



2020 G20 Riyadh Summit Final Compliance Report

Prepared by

Kaylin Dawe, Jae Yoon Mary Noh and the G20 Research Group

University of Toronto

Toronto

and

Alexander Ignatov and the Center for International Institutions Research

Russian Presidential Academy of National Economy and Public Administration,

Moscow

From 23 November 2020 to 27 September 2021

10 November 2021 (updated from 28 October 2021)

Feedback, as always, is welcome and is kept anonymous.

We encourage readers to send comments to

G20@utoronto.ca

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11. Gender: Economic Participation

“We will take steps to remove the barriers to women’s economic participation and entrepreneurship.”

G20 Riyadh Leaders’ Declaration

Assessment

	No Compliance	Partial Compliance	Full Compliance
Argentina			+1
Australia			+1
Brazil			+1
Canada			+1
China		0	
France		0	
Germany			+1
India		0	
Indonesia			+1
Italy		0	
Japan		0	
Korea			+1
Mexico			+1
Russia			+1
Saudi Arabia		0	
South Africa			+1
Turkey			+1
United Kingdom			+1
United States			+1
European Union			+1
Average		+0.70 (85%)	

Background

Women’s active participation in the economy is crucial for economic growth and sustainable development around the world.⁴⁶¹⁹ Despite considerable efforts in progress, many women are currently still left out of the labour markets.⁴⁶²⁰ Data from the International Labour Organization (ILO) indicates that the average rate of labour force participation for men, aged 25 to 54, is almost twice the number for women from the same age group.⁴⁶²¹ Meanwhile, they are overrepresented in unpaid work, including household activities and childcare and temporary employment under precarious conditions.⁴⁶²²

According to UN Women, women are often paid less than men, resulting in a “gender wage gap” of an estimated 23 per cent.⁴⁶²³ In addition, mothers face a potential “motherhood wage penalty,”

⁴⁶¹⁹ Labour statistics on women, International Labour Organization (Geneva) n.d. Access Date: 28 February 2021. <https://ilostat.ilo.org/topics/women/>

⁴⁶²⁰ Facts and Figures: Economic Empowerment, UN Women (New York) July 2018. Access Date: 28 February 2021. <https://www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures#notes>

⁴⁶²¹ Labour statistics on women, International Labour Organization (Geneva) n.d. Access Date: 28 February 2021. <https://ilostat.ilo.org/topics/women/>

⁴⁶²² Labour statistics on women, International Labour Organization (Geneva) n.d. Access Date: 28 February 2021. <https://ilostat.ilo.org/topics/women/>

⁴⁶²³ Facts and Figures: Economic Empowerment, UN Women (New York) July 2018. Access Date: 28 February 2021. <https://www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures#notes>

meaning a fall in pay due to childbirth, which rises with the number of children (or the number of periods of maternal leave).⁴⁶²⁴ They also encounter more disadvantages when planning to start businesses and thus less likely to eventually become entrepreneurs than their male counterparts.⁴⁶²⁵

Increasing women's participation in economic and entrepreneurial activities is essential for achieving gender equality, which underpins the efforts towards realizing the United Nations 2030 Agenda for Sustainable Development.⁴⁶²⁶ The 2018 World Economic Forum stated that “empowering women to participate equally in the global economy could add [USD28 trillion] in GDP growth by 2025.”⁴⁶²⁷

The G20 recognizes and repeatedly emphasize the importance of engaging women's participation in the global economy. At the 2009 London Summit, the G20 leaders first declared a commitment to promote gender equality, agreeing to “build a fair and family-friendly labour market for both women and men.”⁴⁶²⁸ They recognized that challenges to the world economy affect “the lives of women, men and children in every country,” with disproportionate impacts on the poorest and the most vulnerable population and called for a joint resolution to enable recovery and reform from economic crises.⁴⁶²⁹

At the 2010 Summits in Toronto and Seoul, the G20 started to pay special attention to the promotion of gender equality and inclusive economic growth. In the Seoul Development Consensus for Shared Growth, the G20 leaders committed to promoting gender equality together.⁴⁶³⁰ They then endeavoured to identify the impact of “gender gaps” as part of the “barriers to increasing investment in skills development and productivity” in the Multi-Year Action Plan on Development.⁴⁶³¹

At the 2012 Los Cabos Summit, the G20 Leaders committed to taking “concrete actions to overcome the barriers hindering women's full economic social participation and to expand economic opportunities for women in G20 economies,” which includes access to financial services and financial education.⁴⁶³² The Los Cabos Summit importantly marked the first time for the G20 leaders to dedicate separate commitments and promise concrete steps towards removing barriers and expanding opportunities for women's full economic participation in society.⁴⁶³³

At the 2013 St Petersburg Summit, G20 leaders committed to assisting women to overcome barriers to find and remain in employment, outlining specific measures to increase financial inclusion and financial literacy for women and girls through collaborations with the OECD/International Network

⁴⁶²⁴ The motherhood pay gap: A review of the issues, theory and international evidence, International Labour Office (Geneva) 2015. Access Date: 28 February 2021.

https://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms_348041.pdf

⁴⁶²⁵ Facts and Figures: Economic Empowerment, UN Women (New York) July 2018. Access Date: 28 February 2021.

