour force participation of women in France stands at 51%,<sup>1343</sup> as compared to the 62% participation of men.<sup>1344</sup> The gender labour participation gap consists of 11%. This gender gap has consistently narrowed in recent years.<sup>1345</sup>

In December 2014, in an effort to reduce pay inequalities,<sup>1346</sup> 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.<sup>1347</sup> However, France has also reported that women currently earn 0.75EUR to a man's Euro, and has indicated no provisions extending further than requiring gender parity among certain enterprises to correct for that inequality.<sup>1348</sup>

In late 2014, a government conference indicated that in France over 80% 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.<sup>1349</sup> Sexism in the workforce puts further strain on women and creates a toxic working environment.

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.<sup>1350</sup> 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

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<sup>1343</sup> 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>

<sup>1344</sup> 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>

<sup>1345</sup> 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=JvSsVFnQ3MjMQnQtQj44th7XyLQ7ZtzC2FMsrWZr7r2sMb6QhYzh!-140318373?\\_afLoop=433601028339563&\\_adf.ctrl-state=18ufy5e2vc\\_4#%40%3F\\_afLoop%3D433601028339563%26\\_adf.ctrl-state%3D2we1qf2jl\\_4](http://www.ilo.org/ilostat/faces/home/statisticaldata/ContryProfileId.jsessionid=JvSsVFnQ3MjMQnQtQj44th7XyLQ7ZtzC2FMsrWZr7r2sMb6QhYzh!-140318373?_afLoop=433601028339563&_adf.ctrl-state=18ufy5e2vc_4#%40%3F_afLoop%3D433601028339563%26_adf.ctrl-state%3D2we1qf2jl_4)

<sup>1346</sup> 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>

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.

<sup>1347</sup> 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.

<sup>1348</sup> 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.

<sup>1349</sup> Sexisme dans le monde du travail: combattre le loi de silence, Ministère des Affaires Sociales, de la Santé, 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/>

<sup>1350</sup> 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.

intangible gender issues such as workplace sexism, there is no evidence present to indicate that any measures have been put in practice. 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%<sup>1351</sup> and the male labour participation rate is 66%.<sup>1352</sup> The gender labour participation gap is therefore 12%. 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%.”<sup>1353</sup> On 30 January 2015, a press release notes that the female participation rate in Germany has increased by 10% over the last decade and a half (while that of men increased by only 1% 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% women.<sup>1354</sup>

Currently, the federal government is composed of 40% women and Angela Merkel who holds the chancellor position.<sup>1355</sup> This puts Germany 21st in the world rankings of women in national parliaments and one of the highest rankings of the G20.<sup>1356</sup>

However, several challenges for female participation in the labour force still remain. The incentives were non-legal measures (such as a re-entry programme, to facilitate a better re-entry after a family phase and a voluntary tool to test the gender equality in the company) and their impact was not strong enough. Therefore, the government intends to create legal incentives regarding the transparency of income structures for 2016.

The steps taken to increase women’s inclusion in senior management and public positions are a step in the right direction. Thus, Germany is awarded a score of +1.

*Analyst: Sophie Jackson*

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<sup>1351</sup> 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>

<sup>1352</sup> 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>

<sup>1353</sup> 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](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).

<sup>1354</sup> 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>

<sup>1355</sup> Seats held by women in national parliament 27 October 2014. Date of Access: 27 February 2015.

<http://data.un.org/Data.aspx?d=MDG&f=seriesRowID%3A557>.

<sup>1356</sup> Women in National Parliaments 1 January 2015. Date of Access: 27 February 2015. <http://www.ipu.org/wmn-e/classif.htm>.

## India: -1

India has failed to address the serious concerns that come with a declining female labour force participation rate, and no steps as of yet to address informal employment among women, or cultural barriers limiting Indian women from entering the work place.

