



2019 G20 Osaka Summit Final Compliance Report

Prepared by

Sofia Lopez and the G20 Research Group

University of Toronto

Toronto

and

Irina Popova and the Center for International Institutions Research

Russian Presidential Academy of National Economy and Public Administration,

Moscow

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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: Labour Market

“We will also address the gender gap in unpaid care work which remains a major obstacle to women’s participation in the labour market.”

G20 Osaka Leaders Declaration

Assessment

	Lack of Compliance	Work in Progress	Full Compliance
Argentina		0	
Australia			+1
Brazil		0	
Canada			+1
China		0	
France			+1
Germany			+1
India			+1
Indonesia		0	
Italy		0	
Japan		0	
Korea	-1		
Mexico		0	
Russia		0	
Saudi Arabia			+1
South Africa		0	
Turkey			+1
United Kingdom			+1
United States			+1
European Union			+1
Average		+0.45 (73%)	

Background

Women continue to remain underrepresented in the labour market globally. According to the International Labour Organization (ILO), women share the majority of care-giving responsibilities in the household and are thus hindered from joining the labour force due to the difficulty in sustaining a balance between home and work life.³³⁶⁸ In 2019 the ILO reported that half of women worked at paid jobs worldwide, in comparison to four in five men.³³⁶⁹ It reported that the increased participation of women in the workforce is critical because it can contribute both to human development and economic productivity.³³⁷⁰

³³⁶⁸ Towards a better future for women and work: Voices of women and men, International Labour Organization (ILO), 19 July 2019. Access Date: 20 November 2019. https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---sro-moscow/documents/publication/wcms_713438.pdf

³³⁶⁹ Towards a better future for women and work: Voices of women and men, International Labour Organization (ILO), 19 July 2019. Access Date: 20 November 2019. https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---sro-moscow/documents/publication/wcms_713438.pdf

³³⁷⁰ Towards a better future for women and work: Voices of women and men, International Labour Organization (ILO), 19 July 2019. Access Date: 20 November 2019. https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---sro-moscow/documents/publication/wcms_713438.pdf

At the 2019 Osaka Summit, the leaders reiterated the commitment they made the 2014 Brisbane Summit to “reduce the gap in labour force participation between men and women by 25 percent by 2025.”³³⁷¹ They emphasized the importance of measures to develop women’s access to the economy in order to improve global economic growth.³³⁷²

At the 2015 Antalya Summit, G20 members included the involvement of the Women’s 20 (W20) in order to promote women’s economic empowerment to further contribute to a reduction of gender inequality.³³⁷³

At the 2016 Hangzhou Summit, G20 members promoted equitable access to the labour-market with a focus on women in industrialization, science, technology and innovation.³³⁷⁴

The G20’s action on unpaid care work has been modest due to the persistence of “large gender gaps in the incidence of low-paid work.”³³⁷⁵ Most measures undertaken by G20 members have involved supporting women in transition from maternity leave to the labour market and addressing harassment in the workplace that prevents women’s participation.³³⁷⁶

Commitment Features

The G20 members committed to “address the gender gap in unpaid care work which remains a major obstacle to women’s participation in the labour market.”³³⁷⁷ As per the G20 Osaka Leaders’ Declaration, the commitment seeks to address the gender gap in unpaid care work by 1) recognizing the role of care in society, 2) reducing the burden of unpaid care work and 3) to redistribute the burden of unpaid care work.³³⁷⁸

“Address” refers to the attention given to or to deal with action taken to target the gender gap in unpaid care work at the national level.³³⁷⁹ The three levels in addressing the gender-gap in unpaid care work used here are “recognition, reduction and redistribution” (3Rs strategy) as outlined by the Organisation for Economic Co-operation and Development (OECD) and the Swedish International Development Cooperation.³³⁸⁰ “Recognition” means an active effort by the country to draw attention to the role of care in society, while making the contribution of carers visible — this could be verbal, symbolic or tangible efforts to recognize the role of females in unpaid care work.³³⁸¹ Recognition also

³³⁷¹ G20 Osaka Leaders’ Declaration, G20 (Osaka) 29 June 2019. Access Date: 19 November 2019. <http://www.g20.utoronto.ca/2019/2019-g20-osaka-leaders-declaration.html>

³³⁷² G20 Osaka Leaders’ Declaration, G20 (Osaka) 29 June 2019. Access Date: 19 November 2019. <http://www.g20.utoronto.ca/2019/2019-g20-osaka-leaders-declaration.html>

³³⁷³ G20 Leaders’ Communique Antalya, G20 Information Centre (Toronto) 20 November 2015. Access Date: 19 November. <http://www.g20.utoronto.ca/2015/151116-communique.html>

³³⁷⁴ G20 Leaders’ Communique Hangzhou, G20 Information Centre (Toronto) 5 September 2016. Access Date: 29 November 2019. <http://www.g20.utoronto.ca/2016/160905-communique.html>

³³⁷⁵ Women at Work in G20 countries: Progress and policy action (Osaka) 22-24 April 2019. Access Date: 6 March 2020. <https://www.oecd.org/g20/summits/osaka/G20-Women-at-Work.pdf>

³³⁷⁶ Women at Work in G20 countries: Progress and policy action (Osaka) 22-24 April 2019. Access Date: 6 March 2020. <https://www.oecd.org/g20/summits/osaka/G20-Women-at-Work.pdf>

³³⁷⁷ G20 Osaka Leaders’ Declaration, G20 (Osaka) 29 June 2019. Access Date: 19 November 2019. https://g20.org/en/documents/final_g20_osaka_leaders_declaration.html

³³⁷⁸ G20 Osaka Leaders’ Declaration, G20 (Osaka) 29 June 2019. Access Date: 19 November 2019. <http://www.g20.utoronto.ca/2019/2019-g20-osaka-leaders-declaration.html>

³³⁷⁹ Compliance Coding Manual for International Institutional Commitments, Global Governance Program (Toronto) 6 August 2019. http://www.g7.utoronto.ca/compliance/Compliance_Coding_Manual_2019.pdf

³³⁸⁰ Quick Guide to What and How: Unpaid Care Work. OECD and Swedish International Development Cooperation Agency. (Stockholm) Access Date: 22 March 2020. <https://www.oecd.org/dac/gender-development/47565971.pdf>

³³⁸¹ Quick Guide to What and How: Unpaid Care Work. OECD and Swedish International Development Cooperation Agency. (Stockholm) Access Date: 22 March 2020. <https://www.oecd.org/dac/gender-development/47565971.pdf>

involves the collection of data (qualitative and quantitative) on the distribution of the burden of care work among individuals, communities and institutions. Thus, recognition provides the information required for effective “reduction.”³³⁸²

“Reduction” could include efforts to decrease the time and labour burden imposed on women due to unpaid care work activities and removing obstacles to women’s participation in the labour market through the imposition of policies, government services and new infrastructure.³³⁸³

“Redistribution” means the reallocation of the burden of unpaid care work across individuals, communities and institutions, in terms of time and resources, through policies and initiatives.³³⁸⁴ This could be done by encouraging the implementation of economic and labour market policies that uphold ILO principles such as “flexible working arrangements, provision of parental leave, provision of affordable child-care, social security, pension credits, tax allowances and care services for the elderly.”³³⁸⁵ Thus, the action to “address the gender gap” entails active endeavours to “recognize, reduce and redistribute” the burden imposed on females due to the gender-gap in unpaid care work by a G20 member headed at the national level.

“Unpaid care work” refers to “all unpaid services provided within a household for its members, including care of persons, housework and voluntary community work. These activities are considered work, because a third person could be paid to perform them.”³³⁸⁶ There is a disproportionate gender gap in unpaid care work in terms of time commitment between males and females all over the world. “Unpaid” refers to the fact that no remuneration is paid to the individual performing the task.³³⁸⁷ “Care” refers to activities that include the protection of dependents such as children or the elderly, in terms of health care and necessary maintenance.³³⁸⁸ “Work” refers to physical or mental activity that is costly in terms of time and effort.³³⁸⁹ In 2019 the OECD reported that men devoted 36 minutes to unpaid care responsibilities on average, of which 36 per cent went into housework and 64 per cent went to shopping, care for household members and travel related to household activities. By comparison, women devoted on average six hours to unpaid care activities, with roughly 85 per cent of this time going towards housework only.³³⁹⁰

³³⁸² Quick Guide to What and How: Unpaid Care Work. OECD and Swedish International Development Cooperation Agency. (Stockholm) Access Date: 22 March 2020. <https://www.oecd.org/dac/gender-development/47565971.pdf>

³³⁸³ Quick Guide to What and How: Unpaid Care Work. OECD and Swedish International Development Cooperation Agency. (Stockholm) Access Date: 22 March 2020. <https://www.oecd.org/dac/gender-development/47565971.pdf>

³³⁸⁴ Quick Guide to What and How: Unpaid Care Work. OECD and Swedish International Development Cooperation Agency. (Stockholm) Access Date: 22 March 2020. <https://www.oecd.org/dac/gender-development/47565971.pdf>

³³⁸⁵ Quick Guide to What and How: Unpaid Care Work. OECD and Swedish International Development Cooperation Agency. (Stockholm) Access Date: 22 March 2020. <https://www.oecd.org/dac/gender-development/47565971.pdf>

³³⁸⁶ Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes. OECD Development Centre (Paris) 14 December 2019. Access Date: 22 March 2020. https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf

³³⁸⁷ Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes. OECD Development Centre (Paris) 14 December 2019. Access Date: 22 March 2020. https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf

³³⁸⁸ Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes. OECD Development Centre. (Paris) 14 December 2019. Access Date: 22 March 2020. https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf

³³⁸⁹ Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes. OECD Development Centre (Paris) 14 December 2019. Access Date: 22 March 2020. https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf

³³⁹⁰ Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes. OECD Development Centre (Paris) 14 December 2019. Access Date: 22 March 2020. https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf

Unpaid care work prevents a woman's ability to access employment and education opportunities. Efforts to address unpaid care work will tackle the uneven distribution of care-work, increase women's participation in the labour market, achieve a balance between employment and care work for the woman's dependents, and ensure women are compensated for their responsibilities in the home and in the market.³³⁹¹ Further efforts to address unpaid care work involves "expanding the use of social policy measures to encourage more gender balanced childcare, changing stereotypes and norms around caregiving and housework, closing the coverage gaps in early childhood education and care as well as increasing investments in care services, and by closing data gaps on gender differences in work-life balance."³³⁹²

"Women's participation" refers to the active implementation of efforts to increase the opportunities for women to achieve positions of leadership and management. Efforts to promote empowerment must include commitments to the provision of education, training opportunities, and the formation of policies and practices to create a gender-equal work environment within the national circumstances of the G20 member.³³⁹³ Efforts to target women's empowerment must be quality actions that recognize women's roles in reproduction and equip women with the necessary skills to enter into a workforce that is suited to their needs.³³⁹⁴

"Obstacle" refers to barriers that prevent the involvement of women in the labour market. Thus, G20 members should partake in conscious and tangible actions that support the commitment to increase the participation of women in the labour force through an improvement on women's work-life balance.

To achieve full compliance, G20 members must address both the eradication of obstacles and efforts to promote women's participation in two key areas: improvement of work-life balance through investment in public services and the implementation of "family-friendly" workplace policies.³³⁹⁵ Actions that improve women's work-life balance include improved access to public services for both children, the elderly, and the implementation of after-school care or pre-school educational services.³³⁹⁶ Efforts to implement "family-friendly" policies include initiatives to increase maternity leave subsidies, increase paternity leave, and eliminate discriminatory social norms and gender stereotypes that discourage women's participation within labour markets.³³⁹⁷ Partial compliance entails the G20 member's ability to take action to address at least one of the targets on either the

³³⁹¹ Gender equality in the G20 — Additional analysis from the time dimension (summary), International Labour Organization and the Organisation for Economic Co-operation and Development 22 April 2019. Access Date: 5 March 2020. https://www.ilo.org/global/docs/WCMS_713377/lang--en/index.htm

³³⁹² Gender equality in the G20 — additional analysis from the time dimension (Tokyo) 22-24 April 2019. Access Date: 6 March 2020. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---cabinet/documents/publication/wcms_713377.pdf.

³³⁹³ Quick Guide to What and How: Unpaid Care Work. OECD and Swedish International Development Cooperation Agency. (Stockholm) Access Date: 22 March 2020. <https://www.oecd.org/dac/gender-development/47565971.pdf>

³³⁹⁴ Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes. OECD Development Centre. (Paris) 14 December 2019. Access Date: 22 March 2020. https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf

³³⁹⁵ Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes. OECD Development Centre. (Paris) 14 December 2019. Access Date: 22 March 2020. https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf

³³⁹⁶ Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes. OECD Development Centre. (Paris) 14 December 2019. Access Date: 22 March 2020. https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf

³³⁹⁷ Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes. OECD Development Centre. (Paris) 14 December 2019. Access Date: 22 March 2020. https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf

improvement of public services directed towards care-work or the implementation of social policies that ensure the workplace is friendly to returning mothers and facilitates a smooth transition to the workplace.³³⁹⁸ No compliance is the G20 member's failure to meet any the targets within the gender commitment.

This assessment covers G20 members' actions taken between 30 June 2019 and 10 October 2020.

Scoring Guidelines

-1	G20 member does not address the gender gap by increasing public services to address unpaid care work and does not implement policies to facilitate a “family-friendly” workplace.
0	G20 member partially addresses the gender gap by either increasing public services to address unpaid care work OR implementing policies to facilitate a “family-friendly” workplace.
+1	G20 member fully addresses the gender gap by increasing public services to address unpaid care work AND implementing policies to facilitate a “family-friendly” workplace.

Compliance Director: Nicole Vucemilo

Lead Analyst: Shamsbir Malik

Argentina: 0

Argentina has partially complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market

On 16 July 2019, the International Labour Organization (ILO) reported that only two out of “10 companies have women as CEOs in Argentina.”³³⁹⁹ According to the report, the joint initiative implemented by the ILO and UN Women a few years ago “to promote gender equality and women's leadership in the business world” has not been successful in Argentina.³⁴⁰⁰ Though the country has reported an increase in financial benefits by more than 15 per cent, women remain underrepresented in managerial and senior positions.³⁴⁰¹ During the compliance period, only a small number of women CEOs were employed by Argentinian companies.³⁴⁰²

On 16 December 2019, a report published by the World Economic Forum (Global Gender Gap Report 2020), reported that Argentina's “marketing profession has reached gender parity.”³⁴⁰³ The report stated that women in Argentina's labour market are more active, comprising 57 per cent of workers. However, despite the equalization in labour participation, gender parity has not been reached in senior roles, professional and technical fields.³⁴⁰⁴

³³⁹⁸ Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes. OECD Development Centre (Paris) 14 December 2019. Access Date: 22 March 2020. https://www.oecd.org/dev/development-gender/Unpaid_care_work.pdf

³³⁹⁹ Only 2 Out of 10 Companies have Women as CEOs in Argentina, International Labour Organization (Geneva) 16 July 2019. Access Date: 9 February 2020. https://www.ilo.org/actemp/news/WCMS_714836/lang--en/index.htm.

³⁴⁰⁰ Only 2 Out of 10 Companies have Women as CEOs in Argentina, International Labour Organization (Geneva) 16 July 2019. Access Date: 9 February 2020. https://www.ilo.org/actemp/news/WCMS_714836/lang--en/index.htm.

³⁴⁰¹ Only 2 Out of 10 Companies have Women as CEOs in Argentina, International Labour Organization (Geneva) 16 July 2019. Access Date: 9 February 2020. https://www.ilo.org/actemp/news/WCMS_714836/lang--en/index.htm.

³⁴⁰² Only 2 Out of 10 Companies have Women as CEOs in Argentina, International Labour Organization (Geneva) 16 July 2019. Access Date: 9 February 2020. https://www.ilo.org/actemp/news/WCMS_714836/lang--en/index.htm.

³⁴⁰³ Global Gender Gap Report 2020, World Economic Forum (Cologne) 16 December 2019. Access Date: 9 February 2020. http://www3.weforum.org/docs/WEF_GGGR_2020.pdf.

³⁴⁰⁴ Global Gender Gap Report 2020, World Economic Forum (Cologne) 16 December 2019. Access Date: 9 February 2020. http://www3.weforum.org/docs/WEF_GGGR_2020.pdf.

On 9 December 2019, the United Nations Development Programme (UNDP) published a Human Development Report 2019 which found that “in Argentina, 39.5 per cent of parliamentary seats are held by women.”³⁴⁰⁵ The report also noted that “female participation in the [Argentinian] labour market is 49.0 per cent compared to 72.8 for men.”³⁴⁰⁶ Argentinian women’s empowerment was found to be unequal across all indicators presented in the report, such as reproductive health and family planning, and socioeconomic empowerment.³⁴⁰⁷

On 24 July 2020, a policy brief published by the International Labour Organization (ILO) indicated that Argentina has established income support measures to reduce the impact of COVID-19 on unemployed persons, small contributors and informal workers.³⁴⁰⁸ There are currently more countries “where the share of women in informal employment exceeds the share of men in informal employment,” and Argentina is taking steps to alleviate the economic impact that this has on women.³⁴⁰⁹ In addition to these emergency measures, Argentina also expressed support for women’s transition from informality to formality, and guaranteeing their employment stability and economic security during the current COVID-19 crisis.³⁴¹⁰ The country recognizes that, “active labour market policies can be particularly helpful in supporting women’s attachment to the labour force.”³⁴¹¹

On 10 August 2020, Argentine President Alberto Fernández announced that the country will launch new public works with a gender perspective.³⁴¹² This is one of the various initiatives he is promoting for greater equity and equality “to build an egalitarian society, without discrimination, persecution, without disqualification and where everyone has the same opportunities, whatever their gender.”³⁴¹³ The President expressed his desire to “give greater prominence to women, with the aim of building a country with greater equality.”³⁴¹⁴

Argentina has taken partial action to increase women’s participation in the labour market but has not addressed the gender gap in unpaid care work such as by increasing public services.

³⁴⁰⁵ Inequalities in Human Development in the 21st Century, United Nations Development Programme (New York) 9 December 2019. Access Date: 9 February 2020. http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/ARG.pdf.

³⁴⁰⁶ Inequalities in Human Development in the 21st Century, United Nations Development Programme (New York) 9 December 2019. Access Date: 9 February 2020. http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/ARG.pdf.

³⁴⁰⁷ Inequalities in Human Development in the 21st Century, United Nations Development Programme (New York) 9 December 2019. Access Date: 9 February 2020. http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/ARG.pdf.

³⁴⁰⁸ Policy Brief: A gender-responsive employment recovery: building back fairer. International Labour Organization (Geneva) 24 July 2020. Access Date: 17 September 2020. https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_751785.pdf

³⁴⁰⁹ Women and Men in the Informal Economy: A Statistical Picture. International Labour Organization (Geneva) 2018. Access Date: 19 September 2020. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_626831.pdf#page=32&zoom=100,0,0

³⁴¹⁰ Policy Brief: A gender-responsive employment recovery: building back fairer. International Labour Organization (Geneva) 24 July 2020. Access Date: 17 September 2020. https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_751785.pdf

³⁴¹¹ Policy Brief: A gender-responsive employment recovery: building back fairer. International Labour Organization (Geneva) 24 July 2020. Access Date: 17 September 2020. https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_751785.pdf

³⁴¹² Argentine President to launch public works with gender perspective. Cubasi News (Havana) 10 August 2020. Access Date: 10 September 2020. <http://cubasi.cu/en/news/argentine-president-launch-public-works-gender-perspective>

³⁴¹³ Argentine President to launch public works with gender perspective. Cubasi News (Havana) 10 August 2020. Access Date: 10 September 2020. <http://cubasi.cu/en/news/argentine-president-launch-public-works-gender-perspective>

³⁴¹⁴ Argentine President to launch public works with gender perspective. Cubasi News (Havana) 10 August 2020. Access Date: 10 September 2020. <http://cubasi.cu/en/news/argentine-president-launch-public-works-gender-perspective>

Thus, Argentina has received a score of 0.

Analyst: Miranda Bocci

Australia: +1

Australia has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in all the three areas of recognition, reduction and reallocation.