<https://www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures#notes>

⁴⁶²⁶ Facts and Figures: Economic Empowerment, UN Women (New York) July 2018. Access Date: 28 February 2021.

<https://www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures#notes>

⁴⁶²⁷ This is why women must play a greater role in the global economy, World Economic Forum (Geneva) 24 January 2018. Access Date: 28 February 2021. <https://www.weforum.org/agenda/2018/01/this-is-why-women-must-play-a-greater-role-in-the-global-economy/>

⁴⁶²⁸ G20 Leaders' Conclusions on Gender, 2008-2014, G20 Research Group (Toronto) 5 January 2015. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/analysis/conclusions/gender-l.pdf>

⁴⁶²⁹ G20 Action Plan for Recovery and Reform (London), G20 Information Centre (Toronto) 2 April 2009. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2009/2009communique0402.html>

⁴⁶³⁰ G20 Leaders' Conclusions on Gender, 2008-2014, G20 Research Group (Toronto) 5 January 2015. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/analysis/conclusions/gender-l.pdf>

⁴⁶³¹ G20 Leaders' Conclusions on Gender, 2008-2014, G20 Research Group (Toronto) 5 January 2015. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/analysis/conclusions/gender-l.pdf>

⁴⁶³² G20 Leaders' Conclusions on Gender, 2008-2014, G20 Research Group (Toronto) 5 January 2015. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/analysis/conclusions/gender-l.pdf>

⁴⁶³³ G20 Leaders' Conclusions on Gender, 2008-2014, G20 Research Group (Toronto) 5 January 2015. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/analysis/conclusions/gender-l.pdf>

for Financial Education (INFE) and the World Bank Group.⁴⁶³⁴ In the 2014 Brisbane Action Plan, the G20 again committed to promoting greater participation and better quality for women's employment in the labour market, aiming to reduce the gap of labour force participation rates between men and women in G20 member countries by 25 per cent by 2025 and to "bring more than 100 million women into the labour force."⁴⁶³⁵ This marked the first time G20 members agreed to a timeline and incorporated numeric targets to improve women's economic participation.

The G20 established an official engagement group, named "Women 20 (W20)," during the 2015 Antalya Summit cycle to further efforts in achieving gender equality and women's economic empowerment.⁴⁶³⁶ The 2016 Hangzhou Summit then marked the first time the G20 Leaders committed to supporting policies that encourage greater participation of women entrepreneurs and women-led firms in the global economy.⁴⁶³⁷

The 2017 Hamburg Summit outlined the establishment of several initiatives in support of women's entrepreneurship and marked the first time the G20 Leaders dedicated a separate section to specify their commitments in "Women's Empowerment."⁴⁶³⁸ They recognized that equal access to economic opportunities is fundamental for achieving gender equality, which forms a prerequisite for sustainable and inclusive growth.⁴⁶³⁹ Between the years 2017 and 2018, the G20 members launched the #eSkills4Girls initiative to promote opportunities and equal participation for women and girls in the digital economy via enhanced access to information and communication technology (ICT) and STEM (Science, Technology, Engineering and Mathematics).⁴⁶⁴⁰ They also established Women Entrepreneurs Financing Initiative (We-Fi), hosted by the World Bank Group, to reduce barriers to financial inclusion and enhance women's access to capital, markets and technical assistance.⁴⁶⁴¹ Additionally, they organized a Business Women Leaders' Taskforce to explore methods to increase women's economic participation and make relevant recommendations at the 2018 Buenos Aires Summit.⁴⁶⁴²

At the 2019 Osaka Summit, the G20 Leaders placed significant emphasis on women's empowerment. They committed to addressing the "gender gap in unpaid care work," which they identified as a major obstacle that impedes women's participation in the labour market.⁴⁶⁴³

At the 2020 Riyadh Summit, albeit held virtually due to the COVID-19 pandemic, the G20 Leaders echoed the relevant UN declarations and the 2019 Osaka summit in many aspects of women's

⁴⁶³⁴ G20 Leaders' Conclusions on Gender, 2008-2014, G20 Research Group (Toronto) 5 January 2015. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/analysis/conclusions/gender-l.pdf>

⁴⁶³⁵ G20 Leaders' Conclusions on Gender, 2008-2014, G20 Research Group (Toronto) 5 January 2015. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/analysis/conclusions/gender-l.pdf>

⁴⁶³⁶ Women's Summit Communiqué, G20 Information Centre (Toronto) 17 October 2015. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2015/151017-w20.html>

⁴⁶³⁷ G20 Leaders' Communiqué: Hangzhou Summit, G20 Information Centre (Toronto) 5 September 2016. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2016/160905-communicue.html>

⁴⁶³⁸ G20 Leaders' Declaration: Shaping an Interconnected World, G20 Information Centre (Toronto) 8 July 2017. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2017/2017-G20-leaders-declaration.html>