The female labour force participation rate in India as of 2013 is 27%, a decrease from previous years.<sup>1357</sup> The male labour force participation rate is much higher at 80%.<sup>1358</sup> There is gap in labour force participation of 50.1 points.<sup>1359</sup> Furthermore, “female labor force participation has been on a declining trend in India, in contrast to most other regions, particularly since 2004/05.”<sup>1360</sup>

Since 2012, approximately 86% of female employment in India has been informal, where there are no maternity, health or childcare benefits.<sup>1361</sup> 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.”<sup>1362</sup> 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.<sup>1363</sup>

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.<sup>1364</sup> Despite recognising the magnitude of the problems with gender in India no extensive measures were mentioned to ensure better formal labour force participation rates.

During this compliance cycle, India has demonstrated a high gender gap in labour participation between men and women and a lack of an action plan or concrete action to reduce this. Thus, India is awarded a score of -1.

*Analyst: Madeline Torrie*

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<sup>1357</sup> 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>

<sup>1358</sup> Labor force participation rate, female, The World Bank Group (Washington). Date of Access: 10 March 2015.

<sup>1359</sup> 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>

<sup>1360</sup> “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>

<sup>1361</sup> 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](http://laborsta.ilo.org/applv8/data/INFORMAL_ECONOMY/2012-06-Statistical%20update%20-%20v2.pdf)

<sup>1362</sup> 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](http://www.medindia.net/indian_health_act/maternity-benefit-rules-1961-right-to-payment-of-maternity-benefits.htm)

<sup>1363</sup> 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>

<sup>1364</sup> 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/>

## **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%.

According to the most recent statistics provided by the World Bank estimates female labour participation consists of 51%.<sup>1365</sup> The male labour participation rate is 84%.<sup>1366</sup> The gender labour gap is therefore 33%. Despite this wide gap, “the percentage of women in [an] executive role in Indonesia [is] 13.6 per cent” and nearly 100% of boards have female members.<sup>1367</sup>

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.<sup>1368</sup> A major cause of this is the underrepresentation of women in public positions.<sup>1369</sup> The government of Indonesia has attempted to improve this by introducing a minimum 30% required female representation in political parties.<sup>1370</sup>

There is however 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.

*Analyst: Jackie Houston*

## **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% by 2025.

According to the most recent statistics provided by the World Bank, the female labour participation in Italy consists of 40%.<sup>1371</sup> The male labour participation rate consists of 71%.<sup>1372</sup> The gender labour gap is therefore 31%.

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

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<sup>1365</sup> Labor 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>

<sup>1366</sup> 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>

<sup>1367</sup> Business cannot afford to obstruct women, The Financial Times (London) December 2014. Date of Access: 4 March 2015. <http://www.ft.com/intl/cms/s/0/3fa2858e-66a9-11e4-8bf6-00144feabdc0.html#axzz3TXmT8UyF>

<sup>1368</sup> 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](https://g20.org/wp-content/uploads/2014/12/g20_employment_plan_indonesia.pdf).

<sup>1369</sup> 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](https://g20.org/wp-content/uploads/2014/12/g20_employment_plan_indonesia.pdf).

<sup>1370</sup> 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](https://g20.org/wp-content/uploads/2014/12/g20_employment_plan_indonesia.pdf).

<sup>1371</sup> 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>

<sup>1372</sup> 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>

dependents and who are below a certain threshold of total individual income.”<sup>1373</sup> 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.<sup>1374</sup> Also, women who are victims of gender violence are entitled to three months of leave while receiving 100% of their salary. Victims of gender violence may also have the opportunity to phase back into full-time work with part-time employment.<sup>1375</sup> These are among some of the policy initiatives taken in an effort to make labour force participation more attractive to women.<sup>1376</sup>

On 1 January 2015, the baby bonus policy was implemented. If a mother’s annual income is less than EUR25,000, she is entitled to EUR960 per year. If a mother’s annual income is less than EUR7,000 per year, she is entitled to EUR1920 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 EUR300 to EUR600 per child.<sup>1377</sup>

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 EUR222 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% of the recently hired women’s salaries.<sup>1378</sup> 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.<sup>1379</sup>

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

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<sup>1373</sup> 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>.

<sup>1374</sup> 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>.

<sup>1375</sup> 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>.

<sup>1376</sup> 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>.

<sup>1377</sup> 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>.

<sup>1378</sup> 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>.

<sup>1379</sup> 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>.



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.<sup>1380</sup>

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.