On 1 August 2019, Australia announced its financial support of a new online director called "STEM Women" to showcase women working in science, technology, engineering and mathematics (STEM) fields, in coordination with the Australian Academy of Science, the Australian Science Media Centre, and the Commonwealth Scientific and Industrial Research organization.³⁴¹⁵ The database helps connect a diverse range of women and offers them opportunities to progress their careers, such as posting about opportunities to speak at conferences, be part of committees and boards, and be nominated for awards and interviewed in the media.³⁴¹⁶ Users of the database can search for women in STEM based on their expertise, location, and other field searches.³⁴¹⁷

On 28 August 2019, the Workplace Gender Equality Agency (WGEA), a statutory agency under the Government of Australia, in coordination with KPMG, launched the newest instalment of the "She's Price(d)less: the economics of the gender pay gap."³⁴¹⁸ While the report lists factors that underlie the gender pay gap, and to what extent they contribute, the report also outlines information for employers on how to enact change.³⁴¹⁹ The actions fall under the categories of Gender Discrimination, Care, family responsibilities and workplace participation and gender segregation in industries and occupations.³⁴²⁰ WGEA encouraged organizations to take at least one action from this report by the next Equal Pay Day, which occurs every year in August.³⁴²¹

On 11 October 2019, the Office for Women in the Department of the Prime Minister and Cabinet announced the launch of the Academy for Enterprising Girls' website. The academy offers Australian girls aged 10 to 18 years the opportunity to develop skills across a variety of design,

³⁴¹⁵ New database to boost the visibility of women in STEM, the Australian Academy of Science (Canberra) 1 August 2019. Access Date: 11 February 2020. <https://www.science.org.au/news-and-events/news-and-media-releases/new-database-boost-visibility-women-stem>.

³⁴¹⁶ New database to boost the visibility of women in STEM, the Australian Academy of Science (Canberra) 1 August 2019. Access Date: 11 February 2020. <https://www.science.org.au/news-and-events/news-and-media-releases/new-database-boost-visibility-women-stem>.

³⁴¹⁷ New database to boost the visibility of women in STEM, the Australian Academy of Science (Canberra) 1 August 2019. Access Date: 11 February 2020. <https://www.science.org.au/news-and-events/news-and-media-releases/new-database-boost-visibility-women-stem>.

³⁴¹⁸ We know the causes, now it's time for action, The Workplace Gender Equality Agency (Sydney) 28 August 2019. Access Date: 11 February 2020. <https://www.wgea.gov.au/newsroom/latest-news/we-know-the-causes-now-its-time-for-action>.

³⁴¹⁹ We know the causes, now it's time for action, The Workplace Gender Equality Agency (Sydney) 28 August 2019. Access Date: 11 February 2020. <https://www.wgea.gov.au/newsroom/latest-news/we-know-the-causes-now-its-time-for-action>.

³⁴²⁰ We know the causes, now it's time for action, The Workplace Gender Equality Agency (Sydney) 28 August 2019. Access Date: 11 February 2020. <https://www.wgea.gov.au/newsroom/latest-news/we-know-the-causes-now-its-time-for-action>.

³⁴²¹ We know the causes, now it's time for action, The Workplace Gender Equality Agency (Sydney) 28 August 2019. Access Date: 11 February 2020. <https://www.wgea.gov.au/newsroom/latest-news/we-know-the-causes-now-its-time-for-action>.

STEM, and business disciplines.³⁴²² The program was initiated in light of the new digital economy and its associated technologies which will transform the future economic environment.³⁴²³ Thus, the academy intends to train Australian girls for the workforce of the future.³⁴²⁴ The Academy is supported by funding from the Australian government and is delivered through the Future Female Entrepreneurs Program.³⁴²⁵ The program will also deliver free access to introductory skills on business ideas, innovation, design thinking, and digital skills to girls, regardless of their geographic location.³⁴²⁶ This series will include a number of in-person workshops and entrepreneurship-learning.³⁴²⁷

On 22 October 2019, the WGEA released Australia's most comprehensive Gender Equality Strategy Toolkit (GES Toolkit).³⁴²⁸ The GES Toolkit allows Australian businesses to measure their progress on workplace gender equality and also provides a blueprint for the implementation and development of gender equality strategies in the workplace.³⁴²⁹ The Toolkit was developed in response to feedback from businesses and organizations across Australia.³⁴³⁰

On 8 March 2020, the Minister for Family and Social Services Anne Ruston announced that they would be dedicating AUD20 million to expand the No Interest Loan Scheme to help women experiencing domestic violence.³⁴³¹ Loans of up to AUD2,000 will be available to help women pay for basics such as furniture, consumer goods, car registration, bond and rental payments and debt consolidation.³⁴³² According to the scheme, 15,000 women every year would have access to the loans,

³⁴²² Academy for Enterprising Girls' website launch, The Office for Women in the Department of the Prime Minister and Cabinet of the Australian Government (Adelaide) 11 October 2019. Access Date: 10 February 2020. <https://www.pmc.gov.au/news-centre/office-women/academy-enterprising-girls-website-launch>.

³⁴²³ Academy for Enterprising Girls' website launch, The Office for Women in the Department of the Prime Minister and Cabinet of the Australian Government (Adelaide) 11 October 2019. Access Date: 10 February 2020. <https://www.pmc.gov.au/news-centre/office-women/academy-enterprising-girls-website-launch>.

³⁴²⁴ Academy for Enterprising Girls' website launch, The Office for Women in the Department of the Prime Minister and Cabinet of the Australian Government (Adelaide) 11 October 2019. Access Date: 10 February 2020. <https://www.pmc.gov.au/news-centre/office-women/academy-enterprising-girls-website-launch>.

³⁴²⁵ Academy for Enterprising Girls' website launch, The Office for Women in the Department of the Prime Minister and Cabinet of the Australian Government (Adelaide) 11 October 2019. Access Date: 10 February 2020. <https://www.pmc.gov.au/news-centre/office-women/academy-enterprising-girls-website-launch>.

³⁴²⁶ Academy for Enterprising Girls' website launch, The Office for Women in the Department of the Prime Minister and Cabinet of the Australian Government (Adelaide) 11 October 2019. Access Date: 10 February 2020. <https://www.pmc.gov.au/news-centre/office-women/academy-enterprising-girls-website-launch>.

³⁴²⁷ Academy for Enterprising Girls' website launch, The Office for Women in the Department of the Prime Minister and Cabinet of the Australian Government (Adelaide) 11 October 2019. Access Date: 10 February 2020. <https://www.pmc.gov.au/news-centre/office-women/academy-enterprising-girls-website-launch>.

³⁴²⁸ WGEA releases comprehensive gender equality toolkit for businesses, The Workplace Gender Equality Agency (Sydney) 22 October 2019. Access Date: 10 February 2020. <https://www.wgea.gov.au/wgea-releases-comprehensive-gender-equality-toolkit-for-businesses>.

³⁴²⁹ WGEA releases comprehensive gender equality toolkit for businesses, The Workplace Gender Equality Agency (Sydney) 22 October 2019. Access Date: 10 February 2020. <https://www.wgea.gov.au/wgea-releases-comprehensive-gender-equality-toolkit-for-businesses>.

³⁴³⁰ WGEA releases comprehensive gender equality toolkit for businesses, The Workplace Gender Equality Agency (Sydney) 22 October 2019. Access Date: 10 February 2020. <https://www.wgea.gov.au/wgea-releases-comprehensive-gender-equality-toolkit-for-businesses>.

³⁴³¹ No interest loans supporting women to leave domestic violence. Minister for Family and Social Services (Canberra) 8 March 2020. Access Date: 26 July 2020. <https://ministers.dss.gov.au/media-releases/5596>.

³⁴³² No interest loans supporting women to leave domestic violence. Minister for Family and Social Services (Canberra) 8 March 2020. Access Date: 26 July 2020. <https://ministers.dss.gov.au/media-releases/5596>.

and in addition, would be assigned a special caseworker to help them regain control of their finances and build their long-term financial independence.³⁴³³

On 16 September 2020, the Minister for Foreign Affairs and the Minister for Women announced that AUD150 million would be designated for a domestic violence response package aimed at expanding perpetrator interventions, providing case management for survivors through court processes, producing tech-enabled support services and increasing safe accommodating capacity.³⁴³⁴ This is an attempt to help frontline families and domestic violence support services across Australia to meet changing needs during COVID-19 and to ensure that support services had the capacity to support women and children during lockdowns and as the country opens up.³⁴³⁵

On 8 October 2020, the Australian government released a statement regarding their efforts to support women during COVID-19.³⁴³⁶ In regards to their 2020-21 budget, the Australian government has five priorities.³⁴³⁷ First, to rebuild women's participation in the workforce in order to close the gender pay gap.³⁴³⁸ Second, provide for more flexibility for families to have greater work-life balance.³⁴³⁹ Third, to support women leaders. Fourth, provide for the diverse needs of women.³⁴⁴⁰ Fifth, ensure that women are safe both at work and at home.³⁴⁴¹

Australia has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market by effectively recognizing, reducing and reallocating the burden of unpaid care work in terms of time and labour resources across individuals, communities and institutions.

Thus, Australia receives a score of +1.

Analyst: Andrea Ho

³⁴³³ No interest loans supporting women to leave domestic violence. Minister for Family and Social Services (Canberra) 8 March 2020. Access Date: 26 July 2020. <https://ministers.dss.gov.au/media-releases/5596>.

³⁴³⁴ \$68.25 million for frontline domestic violence support services. Minister for the Department of Social Services (Canberra) 16 September 2020. Access Date: 29 September 2020. <https://ministers.dss.gov.au/media-releases/6261>.

³⁴³⁵ AUD68.25 million for frontline domestic violence support services. Minister for the Department of Social Services (Canberra) 16 September 2020. Access Date: 29 September 2020. <https://ministers.dss.gov.au/media-releases/6261>.

³⁴³⁶ 2020 Women's Economic Security Statement, Department of the Prime Minister and Cabinet (Canberra) 8 October 2020. Access Date: 16 November 2020. <https://www.pmc.gov.au/news-centre/office-women/2020-women%E2%80%99s-economic-security-statement>

³⁴³⁷ 2020 Women's Economic Security Statement, Department of the Prime Minister and Cabinet (Canberra) 8 October 2020. Access Date: 16 November 2020. <https://www.pmc.gov.au/news-centre/office-women/2020-women%E2%80%99s-economic-security-statement>

³⁴³⁸ 2020 Women's Economic Security Statement, Department of the Prime Minister and Cabinet (Canberra) 8 October 2020. Access Date: 16 November 2020. <https://www.pmc.gov.au/news-centre/office-women/2020-women%E2%80%99s-economic-security-statement>

³⁴³⁹ 2020 Women's Economic Security Statement, Department of the Prime Minister and Cabinet (Canberra) 8 October 2020. Access Date: 16 November 2020. <https://www.pmc.gov.au/news-centre/office-women/2020-women%E2%80%99s-economic-security-statement>

³⁴⁴⁰ 2020 Women's Economic Security Statement, Department of the Prime Minister and Cabinet (Canberra) 8 October 2020. Access Date: 16 November 2020. <https://www.pmc.gov.au/news-centre/office-women/2020-women%E2%80%99s-economic-security-statement>

³⁴⁴¹ 2020 Women's Economic Security Statement, Department of the Prime Minister and Cabinet (Canberra) 8 October 2020. Access Date: 16 November 2020. <https://www.pmc.gov.au/news-centre/office-women/2020-women%E2%80%99s-economic-security-statement>

Brazil: 0

Brazil has partially complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in the three areas of recognition, reduction and reallocation.

On 25 November 2019, Brazil's Family, Women and Human Rights Minister Damares Alves held a news conference published by the Human Rights watch on 10 January 2020 which expressed concerns regarding the lack of action taken by the government to protect women from gender-based violence.³⁴⁴² It was noted during the conference that the funding for projects to work vulnerable women had been reduced since January of 2019.³⁴⁴³

On 6 December 2019, National Confederation of Apparel Workers (CNTRV) President Francisca Trajano discussed a study that uncovered the extent of sexual harassment by supervisors, and the violence at work places such as in garment factories.³⁴⁴⁴ Furthermore, it was noted that women of colour and those who belonged to the LGBTQ community are bullied and Afro-Brazilian women are often assigned the worse services.³⁴⁴⁵ As per the new report "Promoting Human Rights and Strengthening Trade Union Action and Equality in the Brazilian Clothing Sector," women in Brazil's textile and shoe factories who took part in a recent study say they have faced violence in some capacity at work such as gender-based violence and harassment to the point where some women associated work with suffering.³⁴⁴⁶

In January 2020, the Organisation of Economic and Cooperation Development released a report on Enabling Women's Economic Development — New Approaches to Unpaid Care Work in Developing Countries in which Brazil's initiative on unpaid care work is described. Promundo in Brazil is presently working towards "transforming gender stereotypes and changing norms relating to unpaid care work."³⁴⁴⁷ They "challenging masculinities and engaging men and boys in domestic activities" in order to remove those social stereotyping.³⁴⁴⁸ Furthermore, Brazil aim to address the distribution of household responsibilities for unpaid care will endorse measure such as raising awareness on gender equality and creating programmes working with men to break social norms. Moreover, "sharing of care responsibilities" is promoted via Promundo and is brought to the policy making discussion table in the Secretariat for Women's Policies in Brazil.³⁴⁴⁹ Furthermore, Brazilian Secretariat State of Women's Policies will look to further enhance their work in unpaid care work by

³⁴⁴² Brazil's Empty Gestures to Women, Human Rights Watch (New York) 10 January 2020. Access Date: 8 February 2020. <https://www.hrw.org/news/2020/01/10/brazils-empty-gestures-women>.

³⁴⁴³ Brazil's Empty Gestures to Women, Human Rights Watch (New York) 10 January 2020. Access Date: 8 February 2020. <https://www.hrw.org/news/2020/01/10/brazils-empty-gestures-women>.

³⁴⁴⁴ Study: Gender Violence Rife In Brazil Garment Factories, Solidarity Center (Washington) 6 December 2019. Access Date: 8 February 2020 <https://www.solidaritycenter.org/study-gender-violence-rife-in-brazil-garment-factories/>.

³⁴⁴⁵ Study: Gender Violence Rife In Brazil Garment Factories. Solidarity Center (Washington) 6 December 2019. Access Date: 8 February 2020 <https://www.solidaritycenter.org/study-gender-violence-rife-in-brazil-garment-factories/>.

³⁴⁴⁶ Study: Gender Violence Rife In Brazil Garment Factories, Solidarity Center (Washington) 6 December 2019. Access Date: 8 February 2020 <https://www.solidaritycenter.org/study-gender-violence-rife-in-brazil-garment-factories/>.

³⁴⁴⁷ Enabling Women's Economic Development New Approach to Unpaid Care Work in Developing Countries, OECD (Paris) 3 June 2014. Access Date: 20 March 2020 <https://www-oecd-ilibrary-org.proxy.library.uu.nl/sites/ec90d1b1-en/index.html?itemId=/content/publication/ec90d1b1-en>.

³⁴⁴⁸ Enabling Women's Economic Development New Approach to Unpaid Care Work in Developing Countries, OECD (Paris) 3 June 2014. Access Date: 20 March 2020 <https://www-oecd-ilibrary-org.proxy.library.uu.nl/sites/ec90d1b1-en/index.html?itemId=/content/publication/ec90d1b1-en>.

³⁴⁴⁹ Enabling Women's Economic Development New Approach to Unpaid Care Work in Developing Countries, OECD (Paris) 3 June 2014. Access Date: 20 March 2020 <https://www-oecd-ilibrary-org.proxy.library.uu.nl/sites/ec90d1b1-en/index.html?itemId=/content/publication/ec90d1b1-en>.

“formalizing unpaid domestic work.”³⁴⁵⁰ It is noted in the report that “Promundo uses fatherhood to engage men in care” as it is understood to be a “transformative life cycle event for women and men.”³⁴⁵¹ Indirectly, Promundo is tackling the issue of unpaid care work that women are normally held responsible for through engaging men in care work and sharing responsibilities as the report states that their work with National Early Childhood Network extended paternity leave from five to twenty days for companies under Citizen Company program.³⁴⁵²

In January 2020, Oxfam released a report called Time to Care — Unpaid and underpaid care work and the global inequality crisis mentions the larger issues that remain unaddressed such as unpaid and underpaid care work for women.³⁴⁵³ In addition, the report targets the leaders such as President Jair Bolsonaro of Brazil and President Donald Trump in the United States who continuously work towards cutting tax cuts, hatred for minorities and promote sexism through their policy making.³⁴⁵⁴

On 2 February 2020, according to Equal Times, the purpose of the “Promoting Human Rights and Strengthening Trade Union Action and Equality in the Brazilian Clothing Sector” report was to create a dialogue between the workers to seek refuge from gender-based violence.³⁴⁵⁵ The report led the union members at garment factories in southern Brazilian state of Minas Gerais to negotiate a contract clause to trainings for managers to combat gender-based violence and harassment in workplaces. Moreover, CNRTV president Francisca Trajano states that Unions are being monitored to address gender-based violence and harassment.³⁴⁵⁶

Brazil has partially complied with its commitment to address the gender gap in unpaid care work and to take action to increase women’s participation in labour market.

Thus, Brazil received a score of 0.

Analyst: Varisha Naeem

Canada: +1

Canada has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women’s participation in the labour market in all the three areas of recognition, reduction and reallocation.

³⁴⁵⁰ Enabling Women’s Economic Development New Approach to Unpaid Care Work in Developing Countries, OECD (Paris) 3 June 2014. Access Date: 20 March 2020 <https://www-oecd-ilibrary-org.proxy.library.uu.nl/sites/ec90d1b1-en/index.html?itemId=/content/publication/ec90d1b1-en>.

³⁴⁵¹ Enabling Women’s Economic Development New Approach to Unpaid Care Work in Developing Countries, OECD (Paris) 3 June 2014. Access Date: 20 March 2020 <https://www-oecd-ilibrary-org.proxy.library.uu.nl/sites/ec90d1b1-en/index.html?itemId=/content/publication/ec90d1b1-en>.

³⁴⁵² Enabling Women’s Economic Development New Approach to Unpaid Care Work in Developing Countries, OECD (Paris) 3 June 2014. Access Date: 20 March 2020 <https://www-oecd-ilibrary-org.proxy.library.uu.nl/sites/ec90d1b1-en/index.html?itemId=/content/publication/ec90d1b1-en>.

³⁴⁵³ Time to Care, Oxfam (Oxford) January 2020. Access Date: 20 March 2020. <https://oxfamilibrary.openrepository.com/bitstream/handle/10546/620928/bp-time-to-care-inequality-200120-en.pdf>.

³⁴⁵⁴ Time to Care, Oxfam (Oxford) January 2020. Access Date: 20 March 2020. <https://oxfamilibrary.openrepository.com/bitstream/handle/10546/620928/bp-time-to-care-inequality-200120-en.pdf>.

³⁴⁵⁵ Gender Violence Study in Brazilian Garment Factories Provides A Wake-Up Call To Action, Equal Times (Brussels) 3 February 2020. Access Date: 8 February 2020. <https://www.equaltimes.org/gender-violence-study-in-brazilian#.Xj3TYVJKhQL>.

³⁴⁵⁶ Gender Violence Study in Brazilian Garment Factories Provides A Wake-Up Call To Action, Equal Times (Brussels) 3 February 2020. Access Date: 8 February 2020. <https://www.equaltimes.org/gender-violence-study-in-brazilian#.Xj3TYVJKhQL>.