⁴⁶³⁹ G20 Leaders' Declaration: Shaping an Interconnected World, G20 Information Centre (Toronto) 8 July 2017. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2017/2017-G20-leaders-declaration.html>

⁴⁶⁴⁰ G20 Leaders' Declaration: Shaping an Interconnected World, G20 Information Centre (Toronto) 8 July 2017. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2017/2017-G20-leaders-declaration.html>

⁴⁶⁴¹ G20 Leaders' Declaration: Shaping an Interconnected World, G20 Information Centre (Toronto) 8 July 2017. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2017/2017-G20-leaders-declaration.html>

⁴⁶⁴² G20 Leaders' Declaration: Building Consensus for Fair and Sustainable Development, G20 Information Centre (Toronto) 1 December 2018. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2018/2018-leaders-declaration.html>

⁴⁶⁴³ G20 Osaka Leaders' Declaration, G20 Information Centre (Toronto) 29 June 2019. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2019/2019-g20-osaka-leaders-declaration.html>

empowerment.⁴⁶⁴⁴ They reaffirmed the importance of women’s and girl’s empowerment and recognized the enhancement of women’s participation as a key driver of economic growth.⁴⁶⁴⁵ They also committed to further action to reduce gender pay gaps and combat stereotypes to end all forms of discrimination against women, including gender-based violence.⁴⁶⁴⁶ Under the Saudi Presidency, the G20 commenced the Private Sector Alliance for the Empowerment and Progression of Women’s Economic Representation (EMPOWER) for women’s advancement in leadership positions in the realm.⁴⁶⁴⁷

Commitment Features

The G20 commitment is to take steps to remove the barriers to women’s 1) economic participation and 2) entrepreneurship.⁴⁶⁴⁸ As the world continues to experience setbacks from the COVID-19 pandemic, the G20 Leaders also promised actions to mitigate any widening of gender inequalities or undermining of the progress over recent decades.⁴⁶⁴⁹ The goal of the commitment is to eliminate any impediment to increasing the overall level of women’s participation in the labour market and enhancing the quality of their employment, while assisting women in any entrepreneurial endeavours.

“To take steps” means to take any form of particular action towards the realization of a proposed goal. These actions can include, but not limited to, initiating new programs, implementing new policies, voicing verbal support and reinforcing existing efforts to eliminate things that prevent women from participating in the labour market and entrepreneurship.

“To remove” is understood to mean the elimination of gender-based hardship for women’s full participation in the economy and successful entrepreneurship. “Barriers” is understood to mean any obstacles that undermine women’s ability to fully participate in the labour market and global economy, as well as to engage and achieve success in entrepreneurship.

“Women” refers to female persons aged 15 and above, who are either employed, unemployed or absent in the labour force.⁴⁶⁵⁰ Furthermore, the extent of “women’s economic participation” in society uses labour force participation rate as the main indicator; it measures the proportion of a country’s working-age female population that actively engages in the labour market, including those working and looking for work.⁴⁶⁵¹

“Entrepreneurship” is understood to mean any commercial activity conducted by an independent business owner for profits.

⁴⁶⁴⁴ Leaders' Declaration, G20 Information Centre (Toronto) 21 November 2020. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2020/2020-g20-leaders-declaration-1121.html>

⁴⁶⁴⁵ Leaders' Declaration, G20 Information Centre (Toronto) 21 November 2020. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2020/2020-g20-leaders-declaration-1121.html>

⁴⁶⁴⁶ G20 Osaka Leaders' Declaration, G20 Information Centre (Toronto) 29 June 2019. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2019/2019-g20-osaka-leaders-declaration.html>; Leaders' Declaration, G20 Information Centre (Toronto) 21 November 2020. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2020/2020-g20-leaders-declaration-1121.html>

⁴⁶⁴⁷ Leaders' Declaration, G20 Information Centre (Toronto) 21 November 2020. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2020/2020-g20-leaders-declaration-1121.html>

⁴⁶⁴⁸ Leaders' Declaration, G20 Information Centre (Toronto) 21 November 2020. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2020/2020-g20-leaders-declaration-1121.html>

⁴⁶⁴⁹ Leaders' Declaration, G20 Information Centre (Toronto) 21 November 2020. Access Date: 28 February 2021. <http://www.g20.utoronto.ca/2020/2020-g20-leaders-declaration-1121.html>

⁴⁶⁵⁰ Labour Force Participation Rate, International Labour Organization (Geneva) n.d. Access Date: 28 February 2021. https://www.ilo.org/ilostat-files/Documents/description_LFPR_EN.pdf

⁴⁶⁵¹ Labour Force Participation Rate, International Labour Organization (Geneva) n.d. Access Date: 28 February 2021. https://www.ilo.org/ilostat-files/Documents/description_LFPR_EN.pdf

According to the ILO, there are two levels of women's economic participation: 1) employment and 2) management.⁴⁶⁵² Therefore, both the unemployment and underemployment of women reflect these obstacles. On the one hand, unemployment refers to the gap between female share in the working-age population and female share in employment, illustrating "hurdles to access paid work."⁴⁶⁵³ On the other hand, underemployment indicates the gap between female share in employment and female share in the management, underscoring the existence of a "glass ceiling."⁴⁶⁵⁴ An action that addresses both elements would have more breadth than another action that only addresses either element. Moreover, an action that brings structural reform beneficial for the promotion of gender equality in the long term would have more breadth than another remedial measure aimed to undo the damage due to the COVID-19 pandemic.