As of 28 October 2014, its female labour force participation rate was 64%, compared to a male participation rate of 84%.<sup>1381</sup> The gender labour gap is therefore 20%.

The average estimated annual income for women in Japan is USD23949, compared to USD40,000 for men.<sup>1382</sup> The female-to-male ratio of wages for similar work was 0.60.<sup>1383</sup> Japan's average length of maternity leave is 98 calendar days, with 66% of wages paid in the covered period by the government.<sup>1384</sup> 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.<sup>1385</sup> It has so far added 190,000 nursery schools, towards a goal of 400,000 by 2018.<sup>1386</sup> As of 7 December 2014, childcare benefits were raised to 67% of wages, and deemed applicable to both mothers and fathers.<sup>1387</sup> Japan has also introduced the Nadeshiko Meigara scheme, providing incentives to companies that create welcoming workplaces for women.<sup>1388</sup>

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<sup>1380</sup> 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/>.

<sup>1381</sup> 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>.

<sup>1382</sup> 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>.

<sup>1383</sup> 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>.

<sup>1384</sup> 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>.

<sup>1385</sup> 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>.

<sup>1386</sup> 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#axzz3S4MOPITj>.

<sup>1387</sup> 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#axzz3S4MOPITj>.

<sup>1388</sup> 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#axzz3S4MOPITj>.

Prime Minister Shinzo Abe pledges to have women in 30% of leadership roles in all sectors by 2020, however he has thus far failed to pass a bill requiring employers to publicize plans for the promotion of female employees.<sup>1389</sup>

Japan has addressed barriers to female labour force participation by increasing access to childcare and childcare benefits. It has also introduced a scheme encouraging female participation in the formal workforce, reducing informal employment of women. Thus, Japan has taken sufficient and strong enough action to be 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%.<sup>1390</sup> The male labour participation is 84%.<sup>1391</sup> There is therefore a gender labour gap of 12%. According to the Gender Gap Index 2014, Korea ranks 117 out of 142 countries.<sup>1392</sup>

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.<sup>1393</sup>

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

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<sup>1389</sup> Japan's Parliament Remains a Man's World Despite Womenomics Push, Bloomberg Business 14 December 2014. Date of Access: 18 February 2015. <http://www.bloomberg.com/news/articles/2014-12-15/japan-s-parliament-remains-a-man-s-world-despite-womenomics-push>.

<sup>1390</sup> 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>

<sup>1391</sup> 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>

<sup>1392</sup> 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>.

<sup>1393</sup> 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>.

supply market for domestic services. This will improve the employment of domestic workers and create jobs for “middle-aged and older women.”<sup>1394</sup>

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.<sup>1395</sup>

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.<sup>1396</sup>

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.<sup>1397</sup>

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 for its promotion of gender equality in the labour market.

*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%.

According to the most recent statistics provided by the World Bank, in Mexico the female labour participation rate consists of 45%.<sup>1398</sup> The male labour participation rate consists of 80%.<sup>1399</sup> 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.<sup>1400</sup> According to statistics released by the government of

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<sup>1394</sup> 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](http://www.moel.go.kr/english/poli/poliNewsnews_view.jsp?idx=1094).

<sup>1395</sup> 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>.

<sup>1396</sup> 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/>.

<sup>1397</sup> 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>.

<sup>1398</sup> 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>

<sup>1399</sup> 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>

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%.<sup>1401</sup> 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.<sup>1402</sup> Recently, Mexico has made an effort to increase banks' financial support of women and create policies to guarantee women equal benefits in the workplace.<sup>1403</sup>

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.<sup>1404</sup> 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.<sup>1405</sup>

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.

Russian Federal State Statistics Service Rosstat has appropriate information on women's participation in the labour force, which is available on its website.<sup>1406,1407</sup> As of March 2015 women constituted

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<sup>1400</sup> Achieving stronger growth by promoting a more gender-balanced economy, Organization for Economic Development and Co-operation (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>.

<sup>1401</sup> 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>.

<sup>1402</sup> 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](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/diciembre/bol_340.html).

<sup>1403</sup> 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](http://www.stps.gob.mx/bp/secciones/sala_prensa/boletines/2014/diciembre/bol_340.html).