On 5 July 2019, Minister of Employment, Workforce Development and Labour Patty Hadju announced a payment of CAD2,786,696 to the AfterMeToo, APTN and the Canadian Women's Foundation, as part of Employment and Social Development Canada's Workplace Harassment and Violence Prevention Fund.³⁴⁵⁷ The fund intends to support the three organizations collaborative project: Roadmap to Future Workplaces.³⁴⁵⁸ The project aims to ensure that workplaces for both genders are safe, accountable and transparent environments that are free from violence and sexual harassment.³⁴⁵⁹

On 23 July 2019, Member of Parliament Andy Fillmore has announced on behalf of Minister Hajdu the granting of a CAD2.5 million funds to the Nova Scotia Apprenticeship Agency in support of its Advancing Women in Apprenticeship project.³⁴⁶⁰ The project aims to increase the awareness of forty women from diverse communities, including Indigenous females, African Nova Scotians and newcomers on skilled trades and employer-specific training, in addition to supporting women in finding well-paying jobs in construction trades.³⁴⁶¹

On 7 August 2019, Minister of Small Business and Export Promotion Honourable Mary Ng and as part of the Women Entrepreneurship Strategy, announced an investment of CAD1.7 million in ventureLAB to launch the initiative Tech Undivided.³⁴⁶² As stated by Melissa Chee, President and CEO of ventureLAB, "We are excited to launch Tech Undivided. This initiative will support women working in tech by bridging gender and diversity gaps and creating equity in tech, a sector in which women have been historically under-represented."³⁴⁶³

On 22 August 2019, Minister Ng announced a federal fund of CAD19 million to women entrepreneurs, academic institutes and non-governmental organizations supporting women entrepreneurs in Ontario province.³⁴⁶⁴ The fund will be utilized by the recipients to support and

³⁴⁵⁷ Government of Canada supports training and resources for workplace harassment and violence, Government of Canada (Toronto) 5 July 2019. Access Date: 23 January 2020. <https://www.canada.ca/en/employment-social-development/news/2019/07/government-of-canada-supports-training-and-resources-for-workplace-harassment-and-violence.html>.

³⁴⁵⁸ Government of Canada supports training and resources for workplace harassment and violence, Government of Canada (Toronto) 5 July 2019. Access Date: 23 January 2020. <https://www.canada.ca/en/employment-social-development/news/2019/07/government-of-canada-supports-training-and-resources-for-workplace-harassment-and-violence.html>.

³⁴⁵⁹ Government of Canada supports training and resources for workplace harassment and violence, Government of Canada (Toronto) 5 July 2019. Access Date: 23 January 2020. <https://www.canada.ca/en/employment-social-development/news/2019/07/government-of-canada-supports-training-and-resources-for-workplace-harassment-and-violence.html>.

³⁴⁶⁰ Government of Canada helps women in Atlantic provinces prepare for high-demand and well-paying jobs in the construction trades, Government of Canada (Halifax) 23 July 2019. Access Date: 23 January 2020. <https://www.canada.ca/en/employment-social-development/news/2019/07/government-of-canada-helps-women-in-atlantic-provinces-prepare-for-highdemand-and-wellpaying-jobs-in-the-construction-trades.html>.

³⁴⁶¹ Government of Canada helps women in Atlantic provinces prepare for high-demand and well-paying jobs in the construction trades, Government of Canada (Halifax) 23 July 2019. Access Date: 23 January 2020. <https://www.canada.ca/en/employment-social-development/news/2019/07/government-of-canada-helps-women-in-atlantic-provinces-prepare-for-highdemand-and-wellpaying-jobs-in-the-construction-trades.html>.

³⁴⁶² Minister Ng announces Women Entrepreneurship Strategy investment, Government of Canada (Markham) 7 August 2019. Access Date: 13 March 2020. <https://www.canada.ca/en/innovation-science-economic-development/news/2019/08/minister-ng-announces-women-entrepreneurship-strategy-investment.html>.

³⁴⁶³ Minister Ng announces Women Entrepreneurship Strategy investment, Government of Canada (Markham) 7 August 2019. Access Date: 13 March 2020. <https://www.canada.ca/en/innovation-science-economic-development/news/2019/08/minister-ng-announces-women-entrepreneurship-strategy-investment.html>.

³⁴⁶⁴ Minister Ng announces Women Entrepreneurship Strategy investment, Government of Canada (Toronto) 22 August 2019. Access Date: 13 February 2020. <https://www.canada.ca/en/innovation-science-economic-development/news/2019/08/minister-ng-announces-women-entrepreneurship-strategy-investments2.html>.

educate Canadian women, marginalized women with mental disabilities, Indigenous women in rural communities and new immigrants to start up and enhance their own businesses.³⁴⁶⁵ In addition, will offer effective solutions for overcoming barriers preventing the participation of women in the workforce.³⁴⁶⁶

On 10 December 2019, Minister of Justice and Attorney General David Lametti announced that funding of CAD1.7 million will be granted over a five-year period to the Prince Edward Island Human Rights Commission and the Community Legal Information Association of Prince Edward Island.³⁴⁶⁷ As a result of this governmental support, the Prince Edward Island Human Rights Commission will conduct public awareness campaigns directed to both male and female employers, in addition to with training sessions for employers to support identification and prevention of sexual harassment in the workplace.³⁴⁶⁸ While the Community Legal Information Association project will provide free legal advice program for victims of sexual harassment in the workplace, in addition to conducting a public legal education campaign for employees and employers.³⁴⁶⁹

On 13 February 2020, Minister of Labour Honourable Filomena Tassi announced the launch of Build a Dream's Career Exploration Expansion project which targets the recruitment of female high school students to jobs in the skilled service industry.³⁴⁷⁰ The project received a fund of CAD728,000 through the Skilled Trades Awareness and Readiness program, which intends to promote the participation of all Canadians facing barriers such as women in the service industry.³⁴⁷¹ The program includes career expos, skill development workshops and work experiences. An estimate of 5,000 females are expected to benefit from the program across Canada.³⁴⁷² As stated by Carla Qualtrough, Minister of Employment, Workforce Development and Disability Inclusion, "The new Skilled

³⁴⁶⁵ Minister Ng announces Women Entrepreneurship Strategy investment, Government of Canada (Toronto) 22 August 2019. Access Date: 13 February 2020. <https://www.canada.ca/en/innovation-science-economic-development/news/2019/08/minister-ng-announces-women-entrepreneurship-strategy-investments2.html>.

³⁴⁶⁶ Minister Ng announces Women Entrepreneurship Strategy investment, Government of Canada (Toronto) 22 August 2019. Access Date: 13 February 2020. <https://www.canada.ca/en/innovation-science-economic-development/news/2019/08/minister-ng-announces-women-entrepreneurship-strategy-investments2.html>.

³⁴⁶⁷ Government of Canada supports initiatives to address workplace sexual harassment in Prince Edward Island, Government of Canada (Charlottetown) 10 December 2019. Access Date: 23 January 2020. <https://www.canada.ca/en/department-justice/news/2019/12/government-of-canada-supports-initiatives-to-address-workplace-sexual-harassment-in-prince-edward-island.html>.

³⁴⁶⁸ Government of Canada supports initiatives to address workplace sexual harassment in Prince Edward Island, Government of Canada (Charlottetown) 10 December 2019. Access Date: 23 January 2020. <https://www.canada.ca/en/department-justice/news/2019/12/government-of-canada-supports-initiatives-to-address-workplace-sexual-harassment-in-prince-edward-island.html>.

³⁴⁶⁹ Government of Canada supports initiatives to address workplace sexual harassment in Prince Edward Island, Government of Canada (Charlottetown) 10 December 2019. Access Date: 23 January 2020. <https://www.canada.ca/en/department-justice/news/2019/12/government-of-canada-supports-initiatives-to-address-workplace-sexual-harassment-in-prince-edward-island.html>.

³⁴⁷⁰ Government of Canada helps young women prepare for high-demand and well-paying jobs in the skilled trades, Government of Canada (Windsor) 13 February 2020. Access Date: 23 February 2020. <https://www.canada.ca/en/employment-social-development/news/2020/02/government-of-canada-helps-young-women-prepare-for-high-demand-and-well-paying-jobs-in-the-skilled-trades.html>.

³⁴⁷¹ Government of Canada helps young women prepare for high-demand and well-paying jobs in the skilled trades, Government of Canada (Windsor) 13 February 2020. Access Date: 23 February 2020. <https://www.canada.ca/en/employment-social-development/news/2020/02/government-of-canada-helps-young-women-prepare-for-high-demand-and-well-paying-jobs-in-the-skilled-trades.html>.

³⁴⁷² Government of Canada helps young women prepare for high-demand and well-paying jobs in the skilled trades, Government of Canada (Windsor) 13 February 2020. Access Date: 23 February 2020. <https://www.canada.ca/en/employment-social-development/news/2020/02/government-of-canada-helps-young-women-prepare-for-high-demand-and-well-paying-jobs-in-the-skilled-trades.html>.

Trades Awareness and Readiness program will help equip young Canadian women facing barriers to employment with the foundational skills, knowledge and experience they need to get training and start well-paying careers in the skilled trades.³⁴⁷³

On 16 July 2020, Terry Duguid, Parliamentary Secretary to the Minister of Economic Development and Official Languages announced that the Canadian government will invest CAD8.3 million in the Regional Relief and Recovery Fund to support women entrepreneurs in Western Canada.³⁴⁷⁴ The investment will be granted to the Women's Enterprise Initiative (WEI) organizations who will assist women in overcoming barriers and challenges in developing their businesses, through providing loans and after-care services to women entrepreneurs.³⁴⁷⁵

On 17 July 2020, the Canadian Minister of Small Business, Export Promotion and International Trade, Mary Ng announced that the Canadian government will provide a CAD4 million fund through FedDev Ontario to support more than 700 women-led businesses in southern Ontario.³⁴⁷⁶ The investment will support women-led businesses with critical costs as they recover from the economic impacts of COVID-19 and reopen their businesses.³⁴⁷⁷ An additional CAD380,000 fund to support women-led businesses in Peterborough, was also announced by Maryam Monsef, Minister for Women and Gender Equality and Rural Economic Development.³⁴⁷⁸

Canada has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market by effectively recognizing, reducing and reallocating the burden of unpaid care work in terms of time and labour resources across individuals, communities and institutions.

Thus, Canada has received a score of +1.

Analyst: Omar Abdellatif

³⁴⁷³ Government of Canada helps young women prepare for high-demand and well-paying jobs in the skilled trades, Government of Canada (Windsor) 13 February 2020. Access Date: 23 February 2020. <https://www.canada.ca/en/employment-social-development/news/2020/02/government-of-canada-helps-young-women-prepare-for-high-demand-and-well-paying-jobs-in-the-skilled-trades.html>.

³⁴⁷⁴ Government of Canada to invest \$8.3 million in western Canadian women entrepreneurs, Women Entrepreneurs of Saskatchewan (SASKATOON) 16 July 2020. Access Date: 19 July 2020. <https://wesk.ca/press-releases/western-economic-diversification-canada-supports-women-owned-businesses-in-western-canada/>

³⁴⁷⁵ Government of Canada to invest \$8.3 million in western Canadian women entrepreneurs, Women Entrepreneurs of Saskatchewan (SASKATOON) 16 July 2020. Access Date: 19 July 2020. <https://wesk.ca/press-releases/western-economic-diversification-canada-supports-women-owned-businesses-in-western-canada/>

³⁴⁷⁶ FedDev Ontario supports women-led businesses to rebuild, reopen and revive in southern Ontario, Government of Canada (Cobourg) 17 July 2020. Access Date: 18 July 2020. <https://www.canada.ca/en/economic-development-southern-ontario/news/2020/07/feddev-ontario-supports-women-led-businesses-to-rebuild-reopen-and-revive-in-southern-ontario.html>

³⁴⁷⁷ FedDev Ontario supports women-led businesses to rebuild, reopen and revive in southern Ontario, Government of Canada (Cobourg) 17 July 2020. Access Date: 18 July 2020. <https://www.canada.ca/en/economic-development-southern-ontario/news/2020/07/feddev-ontario-supports-women-led-businesses-to-rebuild-reopen-and-revive-in-southern-ontario.html>

³⁴⁷⁸ FedDev Ontario supports women-led businesses to rebuild, reopen and revive in southern Ontario, Government of Canada (Cobourg) 17 July 2020. Access Date: 18 July 2020. <https://www.canada.ca/en/economic-development-southern-ontario/news/2020/07/feddev-ontario-supports-women-led-businesses-to-rebuild-reopen-and-revive-in-southern-ontario.html>

China: 0

China has partially complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in the three areas of recognition, reduction and reallocation.

On 2 July 2019, the State Council of the People's Republic of China announced that it would dedicate further efforts to improving working conditions on the household service industry which has employed tens of millions of rural women.³⁴⁷⁹ The State Council released a guideline that encouraged domestic service providers to sign labor contracts with their employees, pay salaries above minimum wage, and offer social security to women working in the household service industry.³⁴⁸⁰ Domestic service providers that adhere to these guidelines will qualify for value-added tax deductions, easier loans, and diversified financing channels.³⁴⁸¹ The State Council also intends to set up training programs in colleges, run by home service enterprises, to promote skill development and awareness about these new conditions.³⁴⁸² The new program is anticipated to bring drastic changes to home services enterprises, which previously just functioned as "matchmakers," that have not held accountable for work-related incidents or pre-work training.³⁴⁸³

On 15 August 2019, the State Council hosted the fifth annual Guizhou women's manual skills and innovative projects competition in Guiyang, the capital of South West China's Guizhou province.³⁴⁸⁴ The program has been run by the local government in an attempt to train rural women in embroidery, wax dyeing, and other handicrafts to give them meaningful skills to lift them out of poverty.³⁴⁸⁵

On 11 October 2019, the State Council announced that the China's Spring Bud Project, aimed at helping impoverished girls to finish schooling, has funded and helped over 3.69 million girls in the past 30 years, collected donations worth USD297.5 million and provided assistance to building 1,811 "Spring Bud" schools.³⁴⁸⁶

³⁴⁷⁹ Timely upgrade for household service sector, The State Council of the People's Republic of China (Beijing) 2 July 2019. Access Date: 10 February 2020.

http://english.www.gov.cn/policies/policy_watch/2019/07/02/content_281476744187922.html.

³⁴⁸⁰ Timely upgrade for household service sector, The State Council of the People's Republic of China (Beijing) 2 July 2019. Access Date: 10 February 2020.

http://english.www.gov.cn/policies/policy_watch/2019/07/02/content_281476744187922.html.

³⁴⁸¹ Timely upgrade for household service sector, The State Council of the People's Republic of China (Beijing) 2 July 2019. Access Date: 10 February 2020.

http://english.www.gov.cn/policies/policy_watch/2019/07/02/content_281476744187922.html.

³⁴⁸² Timely upgrade for household service sector, The State Council of the People's Republic of China (Beijing) 2 July 2019. Access Date: 10 February 2020.

http://english.www.gov.cn/policies/policy_watch/2019/07/02/content_281476744187922.html.

³⁴⁸³ Timely upgrade for household service sector, The State Council of the People's Republic of China (Beijing) 2 July 2019. Access Date: 10 February 2020.

http://english.www.gov.cn/policies/policy_watch/2019/07/02/content_281476744187922.html.

³⁴⁸⁴ 5th Guizhou women's manual skills, innovative products competition held in Guiyang, The State Council of the People's Republic of China (Xinhua) 15 August 2019. Access Date: 10 February 2020.

http://english.www.gov.cn/news/photos/201908/15/content_WS5d54b03ac6d0c6695ff7eb88.html.

³⁴⁸⁵ 5th Guizhou women's manual skills, innovative products competition held in Guiyang, The State Council of the People's Republic of China (Xinhua) 15 August 2019. Access Date: 10 February 2020.

http://english.www.gov.cn/news/photos/201908/15/content_WS5d54b03ac6d0c6695ff7eb88.html.

³⁴⁸⁶ China's Spring Bud Project helps over 3.69m girls in 30 years, The State Council of the People's Republic of China (Xinhua) 11 October 2019. Access Date: 10 February 2020.

http://english.www.gov.cn/news/photos/201910/11/content_WS5da04694c6d0bcf8c4c14e4c.html.

On 20 November 2019, the State Council announced that rural women in Guangxi were being trained in embroidery as part of a workshop in Rongshui Miao, an autonomous county in South China's Guangxi Zhuang's autonomous region.³⁴⁸⁷ The project involves a "night schooling program, run by the local government, with the aim of helping rural women learn embroidery to support their skills development and their ability to get out of poverty."³⁴⁸⁸

On 4 January 2020, the State Council announced that the Shangdang township's flower industry was reducing the unemployment rates for women in Shangdang.³⁴⁸⁹ Promoting the flower industry has been part of Shangdang's industrial restructuring program.³⁴⁹⁰ The flower industry, in particular, has helped many women from its rural areas gain employment.³⁴⁹¹

On 7 January 2020, the State Council announced the signing of a State Council decree to publish a regulation which would guarantee payments of wages to rural migrant workers, with an emphasis on female migrant workers, to go into effect on 1 May 2020.³⁴⁹² To ensure that rural migrant workers get their wages on time, and in full, this regulation has clauses identifying the responsibilities of employers and related government departments for regulating wage payments.³⁴⁹³ In particular, the Women's Federation will be given a role in receiving reports and complaints and ensuring obligations are met according to the regulation.³⁴⁹⁴

On 9 March 2020, the State Council announced that 28,000 female medical workers who were sent to aid epidemic control efforts in Hubei would be recognized through satisfying for personal or special items.³⁴⁹⁵ This is an attempt by the government to recognize women working in the

³⁴⁸⁷ Rural women in Guangxi trained in embroidery, The State Council of the People's Republic of China (Xinhua) 2 November 2019. Access Date: 10 February 2020.

http://english.www.gov.cn/news/photos/201911/20/content_WS5dd49b1dc6d0bcf8c4c1777e.html.

³⁴⁸⁸ Rural women in Guangxi trained in embroidery, The State Council of the People's Republic of China (Xinhua) 2 November 2019. Access Date: 10 February 2020.

http://english.www.gov.cn/news/photos/201911/20/content_WS5dd49b1dc6d0bcf8c4c1777e.html.

³⁴⁸⁹ Shangdang township's burgeoning flower industry helps women out of unemployment, The State Council The People's Republic of China (Xinhua) 4 January 2020. Access Date: 10 February 2020.

http://english.www.gov.cn/news/photos/202001/04/content_WS5e0ffc75c6d0cee5d284b202.html.

³⁴⁹⁰ Shangdang township's burgeoning flower industry helps women out of unemployment, The State Council The People's Republic of China (Xinhua) 4 January 2020. Access Date: 10 February 2020.

http://english.www.gov.cn/news/photos/202001/04/content_WS5e0ffc75c6d0cee5d284b202.html.

³⁴⁹¹ Shangdang township's burgeoning flower industry helps women out of unemployment, The State Council The People's Republic of China (Xinhua) 4 January 2020. Access Date: 10 February 2020.

http://english.www.gov.cn/news/photos/202001/04/content_WS5e0ffc75c6d0cee5d284b202.html.

³⁴⁹² Government releases regulation on guaranteeing wages for migrant workers, The State Council The People's Republic of China (Xinhua) 7 January 2020. Access Date: 22 March 2020.

http://english.www.gov.cn/policies/latestreleases/202001/07/content_WS5e148c74c6d0cee5d284b565.html.

³⁴⁹³ Government releases regulation on guaranteeing wages for migrant workers, The State Council The People's Republic of China (Xinhua) 7 January 2020. Access Date: 22 March 2020.

http://english.www.gov.cn/policies/latestreleases/202001/07/content_WS5e148c74c6d0cee5d284b565.html.

³⁴⁹⁴ Government releases regulation on guaranteeing wages for migrant workers, The State Council The People's Republic of China (Xinhua) 7 January 2020. Access Date: 22 March 2020.

http://english.www.gov.cn/policies/latestreleases/202001/07/content_WS5e148c74c6d0cee5d284b565.html.

³⁴⁹⁵ About 28 000 female medical workers go to help Hubei, The State Council of the People's Republic of China (Xinhua) 9 March 2020. Access Date: 22 March 2020.

http://english.www.gov.cn/statecouncil/ministries/202003/09/content_WS5e658fa7c6d0c201c2cbdced.html.

healthcare, medical, and science and technology industry who have played a significant role in treating patients.³⁴⁹⁶

On 25 July 2020, the State Council announced that new programs would be created with the purpose of supporting pregnant and breastfeeding women.³⁴⁹⁷ This program would be followed by further steps to support breastfeeding and working mothers, including increasing the number of childcare facilities in public spaces and workplaces and ensuring that the rights of nursing mothers are protected.³⁴⁹⁸

On 6 August 2020, the State Council shared a number of gender-inclusive responses to COVID-19, including measures to send epidemic control supplies to women and other vulnerable populations.³⁴⁹⁹ Huang Xiaowei, Deputy Director of the National Working Committee on Children and Women under the State Council and Vice-President of the All-China Women's Federation, stated that unity and cooperation are the best weapons to fight the COVID-19 pandemic.³⁵⁰⁰

On 1 October 2020, President Xi Jinping spoke at the UN General Assembly High-level Meeting to Commemorate the 25th Anniversary of the Beijing World Conference on Women, and stressed the need to promote gender equality and assist front-line female medical workers during the pandemic.³⁵⁰¹ First, there is a need to provide “protection of women's and girls' rights and interests in an important position in public health and the resumption of work and production plans, especially to broaden the employment channels for women and combat violations of women's rights.”³⁵⁰² This includes providing services to pregnant women, children, the disabled, and other disadvantaged groups.³⁵⁰³ Second, there must be an elevation of gender equality, and to “eliminate prejudice, discrimination, and violence against women.”³⁵⁰⁴ Third, there is a need to “remove obstacles, create an environment, mobilize the enthusiasm, initiative, and creativity of women to the greatest extent, and enhance their

³⁴⁹⁶ About 28 000 female medical workers go to help Hubei, The State Council of the People's Republic of China (Xinhua) 9 March 2020. Access Date: 22 March 2020.

http://english.www.gov.cn/statecouncil/ministries/202003/09/content_WS5e658fa7c6d0c201c2cbdced.html.