As well, this commitment has a depth component of how strong the action taken by the G20 member is. A G20 member must take significant action on both the domestic and international levels for full compliance. If a G20 member only takes partial action on one or both levels, it would only be considered partial compliance. Partial actions could include verbal reaffirmation of the commitment or attending meetings that discuss women's economic participation and entrepreneurship. For strong actions, a G20 would have to initiate a program or new law, contribute financial or technical assistance or implement policy changes to remove gender-based barriers by promoting women's full participation in the labour market and economy and implementing specific measures to promote women's engagement and success in entrepreneurship.

Women entrepreneurs encounter certain gender-based barriers to the initiation and growth of their businesses; these disadvantages can include, while not limited to, discriminatory property, matrimonial and inheritance laws and/or cultural practices, limitations on mobility, lack of voice and representation and unequal shares of family and household responsibilities. The G20 members should also recognize that women entrepreneurs are not a homogenous group.⁴⁶⁵⁵

To achieve full compliance, G20 members must take concrete actions to eradicate obstacles for women's full participation in the labour market and economy, as well as implement specific measures to promote women's engagement and success in entrepreneurship. Efforts to remove gender-based barriers to women's full participation in the labour market and economy include both initiatives to address "hurdles to access paid work" and "glass ceiling."⁴⁶⁵⁶ These steps feature social policies and programs that increase women's labour force participation rate, reduce the gender pay gap, improve work conditions, enhance access to paid full-time employment, eliminate gender stereotypes, encourage the equal division of household and childcare responsibilities, promote representation of women in leadership positions and more.⁴⁶⁵⁷ Efforts to remove barriers to women's engagement and success in entrepreneurship include social policies and programs that enable women entrepreneurs'

⁴⁶⁵² Labour statistics on women, International Labour Organization (Geneva) n.d. Access Date: 28 February 2021. <https://ilostat.ilo.org/topics/women/>

⁴⁶⁵³ Labour statistics on women, International Labour Organization (Geneva) n.d. Access Date: 28 February 2021. <https://ilostat.ilo.org/topics/women/>

⁴⁶⁵⁴ Labour statistics on women, International Labour Organization (Geneva) n.d. Access Date: 28 February 2021. <https://ilostat.ilo.org/topics/women/>

⁴⁶⁵⁵ Promoting Women's Entrepreneurship Development and Gender Equality, Phase III, International Labour Organization (Geneva) n.d. Access Date: 28 February 2021. https://www.ilo.org/asia/projects/WCMS_099683/lang--en/index.htm

⁴⁶⁵⁶ Labour statistics on women, International Labour Organization (Geneva) n.d. Access Date: 28 February 2021. <https://ilostat.ilo.org/topics/women/>

⁴⁶⁵⁷ Gender equality in the G20 – Additional analysis from the time dimension, International Labour Organization (Tokyo) 22-24 April 2019. Access Date: 28 February 2021. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---cabinet/documents/publication/wcms_713377.pdf

access to commercial credits from formal financial service providers, more lucrative markets, ongoing training in aspects like finance and technology and more.⁴⁶⁵⁸

Partial compliance entails the G20 member's ability to take action to remove gender-based barriers in at least one of the objectives: either the improvement of women's full participation in the economy or the implementation of social policies that enhance the business environment for female entrepreneurs. For a score of non-compliance, the G20 member has completed none of the aforementioned criteria.

Scoring Guidelines

-1	G20 member does NOT take any action to remove barriers to women's full participation in the labour market and economy NOR does it implement any specific measure to promote women's engagement and success in entrepreneurship.
0	G20 member partially removes gender-based barriers by promoting women's full participation in the labour market and economy OR implementing specific measures to promote women's engagement and success in entrepreneurship.
+1	G20 member fully removes gender-based barriers by promoting to women's full participation in the labour market and economy AND implementing specific measures to promote women's engagement and success in entrepreneurship.

*Compliance Director: Wenny (Yiyao) Jin
Lead Analyst: Nour Elassinty*

Argentina: +1

Argentina has fully complied with its commitment to to remove the barriers to women's economic participation and entrepreneurship.