<sup>1404</sup> 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](http://www.shcp.gob.mx/SALAPRENSA/doc_comunicados_prensa/2014/diciembre/comunicado_110_2014.pdf).

<sup>1405</sup> 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](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).

<sup>1406</sup> Employment and unemployment in March 2015, Rosstat 2015. Date of access: 15 May 2015.

[http://www.gks.ru/bgd/regl/b15\\_01/IssWWW.exe/Stg/d03/3-2.doc](http://www.gks.ru/bgd/regl/b15_01/IssWWW.exe/Stg/d03/3-2.doc).

<sup>1407</sup> Number of Employed in the Economy by Sex and Occupation in 2013, Rosstat 2015. Date of access: 15 May 2015. [http://www.gks.ru/bgd/regl/b14\\_12/IssWWW.exe/stg/d01/06-05.htm](http://www.gks.ru/bgd/regl/b14_12/IssWWW.exe/stg/d01/06-05.htm).

48.9% of the Russian active workforce. Thus, the issue of gender participation gap in Russia is practically nonexistent.<sup>1408</sup>

On 11 March 2015, Deputy Minister of Labour 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% to 74.2%.<sup>1409</sup>

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%.<sup>1410</sup>

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 Sakbarov*

### **Saudi Arabia: +1**

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

According to the most recent statistics provided by the World Bank, in Saudi Arabia the female labour participation is 20%.<sup>1411</sup> The male labour participation is 78%.<sup>1412</sup> Therefore there is a gender labour gap of 58%.

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.<sup>1413</sup>

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

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<sup>1408</sup> Employment and unemployment in March 2015, Rosstat 2015. Date of access: 15 May 2015.

[http://www.gks.ru/bgd/regl/b15\\_01/lssWWW.exe/Stg/d03/3-2.doc](http://www.gks.ru/bgd/regl/b15_01/lssWWW.exe/Stg/d03/3-2.doc).

<sup>1409</sup> 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. Date of access: 15 May 2015.

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

<sup>1410</sup> On creating conditions for women to engage in workforce while raising children, Russian Government 26 April 2015. Date of access: 15 May 2015. <http://government.ru/orders/17836/>.

<sup>1411</sup> 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>

<sup>1412</sup> 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>

<sup>1413</sup> 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>.

announced a telework program.<sup>1414</sup> The program is designed to specifically employ women in remote areas and people with disabilities.<sup>1415</sup>

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 SR4500 and SR12,000.<sup>1416</sup>

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.<sup>1417</sup>

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.<sup>1418</sup>

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.<sup>1419</sup> 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.<sup>1420</sup>

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.<sup>1421</sup>

Despite the numerous aforementioned initiatives, Saudi Arabia has failed to address some inhibitions to women's participation in the labour force. In Saudi Arabia, women are not permitted to drive as

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<sup>1414</sup> 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>.

<sup>1415</sup> 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>.

<sup>1416</sup> 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>.

<sup>1417</sup> 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>.

<sup>1418</sup> New Phase of Nitaqat Announced, Arab News (Jeddah) 2 January 2015. Date of Access: 18 February 2015. <http://www.arabnews.com/news/683216>.

<sup>1419</sup> 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>.

<sup>1420</sup> 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>.

<sup>1421</sup> 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>.

driving is illegal under Shari'a law. Consequently, if a woman does not have access to subsidized transportation and cannot afford a private driver, she cannot work. Although Saudi Arabia pledged to provide transportation for female workers on 16 November 2014, the Ministry of Labour has not announced any policy initiatives.<sup>1422</sup>

Furthermore, many employers in Saudi Arabia require a ten-hour workday to compensate for prayer and breaks. In Saudi Arabia, a woman requires her male guardian's permission to work. However, a male guardian may not be comfortable with a woman being outside of the home for an extended period of time. As a result, many women cannot participate in the labour force. The Ministry of Labour has not addressed the long workday, nor has it announced a remedy.

The Saudi Arabian government has persevered in its attempts to achieve the goals set forth in the gender commitment. During this compliance cycle, it has specifically taken strong and consistent policy action aimed at increasing the female labour rate.