³⁴⁹⁷ China to further promote breastfeeding, The State Council of the People's Republic of China (Xinhua) 25 June 2020. Access Date: 25 July 2020.

http://english.www.gov.cn/statecouncil/ministries/202007/25/content_WS5f1b9838c6d029c1c2636a9b.html.

³⁴⁹⁸ China to further promote breastfeeding, The State Council of the People's Republic of China (Xinhua) 25 June 2020. Access Date: 25 July 2020.

http://english.www.gov.cn/statecouncil/ministries/202007/25/content_WS5f1b9838c6d029c1c2636a9b.html.

³⁴⁹⁹ China shares gender-inclusive responses to COVID-19, The State Council of the People's Republic of China (Xinhua) 6 August 2020. Access Date: 29 September 2020.

http://english.www.gov.cn/news/videos/202008/06/content_WS5f2bb0c6c6d029c1c26375a5.html.

³⁵⁰⁰ China shares gender-inclusive responses to COVID-19, The State Council of the People's Republic of China (Xinhua) 6 August 2020. Access Date: 29 September 2020.

http://english.www.gov.cn/news/videos/202008/06/content_WS5f2bb0c6c6d029c1c26375a5.html.

³⁵⁰¹ Speech by Xi Jinping at the UN General Assembly High-level Meeting to Commemorate the 25th Anniversary of the Beijing World Conference on Women, The State Council on the Government of China (Beijing) 1 October 2020. Access Date: 16 November 2020. http://www.gov.cn/xinwen/2020-10/01/content_5548949.htm

³⁵⁰² Speech by Xi Jinping at the UN General Assembly High-level Meeting to Commemorate the 25th Anniversary of the Beijing World Conference on Women, The State Council on the Government of China (Beijing) 1 October 2020. Access Date: 16 November 2020. http://www.gov.cn/xinwen/2020-10/01/content_5548949.htm

³⁵⁰³ Speech by Xi Jinping at the UN General Assembly High-level Meeting to Commemorate the 25th Anniversary of the Beijing World Conference on Women, The State Council on the Government of China (Beijing) 1 October 2020. Access Date: 16 November 2020. http://www.gov.cn/xinwen/2020-10/01/content_5548949.htm

³⁵⁰⁴ Speech by Xi Jinping at the UN General Assembly High-level Meeting to Commemorate the 25th Anniversary of the Beijing World Conference on Women, The State Council on the Government of China (Beijing) 1 October 2020. Access Date: 16 November 2020. http://www.gov.cn/xinwen/2020-10/01/content_5548949.htm

sense of gain, happiness, and security.”³⁵⁰⁵ Last, there will be an increased investment to eliminate violence, discrimination, poverty and other factors to improve gender equality.³⁵⁰⁶

China has partially complied with its commitment by effectively recognizing and redistribute the gender gap in unpaid care work, but not taking any concrete measures to reallocate the burden in terms of time and labour on certain individuals, communities and institutions.

Thus, China receives a score of 0.

Analyst: Andrea Ho

France: +1

France has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women’s participation in the labour market in all the three areas of recognition, reduction and reallocation.

On 13 July 2019, UN Women announced that the “global gathering” for gender equality through Generation Equality Forum initiated by UN Women and co-chaired by France and Mexico with the aid of civil society will take place in Mexico City, Mexico, from 7-8 May 2020 and will close in Paris from 7-10 July of 2020.³⁵⁰⁷ The purpose of the forum is going to be a universal public conversation to call for immediate action on accountability on gender equality as well as to celebrate and empower women.³⁵⁰⁸

From 24-26 August 2019, during the G7 gathering in Biarritz, President Emmanuel Macron prioritized gender equality, and adapting the Biarritz Partnership that was launched by the Heads of State and Government at the Biarritz Summit.³⁵⁰⁹ This initiative was presented in the effort to create an international coalition to fight gender inequality.³⁵¹⁰ This coalition draws on the report with recommendations of the G7 Gender Equality Advisory Council submitted to the leaders at the Summit.³⁵¹¹ The Gender Equality Advisory Council’s members and mandates were renewed by President Macron in 2019.³⁵¹²

³⁵⁰⁵ Speech by Xi Jinping at the UN General Assembly High-level Meeting to Commemorate the 25th Anniversary of the Beijing World Conference on Women, The State Council on the Government of China (Beijing) 1 October 2020. Access Date: 16 November 2020. http://www.gov.cn/xinwen/2020-10/01/content_5548949.htm

³⁵⁰⁶ Speech by Xi Jinping at the UN General Assembly High-level Meeting to Commemorate the 25th Anniversary of the Beijing World Conference on Women, The State Council on the Government of China (Beijing) 1 October 2020. Access Date: 16 November 2020. http://www.gov.cn/xinwen/2020-10/01/content_5548949.htm

³⁵⁰⁷ The Generation Equality Forum — Save The Date! UN Women (Geneva) 23 July 2019. Access Date: 8 February 2020. <https://www.unwomen.org/en/news/stories/2019/7/announcer-generation-equality-forum>.

³⁵⁰⁸ The Generation Equality Forum — Save The Date! UN Women (Geneva) 23 July 2019. Access Date: 8 February 2020. <https://www.unwomen.org/en/news/stories/2019/7/announcer-generation-equality-forum>.

³⁵⁰⁹ The Biarritz Partnership for Gender Equality, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) Access Date: 8 February 2020. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/french-g7-presidency/the-biarritz-partnership-for-gender-equality/>.

³⁵¹⁰ The Biarritz Partnership for Gender Equality, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) Access Date: 8 February 2020. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/french-g7-presidency/the-biarritz-partnership-for-gender-equality/>.

³⁵¹¹ The Biarritz Partnership for Gender Equality, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) Access Date: 8 February 2020. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/french-g7-presidency/the-biarritz-partnership-for-gender-equality/>.

³⁵¹² Publication Of The Report Of The G7 Gender Equality Advisory Council, Elysee (Paris) 20 August 2019. Access Date: 8 February 2020. <https://www.elysee.fr/en/g7/2019/08/20/publication-of-the-report-of-the-g7-gender-equality-advisory-council>.

On 26 August 2019, from the Biarritz Summit in France, the Biarritz Partnership on Gender Equality demonstrates that the economic situation of women remains imbalanced to that of men in France.³⁵¹³ There are many cases where women face “economic violence” as per the definition in the Istanbul Convention.³⁵¹⁴ The number of women who depend on their spouses is large who do not even have access to their bank accounts and means of payments.³⁵¹⁵ In addition, fewer women find themselves earning a best paying position in the labour market.³⁵¹⁶ The law will include a measure to promote female entrepreneurship and small and medium-sized enterprises headed by women through Bpifrance and the Agence des Participations de l’Etat (inspired by the Women-Owned Small Businesses/Small Business Act in the United States) as well as promoting the Business Angels and financing schemes for female-owned businesses.³⁵¹⁷ This law will bring about solid change in favour of gender equality in France as well as the economic development of our country.³⁵¹⁸

On 19 November 2019, in an article published in the Financial Times, Marlene Schiappa, France’s secretary of state for gender equality, wrote that France has opted for a law on the economic emancipation of women.³⁵¹⁹ The French government will propose defining economic violence in law as per the suggestions of Council of Europe’s Istanbul Convention.³⁵²⁰ The plan involves imposing an employer-quotas to increase the female participation in the workforce and giving women the opportunity to work in banks and become entrepreneurs.³⁵²¹

On 25 November 2019, the Ministry of Europe and Foreign Affairs released a press statement on women’s rights on the UN’s International Day for the Elimination of Violence against Women.³⁵²²

³⁵¹³ France, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) Access Date: 8 February 2020. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/french-g7-presidency/the-biarritz-partnership-for-gender-equality/article/france>.

³⁵¹⁴ France, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) Access Date: 8 February 2020. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/french-g7-presidency/the-biarritz-partnership-for-gender-equality/article/france>.

³⁵¹⁵ France, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) Access Date: 8 February 2020. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/french-g7-presidency/the-biarritz-partnership-for-gender-equality/article/france>.

³⁵¹⁶ France, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) Access Date: 8 February 2020. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/french-g7-presidency/the-biarritz-partnership-for-gender-equality/article/france>.

³⁵¹⁷ France, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) Access Date: 8 February 2020. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/french-g7-presidency/the-biarritz-partnership-for-gender-equality/article/france>.

³⁵¹⁸ France, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) Access Date: 8 February 2020. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/french-g7-presidency/the-biarritz-partnership-for-gender-equality/article/france>.

³⁵¹⁹ French Minister: Gender Equality Must Be at The Heart Of Everything, Financial Times (London) 20 November 2019. Access Date: 8 February 2020. <https://www.ft.com/content/9de2ce6e-09a7-11ea-bb52-34c8d9dc6d84>.

³⁵²⁰ French Minister: Gender Equality Must Be at The Heart Of Everything, Financial Times (London) 20 November 2019. Access Date: 8 February 2020. <https://www.ft.com/content/9de2ce6e-09a7-11ea-bb52-34c8d9dc6d84>.

³⁵²¹ French Minister: Gender Equality Must Be at The Heart Of Everything, Financial Times (London) 20 November 2019. Access Date: 8 February 2020. <https://www.ft.com/content/9de2ce6e-09a7-11ea-bb52-34c8d9dc6d84>.

³⁵²² UN — International Day For The Elimination Of Violence Against Women, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) 25 November 2019. Access Date: 8 February 2020. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/article/un-international-day-for-the-elimination-of-violence-against-women-25-nov-2019>.

France remains committed to eliminating all forms of gender-based inequalities towards women.³⁵²³ President Macron prioritizes women rights which was reflected in his G7 presidency alongside his presidency of the Committee of Ministers of the Council of Europe through his commitment on working with France's European and international partners to make the campaign Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence known globally.³⁵²⁴ France also announced EUR6.2 million in financial support for the Global Survivors Fund, and to help women who work with victims of this terror as well as aid survivors of violence to get reintegrated into ordinary life.³⁵²⁵

France has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market by effectively recognizing, reducing and reallocating the burden of unpaid care work in terms of time and labour resources across individuals, communities and institutions.

Thus, France receives a score of +1.

Analyst: Varisha Naeem

Germany: +1

Germany has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in the three areas of recognition, reduction and reallocation.

On February 2020, Franziska Giffey, Germany's family minister, has called for women to be better represented on the directory boards of large companies.³⁵²⁶ Minister Giffey wants to require large German enterprises to have women on their directory boards, with legislation potentially coming as soon as this year.³⁵²⁷

On 7 March 2020, Chancellor Angela Merkel stressed that enforcing equality remains a major issue in Germany, noting the gap between working men and women.³⁵²⁸ Chancellor Merkel intends to create

³⁵²³ UN — International Day For The Elimination Of Violence Against Women, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) 25 November 2019. Access Date: 8 February 2020.

<https://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/article/un-international-day-for-the-elimination-of-violence-against-women-25-nov-2019>.

³⁵²⁴ UN — International Day For The Elimination Of Violence Against Women, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) 25 November 2019. Access Date: 8 February 2020.

<https://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/article/un-international-day-for-the-elimination-of-violence-against-women-25-nov-2019>.

³⁵²⁵ UN — International Day For The Elimination Of Violence Against Women, France Diplomatie — Ministry For Europe And Foreign Affairs (Paris) 25 November 2019. Access Date: 8 February 2020.

<https://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/article/un-international-day-for-the-elimination-of-violence-against-women-25-nov-2019>.

³⁵²⁶ German minister calls for female quota in boardrooms, end to "boys" club, DW News (Berlin) 17 February 2019. Access Date: 26 March 2020. <https://www.dw.com/en/german-minister-calls-for-female-quota-in-boardrooms-end-to-boys-club/a-52403735>.

³⁵²⁷ German minister calls for female quota in boardrooms, end to "boys" club, DW News (Berlin) 17 February 2019. Access Date: 26 March 2020. <https://www.dw.com/en/german-minister-calls-for-female-quota-in-boardrooms-end-to-boys-club/a-52403735>.

³⁵²⁸ Merkel: Germany must do more on gender equality, DW News (Berlin) 7 March 2020. Access Date: 27 March 2020. <https://www.dw.com/en/merkel-germany-must-do-more-on-gender-equality/a-52677474>.

more inclusive policies involved with homemaking, support, care and also the upbringing of children that will allow equal participation of women in the working.³⁵²⁹

In June 2019, the government implemented the initiative “No clichés” (Klischeefrei).³⁵³⁰ It is a national cooperation project which promotes non-clichéd vocational and study choices, free from restrictive gender stereotypes.³⁵³¹ It offers support to all involved in the vocational choice process to enable them to help girls and boys make vocational choices that match their strengths — free from gender stereotypes.³⁵³² The initiative’s service center advises the network of partners who are committed to providing non-clichéd vocational guidance within and outside their institutions and offers practice-oriented material, background information and success stories on gender-sensitive vocational guidance.³⁵³³

In July 2019, the amount granted for children increased, and children under six receive EUR150, for children aged six to 11 EUR202 and for children aged 12 to 17 EUR272.³⁵³⁴ In addition to child benefit, single parents thus receive financial assistance for their children in the amount of the minimum maintenance payment stipulated under civil law.³⁵³⁵

In August 2019, through the implementation and evaluate the Good Childcare Act (Gute-KiTa-Gesetz), the government is providing the federal states (Länder) with EUR5.5 billion in investments until 2022 to improve the quality of child daycare at a local level.³⁵³⁶ This includes employing more personnel, extending opening hours and reducing fees (with free daycare for children from low-income families).³⁵³⁷

On 2 July 2020, German governmental representatives joined representatives from Mexico, South Africa and Spain to discuss economic gender equality at a meeting hosted by Swedish Minister for

³⁵²⁹ Merkel: Germany must do more on gender equality, DW News (Berlin) 7 March 2020. Access Date: 27 March 2020. <https://www.dw.com/en/merkel-germany-must-do-more-on-gender-equality/a-52677474>.

³⁵³⁰ Report of the Federal Republic of Germany, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Berlin) August 2019. Access Date: 27 March 2020. https://www.unece.org/fileadmin/DAM/Gender/Beijing_20/Germany.pdf.

³⁵³¹ Report of the Federal Republic of Germany, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Berlin) August 2019. Access Date: 27 March 2020. https://www.unece.org/fileadmin/DAM/Gender/Beijing_20/Germany.pdf.

³⁵³² Report of the Federal Republic of Germany, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Berlin) August 2019. Access Date: 27 March 2020. https://www.unece.org/fileadmin/DAM/Gender/Beijing_20/Germany.pdf.

³⁵³³ Report of the Federal Republic of Germany, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Berlin) August 2019. Access Date: 27 March 2020. https://www.unece.org/fileadmin/DAM/Gender/Beijing_20/Germany.pdf.

³⁵³⁴ Report of the Federal Republic of Germany, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Berlin) August 2019. Access Date: 27 March 2020. https://www.unece.org/fileadmin/DAM/Gender/Beijing_20/Germany.pdf.

³⁵³⁵ Report of the Federal Republic of Germany, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Berlin) August 2019. Access Date: 27 March 2020. https://www.unece.org/fileadmin/DAM/Gender/Beijing_20/Germany.pdf.

³⁵³⁶ Annex for the Biarritz Partnership on Gender Equality, Elysee (Paris) 26 August 2019. Access Date 27 March 2020. <https://www.elysee.fr/admin/upload/default/0001/05/b4bbf5d5cabbb20b6b20b77f735df145419f4c27.pdf>.

³⁵³⁷ Annex for the Biarritz Partnership on Gender Equality, Elysee.fr (Paris) 26 August 2019. Access Date 27 March 2020. <https://www.elysee.fr/admin/upload/default/0001/05/b4bbf5d5cabbb20b6b20b77f735df145419f4c27.pdf>.

Foreign Affairs, Ann Linde.³⁵³⁸ Ministers at the meeting recognized the low pay and undervaluation of labour in work traditionally held by women, and highlighted the need for action in achieving economic gender equality.³⁵³⁹ Key messages from this meeting included the need for greater recognition and equal distribution of unpaid care work, as well as the need to provide more accessible work, education, training and social protection systems for women and girls.³⁵⁴⁰

On 6 July 2020, Germany, Slovenia and Portugal released the “Trio Presidency Declaration on Gender Equality.”³⁵⁴¹ The declaration outlines the commitments of the three Council of the EU Presidency Countries towards advancing gender equality over the next 18 months.³⁵⁴² It committed all three countries to the implementation of the European Commission’s new Gender Equality Strategy 2020–2025.³⁵⁴³ The declaration recognized the undervaluation of women’s work in society, the under-representation of women and girls in ICT and STEM studies, leadership positions and the labour market.³⁵⁴⁴ The declaration also highlights the disproportionate impact of COVID-19 on women and the ways in which the pandemic has worsened gender inequalities, namely through deepening gender pay gaps, the unequal division of unpaid care and domestic work, barriers on women’s participation in the labour market, and an overall reduction in women’s economic independence.³⁵⁴⁵ Key goals include advancing equal labour market participation and more equally distributed unpaid and paid care work between women and men.³⁵⁴⁶

On 8 July 2020, Germany released “Towards a Stronger Future,” the country’s first national gender equality strategy.³⁵⁴⁷ The strategy establishes nine gender equality goals, which are to be realized through the creation of legislation in each of Germany’s federal ministries.³⁵⁴⁸ Key objectives include increasing the number of women on executive boards in private companies by expanding on a current gender quota law that requires 105 companies to have a supervisory board that is made up of

³⁵³⁸ Sweden, South Africa, Mexico, Spain and Germany discussed economic gender equality and engagement in a global coalition (Stockholm) 3 July 2020. Access Date: 30 August 2020.

<https://www.government.se/statements/2020/07/sweden-south-africa-mexico-spain-and-germany-discussed-economic-gender-equality-and-engagement-in-a-global-coalition/>

³⁵³⁹ Sweden, South Africa, Mexico, Spain and Germany discussed economic gender equality and engagement in a global coalition (Stockholm) 3 July 2020. Access Date: 30 August 2020.

<https://www.government.se/statements/2020/07/sweden-south-africa-mexico-spain-and-germany-discussed-economic-gender-equality-and-engagement-in-a-global-coalition/>

³⁵⁴⁰ Sweden, South Africa, Mexico, Spain and Germany discussed economic gender equality and engagement in a global coalition (Stockholm) 3 July 2020. Access Date: 30 August 2020.

<https://www.government.se/statements/2020/07/sweden-south-africa-mexico-spain-and-germany-discussed-economic-gender-equality-and-engagement-in-a-global-coalition/>

³⁵⁴¹ Trio Presidency Declaration on Gender Equality (Berlin) 6 July 2020. Access Date: 29 August 2020.

<https://www.bmfsfj.de/blob/158154/252af172d6d4b456d05743156db36a36/20200706-trio-declaration-data.pdf>

³⁵⁴² Trio Presidency Declaration on Gender Equality (Berlin) 6 July 2020. Access Date: 29 August 2020.

<https://www.bmfsfj.de/blob/158154/252af172d6d4b456d05743156db36a36/20200706-trio-declaration-data.pdf>

³⁵⁴³ Trio Presidency Declaration on Gender Equality (Berlin) 6 July 2020. Access Date: 29 August 2020.

<https://www.bmfsfj.de/blob/158154/252af172d6d4b456d05743156db36a36/20200706-trio-declaration-data.pdf>

³⁵⁴⁴ Trio Presidency Declaration on Gender Equality (Berlin) 6 July 2020. Access Date: 29 August 2020.