On 24 November 2020, the National Administration of Social Security enacted Resolution 418/2020, which aimed to ensure that non-sexist language is used in all official documentation within the national administration.⁴⁶⁵⁹ The goal of this resolution is to work towards creating an official environment where gender does not play a role in hindering any individual's (especially women's) economic opportunities.⁴⁶⁶⁰

On 18 December 2020, the Matanza Riachuelo Basin Authority enacted Resolution 275/2020, which mandated the procedure of appointing representatives to their Board of Directors to consider gender parity.⁴⁶⁶¹ The goal of this resolution is to ensure that women occupy leadership positions within the Matanza Riachuelo Basin Authority.⁴⁶⁶² On the same day, the Ministry of Economy's Federal Bureau of Economic Policies with a Gender Perspective (formalized on 23 December 2020) assessed Argentina's 2020 performance regarding gender in relation to the economy and set their goals for 2021.⁴⁶⁶³ In setting the 2021 economic gender goals, the Bureau met with specific provincial officials from Tierra del Fuego, Catamarca, San Juan, Córdoba, Entre Ríos, Río Negro, Misiones, Tucuman,

⁴⁶⁵⁸ Promoting Women's Entrepreneurship Development and Gender Equality, Phase III, International Labour Organization (Geneva) n.d. Access Date: 28 February 2021. https://www.ilo.org/asia/projects/WCMS_099683/lang-en/index.htm

⁴⁶⁵⁹ Resolution 418/2020, Official Bulletin of the Argentine Republic (Buenos Aires) 25 November 2020. Access Date: 18 May 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/237689/20201125>

⁴⁶⁶⁰ Resolution 418/2020, Official Bulletin of the Argentine Republic (Buenos Aires) 25 November 2020. Access Date: 18 May 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/237689/20201125>

⁴⁶⁶¹ Resolution 275/2020, Official Bulletin of the Argentine Republic (Buenos Aires) 24 December 2020. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/239164/20201224?busqueda=1>

⁴⁶⁶² Resolution 275/2020, Official Bulletin of the Argentine Republic (Buenos Aires) 24 December 2020. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/237689/20201125?busqueda=1>

⁴⁶⁶³ Federal Bureau of Economic Policies with Gender Perspective, Ministry of Economy (Buenos Aires) 18 December 2020. Access Date: 19 March 2021. https://www.argentina.gob.ar/sites/default/files/informe_mf-genero.pdf

La Rioja and La Pampa individually and with officials from the remaining provinces collectively, whereof, at such meetings, the Bureau had the provinces commit to working towards policies that advance women's status in the economy.⁴⁶⁶⁴ The goal of having the provinces make these commitments is to ensure that Argentina's provincial governments work in tandem with the national government in working to advance women's status in the economy.⁴⁶⁶⁵

On 22 December 2020, the Ministry of Public Works enacted Resolution 193/2020, which implements the "Program for the Transversalization of Gender and Diversity Policies," a program which promotes equality in the public sphere to build a more just and inclusive society.⁴⁶⁶⁶ The goal of this resolution is to expand and promote women's equitable employment in the public sphere, especially in the Ministry of Public Works.⁴⁶⁶⁷

On 23 December 2020, the National Parks Administration enacted Resolution 431/2020, which created the "Advisory Committee on Gender, Equality and Diversity Policies" under the National Parks Administration.⁴⁶⁶⁸ This committee was created to advise and recommend courses of action to the National Parks Administration Board of Directors that generate public policies on issues of gender, equality, diversity and the elimination of violence.⁴⁶⁶⁹ The goal of this resolution is to expand and promote women's equitable employment in the public sphere, specifically for those women working for and/or with the National Parks Administration.⁴⁶⁷⁰

On 23 December 2020, the Ministry of Economy enacted "Resolution 704/2020," which formally established the Federal Board of Economic Policies with a Gender Perspective ("la Mesa Federal de Políticas Económicas con Perspectiva de Género") under the Ministry of Economy.⁴⁶⁷¹ The ministry created this board to promote gender equality everywhere in Argentina, to improve the technical capacities of economic decision makers (providing analysis and building a set of indicators with a gendered perspective), to promote dialogue between the National Public Administration with the provincial administrations and the Autonomous City of Buenos Aires in tackling gender-economic issues, to strengthen economic policy tools with a gender perspective and map the data collected and missing by jurisdiction (specifically on gender gaps).⁴⁶⁷² The goal is to create a government entity that can, in a focused and specialized manner, especially considering the disproportionately negative effect that the COVID-19 pandemic has had on women's economic opportunities, work towards restoring women's "access to basic rights."⁴⁶⁷³

⁴⁶⁶⁴ Federal Bureau of Economic Policies with Gender Perspective, Ministry of Economy (Buenos Aires) 18 December 2020. Access Date: 19 March 2021. https://www.argentina.gob.ar/sites/default/files/informe_mf-genero.pdf

⁴⁶⁶⁵ Federal Bureau of Economic Policies with Gender Perspective, Ministry of Economy (Buenos Aires) 18 December 2020. Access Date: 19 March 2021. https://www.argentina.gob.ar/sites/default/files/informe_mf-genero.pdf

⁴⁶⁶⁶ Resolution 193/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 8 March 2021. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/239215/20201228?busqueda=1>

⁴⁶⁶⁷ Resolution 193/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 8 March 2021. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/239215/20201228?busqueda=1>

⁴⁶⁶⁸ Resolution 431/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 8 March 2021. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/239274/20201229?busqueda=1>