Thus Saudi Arabia is awarded a score of +1 for its promotion of gender equality in the labour market.

*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. While few commitments have been made to work towards G20 goals, there has been an overall failure to comply with these promises.

According to the most recent statistics provided by the World Bank, in South Africa the female labour participation is 45%.<sup>1423</sup> The male labour participation is 61%.<sup>1424</sup> Thus the gender participation gap is 24%.

On 31 of January 2015, South Africa adopted the United Nations 2015 recommendations on gender equality.<sup>1425</sup> 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.<sup>1426</sup>

The "New Growth Path," part of the South African G20 Employment Plan 2014, is designed 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

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<sup>1422</sup> 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>.

<sup>1423</sup> Labor force participation rate, female (% of female population ages 15+)(modeled ILO estimate), World Bank (Washington) 2015. Date of Access: 16 March 2015. <http://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS>

<sup>1424</sup> Labor force participation rate, male (% of male population ages 15+)(modeled ILO estimate), World Bank (Washington) 2015. Date of Access: 16 March 2015.

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

<sup>1425</sup> 24<sup>th</sup> AU Summit Adopts Decisions of Post-2015 Negotiations, Gender Equality and Illicit Flows, African Regional Coverage February 2015. Date Accessed: February 25<sup>th</sup> 2015.

<http://africasd.iisd.org/news/24th-au-summit-adopts-decisions-on-post-2015-negotiations-gender-equality-illicit-flows/>

<sup>1426</sup> 24<sup>th</sup> AU Summit Adopts Decisions of Post-2015 Negotiations, Gender Equality and Illicit Flows, African Regional Coverage February 2015. Date Accessed: February 25<sup>th</sup> 2015.

<http://africasd.iisd.org/news/24th-au-summit-adopts-decisions-on-post-2015-negotiations-gender-equality-illicit-flows/>

respective environments.”<sup>1427</sup> However, high HIV/AIDS rates continue to negatively affect women’s participation in the work force, affecting human capital as well as childcare capabilities.<sup>1428</sup>

In a slightly different stream yet a stream that greatly impacts female labour participation, on 25 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 centres for abused women.<sup>1429</sup> These comments, which received standing applause, do not point to a government committed to encouraging the role of women in the work force.

This demonstrates the failure for South Africa to comply with goals to increase participation by 2.5% per annum. Therefore, South Africa has received a score of -1.

*Analyst: Madeline Torrie*

### **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. However, contradicting statements made on behalf of state officials convolute Turkey’s position on gender equality.

According to the most recent statistics provided by the World Bank, in Turkey the female labour participation is 29%.<sup>1430</sup> The male labour participation is 71%.<sup>1431</sup> 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%.<sup>1432</sup> According to the Gender Gap Index 2014 published by the World Economic Forum, Turkey ranks 125 out of 142 countries.<sup>1433</sup>

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<sup>1427</sup> New Growth Path, South African Government (Republic of South Africa). Date Accessed: February 27<sup>th</sup> 2015. <http://www.gov.za/about-government/government-programmes/new-growth-path>

<sup>1428</sup> The New Growth Path: Framework, Economic Development Department (Republic of South Africa) 2011. Date Accessed: February 21 2015.

[file:///home/chris/Downloads/NGP\\_fina%20\(1\).pdf](file:///home/chris/Downloads/NGP_fina%20(1).pdf)

<sup>1429</sup> 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.

<http://www.ru.ac.za/perspective/perspectivearticles/op-ed16daysofnoviolenceagainstwomenandchildren-womensministrycoll-1.html>

<sup>1430</sup> 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>

<sup>1431</sup> 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>

<sup>1432</sup> 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>

<sup>1433</sup> 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 asserted his belief that women cannot be treated as equal to men. In addition, he said that justice was the solution for "women's problems."<sup>1434</sup>

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 on strengthening gender equality in employment. This commitment is part of the Turkish presidency's desire for Inclusiveness for Growth.<sup>1435</sup>

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.<sup>1436</sup>

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.<sup>1437</sup> 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.<sup>1438</sup>

Turkey aims to adhere to their promotion of gender equality in the labour force through means of accessible programs. However, the position of Turkey's leadership on gender equality remains unclear. Thus, Turkey is awarded a score of 0.