<https://www.bmfsfj.de/blob/158154/252af172d6d4b456d05743156db36a36/20200706-trio-declaration-data.pdf>

³⁵⁴⁵ Trio Presidency Declaration on Gender Equality (Berlin) 6 July 2020. Access Date: 29 August 2020.

<https://www.bmfsfj.de/blob/158154/252af172d6d4b456d05743156db36a36/20200706-trio-declaration-data.pdf>

³⁵⁴⁶ Trio Presidency Declaration on Gender Equality (Berlin) 6 July 2020. Access Date: 29 August 2020.

<https://www.bmfsfj.de/blob/158154/252af172d6d4b456d05743156db36a36/20200706-trio-declaration-data.pdf>

³⁵⁴⁷ Towards a Stronger Future. (Berlin) 08 July 2020. Access Date: 30 August 2020.

<https://www.gleichstellungsstrategie.de/rgs-en/downloads>

³⁵⁴⁸ Germany unveils first national strategy for gender equality (Berlin) 8 July 2020. Access Date: 30 August 2020.

<https://www.dw.com/en/gender-equality-germany/a-54086234>

at least 30% women.³⁵⁴⁹ This strategy aims to expand that rule to 600 companies.³⁵⁵⁰ Other key objectives include the reduction of the pay and pension gap between men and women.³⁵⁵¹

Germany has fully complied with its commitments and has adopted a “recognition, reduction and redistribution” approach in which it has made an active effort to draw attention to the role of care in society, as well as the disproportionate impacts of COVID-19 on women’s participation in the labour force. Germany has made efforts to reduce barriers in women’s labour participation, facilitating a ‘family friendly’ workplace, by partnering with the private sector to increase the number of women in leadership positions and creating digital skill building programs for women.

Thus, Germany receives a score of +1.

Analysts: Aleena Ahmed and Elizabeth Wai

India: +1

India has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women’s participation in the labour market in all the three areas of recognition, reduction and reallocation.

On 5 July 2019, the Ministry of Women and Child Development (WCD) announced its support for women entrepreneurship through programs such as the Micro Units Development and Refinance Agency which involve bringing credit systems to underfunded women, and the Stand-up India and the Self Help Group (SHG) movement.³⁵⁵² In particular, the WCD intends to expand the SHG interest subvention programme to all districts.³⁵⁵³ Every woman who can be verified as a SHG member with a Jan Dha Bank account will be allowed an overdraft of INR1000.³⁵⁵⁴

On 12 July 2019, WCD announced a new Nirbhaya Fund dedicated to enhancing the security and safety of women.³⁵⁵⁵ The scheme includes a number of initiatives such as the “One Stop Centres” for women suffering from violence and the “Women Helpline.”³⁵⁵⁶ While the One Stop Centre aims to provide a range of services to women suffering from violence, including security services, medical support, legal counselling, psycho-social counselling, and temporary shelter, the “Women Helpline”

³⁵⁴⁹ Germany unveils first national strategy for gender equality (Berlin) 8 July 2020. Access Date: 30 August 2020. <https://www.dw.com/en/gender-equality-germany/a-54086234>

³⁵⁵⁰ Germany unveils first national strategy for gender equality (Berlin) 8 July 2020. Access Date: 30 August 2020. <https://www.dw.com/en/gender-equality-germany/a-54086234>

³⁵⁵¹ Germany unveils first national strategy for gender equality (Berlin) 8 July 2020. Access Date: 30 August 2020. <https://www.dw.com/en/gender-equality-germany/a-54086234>

³⁵⁵² Press Release: Ease of living promotes women led development, Press Information Bureau Government of India Ministry of Women and Children Development (New Delhi) 5 July 2019. Access Date: 10 February 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1577447>.

³⁵⁵³ Press Release: Ease of living promotes women led development, Press Information Bureau Government of India Ministry of Women and Children Development (New Delhi) 5 July 2019. Access Date: 10 February 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1577447>.

³⁵⁵⁴ Press Release: Ease of living promotes women led development, Press Information Bureau Government of India Ministry of Women and Children Development (New Delhi) 5 July 2019. Access Date: 10 February 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1577447>.

³⁵⁵⁵ Press Release: Women Helplines, Press Information Bureau Government of India Ministry of Women and Children Development (New Delhi) 12 July 2019. Access Date: 10 February 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1578566>.

³⁵⁵⁶ Press Release: Women Helplines, Press Information Bureau Government of India Ministry of Women and Children Development (New Delhi) 12 July 2019. Access Date: 10 February 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1578566>.

intends to provide 24-hour emergency services and information to women suffering from violence by linking them to the appropriate services.³⁵⁵⁷

On 21 November 2019, the Government of India enhanced the honorarium of Anganwadi Workers from INR3,000 to 4,500 a month.³⁵⁵⁸ Anganwadi are centers that provide basic healthcare support to mothers and children in rural India; their employees are mainly women.³⁵⁵⁹ These women offer their services voluntarily and on a part time basis. Their work often went unrecognized and unpaid, before they were offered honorariums.³⁵⁶⁰

On 29 November 2019, the WCD announced the implementation of the National Creche Scheme in the states and united territories to provide day care facilities to children (aged six months to six years) of working mothers.³⁵⁶¹ This scheme will assess the need for additional creches in each state/united territory to determine how many more are needed.³⁵⁶² Guidelines concerning the establishment and maintenance of creches, particularly to ensure a consistent level of hygiene, first-aid, breastfeeding, and nutrition have been established.³⁵⁶³

On 29 November 2019, the WCD announced the success of the online complaint management system for sexual harassment electronic-Box (She-Box) for registering complaints related to sexual harassment at workplace by women, including by government and private employees.³⁵⁶⁴ So far 203 cases have been dealt with, including cases in the central government, state government, and private sector.³⁵⁶⁵

³⁵⁵⁷ Press Release: Women Helplines, Press Information Bureau Government of India Ministry of Women and Children Development (New Delhi) 12 July 2019. Access Date: 10 February 2020.

<https://pib.gov.in/PressReleaseDetail.aspx?PRID=1578566>.

³⁵⁵⁸ Press release: Increase in Salary of Workers and Helpers, Press Information Bureau Government of India Ministry of Women and Children Development (New Delhi) 21 November 2019. Access Date: 10 February 2020.

<https://pib.gov.in/PressReleaseDetail.aspx?PRID=1592815>.

³⁵⁵⁹ Press release: Increase in Salary of Workers and Helpers, Press Information Bureau Government of India Ministry of Women and Children Development (New Delhi) 21 November 2019. Access Date: 10 February 2020.

<https://pib.gov.in/PressReleaseDetail.aspx?PRID=1592815>.

³⁵⁶⁰ Press release: Increase in Salary of Workers and Helpers, Press Information Bureau Government of India Ministry of Women and Children Development (New Delhi) 21 November 2019. Access Date: 10 February 2020.

<https://pib.gov.in/PressReleaseDetail.aspx?PRID=1592815>

³⁵⁶¹ Press release: Creches and Day Care Centres, Press Information Bureau Government of India Ministry of Women and Children Development (New Delhi) 29 November 2019. Access Date: 10 February 2020.

<https://pib.gov.in/PressReleaseDetail.aspx?PRID=1594223>.

³⁵⁶² Press release: Creches and Day Care Centres, Press Information Bureau Government of India Ministry of Women and Children Development (New Delhi) 29 November 2019. Access Date: 10 February 2020.

<https://pib.gov.in/PressReleaseDetail.aspx?PRID=1594223>.

³⁵⁶³ Press release: Creches and Day Care Centres, Press Information Bureau Government of India Ministry of Women and Children Development (New Delhi) 29 November 2019. Access Date: 10 February 2020.

<https://pib.gov.in/PressReleaseDetail.aspx?PRID=1594223>.

³⁵⁶⁴ Press release: SHE-box, Press Information Bureau Government of India Ministry of Information Women and Children Development (New Delhi) 29 November 2019. Access Date: 10 February 2020.

<https://pib.gov.in/PressReleaseDetail.aspx?PRID=1594218>.

³⁵⁶⁵ Press release: SHE-box, Press Information Bureau Government of India Ministry of Information Women and Children Development (New Delhi) 29 November 2019. Access Date: 10 February 2020.

<https://pib.gov.in/PressReleaseDetail.aspx?PRID=1594218>.

On 7 February 2020, the WCD announced that it would provide other monetary incentives to Anganwadi workers, aside from the honorarium announced in November 2019.³⁵⁶⁶ It also reaffirmed its support for the honorarium program.³⁵⁶⁷

On 14 February 2020, the WCD announced a partnership with the Ministry of Skill Development and Entrepreneurship aimed at enabling and empowering women to engage in advanced skill development and related industries.³⁵⁶⁸ In particular, the WCD hopes to boost women's participation in high-productivity sectors and ensure that grassroots organizations are aware of the government's initiatives to close gaps in gender parity.³⁵⁶⁹ For example, the WCD names the Indian start-up industry as having very few females and that the artificial intelligence sector should aim to have a higher proportion of women in its workforce.³⁵⁷⁰

On 29 February 2020, the WCD announced 11 chairs named after prominent Indian women scientists together with several "Women in Science" programs aimed at recognizing, inspiring, encouraging, and giving recognition to women in the fields of Science and Technology.³⁵⁷¹ The 11 chairs have been instituted in the fields of research including Agriculture, Biotechnology, Phytomedicine, Biochemistry, Medicine, Social Sciences, Earth Science and Meteorology, Engineering, Mathematics, and Physics and Fundamental Research.³⁵⁷²

On 6 March 2020, the WCD, in coordination with various ministries of India and the State Governments, announced a number of programs being implemented to benefit the welfare of single women, widows with no support, as well as underprivileged young women.³⁵⁷³ The schemes relevant to women's increased participation in the labour market are as follows: while the Indira Gandhi National Widow Pension Scheme aims to implement a pension program for widows and elderly below the

³⁵⁶⁶ Press release: Honorarium for Anganwadi workers, Press Information Bureau Government of India Ministry of Information Women and Children Development (New Delhi) 7 February 2020. Access Date: 10 February 2020.

<https://pib.gov.in/PressReleaseDetail.aspx?PRID=1602394>.

³⁵⁶⁷ Press release: Honorarium for Anganwadi workers, Press Information Bureau Government of India Ministry of Information Women and Children Development (New Delhi) 7 February 2020. Access Date: 10 February 2020.

<https://pib.gov.in/PressReleaseDetail.aspx?PRID=1602394>.

³⁵⁶⁸ Press release: WCD Ministry partners with Ministry of Skill Development & Entrepreneurship for Skilling of Women & Children, Press Information Bureau Government of India Ministry of Information Women and Children Development (New Delhi) 14 February 2020. Access Date: 22 March 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1603208>.

³⁵⁶⁹ Press release: WCD Ministry partners with Ministry of Skill Development & Entrepreneurship for Skilling of Women & Children, Press Information Bureau Government of India Ministry of Information Women and Children Development (New Delhi) 14 February 2020. Access Date: 22 March 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1603208>.

³⁵⁷⁰ Press release: WCD Ministry partners with Ministry of Skill Development & Entrepreneurship for Skilling of Women & Children, Press Information Bureau Government of India Ministry of Information Women and Children Development (New Delhi) 14 February 2020. Access Date: 22 March 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1603208>.

³⁵⁷¹ Press release: Government announces 11 chairs in the name of eminent women in various fields of Science & Technology, Press Information Bureau Government of India Ministry of Information Women and Children Development (New Delhi) 29 February 2020. Access Date: 22 March 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1604744>.

³⁵⁷² Press release: Government announces 11 chairs in the name of eminent women in various fields of Science & Technology, Press Information Bureau Government of India Ministry of Information Women and Children Development (New Delhi) 29 February 2020. Access Date: 22 March 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1604744>.

³⁵⁷³ Press release: Schemes for Welfare of Women, Press Information Bureau Government of India Ministry of Information Women and Children Development (New Delhi) 6 March 2020. Access Date: 22 March 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1605557>.

poverty line, the Mahila Shakti Kendra Scheme aims to empower rural women through community participation and so they may feel comfortable engaging in various career opportunities.³⁵⁷⁴

On 13 March 2020, the WCD announced that the Pradhan Mantri Vandana Yojana maternity benefit scheme has been delivered to 855,731 beneficiaries, each receiving INR5,000 under the scheme.³⁵⁷⁵

On 3 April 2020, the Ministry of Rural Development announced that lump sums of INR500 would be given to women who were Pradhan Mantri Jan-Dhan Yojana (PMJDY), or the National Program for Financial Inclusion account holders for the month of April in light of COVID-19.³⁵⁷⁶ This is aimed to help women who may be at risk of losing employment or struggling to support their families.³⁵⁷⁷

On 6 June 2020, the WCD announced a task force to examine issues related to women's advancement.³⁵⁷⁸ In particular, the task force is responsible for suggesting measures for promoting higher education among women and suitable legislative instruments to achieve that goal.³⁵⁷⁹

On 23 July 2020, the Ministry of Defense issued a formal Government Sanction Letter which grants Permanent Commission to Women Officers in the Indian Army.³⁵⁸⁰ The Ministry of Defense announced that this grant would allow women to hold more significant roles within the Indian army and is an example of the Indian army's commitment to provide equal opportunities to all personnel including women officers.³⁵⁸¹

On 21 August 2020, the Ministry of Tourism signed a Memorandum of Understanding with the Travel Agents Association of India and the FICCI Ladies Organization to promote tourism as a

³⁵⁷⁴ Press release: Schemes for Welfare of Women, Press Information Bureau Government of India Ministry of Information Women and Children Development (New Delhi) 6 March 2020. Access Date: 22 March 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1605557>.

³⁵⁷⁵ Press release: Maternity Benefit Disbursed to 1.36 Core Beneficiaries under PMMVY, Press Information Bureau Government of India Ministry of Information Women and Children Development (New Delhi) 13 March 2020. Access Date: 22 March 2020. <https://pib.gov.in/PressReleaseDetail.aspx?PRID=1606295>.

³⁵⁷⁶ Press release: Direct cash transfer to women PMJDY account holders under PM Garib Kalyan Package for the month of April 2020 in the light of COVID-19 pandemic, Press Information Bureau Government of India Ministry of Information Rural Development (New Delhi) 3 April 2020. Access Date: 25 July 2020. <https://pib.gov.in/PressReleasePage.aspx?PRID=1610606>.

³⁵⁷⁷ Press release: Direct cash transfer to women PMJDY account holders under PM Garib Kalyan Package for the month of April 2020 in the light of COVID-19 pandemic, Press Information Bureau Government of India Ministry of Information Rural Development (New Delhi) 3 April 2020. Access Date: 25 July 2020. <https://pib.gov.in/PressReleasePage.aspx?PRID=1610606>.

³⁵⁷⁸ Press release: Task force set up to examine matters pertaining to age of motherhood, imperatives of lowering MMR, improvement of nutritional levels and related issues, Press Information Bureau Government of India Ministry of Information Women and Child Development (New Delhi) 6 June 2020. Access Date: 25 July 2020. <https://pib.gov.in/PressReleasePage.aspx?PRID=1629832>.

³⁵⁷⁹ Press release: Task force set up to examine matters pertaining to age of motherhood, imperatives of lowering MMR, improvement of nutritional levels and related issues, Press Information Bureau Government of India Ministry of Information Women and Child Development (New Delhi) 06 June 2020. Access date: 25 July 2020. <https://pib.gov.in/PressReleasePage.aspx?PRID=1629832>.

³⁵⁸⁰ Press release: Grant of Permanent Commission to Women Officers in Indian Army, Press Information Bureau Government of India Ministry of Defence (New Delhi) 23 July 2020. Access Date: 25 July 2020. <https://pib.gov.in/PressReleasePage.aspx?PRID=1640638>.

³⁵⁸¹ Press release: Grant of Permanent Commission to Women Officers in Indian Army, Press Information Bureau Government of India Ministry of Defence (New Delhi) 23 July 2020. Access Date: 25 July 2020. <https://pib.gov.in/PressReleasePage.aspx?PRID=1640638>.

sustainable livelihood model for women's economic empowerment.³⁵⁸² Through this initiative, women would gain training in the areas of hospitality skills, a more flexible work-life balance and greater opportunities for entrepreneurship with significantly lower capital in the tourism industry.³⁵⁸³

On 17 September 2020, the WCD announced enhanced honorariums for Anganwadi Workers, since they are considered front-line workers who have been facilitating essential services during the COVID19 pandemic.³⁵⁸⁴ In addition to honoraria, the States/UTs are also giving monetary incentives to these workers and other personal protective equipment and other insurance schemes.³⁵⁸⁵ The cohort was trained by female mentors from various fields and 16 different states across India.

On 23 September 2020, the WCD announced several measures to promote entrepreneurship among women. The first is a project known as the "Economic Empowerment of Women Entrepreneurs and Startups by Women", which aims to create incubation and acceleration programs for women micro entrepreneurs to start businesses and scale up existing enterprises.³⁵⁸⁶ The second measure is known as the Prime Minister's Employment Generation Programme, a micro-credit linked subsidy program aimed at generating self-employment opportunities through establishing micro-enterprises outside the agricultural center.³⁵⁸⁷ The third program is known as the Women Entrepreneurship Platform, which provides free services for women entrepreneurs.³⁵⁸⁸ Finally, the last program is a skill development program run by the Rural Self Employment and Training Institutes, which enables female trainees to take bank credits and start her own micro-enterprise.³⁵⁸⁹

On 23 September 2020, the WCD announced a number of programs to promote the safety and empowerment of women and children across the country, including a universal women helpline which is aimed at providing 24 hours emergency response to women affected by violence in public

³⁵⁸² Press release: Ministry of Tourism virtually signs an MoU with Travel Agents Association of India (TAAI) & FICCI Ladies Organization (FLO) to promote tourism as sustainable livelihood model for women's economic empowerment, Press Information Bureau Government of India Ministry of Tourism (New Delhi) 21 August 2020. Access Date: 29 September 2020. <https://pib.gov.in/PressReleasePage.aspx?PRID=1647610>.

³⁵⁸³ Press release: Ministry of Tourism virtually signs an MoU with Travel Agents Association of India (TAAI) & FICCI Ladies Organization (FLO) to promote tourism as sustainable livelihood model for women's economic empowerment, Press Information Bureau Government of India Ministry of Tourism (New Delhi) 21 August 2020. Access Date: 29 September 2020. <https://pib.gov.in/PressReleasePage.aspx?PRID=1647610>.

³⁵⁸⁴ Press release: Increase in Salaries of Anganwadi Workers, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 17 September 2020. Access Date: 29 September 2020. <https://pib.gov.in/PressReleasePage.aspx?PRID=1655616>.

³⁵⁸⁵ Press release: Increase in Salaries of Anganwadi Workers, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 17 September 2020. Access Date: 29 September 2020. <https://pib.gov.in/PressReleasePage.aspx?PRID=1655616>.

³⁵⁸⁶ Press release: Women Entrepreneurship, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 23 September 2020. Access Date: 29 September 2020. <https://pib.gov.in/PressReleasePage.aspx?PRID=1658320>.

³⁵⁸⁷ Press release: Women Entrepreneurship, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 23 September 2020. Access Date: 29 September 2020. <https://pib.gov.in/PressReleasePage.aspx?PRID=1658320>.

³⁵⁸⁸ Press release: Women Entrepreneurship, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 23 September 2020. Access Date: 29 September 2020. <https://pib.gov.in/PressReleasePage.aspx?PRID=1658320>.

³⁵⁸⁹ Press release: Women Entrepreneurship, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 23 September 2020. Access Date: 29 September 2020. <https://pib.gov.in/PressReleasePage.aspx?PRID=1658320>.

and private spaces, by linking them with the appropriate authority such as the Police, One Stop Centre, Hospital and Legal services.³⁵⁹⁰

India has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market by effectively recognizing, reducing and reallocating the burden of unpaid care work in terms of time and labour resources across individuals, communities and institutions.

Thus, India receives a score of +1.

Analyst: Andrea Ho

Indonesia: 0

Indonesia has partially complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in the three areas of recognition, reduction and reallocation.