⁴⁶⁶⁹ Resolution 431/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 8 March 2021. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/239274/20201229?busqueda=1>

⁴⁶⁷⁰ Resolution 431/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 8 March 2021. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/239274/20201229?busqueda=1>

⁴⁶⁷¹ Resolution 704/2020, Ministry of Economy, Official Bulletin of the Argentine Republic (Buenos Aires) 23 December 2020. Access Date: 12 March 2020. <https://www.boletinoficial.gob.ar/detalleAviso/primera/239169/20201224>

⁴⁶⁷² Resolution 704/2020, Ministry of Economy, Official Bulletin of the Argentine Republic (Buenos Aires) 23 December 2020. Access Date: 12 March 2020. <https://www.boletinoficial.gob.ar/detalleAviso/primera/239169/20201224>

⁴⁶⁷³ Resolution 704/2020, Ministry of Economy, Official Bulletin of the Argentine Republic (Buenos Aires) 23 December 2020. Access Date: 12 March 2020. <https://www.boletinoficial.gob.ar/detalleAviso/primera/239169/20201224>

On 1 January 2021, Argentina's 2021 National Budget came into effect and allocated ARS1.3 trillion to public policies that contribute to closing gaps in gender.⁴⁶⁷⁴ The goal of such public policies is to reduce the economic disparities between men and women.⁴⁶⁷⁵

On 6 January 2021, Resolution 4/2021 was enacted, which saw the Matanza Riachuelo Basin Authority join the "Gender and Diversity Network of the Ministry of Public Works," a joint public-sector alliance which works to achieve gender equality in the public sphere (specifically within the Ministry of Public Works).⁴⁶⁷⁶ The goal of this resolution is to expand and promote women's equitable employment in the public sphere, specifically for those women working for and/or with the Matanza Riachuelo Basin Authority.⁴⁶⁷⁷

On 21 February 2021, representatives from Argentina attended an online meeting alongside 56 representatives from Russia, Belgium, Canada, France, Hungary, Italy, Japan, Korea, Romania, Slovenia, the United Kingdom, the United States, the European Commission, the International Atomic Energy Agency, and the Organisation for Economic Co-operation and Development to discuss increasing the number of women in the nuclear power industry.⁴⁶⁷⁸

On 8 March 2021, the Ministry of Justice and Human Rights of the Nation enacted Resolution 8/2021, which created the "Public registry of complaints filed against magistrates for situations related to gender violence" in the area of the Plenary of the Council of the Magistracy.⁴⁶⁷⁹ This public registry serves as an institution that survivors of gender violence from magistrates can go to report incidents, whereof, following reports from survivors, appropriate legal action can be taken.⁴⁶⁸⁰ While the goal of creating this public registry was not directly having to do with women's involvement in the economy, through working against abuses by public magistrates which disproportionately affect women, this initiative serves to aid women in terms of accessibility to government services (which, in turn, aids women in advancing their economic status through government initiatives).⁴⁶⁸¹ On the same day, the Ministry of Foreign Affairs, International Trade and Worship enacted Resolution 38/2021, which instructed a variety of foreign affairs offices under the Ministry to implement policies that reduce gender inequalities of opportunity and treatment and created a "Gender Observatory" to design policies to reduce the gender gap.⁴⁶⁸² The goal of this resolution is to work to

⁴⁶⁷⁴ Budget: Law 27591, Legislation and Official Notices, Official Bulletin of the Argentine Republic (Buenos Aires) 14 December 2020. Access Date: 5 April 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/238364/20201214>

⁴⁶⁷⁵ D'Alessandro: "The Budget is the tool we have to transform societies into more just an inclusive," Ministry of Economy (Buenos Aires) 5 March 2021. Access Date: 19 March 2021. <https://www.argentina.gob.ar/noticias/dalessandro-el-presupuesto-es-la-herramienta-que-tenemos-para-transformar-las-sociedades-en>

⁴⁶⁷⁶ Resolution 4/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 8 March 2021. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/239658/20210108?busqueda=1>

⁴⁶⁷⁷ Resolution 4/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 8 March 2021. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/239658/20210108?busqueda=1>

⁴⁶⁷⁸ Online meeting on increasing the number of women in nuclear positions was held, Eurasian Women's Forum (Moscow) 21 February 2021. Access Date: 21 March 2021. <https://eawf.ru/news/novosti-soveta-ezhf/sostoyalos-onlayn-soveshchanie-po-uvlicheniyu-chisla-zhenshchin-v-yadernoy-energetike/>

⁴⁶⁷⁹ Resolution 8/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 8 March 2021. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/241646/20210310?busqueda=1>

⁴⁶⁸⁰ Resolution 8/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 8 March 2021. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/241646/20210310?busqueda=1>

⁴⁶⁸¹ Resolution 8/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 8 March 2021. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/241646/20210310?busqueda=1>

⁴⁶⁸² Resolution 38/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 8 March 2021. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/241604/20210309?busqueda=1>

improve women’s employment opportunities and quality of employment within the Ministry of Foreign Affairs, International Trade and Worship.⁴⁶⁸³