*Analyst: Allison Ing*

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<sup>1434</sup> 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>.

<sup>1435</sup> 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>.

<sup>1436</sup> Statement by Ms. Nicole Ameline, Chairperson at the 60<sup>th</sup> 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](http://tbinternet.ohchr.org/Treaties/CEDAW/Shared%20Documents/1_Global/INT_CEDAW_OCR_60_23172_E.pdf).

<sup>1437</sup> 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>.

<sup>1438</sup> 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](http://eu-un.europa.eu/articles/en/article_16053_en.htm).

## United Kingdom: 0

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

While the UK is advanced in its policies of gender inclusion, there is little discussion on reducing the informal employment of women in the workforce, or sharing information with financial institutions about the benefits of increasing female financial inclusion since the Brisbane Summit.

Currently, 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%<sup>1439</sup> while the male participation rate is 69%.<sup>1440</sup> Therefore, the gender labour gap is 10%. The Organisation for Economic Co-operation and Development (OECD) estimates that the wage gap between men and women is 12.3%.<sup>1441</sup>

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 GBP1.2 billion annually, increasing the amount from GBP5.2 billion to GBP6.4 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.<sup>1442</sup> This is to address the concerns that the national average for child care has risen 5% in the past year.<sup>1443</sup>

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.”<sup>1444</sup> 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.<sup>1445</sup>

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<sup>1439</sup> 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>.

<sup>1440</sup> 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>.

<sup>1441</sup> 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>.

<sup>1442</sup> 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/>.

<sup>1443</sup> 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>.

<sup>1444</sup> 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>.

<sup>1445</sup> 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](http://www.ons.gov.uk/ons/dcp171776_328352.pdf).

The United Kingdom has boosted investment in affordable healthcare and has moved to institute a greater period of paternity leave; two policy streams closely connected to that of female participation. However, it has not taken direct enough policy action aimed at increasing the female labour participation rate. Thus, the United Kingdom is awarded a score of 0.

*Analyst: Madeline Torrie*

### **United States: 0**

The United States has partially complied with its commitment from the Brisbane Summit to establish concrete policies and amend to reduce the gender gap by 25% 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%.<sup>1446</sup> The male participation rate is 69%.<sup>1447</sup> The gender gap is thus 13%.<sup>1448</sup> 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.<sup>1449</sup> In addition, the gender gap is greater for women of different races in the United States. While white women earn as of 2013, 78% of white men's earnings, hispanic women earn only 54% of white men's earnings.<sup>1450</sup>

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.<sup>1451</sup>

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 USD3,000, and supporting universal preschool with USD750 million for preschool development grants. In addition, the budget proposes a "second earner" tax credits of USD500 to benefit 24 million dual earner couples, as well as encourages states to develop paid family leave programs.<sup>1452</sup> The budget also

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<sup>1446</sup> 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>.

<sup>1447</sup> 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>.

<sup>1448</sup> 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>.

<sup>1449</sup> 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](http://www3.weforum.org/docs/GGGR14/GGGR_CompleteReport_2014.pdf).

<sup>1450</sup> 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/>.

<sup>1451</sup> 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>

<sup>1452</sup> 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>.

provides resources to strengthen pay discrimination resources and support the equal opportunity commission.<sup>1453</sup>

However, these measures, though important to meeting the Brisbane Summit commitments to female participation, do not compensate for a lack of paid maternity leave. Even though the US Department of Labour stipulates that employers cannot discriminate based on gender, only 11% of all private industry workers have access to paid family leave which is essential for the United States to meet their G20 commitments.<sup>1454</sup> Therefore, the United States is awarded a score of 0.

*Analyst: Madeline Torrie*

### **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.

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<sup>1453</sup> 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\\_beijing\\_20.pdf](http://www.unwomen.org/~media/headquarters/attachments/sections/csw/59/national_reviews/usa_review_beijing_20.pdf).

<sup>1454</sup> Workplace Rights Fact Sheet, Office of Federal Contract Compliance Programs, (Washington). Date of Access: 04 March 2015. <http://www.dol.gov/ofccp/regs/compliance/factsheets/wprights.htm>.