On 26 December 2019, the provincial government of Bangka Belitung Islands and UN Women announced a partnership to support women's entrepreneurship and economic empowerment in Bangka Belitung Islands.³⁵⁹¹ The goal is to provide women with equal economic opportunities.³⁵⁹²

On 5 February 2020, Minister of National Development Planning Suharso Monoarfa announced that the Indonesian government will fight to end child marriage.³⁵⁹³ The goal is to decrease the child marriage prevalence rate from 11.2 per cent to 8.74 per cent.³⁵⁹⁴

Indonesia has partially complied with its commitment to by taking steps to effectively recognize and reduce the gender gap in unpaid care work, but not taking any concrete measures to reallocate the burden in terms of time and labour on certain individuals, communities and institutions.

Thus, Indonesia receives a score of 0.

Analyst: Dania Asabi Ogie

Italy: 0

Italy has partially complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in the three areas of recognition, reduction and reallocation.

On 16 December 2019, Italy aims to raise the quota of women within corporate boards to 40 per cent.³⁵⁹⁵ This raise in the so-called "pink tax" stems from a budget measure implemented in 2011.³⁵⁹⁶

³⁵⁹⁰ Press Release: Development of Women and Children, Press Information Bureau Government of India Ministry of Women and Child Development (New Delhi) 23 September 2020. Access Date: 29 September 2020. <https://pib.gov.in/PressReleasePage.aspx?PRID=1658302>.

³⁵⁹¹ UN Women to Support Provincial Initiatives on Women's Economic Empowerment in Bangka Belitung Island, UN Women (Pangkal Pinang) 3 January 2020. Access Date: 31 January 2020. <https://asiapacific.unwomen.org/en/news-and-events/stories/2020/01/un-women-to-support-provincial-initiatives-on-wee-in-bangka-belitung-islands>.

³⁵⁹² UN Women to Support Provincial Initiatives on Women's Economic Empowerment in Bangka Belitung Island, UN Women (Pangkal Pinang) 3 January 2020. Access Date: 31 January 2020. <https://asiapacific.unwomen.org/en/news-and-events/stories/2020/01/un-women-to-support-provincial-initiatives-on-wee-in-bangka-belitung-islands>.

³⁵⁹³ Government of Indonesia Commits to End Child Marriage, UNFPA (Jakarta) 5 February 2020. Access Date: 8 February 2020. <https://indonesia.unfpa.org/en/news/government-indonesia-commits-end-child-marriage>.

³⁵⁹⁴ Government of Indonesia Commits to End Child Marriage, UNFPA (Jakarta) 5 February 2020. Access Date: 8 February 2020. <https://indonesia.unfpa.org/en/news/government-indonesia-commits-end-child-marriage>.

On 13 January 2020, in a report published by the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO), the experts highlight a lack of protection for women against violence within Italy.³⁵⁹⁷ GREVIO “has urged the Italian authorities to enact more measures to protect women from violence.”³⁵⁹⁸ However, this has yielded no visible change within the society. The report acknowledges Italy’s use of the “Istanbul Convention,” but raises a number of concerns with any actuality of changes.

Italy has attempted to redistribute the burden of unpaid care work through some measures but has not undertaken any other efforts to reduce or recognize the gender gap in unpaid care work.

Thus, Italy receives a score of 0.

Analyst: Evangeline Procopondis

Japan: 0

Japan has partially complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women’s participation in the labour market in the three areas of recognition, reduction and reallocation.

On 15 January 2020, Environment Minister Shinjiro Koizumi announced that he will be taking a two-week paternity leave after his first child is born in order to change the mindsets of working fathers in the country.³⁵⁹⁹

On 3 April 2020, the Ministry of Foreign Affairs of Japan hosted the sixth annual World Assembly for Women.³⁶⁰⁰ The goal of the conference is to have discussions on various women’s issues including women’s empowerment.³⁶⁰¹

On 12 June 2020, the Worker Cooperatives Act was submitted to Japan’s House of Representatives by 15 members of parliament.³⁶⁰² The goal of this act is to create job opportunities for those who are socially disadvantaged and to respond to social needs such as eldercare and childcare.³⁶⁰³

³⁵⁹⁵ Italy aims to boost quotas for women on corporate boards, Reuters (Milan) 16 December 2019. Access Date: 8 February 2020. <https://www.reuters.com/article/italy-women/italy-aims-to-boost-quotas-for-women-on-corporate-boards-idUSL8N28Q49S>.

³⁵⁹⁶ Italy aims to boost quotas for women on corporate boards, Reuters (Milan) 16 December 2019. Access Date: 8 February 2020. <https://www.reuters.com/article/italy-women/italy-aims-to-boost-quotas-for-women-on-corporate-boards-idUSL8N28Q49S>.

³⁵⁹⁷ Italy: more measures needed to protect women from violence, Council of Europe (Strasbourg) 13 January 2020. Access Date 8 February 2020. <https://www.coe.int/en/web/portal/-/italy-more-measures-needed-to-protect-women-from-violence>.

³⁵⁹⁸ Italy: more measures needed to protect women from violence, Council of Europe (Strasbourg) 13 January 2020. Access Date 8 February 2020. <https://www.coe.int/en/web/portal/-/italy-more-measures-needed-to-protect-women-from-violence>.

³⁵⁹⁹ A Japanese Politician Is Taking Paternity Leave. It’s a Big Deal, The New York Times (Tokyo) 15 January 2020. Access Date: 8 February 2020. <https://www.nytimes.com/2020/01/15/world/asia/japan-koizumi-paternity-leave.html>.

³⁶⁰⁰ Government of Japan hosts the 6th annual World Assembly for Women in Tokyo, the Ministry of Foreign Affairs of Japan (Tokyo) 24 January 2020. Access Date: 31 January 2020. https://www.mofa.go.jp/fp/hr_ha/page22e_000940.html.

³⁶⁰¹ Government of Japan hosts the 6th annual World Assembly for Women in Tokyo, the Ministry of Foreign Affairs of Japan (Tokyo) 24 January 2020. Access Date: 31 January 2020. https://www.mofa.go.jp/fp/hr_ha/page22e_000940.html.

³⁶⁰² A worker cooperatives bill has been submitted to the House of Representatives in Japan, the International Labour Organization (Japan) 18 June 2020. Access Date: 23 July 2020. https://www.ilo.org/global/topics/cooperatives/news/WCMS_748306/lang--en/index.htm

Japan has partially complied with its commitment by effectively recognizing the gender gap in unpaid care work, but not taking any concrete measures to redistribute or reallocate the burden in terms of time and labour on certain individuals, communities and institutions.

Thus, Japan receives a score of 0.

Analyst: Dania Asabi Ogie

Korea: -1

Korea has not complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in the three areas of recognition, reduction and reallocation.

On 30 June 2019, the Organisation for Economic Co-operation and Development reported that Korea's gender gap in employment rate is smaller among "men and women with less than upper secondary levels."³⁶⁰⁴ Also, Korea's female workers remain "consistently under-represented in top positions — [where] they face what is often called the 'glass ceiling.'"³⁶⁰⁵ Additionally, women tend to hold different types of jobs than their male counterparts.³⁶⁰⁶ For example, women find it difficult "to reach managerial positions in Korea, where they make up only around 12-13 per cent of managers."³⁶⁰⁷

In October 2019, a report published by the International Monetary Fund, found that unpaid domestic work accounts for 10 per cent of gross domestic product in Korea.³⁶⁰⁸ According to this report, "unpaid work declines with the level of economic development of [the] country and female labour participation rises."³⁶⁰⁹ Female labour participation has the potential for reducing unpaid work and boosting Korea's economy, "as economies get richer, ... unpaid work by men increases, allowing

³⁶⁰³ A worker cooperatives bill has been submitted to the House of Representatives in Japan, the International Labour Organization (Japan) 18 June 2020. Access Date: 23 July 2020.

https://www.ilo.org/global/topics/cooperatives/news/WCMS_748306/lang--en/index.htm

³⁶⁰⁴ Gender Differences in Employment, Organization for Economic Co-operation and Development (Paris) 30 June 2019. Access Date: 2 February 2020.

https://www.oecd.org/els/soc/LMF_1_6_Gender_differences_in_employment_outcomes.pdf.

³⁶⁰⁵ Gender Differences in Employment, Organization for Economic Co-operation and Development (Paris) 30 June 2019. Access Date: 2 February 2020.

https://www.oecd.org/els/soc/LMF_1_6_Gender_differences_in_employment_outcomes.pdf.

³⁶⁰⁶ Gender Differences in Employment, Organization for Economic Co-operation and Development (Paris) 30 June 2019. Access Date: 2 February 2020.

https://www.oecd.org/els/soc/LMF_1_6_Gender_differences_in_employment_outcomes.pdf.

³⁶⁰⁷ Gender Differences in Employment, Organization for Economic Co-operation and Development (Paris) 30 June 2019. Access Date: 2 February 2020.

https://www.oecd.org/els/soc/LMF_1_6_Gender_differences_in_employment_outcomes.pdf.

³⁶⁰⁸ IMF Working Paper — Reducing and Redistributing Unpaid Work: Stronger Policies to Support Gender Equality, International Monetary Fund (Washington D.C.) October 2019. Access Date: 2 February 2020.

<https://www.imf.org/en/Publications/WP/Issues/2019/10/15/Reducing-and-Redistributing-Unpaid-Work-Stronger-Policies-to-Support-Gender-Equality-48688>.

³⁶⁰⁹ IMF Working Paper — Reducing and Redistributing Unpaid Work: Stronger Policies to Support Gender Equality, International Monetary Fund (Washington D.C.) October 2019. Access Date: 2 February 2020.

<https://www.imf.org/en/Publications/WP/Issues/2019/10/15/Reducing-and-Redistributing-Unpaid-Work-Stronger-Policies-to-Support-Gender-Equality-48688>.

for a redistribution of unpaid work by gender and an increase in paid work by women.”³⁶¹⁰ The report concludes that “the decline in unpaid work as countries become richer is explained by reductions in domestic chores.”³⁶¹¹

In October 2019, the International Monetary Fund (IMF) published a further report in which it recommends that Korea institute labour market reforms in order to support higher female labour force participation.³⁶¹²

On 1 September 2020, the Korean Ministry of Gender Equality announced “a first-ever government forum on equality, on the theme of the gendered impacts of the novel coronavirus pandemic.”³⁶¹³ The ministry said the forum aims to discuss and highlight the different ways the crisis is affecting women and men.³⁶¹⁴ The forum was launched to mark the anniversaries of two United Nations milestones -- the 1995 Beijing Platform for Action, a declaration on how to achieve equality for girls and women, and the 2000 security council resolution on women, peace and security.³⁶¹⁵

Korea has not complied with its commitment of addressing the gender gap in unpaid domestic work and has not taken action to increase women’s participation in the labour market in any of the three mentioned areas of recognition, reduction and redistribution.

Thus, Korea has received a score of -1.

Analyst: Miranda Bocci

Mexico: 0

Mexico has partially complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women’s participation in the labour market in the three areas of recognition, reduction and reallocation.

On 13 July 2019, UN Women announced that the “global gathering” for gender equality through Generation Equality Forum initiated by UN Women and co-chaired by France and Mexico with the aid of civil society will take place in Mexico City, Mexico from 7-8 May 2020 and will close in Paris from 7 to 10 July of 2020.³⁶¹⁶ The purpose of the Forum is going to be a universal public

³⁶¹⁰ IMF Working Paper — Reducing and Redistributing Unpaid Work: Stronger Policies to Support Gender Equality, International Monetary Fund (Washington D.C.) October 2019. Access Date: 2 February 2020. <https://www.imf.org/en/Publications/WP/Issues/2019/10/15/Reducing-and-Redistributing-Unpaid-Work-Stronger-Policies-to-Support-Gender-Equality-48688>.

³⁶¹¹ IMF Working Paper — Reducing and Redistributing Unpaid Work: Stronger Policies to Support Gender Equality, International Monetary Fund (Washington D.C.) October 2019. Access Date: 2 February 2020. <https://www.imf.org/en/Publications/WP/Issues/2019/10/15/Reducing-and-Redistributing-Unpaid-Work-Stronger-Policies-to-Support-Gender-Equality-48688>.

³⁶¹² G-20 Report on Strong, Sustainable, Balanced, and Inclusive Growth, International Monetary Fund (Washington D.C.) October 2019. Access Date: 2 February 2020. <https://www.imf.org/external/np/g20/pdf/2019/101119b.pdf>.

³⁶¹³ Government forum to discuss pandemic’s toll on women. Korea Herald (Seoul) 1 September 2020. Access Date: 15 September 2020. <http://www.koreaherald.com/view.php?ud=20200901000879>

³⁶¹⁴ Government forum to discuss pandemic’s toll on women. Korea Herald (Seoul) 1 September 2020. Access Date: 15 September 2020. <http://www.koreaherald.com/view.php?ud=20200901000879>

³⁶¹⁵ Government forum to discuss pandemic’s toll on women. Korea Herald (Seoul) 1 September 2020. Access Date: 15 September 2020. <http://www.koreaherald.com/view.php?ud=20200901000879>

³⁶¹⁶ The Generation Equality Forum — Save The Date! UN Women (Geneva) 23 July 2019. Access Date: 8 February 2020. <https://www.unwomen.org/en/news/stories/2019/7/announcer-generation-equality-forum>.

conversation to call for immediate action on accountability on gender equality as well as to celebrate and empower women.³⁶¹⁷

On 9 January 2020, Mexico announced its first Mexico's Feminist Foreign Policy (FFP).³⁶¹⁸ This is in line with Mexico's ambitious multilateral policy and reinforces the Mexican government's commitment to the agenda of gender equality and non-discrimination.³⁶¹⁹ Adding to other international examples, Mexico's FFP will seek to apply its focus on human rights and gender equality across all sectors and all areas of Mexico's foreign policy; to make visible the contribution of women to foreign policy and global actions, and to maintain its consistency and congruence by doing this both within and outside of the Foreign Ministry.³⁶²⁰

On 15 January 2020, in a news article by Devex, it was stated that the Feminist Foreign Policy strategy will be implemented over the 2020-2024 period and has five principles: a foreign policy with a gender perspective and feminist agenda abroad; a foreign ministry with gender parity; a foreign ministry that is free of violence and safe for all; visible equality of women in the foreign ministry; and feminism within all areas of the foreign ministry.³⁶²¹

On 14 January 2020, in an article in Foreign Policy, Lyric Thompson wrote that Mexico created a working definition of Feminism for government policy that "prioritizes gender equality and enshrines the human rights of women and other traditionally marginalized groups, allocates significant resources to achieve that vision and seeks through its implementation to disrupt patriarchal and male-dominated power structures across all of its levers of influence (aid, trade, defense and diplomacy), informed by the voices of feminist activists, groups and movements."³⁶²²

On 17 June 2020, the Sistema Nacional para la Igualdad entre Mujeres y Hombres established the Proigualdad 2020-2024 program under Mexico's 2019-2024 National Development Plan.³⁶²³ This program will promote gender equality in compliance with The Programa del Instituto Nacional de las Mujeres y Hombres; strengthen the links between women and unions, governments, civil society and the private sector; provide authorities with guidance on gender equality; support systems that seek to eliminate violence against women; introduce cultural changes that support women's rights and development; ensure the representation of women within leadership roles; and facilitate the acknowledgement of women's roles as caretakers and the redistribution of care and domestic work.³⁶²⁴

On 2 July 2020, Mexican governmental representatives joined representatives from Germany, South Africa and Spain to discuss economic gender equality at a meeting hosted by Swedish Minister for

³⁶¹⁷ The Generation Equality Forum — Save The Date! UN Women (Geneva) 23 July 2019. Access Date: 8 February 2020. <https://www.unwomen.org/en/news/stories/2019/7/announcer-generation-equality-forum>.

³⁶¹⁸ Mexico Adopts Feminist Foreign Policy, Gobierno de México (Mexico City) 9 January 2020. Access Date: 28 March 2020. <https://www.gob.mx/sre/prensa/mexico-adopts-feminist-foreign-policy?idiom=en>.

³⁶¹⁹ Mexico Adopts Feminist Foreign Policy, Gobierno de México (Mexico City) 9 January 2020. Access Date: 28 March 2020. <https://www.gob.mx/sre/prensa/mexico-adopts-feminist-foreign-policy?idiom=en>.

³⁶²⁰ Mexico Adopts Feminist Foreign Policy, Gobierno de México (Mexico) 9 January 2020. Access Date: 28 March 2020. <https://www.gob.mx/sre/prensa/mexico-adopts-feminist-foreign-policy?idiom=en>.

³⁶²¹ Mexico releases Latin America's first feminist foreign policy, Devex (Washington D.C.) 15 January 2020. Access Date: 28 March 2020. <https://www.devex.com/news/mexico-releases-latin-america-s-first-feminist-foreign-policy-96363>.

³⁶²² Mexican Diplomacy has gone feminist, Lyric Thompson, Foreign Policy (Washington D.C.) 14 January 2020. Access Date: 27 March 2020. <https://foreignpolicy.com/2020/01/14/mexican-diplomacy-feminist-foreign-policy/>.

³⁶²³ Programa Institucional Entidades No Sectorizadas Derivado del Plan Nacional de Desarrollo 2019-2024, Programa Institucional 2020-2014 del Instituto Nacional de las Mujeres y Hombres (Mexico City) 17 June 2020. Access Date: 26 August 2020. http://dof.gob.mx/nota_detalle.php?codigo=5595138&fecha=17/06/2020

³⁶²⁴ Programa Institucional Entidades No Sectorizadas Derivado del Plan Nacional de Desarrollo 2019-2024, Programa Institucional 2020-2014 del Instituto Nacional de las Mujeres y Hombres (Mexico City) 17 June 2020. Access Date: 26 August 2020. http://dof.gob.mx/nota_detalle.php?codigo=5595138&fecha=17/06/2020

Foreign Affairs, Ann Linde.³⁶²⁵ Ministers at the meeting recognized the low pay or undervaluation of occupations that are predominately held by women and highlighted the need for action in achieving economic gender equality.³⁶²⁶ Key messages from this meeting included the need for greater recognition and equal distribution of unpaid care work, as well as the need to provide more accessible work, education, training and social protection systems for women and girls.³⁶²⁷

Mexico has recognized and drew attention to the gender gap. However, Mexico remains the same in other aspects and did not take concrete action for paternity or maternity leave, reducing violence against women, and it did not have engage with the private sector to promote women's economic empowerment. It has not implemented policies that would redistribute the burden of unpaid care work such as flexible working arrangements, provision of parental leave, provision of affordable childcare and social security.

Thus, Mexico receives a score of 0.

Analysts: Aleena Ahmed and Elizabeth Wai

Russia: 0

Russia has partially complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in the three areas of recognition, reduction and reallocation.

On 18 July 2019, the Ministry of Labor and Social Protection issued an order shortening the list of professions in which women's employment is restricted, including employment in certain occupations in the chemical industry, metallurgy, oil production, coal mining, manufacturing of insulation, and some others owing to the harmful effects of certain compounds on women's reproductive health.³⁶²⁸ The goal is to increase women's participation in more forms of industry, reflecting technological advancements have allowed women to work in the professions previously deemed dangerous.³⁶²⁹

On 16 December 2019, the World Economic Forum released its annual Global Gender Gap Index ranking, tracking the equality of men and women in 153 countries in four categories: economic participation and opportunity, educational attainment, health and survival and political

³⁶²⁵ Sweden, South Africa, Mexico, Spain and Germany discussed economic gender equality and engagement in a global coalition. The Government of Sweden (Stockholm) 3 July 2020. Access Date: 30 August 2020.

<https://www.government.se/statements/2020/07/sweden-south-africa-mexico-spain-and-germany-discussed-economic-gender-equality-and-engagement-in-a-global-coalition/>

³⁶²⁶ Sweden, South Africa, Mexico, Spain and Germany discussed economic gender equality and engagement in a global coalition. The Government of Sweden (Stockholm) 3 July 2020. Access Date: 30 August 2020.

<https://www.government.se/statements/2020/07/sweden-south-africa-mexico-spain-and-germany-discussed-economic-gender-equality-and-engagement-in-a-global-coalition/>

³⁶²⁷ Sweden, South Africa, Mexico, Spain and Germany discussed economic gender equality and engagement in a global coalition. The Government of Sweden (Stockholm) 3 July 2020. Access Date: 30 August 2020.