On 30 March 2021, the Ministry of Economy’s Federal Bureau of Economic Policies with a Gender Perspective implemented a new financial training course which will teach up to 800 people how to use the “financial tools of the banking system and the capital market to promote the financial inclusion of people who work in the National Public Administration.”⁴⁶⁸⁴ The goal of this training course is to promote the economic opportunities of those individuals who have traditionally been marginalized within the National Public Administration (with women being a plurality within this marginalized group).⁴⁶⁸⁵

On 15 April 2021, the Ministry of Transportation enacted Resolution 116/2021, which approved the “Strategic Plan for the incorporation of gender perspective in the scope of competence of the Ministry of Transport – 2020-2023” which is “aimed at mainstreaming the gender perspective in the competition policies of the Ministry of Transportation as thus also in the organizations and companies acting in its jurisdictional orbit.”⁴⁶⁸⁶ The goal of this resolution is to fight discrimination against women within the Ministry of Transportation by mainstreaming and institutionally integrating the gender perspective.⁴⁶⁸⁷

On 22 April 2021, the Chair of Ministers Secretariat for Public Innovation enacted Resolution 38/2021, which resolved to create the “G + T Center – Gender Center In Technology” under the Public Innovation Secretariat of the Head of Ministers Cabinet.⁴⁶⁸⁸ Moving forward, this center will work to implement its nine point plan to promote women in science, technology, engineering and mathematics (STEM). The goal of this resolution is to work towards the “development of a more just, equitable and supportive society.”⁴⁶⁸⁹

On 23 April 2021, the Ministry of Women, Gender and Diversity enacted Resolution 186/2021, which created the “Producir” program.⁴⁶⁹⁰ This program is designed to provide economic aid to survivors of gender-based violence, most notably women.⁴⁶⁹¹ The goal of this program is to “promote the development of life projects with economic independence for women and LGBTI+”

⁴⁶⁸³ Resolution 38/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 8 March 2021. Access Date: 19 March 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/241604/20210309?busqueda=1>

⁴⁶⁸⁴ The course on financial tools with a gender perspective for State workers was presented, Ministry of Economy (Buenos Aires) 30 March 2021. Access Date: 30 April 2021. <https://www.argentina.gob.ar/noticias/se-presento-el-curso-sobre-herramientas-financieras-con-perspectiva-de-genero-para-las-0>

⁴⁶⁸⁵ The course on financial tools with a gender perspective for State workers was presented, Ministry of Economy (Buenos Aires) 30 March 2021. Access Date: 30 April 2021. <https://www.argentina.gob.ar/noticias/se-presento-el-curso-sobre-herramientas-financieras-con-perspectiva-de-genero-para-las-0>

⁴⁶⁸⁶ Resolution 116/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 15 April 2021. Access Date: 30 April 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/243146/20210419?busqueda=1>

⁴⁶⁸⁷ Resolution 116/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 15 April 2021. Access Date: 30 April 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/243146/20210419?busqueda=1>

⁴⁶⁸⁸ Resolution 38/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 15 April 2021. Access Date: 30 April 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/243452/20210423?busqueda=1>

⁴⁶⁸⁹ Resolution 38/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 15 April 2021. Access Date: 30 April 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/243452/20210423?busqueda=1>

⁴⁶⁹⁰ Resolution 186/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 23 April 2021. Access Date: 30 April 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/243502/20210426?busqueda=1>

⁴⁶⁹¹ Resolution 186/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 23 April 2021. Access Date: 30 April 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/243502/20210426?busqueda=1>

who are going through or have gone through situations of gender-based violence, by strengthening productive projects and economic units for social organizations.”⁴⁶⁹²

On 6 May 2021, the Ministry of the Interior presented the Public Management and Political Exercise with a Gender Perspective program.⁴⁶⁹³ This program will provide training to individuals working within the Ministry of the Interior with the “aim of building workspaces free of discrimination and violence” (providing more opportunities to groups who have traditionally faced discrimination in the workplace, such as women).⁴⁶⁹⁴

On 6 May 2021, the Federal Public Revenue Administration enacted General Resolution 4984/2021, which (among other acts) provides employers with financial benefits for hiring women.⁴⁶⁹⁵ This resolution aims (among other initiatives) to encourage employers to hire more women.⁴⁶⁹⁶

On 12 May 2021, the Chief of the Cabinet of Ministers of the Nation, the Ministry of Women, Gender and Diversity, and the Secretary for Equality and Diversity Policies presented the National Plan for Equality in Diversity (2021-2023).⁴⁶⁹⁷ This proposal includes more than 200 commitments made by state organizations to “reduce inequalities between women, LGBTI+ and men in relation to work, health, education, politics, sports and culture, among others.”⁴⁶⁹⁸

On 19 May 2021, the Directorate of Economy, Equality and Gender and the Economic Commission for Latin America and the Caribbean launched a course for “the elaboration of indicators with a gender perspective that will allow the elaboration of better policies to close the gender gap.”⁴⁶⁹⁹ The course seeks to provide members of the Federal Bureau of Economic Policies with a Gender Perspective with the tools necessary for the “production, analysis and use of gender statistics, necessary for the elaboration of public policies that close inequality gaps.”⁴⁷⁰⁰ The aim of this training