<https://www.government.se/statements/2020/07/sweden-south-africa-mexico-spain-and-germany-discussed-economic-gender-equality-and-engagement-in-a-global-coalition/>

³⁶²⁸ Russian Federation: Government Shortens List of Professions in Which Women's Employment Is Restricted, Library of Congress (Washington D.C.) 7 October 2019. Access Date: 8 February 2020. <http://www.loc.gov/law/foreign-news/article/russian-federation-government-shortens-list-of-professions-in-which-womens-employment-is-restricted/>.

³⁶²⁹ Russian Federation: Government Shortens List of Professions in Which Women's Employment Is Restricted, Library of Congress (Washington D.C.) 7 October 2019. Access Date: 8 February 2020. <http://www.loc.gov/law/foreign-news/article/russian-federation-government-shortens-list-of-professions-in-which-womens-employment-is-restricted/>.

empowerment. Russia fell six spots on the index, from 75th last year to 81st this year, placing between El Salvador and Ethiopia.³⁶³⁰

On 11 May 2020, the Ministry of Labor and Social Protection approved additional payment benefits to families with children. Russian citizens with children aged 3 to 16 will be eligible to receive a one-time payment of RUB10,000 per child starting 1 June 2020. President Vladimir Putin stated that the goal of the additional payment benefits are to “take more decisions on supporting people” and create more infrastructure supporting women such as equitable financial services to facilitate women’s transition to the formal economy.

Russia has partially complied with its commitment to by taking steps to effectively recognize the gender gap in unpaid care work, but not taking any concrete measures to reduce or reallocate the burden in terms of time and labour on certain individuals, communities and institutions.

Thus, Russia receives a score of 0.

Analyst: Derron Yu

Saudi Arabia: +1

Saudi Arabia has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women’s participation in the labour market in all the three areas of recognition, reduction and reallocation.

On 1 August 2019, the Saudi Council of Ministers led by King Salman bin Abdulaziz Al Saud adopted amendments to the Labor Law, clearly stating that an employee can be either a male or female.³⁶³¹ In addition, to prohibiting employers from dismissing females or threatening them with job release during periods of maternity or pregnancy leaves and periods of illness resulting from childbirth or pregnancy.³⁶³² The new amendments also included protection against discrimination in employment, preventing employers from asking female employees to obtain approval from their male guardian before they are able to be employed.³⁶³³ As stated in the amended articles of the law “citizens are equal with respect to the right to work without any discrimination on the basis of sex, disability, age, or any other form of discrimination.”³⁶³⁴

On 3 October 2019, Minister of Labor and Social Development Ahmed Al-Rajhi passed a set of regulations that intends to protect employers including women from harassment in their workplace environment.³⁶³⁵ As stated by Khalid Abal-Khail, spokesman of the Ministry of Labor and Social

³⁶³⁰ Russia’s Gender Equality Rating Drops — WEF Report, Moscow Times (Moscow) 17 December 2019. Access Date: 8 February 2020. <https://www.themoscowtimes.com/2019/12/17/russias-gender-equality-rating-drops-wef-report-a68643>.

³⁶³¹ The Council of Minister decides to approve amendments to the travel and civil status documents system, work and social security system, Um Al Qura Newspaper (Riyadh) 1 August 2019. Access Date: 27 February 2020. <https://www.uqn.gov.sa/articles/1564686389678699500/>.

³⁶³² The Council of Minister decides to approve amendments to the travel and civil status documents system, work and social security system, Um Al Qura Newspaper (Riyadh) 1 August 2019. Access Date: 27 February 2020. <https://www.uqn.gov.sa/articles/1564686389678699500/>.

³⁶³³ The Council of Minister decides to approve amendments to the travel and civil status documents system, work and social security system, Um Al Qura Newspaper (Riyadh) 1 August 2019. Access Date: 27 February 2020. <https://www.uqn.gov.sa/articles/1564686389678699500/>.

³⁶³⁴ The Council of Minister decides to approve amendments to the travel and civil status documents system, work and social security system, Um Al Qura Newspaper (Riyadh) 1 August 2019. Access Date: 27 February 2020. <https://www.uqn.gov.sa/articles/1564686389678699500/>.

³⁶³⁵ Workplace anti-harassment rules to be in force from Oct. 20, Saudi Gazette (Riyadh) 3 October 2019. Access Date: 31 January 2020. <http://www.saudigazette.com.sa/article/578936/SAUDI-ARABIA/Workplace-anti-harassment-rules-to-be-in-force-from-Oct-20>.

Development “the minister’s decision aims to eliminate all forms of harassment and protect individuals from words, acts, implicit behaviour or innuendo of a sexual nature by one individual against another targeting that individual’s body, modesty or personal life.”³⁶³⁶

On 12 December 2019, the Saudi government-owned Human Resources Development Fund (Hadaf) signed an agreement with Careem car-hire service company to increase the number of female employees benefiting from the “Wusool” transportation programme and to expand the program’s coverage to new regions and provinces in the Kingdom.³⁶³⁷ Wusool programme covers up to 80 per cent of the costs of transporting working women to and from their workplace with the aim of empowering women, supporting their job stability, and increasing their participation in the labour market, through reducing the burden of transportation costs for Saudi women working in the private sector.³⁶³⁸

On 6 January 2020, Hadaf announced an amendment to the entry requirements and support mechanism in the “Qurrah” program which aims to contribute to women’s empowerment and stability in the labour market, through providing daycare and nurseries for children of female employees in different provinces of the Kingdom.³⁶³⁹ Under the new amendment, the support children will cover up to two children until the age of six years old, instead of the age of four. The fund will conduct a partial contribution to the costs of the daycare per child as follows: SAR800 for the first year, SAR600 during the second year, SAR500 and SAR400 for the third and fourth years respectively.³⁶⁴⁰ The Qurrah program aims to promote the percentage of Saudi females working in the private sector and contribute to the stability of Saudi women in their workplace.

On 24 January 2020, the Saudi Minister of Civil Service Sulaiman Al Hamdan announced that his Ministry achieved the 2020 target of reducing the gender gap between men and women in service jobs to 37 per cent.³⁶⁴¹ Al Hamdan also confirmed that “the creation of the Women’s Empowerment Agency, the appointment of the first female undersecretary in the Ministry of Civil Service, and the appointment of female directors at the ministry’s branches in the provinces of Assir, Jazan and Qassim for the first time in the history of the Ministry.”³⁶⁴²

On 8 March 2020, Minister of Communications and Information Technology Abdullah Bin Amer Al-Swaha launched the Women Empowerment Program, which aims to promote women’s participation in the workforce, through increasing remarking job opportunities for females and establishing a digital system that develops and attracts employees skills to perform digital transformation.³⁶⁴³ The program

³⁶³⁶ Workplace anti-harassment rules to be in force from Oct. 20, Saudi Gazette (Riyadh) 3 October 2019. Access Date: 31 January 2020. <http://www.saudigazette.com.sa/article/578936/SAUDI-ARABIA/Workplace-anti-harassment-rules-to-be-in-force-from-Oct-20>.

³⁶³⁷ Hadaf agrees with Careem on increasing the number of beneficiaries of the Wusool programme, Sabq online newspaper (Riyadh) 12 December 2019. Access Date: 25 January 2020. <https://mobile.sabq.org/LP73HS>.

³⁶³⁸ Hadaf agrees with Careem on increasing the number of beneficiaries of the Wusool programme, Sabq online newspaper (Riyadh) 12 December 2019. Access Date: 25 January 2020. <https://mobile.sabq.org/LP73HS>.

³⁶³⁹ Government program supports child care costs for 2,514 Saudi female employees in the private sector, Saudi Press Agency (Riyadh) 6 January 2020. Access Date: 26 January 2020. <https://www.spa.gov.sa/2019589>.

³⁶⁴⁰ Government program supports child care costs for 2,514 Saudi female employees in the private sector, Saudi Press Agency (Riyadh) 6 January 2020. Access Date: 26 January 2020. <https://www.spa.gov.sa/2019589>.

³⁶⁴¹ Minister of Civil Service: Employing citizens by contracting system, Okaz Newspaper (Riyadh) 24 January 2020. Access Date: 30 January 2020. <https://www.okaz.com.sa/news/local/2006927>.

³⁶⁴² Minister of Civil Service: Employing citizens by contracting system, Okaz Newspaper (Riyadh) 24 January 2020. Access Date: 30 January 2020. <https://www.okaz.com.sa/news/local/2006927>.

³⁶⁴³ Women’s important role in development stressed, Saudi Gazette (Riyadh) 10 March 2020. Access Date: 17 March 2020. <http://saudigazette.com.sa/article/590672/SAUDI-ARABIA/Womens-important-role-in-development-stressed>.

includes the enhancing of females digital skills, awareness level, entrepreneurship and innovation.³⁶⁴⁴ In addition to promoting the employment of Saudi females in the sector, and empowering them in positions of leadership, through conducting employment programs.³⁶⁴⁵

On 7 July 2020, the Head of the Human Rights Division at the Saudi mission to the United Nations (Geneva) Mishaal Al-Balawi, announced that the Saudi 2030 Vision aims to provide job opportunities to more than one million Saudi women within the next ten years.³⁶⁴⁶ Al-Balawi recognized the significant role played by women in strengthening the Kingdom's economy.³⁶⁴⁷ He also introduced the Anti-Harassment Law and the Law of Protection from Abuse which prevents violence and harassment against women at their workplaces.³⁶⁴⁸

On 21 July 2020, Women 20 and the state-owned petroleum and natural gas company, Aramco, announced a partnership to promote gender equality and women's economic empowerment.³⁶⁴⁹ The partnership aims to promote inclusive decision-making and labor inclusion for women in the workplace, particularly in the field of science and technology (STEM), where women face inadequate representation.³⁶⁵⁰

On 26 August 2020, the Saudi Council of Ministers led by the Custodian of the Two Holy Mosques King Salman bin Abdulaziz Al Saud approved amending the labor system issued by the Royal Decree No. (M / 51) dated 8/23/1426 AH.³⁶⁵¹ Articles 149 and 150 concerning the prohibition of women's employment in some night shifts jobs or some dangerous occupations was removed. Article 186, previously prohibiting the employment of women in mining sites was amended to allow all genders above 18 years of age to be employed in mining sites.³⁶⁵²

Saudi Arabia has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market by effectively recognizing, reducing and reallocating the burden of unpaid care work in terms of time and labour resources across individuals, communities and institutions.

³⁶⁴⁴ Women's important role in development stressed, Saudi Gazette (Riyadh) 10 March 2020. Access Date: 17 March 2020. <http://saudigazette.com.sa/article/590672/SAUDI-ARABIA/Womens-important-role-in-development-stressed>.

³⁶⁴⁵ Women's important role in development stressed, Saudi Gazette (Riyadh) 10 March 2020. Access Date: 17 March 2020. <http://saudigazette.com.sa/article/590672/SAUDI-ARABIA/Womens-important-role-in-development-stressed>.

³⁶⁴⁶ One million jobs for Saudi women by 2030, Saudi Gazette (Geneva) 07 July 2020. Access Date:17 July 2020. <https://saudigazette.com.sa/article/595203>

³⁶⁴⁷ One million jobs for Saudi women by 2030, Saudi Gazette (Geneva) 07 July 2020. Access Date:17 July 2020. <https://saudigazette.com.sa/article/595203>

³⁶⁴⁸ One million jobs for Saudi women by 2030, Saudi Gazette (Geneva) 07 July 2020. Access Date:17 July 2020. <https://saudigazette.com.sa/article/595203>

³⁶⁴⁹ Women 20 and Aramco announce ground-breaking partnership to promote gender equality, Zawya (Riyadh) 21 July 2020. Access Date:21 July 2020. https://www.zawya.com/mena/en/press-releases/story/Women_20_and_Aramco_announce_groundbreaking_partnership_to_promote_gender_equalitynbspnbsp-ZAWYA20200721090518/

³⁶⁵⁰ Women 20 and Aramco announce ground-breaking partnership to promote gender equality, Zawya (Riyadh) 21 July 2020. Access Date:21 July 2020. https://www.zawya.com/mena/en/press-releases/story/Women_20_and_Aramco_announce_groundbreaking_partnership_to_promote_gender_equalitynbspnbsp-ZAWYA20200721090518/

³⁶⁵¹ The Council of Ministers approves the amendment of the labor system, Al Riyadh Newspaper (Neom) 26 August 2020. Access Date: 20 September 2020.<http://www.alriyadh.com/1838829>

³⁶⁵² The Council of Ministers approves the amendment of the labor system, Al Riyadh Newspaper (Neom) 26 August 2020. Access Date: 20 September 2020.<http://www.alriyadh.com/1838829>

Thus, Saudi Arabia has received a score of +1.

Analyst: Omar Abdellatif

South Africa: 0

South Africa has partially complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in the three areas of recognition, reduction and reallocation.

On 1 August 2019, Minister Maite Nkoana-Mashabane announced the inaugural Women's Month Program to reflect on South Africa's "success in achieving gender equality and mainstreaming the gender agenda across all sectors," including entrepreneurship and gender roles.³⁶⁵³ Minister Maite also strongly encouraged the businesses to highlight gender inequalities to ensure that discrimination within the workplace could be eradicated.³⁶⁵⁴

On 7 August 2019, the Chair of South Africa's Multi-Party Women's Caucus (MPWC) appealed to all ministries to create gender responsive and inclusive budgets to take account the needs of women within the society.³⁶⁵⁵

On 19 September 2019, the Commission for Employment Equity (CEE) condemned workplace violence and harassment, citing it as a "human rights violation...[and] a threat to equal opportunities."³⁶⁵⁶ The CEE also cites the work of the International Labour Organization (ILO) in their adoption of the ILO Violence and Harassment Convention.³⁶⁵⁷ The CEE is in the process of creating a "Code of Good Practice," to eliminate workplace violence and harassment for all workers in South Africa.³⁶⁵⁸

On 27 September 2019, South African public servants marched to fight gender-based violence and femicide — to bring together all parts of South African society to stop the violence and killing of

³⁶⁵³ Minister Maite Nkoana-Mashabane launches Women's Month, South African Government (Cape Town) 1 August 2019. Access Date: 6 February 2020. <https://www.gov.za/speeches/department-women-youth-and-persons-disabilities-launches-women's-month-1-aug-2019-0000>.

³⁶⁵⁴ Minister Maite Nkoana-Mashabane launches Women's Month, South African Government (Cape Town) 1 August 2019. Access Date: 6 February 2020. <https://www.gov.za/speeches/department-women-youth-and-persons-disabilities-launches-women's-month-1-aug-2019-0000>.

³⁶⁵⁵ Parliament on gender-responsive planning and budgeting framework, South African Government (Cape Town) 7 August 2019. Access Date: 6 February 2020. <https://www.gov.za/speeches/gender-responsive-7-aug-2019-0000>.

³⁶⁵⁶ Employment and Labour on eliminating violence and harassment in the workplace, South African Government (Cape Town) 19 September 2019. Access Date: 6 February 2020. <https://www.gov.za/speeches/elimination-and-prevention-violence-19-sep-2019-0000>.

³⁶⁵⁷ Employment and Labour on eliminating violence and harassment in the workplace, South African Government (Cape Town) 19 September 2019. Access Date: 6 February 2020. <https://www.gov.za/speeches/elimination-and-prevention-violence-19-sep-2019-0000>.

³⁶⁵⁸ Employment and Labour on eliminating violence and harassment in the workplace, South African Government (Cape Town) 19 September 2019. Access Date: 6 February 2020. <https://www.gov.za/speeches/elimination-and-prevention-violence-19-sep-2019-0000>.

women and children.³⁶⁵⁹ This march highlights the dedication of South African public servants to the cause of fighting violence against women and children in the face of inequality.³⁶⁶⁰

On 9 December 2019, the Gauteng Provincial Legislature's Portfolio Committee on Community Safety "commended the ... community's for successful convictions made in ... cases of gender-based violence."³⁶⁶¹ The commendation highlights six successful conviction cases bringing justice to those affected by gender-based violence within the community, demonstrating a step towards equality.³⁶⁶²

South Africa has succeeded in recognizing the gender gap in unpaid care work but has not reduced or redistributed the burden of unpaid care work across individuals, communities and institutions.

Thus, South Africa receives a score of 0.

Analyst: Evangeline Procopoudis

Turkey: +1

Tukey has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in all the three areas of recognition, reduction and reallocation.

In July 2019, the government of Turkey presented its second Voluntary National Review.³⁶⁶³ The report provides a review of Turkey's progress towards Sustainable Development Goals and the integration of Sustainable Development Goals (SDG) into a national agenda.³⁶⁶⁴ The following policies will be implemented in the upcoming years to achieve SDG 5.³⁶⁶⁵ They include mainstreaming the principle of equal opportunities for women and men into the in-service training programs of public institutions and organizations, structuring the budgets of all institutions and organisations in a way that they will support equal opportunities for women and men, mainstreaming activities and studies for raising awareness to prevent all forms of violence against women, revising the current legislation for women and girls in the context of prevention of early and forced marriages, generating detailed data on early and forced marriages at regional and local levels, mainstreaming and increasing the efficiency of activities

³⁶⁵⁹ Communications on arrangements for public service march against gender-based violence and femicide, South African Government (Cape Town) 26 September 2019. Access Date: 6 February 2020. <https://www.gov.za/speeches/government-communications-arrangements-public-service-march-against-gender-based-violence>.

³⁶⁶⁰ Communications on arrangements for public service march against gender-based violence and femicide, South African Government (Cape Town) 26 September 2019. Access Date: 6 February 2020. <https://www.gov.za/speeches/government-communications-arrangements-public-service-march-against-gender-based-violence>.

³⁶⁶¹ Gauteng Legislature on cases of gender-based violence, South African Government (Cape Town) 6 December 2019. Access Date: 6 February 2020. <https://www.gov.za/speeches/committee-commends-department's-strides-fighting-gbv-6-dec-2019-0000>.

³⁶⁶² Gauteng Legislature on cases of gender-based violence, South African Government (Cape Town) 6 December 2019. Access Date: 6 February 2020. <https://www.gov.za/speeches/committee-commends-department's-strides-fighting-gbv-6-dec-2019-0000>.

³⁶⁶³ Strong Ground towards common goals — Turkey presents its second VNR report in New York, United Nations Development Program (New York) 15 July 2019. Access Date: 27 March 2020. <https://www.tr.undp.org/content/turkey/en/home/presscenter/articles/2019/07/tuerkiye--kueresel-hedefler-yolundaki-ilerlemesini-ozetleyen-ra.html>.

³⁶⁶⁴ Strong Ground towards common goals — Turkey presents its second VNR report in New York, United Nations Development Program (New York) 15 July 2019. Access Date: 27 March 2020. <https://www.tr.undp.org/content/turkey/en/home/presscenter/articles/2019/07/tuerkiye--kueresel-hedefler-yolundaki-ilerlemesini-ozetleyen-ra.html>.

³⁶⁶⁵ Tukey Sustainable Development Goals 2nd VNR 2019, Strong Ground towards Common Goals, United Nations (New York) July 2019. Access Date; 27 March 2020. https://sustainabledevelopment.un.org/content/documents/23862Turkey_VNR_110719.pdf.

conducted to facilitate equal participation of women in politics and decision-making processes and ensuring that women may benefit from the opportunities and rights on an equal basis and stepping up work to strengthen women's cooperatives.³⁶⁶⁶

In September 2019, the Ministry of Family, Labour and Social Services has set goals in the women's section of the 11th Development Plan (2019-2023).³⁶⁶⁷ The main objective is to prevent all kinds of discrimination against women and to ensure that women benefit and strengthen equal rights and opportunities in all spheres of social life.³⁶⁶⁸ Turkey aims to strengthen the economic status of women and aim to reach these targets by the end of 2023, the female labour force participation rate will be 38.5 per cent, the female employment rate will be 34 per cent, the ratio of women among self-employed will be 20 per cent and the proportion of women in employers will be 10 per cent.³⁶⁶⁹

In September 2019, during the 2019 Annual Presidential Program, the Ministry of Family, Labour and social services efforts are underway to expand the areas of economic, social and cultural activities in order to strengthen the social position of women in Turkey and for them to benefit from equal opportunities, to ensure greater participation in the development process, business life and decision-making mechanisms and to prevent violence against women.³⁶⁷⁰ Additionally, the ministry includes the following measures; in order to increase female employment in the labor market, women's opportunities for vocational training and skill development will be strengthened, especially in the areas of technology production such as coding and software.³⁶⁷¹ To increase women's participation in the labor force and employment, practices that link work and family life will be implemented in order to facilitate access to care services.³⁶⁷² The ministry aspire for the, "active participation of women in economic, social, cultural life and all levels of decision-making mechanisms in a way to strengthen equality of opportunity between men and women in the field of rights will be encouraged, especially starting from the local."³⁶⁷³ To do so, the policy includes following measures: researches will be carried out to strengthen women's economic and social life, projects will be conducted, trainings will be organized.³⁶⁷⁴ In order to improve women's economic activities, women entrepreneurs will be provided with consultancy and guidance services in business development processes and women will be given priority in support in this field.³⁶⁷⁵ Mechanisms aiming to improve the economic activities of women in digital environments such as websites, portals and applications will be established and training programs and seminars will be organized to ensure the empowerment of women

³⁶⁶⁶ Turkey Sustainable Development Goals 2nd VNR 2019, Strong Ground towards Common Goals, United Nations (New York) July 2019. Access Date: 27 March 2020.

https://sustainabledevelopment.un.org/content/documents/23862Turkey_VNR_110719.pdf.

³⁶⁶⁷ Women in Turkey, Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

³⁶⁶⁸ Women in Turkey, Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

³⁶⁶⁹ Women in Turkey, Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

³⁶⁷⁰ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

³⁶⁷¹ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

³⁶⁷² Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

³⁶⁷³ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

³⁶⁷⁴ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

³⁶⁷⁵ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

entrepreneurs in e-commerce.³⁶⁷⁶ Support mechanisms for increasing women entrepreneurship in rural areas will be provided.³⁶⁷⁷

In September 2019, the issue of combating violence against women is included.³⁶⁷⁸ In the 11th Development Plan covering the years 2019-2023, the policies above are in place to organize education to eliminate negative attitudes and that reinforce domestic violence and to increase the capacity of preventive and preventive services in order to prevent forced marriages.³⁶⁷⁹

In September 2019, the Ministry of Family, Labour and Social Services provided 7,739 of women staying at women's shelters with awareness training; 745 of them were provided with literacy courses, and 8,258 participated in social, artistic and sporting activities.³⁶⁸⁰ The Social Assistance and Solidarity Foundation, with the help of municipalities and foundations, provided economic support to 2,280 women.³⁶⁸¹ As of September 2019, 5,042 women residing in women's shelters benefited from vocational courses and 915 women were employed, 4,489 children who stayed with their mothers in women's shelters benefited from nurseries and children's clubs and legal support was provided to 3,728 women receiving service from a women's shelter.³⁶⁸²

As of September 2019, Law No. 5510 on Social Security and General Health Insurance will regulate "maternal status" and "maternal insurance."³⁶⁸³ Furthermore, "the Regulation on the Employment Conditions of Female Employees in Night Shifts" adopted with regard to the Law No. 6331 on Occupational Health and Safety regulates the conditions of female employees in the night shifts who are in pregnancy or maternity.³⁶⁸⁴

Turkey has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market by effectively recognizing, reducing and reallocating the burden of unpaid care work in terms of time and labour resources across individuals, communities and institutions.

Thus, Turkey receives a score of +1.

Analyst: Aleena Ahmed

³⁶⁷⁶ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

³⁶⁷⁷ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

³⁶⁷⁸ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

³⁶⁷⁹ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

³⁶⁸⁰ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

³⁶⁸¹ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

³⁶⁸² Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

³⁶⁸³ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

³⁶⁸⁴ Women in Turkey. Ministry of family, Labour and Social Services, Government of Turkey (Ankara) September 2019. Access Date: 28 March 2020 <https://ailevecalisma.gov.tr/media/17801/women-in-turkey-eyluel2019sonu.pdf>.

United Kingdom: +1

The United Kingdom has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in all the three areas of recognition, reduction and reallocation.

On 3 July 2019, Minister for Women and Equalities Penny Mordaunt announced the launch of the gender equality roadmap for change, which aims to financially empower women from elementary to retirement age.³⁶⁸⁵ The new initiative intends to re-evaluate the enforcement of equal pay legislation.³⁶⁸⁶ In addition to ensuring women are safe in the workplace and are protected from sexual harassment through launching a consultation to ensure legislation is up to scratch laws on third party harassment are clarified and strengthened.³⁶⁸⁷

On 22 July 2019, Business Minister Kelly Tolhurst announced that new mothers and pregnant employed women will be eligible to receive legal protection against redundancy for a period up to two years, with an additional extension of six months upon their return to work.³⁶⁸⁸ The new initiative will also cover employees who are on adoption or shared parental leave. Which will ensure that new parents including mothers are in working environments that are free of discrimination.³⁶⁸⁹

On 2 September 2019, Secretary of State for Work and Pensions Amber Rudd announced the launch of a new online job search scheme that intends to support parents in creating a balance between work and their parentage duties.³⁶⁹⁰ Rudd stated that the new initiative will make it easier for parents to find work.³⁶⁹¹ Using technology, the new website will include more than 50,000 job adverts with flexible job schedules.³⁶⁹²

On 16 January 2020, the UK government announced a GBP3.5 million aid to support female entrepreneurs in Africa, assisting them with overcoming barriers to starting businesses and promoting their connection with international markets.³⁶⁹³ The British initiative and through joint

³⁶⁸⁵ Penny Mordaunt sets out plan to empower UK women, Gov.UK (London) 3 July 2019. Access Date: 27 January 2020. <https://www.gov.uk/government/news/penny-mordaunt-sets-out-plan-to-empower-uk-women>.

³⁶⁸⁶ Penny Mordaunt sets out plan to empower UK women, Gov.UK (London) 3 July 2019. Access Date: 27 January 2020. <https://www.gov.uk/government/news/penny-mordaunt-sets-out-plan-to-empower-uk-women>.

³⁶⁸⁷ Penny Mordaunt sets out plan to empower UK women, Gov.UK (London) 3 July 2019. Access Date: 27 January 2020. <https://www.gov.uk/government/news/penny-mordaunt-sets-out-plan-to-empower-uk-women>.

³⁶⁸⁸ Pregnant women and new parents to get enhanced redundancy protections, Gov.UK (London) 22 July 2019. Access Date: 27 January 2020. <https://www.gov.uk/government/news/pregnant-women-and-new-parents-to-get-enhanced-redundancy-protections>.

³⁶⁸⁹ Pregnant women and new parents to get enhanced redundancy protections, Gov.UK (London) 22 July 2019. Access Date: 27 January 2020. <https://www.gov.uk/government/news/pregnant-women-and-new-parents-to-get-enhanced-redundancy-protections>.

³⁶⁹⁰ New flexi job search that's not just for mums, Gov.UK (London) 1 September 2019. Access Date: 27 January 2020. <https://www.gov.uk/government/news/new-flexi-job-search-that-s-not-just-for-mums>.

³⁶⁹¹ New flexi job search that's not just for mums, Gov.UK (London) 1 September 2019. Access Date: 27 January 2020. <https://www.gov.uk/government/news/new-flexi-job-search-that-s-not-just-for-mums>.

³⁶⁹² New flexi job search that's not just for mums, Gov.UK (London) 1 September 2019. Access Date: 27 January 2020. <https://www.gov.uk/government/news/new-flexi-job-search-that-s-not-just-for-mums>.

³⁶⁹³ UK aid boosts support for African women entrepreneurs to expand businesses into global markets, Gov.UK (London) 16 January 2020. Access Date: 12 March 2020. <https://www.gov.uk/government/news/uk-aid-boosts-support-for-african-women-entrepreneurs-to-expand-businesses-into-global-markets>.

cooperation with the Governments of Kenya, Nigeria and Ghana, intends to offer 3,000 more job opportunities for African females and aims to reduce inequality in the workplace.³⁶⁹⁴

On 24 April 2020, the British government announced that furloughed employees applying for paid parental or adoption leave will not be entitled to pay based on a furloughed pay rate but rather on their usual earnings.³⁶⁹⁵ The new initiative will ensure that the entitlement to pay for workers applying for a family-related leave will not be affected due to being furloughed in the wake of the COVID-19 pandemic.³⁶⁹⁶

On 16 September 2020, the UK government provided a donation worth GBP2.15 million to support South Africa's solidarity fund, in promoting women employment and aiding female led enterprises impacted by the COVID-19 pandemic.³⁶⁹⁷ The UK's donation will also contribute to empowering women in the agricultural sector in rural areas.³⁶⁹⁸

The United Kingdom has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market by effectively recognizing, reducing and reallocating the burden of unpaid care work in terms of time and labour resources across individuals, communities and institutions.

Thus, The United Kingdom has received a score of +1.

Analyst: Omar Abdellatif

United States: +1

The United States of America has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market in all the three areas of recognition, reduction and reallocation.

On 30 July 2019, the House of Representatives presented a "Safe from the Start Act of 2019" bill in the First Session of the 116th Congress.³⁶⁹⁹ This act aims to improve the United States consideration of, and strategic support for, programs to prevent and respond to gender-based violence from the onset of humanitarian emergencies.³⁷⁰⁰

³⁶⁹⁴ UK aid boosts support for African women entrepreneurs to expand businesses into global markets, Gov.UK (London) 16 January 2020. Access Date: 12 March 2020. <https://www.gov.uk/government/news/uk-aid-boosts-support-for-african-women-entrepreneurs-to-expand-businesses-into-global-markets>.

³⁶⁹⁵ Furloughed workers planning to take paid parental or adoption leave will be entitled to pay based on their usual earnings rather than a furloughed pay rate, Gov.UK (London) 24 April 2020. Access Date: 10 July 2020. <https://www.gov.uk/government/news/furloughed-workers-to-receive-full-parental-leave-entitlement>

³⁶⁹⁶ Furloughed workers planning to take paid parental or adoption leave will be entitled to pay based on their usual earnings rather than a furloughed pay rate, Gov.UK (London) 24 April 2020. Access Date: 10 July 2020. <https://www.gov.uk/government/news/furloughed-workers-to-receive-full-parental-leave-entitlement>

³⁶⁹⁷ Trade dept welcomes UK donation to solidarity fund, South African Government News Agency (Pretoria) 16 September 2020. Access Date: 22 September 2020. <https://www.sanews.gov.za/south-africa/trade-dept-welcomes-uk-donation-solidarity-fund>

³⁶⁹⁸ Trade dept welcomes UK donation to solidarity fund, South African Government News Agency (Pretoria) 16 September 2020. Access Date: 22 September 2020. <https://www.sanews.gov.za/south-africa/trade-dept-welcomes-uk-donation-solidarity-fund>

³⁶⁹⁹ H.R.4092 — Safe from the Start Act of 2019, US Congress (Washington D.C.) 7 July 2019. Access Date: 8 February 2020. <https://www.congress.gov/bill/116th-congress/house-bill/4092/text>.

³⁷⁰⁰ H.R.4092 — Safe from the Start Act of 2019, US Congress (Washington D.C.) 7 July 2019. Access Date: 8 February 2020. <https://www.congress.gov/bill/116th-congress/house-bill/4092/text>.

On 18 September 2019, U.S. Consul General Claire Pierangelo launched the Academy for Women Entrepreneurs, a State Department–led initiative.³⁷⁰¹ The program’s selected participants receive lessons on business management, network with like-minded entrepreneurs and mentors, and learn the practical skills required to create successful and sustainable businesses. This initiative aims to support women entrepreneurs around the world and increase entrepreneurship skills for women.³⁷⁰²

On 28 August 2019, the Department of Labor awarded approximately USD1.5 million in grant funding to organizations in Illinois, Virginia, and Wisconsin to help recruit, train, and retain more women in quality pre-apprenticeship and apprenticeship programs.³⁷⁰³ The grants serve to help increase women’s participation in traditionally male-dominated industries such as manufacturing, infrastructure, and cybersecurity.³⁷⁰⁴

On 10 June 2020, the US Chamber of Commerce urged Congress to aid childcare providers who face higher costs and decreased capacity as businesses started to reopen after coronavirus lockdowns³⁷⁰⁵. Without government action, more childcare providers will close, leaving parents fewer options to return to work and keep their children safe.³⁷⁰⁶ The United States Congress had already begun initiatives, such as a small business loan program called the “Paycheck Protection Program” aimed to help childcare providers.³⁷⁰⁷

On 28 September 2020, the U.S. Department of Labor announced it will be providing a grant of USD 4.2 million in grant funding to “help recruit, train and retain more women in quality pre-apprenticeship and apprenticeship programs.”³⁷⁰⁸ The aim is to promote women in the workforce. This includes increasing their welfare and wage-earning, work conditions, efficiency and amount of opportunities.³⁷⁰⁹

³⁷⁰¹U.S. Consulate Launches Academy for Women Entrepreneurs, US Embassy & Consulate in Nigeria (Lagos) 18 September 2019. Access Date: 8 February 2020. <https://ng.usembassy.gov/u-s-consulate-launches-academy-for-women-entrepreneurs/>.

³⁷⁰²U.S. Consulate Launches Academy for Women Entrepreneurs, US Embassy & Consulate in Nigeria (Lagos) 18 September 2019. Access Date: 8 February 2020. <https://ng.usembassy.gov/u-s-consulate-launches-academy-for-women-entrepreneurs/>.

³⁷⁰³ U.S Department of Labor Awards Nearly \$1.5 Million to Increase Apprenticeship Participation, Expand Job Opportunities for American Woman, U.S. Department of Labour (Washington D.C.) 28 August 2019. Access Date: 8 February 2020. <https://www.dol.gov/newsroom/releases/wb/wb20190828>.

³⁷⁰⁴ U.S Department of Labor Awards Nearly \$1.5 Million to Increase Apprenticeship Participation, Expand Job Opportunities for American Woman U.S. Department of Labour (Washington D.C.) 28 August 2019. Access Date: 8 February 2020. <https://www.dol.gov/newsroom/releases/wb/wb20190828>.

³⁷⁰⁵ Coalition Letter on Assistance for Childcare Providers. US Chamber of Commerce (Washington) 10 June 2020. Access Date: 25 July 2020. https://www.uschamber.com/letters-congress/coalition-letter-assistance-childcare-providers?utm_medium=Email&utm_source=SFMC&utm_campaign=&utm_content=

³⁷⁰⁶ Coalition Letter on Assistance for Childcare Providers. US Chamber of Commerce (Washington) 10 June 2020. Access Date: 25 July 2020. https://www.uschamber.com/letters-congress/coalition-letter-assistance-childcare-providers?utm_medium=Email&utm_source=SFMC&utm_campaign=&utm_content=

³⁷⁰⁷ Coalition Letter on Assistance for Childcare Providers. US Chamber of Commerce (Washington) 10 June 2020. Access Date: 25 July 2020. https://www.uschamber.com/letters-congress/coalition-letter-assistance-childcare-providers?utm_medium=Email&utm_source=SFMC&utm_campaign=&utm_content=

³⁷⁰⁸ U.S. Department of Labor Awards \$4.1 Million to Increase Women Participation in Apprenticeship, Expand Job Opportunities, U.S. Department of Labor (Washington, DC) 28 September 2020. Access Date: 16 November 2020. <https://www.dol.gov/newsroom/releases/wb/wb20200928>

³⁷⁰⁹ U.S. Department of Labor Awards \$4.1 Million to Increase Women Participation in Apprenticeship, Expand Job Opportunities, U.S. Department of Labor (Washington, DC) 28 September 2020. Access Date: 16 November 2020. <https://www.dol.gov/newsroom/releases/wb/wb20200928>

The United States has fully complied with its commitment to address the gender gap in unpaid care work which remains a major obstacle to women's participation in the labour market by effectively recognizing, reducing and reallocating the burden of unpaid care work in terms of time and labour resources across individuals, communities and institutions.

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

Analyst: Derron Yu

European Union: +1

The European Union has fully complied with its commitment to address the gender gap in unpaid care work and to take action to increase women's participation in the labour market.

On 1 August 2019, the Work-Life Balance Directive for Working Parents and Carers came into effect.³⁷¹⁰ This will encourage an improved and supportive work-life balance for both parents and carers; facilitate better sharing strategies on parental leave; and will target the lack of women within the labour market.³⁷¹¹ The intention of the Work-Life Balance Directive for Working Parents and Carers is to grant parents and carers flexible working-hours to better facilitate women's presence within the labour market and women's economic independence.³⁷¹²

In June 2019, a European Commission report suggested that the government increase the labour force participation of women to levels closer or equal to those of men, and that it provides quality childcare to support mothers' transition into the workforce.³⁷¹³

On 14 January 2020 the European Commission stated it would proposed in early 2020 a new European Gender Equality Strategy to "close the gender pay gap, including through binding pay transparency measures."³⁷¹⁴ It also seeks to advance the pension gap, to promote women's access to labour markets, and to increase the number of women in senior positions in businesses and organizations. It does not specify if it addresses unpaid care work.

On 5 March 2020 the EC released its Union of Equality: Gender Equality Strategy 2020-2025.³⁷¹⁵ It states that "eliminating the gender pay gap requires addressing all of its root causes, including women's lower participation in the labour market, invisible and unpaid work." It further acknowledges that "women also carry a disproportionate burden of unpaid work, which constitutes a significant share of economic activity." From this, the Strategy includes an EC proposal for a Child Guarantee to reduce barriers to access of necessary services for child well-being and development, and to address poverty and inequality. It calls on EU member states to "ensure adequate investments in early childhood education, care services and long-term care services." At the end of 2020, the EC

³⁷¹⁰ EU Work-life Balance Directive enters into force, European Commission (Brussels) 22 August 2019. Access Date: 26 August 2020. <https://ec.europa.eu/social/main.jsp?catId=89&furtherNews=yes&langId=en&newsId=9438>.

³⁷¹¹ EU Work-life Balance Directive enters into force, European Commission (Brussels) 22 August 2019. Access Date: 26 August 2020. <https://ec.europa.eu/social/main.jsp?catId=89&furtherNews=yes&langId=en&newsId=9438>.

³⁷¹² EU Work-life Balance Directive enters into force, European Commission (Brussels) 22 August 2019. Access Date: 26 August 2020. <https://ec.europa.eu/social/main.jsp?catId=89&furtherNews=yes&langId=en&newsId=9438>.

³⁷¹³ Employment and Social Developments in Europe, Development Aid (Nicosia) June 2019. Access Date: 7 February 2020. <https://www.developmentaid.org/api/frontend/cms/uploadedImages/2019/07/KE-BD-19-001-EN-N.pdf>.

³⁷¹⁴ Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: A Strong Social Europe for Just Transitions, European Commission, 14 January 2020. Access Date: 25 September 2020. https://ec.europa.eu/commission/presscorner/api/files/attachment/860460/Strong_Social_Europe_Communication_and_Annex.pdf.pdf.

³⁷¹⁵ A Union of Equality: Gender Equality Strategy 2020-2025, European Commission, 5 March 2020. Access Date: 25 September 2020. <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0152>.

will launch a consultation process for a Green Paper on Ageing. In all the Strategy address unpaid care work, education, childcare, social care, household care, inequality, ageing, gender parity in business and government, health, intersectionality and more.

On 31 August 2020, the European Parliament published a draft report for a Motion for a European Parliament Resolution on the gender perspective in the COVID-19 and post- COVID-19 crisis period.³⁷¹⁶ The report calls on the Commission and the member states to assess the socio-economic impact of the crisis, and to allocate resources to tackling any needs that arise, as well as to the monitoring of spending, “following its commitments in the Gender Equality Strategy.”³⁷¹⁷

The European Union has partially complied with its commitment of addressing the gender gap in unpaid care work. Through the Work-Life Balance Directive for Working Parents and Carers, the EU has implemented policies to facilitate a “family-friendly” workplace, and has taken action to address the gender pay gap in terms of unpaid work by improving public services.

Thus, the European Union has received a score of +1.

Analyst: Miranda Bocci

³⁷¹⁶ DRAFT REPORT on the gender perspective in the COVID-19 crisis and post-crisis period. Europe Parliament (Europe) 31 August 2020. Access Date: 17 September 2020. https://www.europarl.europa.eu/doceo/document/FEMM-PR-653727_EN.pdf

³⁷¹⁷ DRAFT REPORT on the gender perspective in the COVID-19 crisis and post-crisis period. Europe Parliament (Europe) 31 August 2020. Access Date: 17 September 2020. https://www.europarl.europa.eu/doceo/document/FEMM-PR-653727_EN.pdf