⁴⁶⁹² Resolution 186/2021, Official Bulletin of the Argentine Republic (Buenos Aires) 23 April 2021. Access Date: 30 April 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/243502/20210426?busqueda=1>

⁴⁶⁹³ Wado de Pedro and Gómez Alcorta launched trainings on Public Management and Political Exercise with a Gender Perspective, Ministry of Women, Gender and Diversity (Buenos Aires) 6 May 2021. Access Date: 24 July 2021. <https://www.argentina.gob.ar/noticias/wado-de-pedro-y-gomez-alcorta-lanzaron-capacitaciones-sobre-gestion-publica-y-ejercicio-0>

⁴⁶⁹⁴ Wado de Pedro and Gómez Alcorta launched trainings on Public Management and Political Exercise with a Gender Perspective, Ministry of Women, Gender and Diversity (Buenos Aires) 6 May 2021. Access Date: 24 July 2021. <https://www.argentina.gob.ar/noticias/wado-de-pedro-y-gomez-alcorta-lanzaron-capacitaciones-sobre-gestion-publica-y-ejercicio-0>

⁴⁶⁹⁵ General Resolution 4984/2021, Federal Public Revenue Administration, Official Bulletin of the Argentine Republic (Buenos Aires) 7 May 2021. Access Date: 25 July 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/244064/20210507?busqueda=1>

⁴⁶⁹⁶ General Resolution 4984/2021, Federal Public Revenue Administration, Official Bulletin of the Argentine Republic (Buenos Aires) 7 May 2021. Access Date: 25 July 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/244064/20210507?busqueda=1>

⁴⁶⁹⁷ The National Government assumes 200 commitments to reduce gender inequalities, Ministry of Women, Gender and Diversity (Buenos Aires) 12 May 2021. Access Date: 24 July 2021. <https://www.argentina.gob.ar/noticias/el-gobierno-nacional-asume-200-compromisos-para-reducir-las-desigualdades-de-genero>

⁴⁶⁹⁸ The National Government assumes 200 commitments to reduce gender inequalities, Ministry of Women, Gender and Diversity (Buenos Aires) 12 May 2021. Access Date: 24 July 2021. <https://www.argentina.gob.ar/noticias/el-gobierno-nacional-asume-200-compromisos-para-reducir-las-desigualdades-de-genero>

⁴⁶⁹⁹ The Directorate of Economy, Equality and Gender and ECLAC trained female officials from all over the country in indicators with a gender perspective, Ministry of Economy (Buenos Aires) 19 May 2021. Access Date: 24 July 2021. <https://www.argentina.gob.ar/noticias/la-direccion-de-economia-igualdad-y-genero-y-cepal-capacitaron-funcionarias-de-todo-el-pais>

⁴⁷⁰⁰ The Directorate of Economy, Equality and Gender and ECLAC trained female officials from all over the country in indicators with a gender perspective, Ministry of Economy (Buenos Aires) 19 May 2021. Access Date: 24 July 2021. <https://www.argentina.gob.ar/noticias/la-direccion-de-economia-igualdad-y-genero-y-cepal-capacitaron-funcionarias-de-todo-el-pais>

is to make economic decision makers more equipped to make decisions that advance women's economic equity.⁴⁷⁰¹

On 31 May 2021, the Ministry of Labor, Employment and Social Security enacted Resolution 286/2021, which (among other initiatives) de-genders Unique Labor Identification Codes.⁴⁷⁰² The aim of this resolution is to reduce the discrimination that women face when interacting with the Ministry of Labor, Employment and Social Security.⁴⁷⁰³

On 1 June 2021, the Ministry of Women, Gender and Diversity developed the course "Tools for the construction of a Budget with a gender and diversity perspective," which is aimed to train government officials charged with preparing the National Budget.⁴⁷⁰⁴ The initiative seeks to "improve public policies that close gender gaps."⁴⁷⁰⁵ Also on 1 June 2021, the Ministry of Territorial Development and Habitat and the Ministry of Women, Gender and Diversity enacted Joint Resolution 4/2021, which established the "Interministerial Equal Housing Program," an initiative to promote public housing and urban development policies with a gender perspective, aimed at women and LGBTI+.⁴⁷⁰⁶ The initiative will aim to house women and members of the LGBTI+ community.⁴⁷⁰⁷

On 11 June 2021, the Ministry of Women, Gender and Diversity launched the Forming Equality Program, which seeks to "promote training in the gender and diversity perspective in the private sector from a human rights, development and sustainability perspective, to promote equality for women and LGBTI+ and prevent gender violence in the world of work."⁴⁷⁰⁸ The training that this program promotes works towards creating (among other things) equitable work environments for LGBTI+ individuals and women.⁴⁷⁰⁹

⁴⁷⁰¹ The Directorate of Economy, Equality and Gender and ECLAC trained female officials from all over the country in indicators with a gender perspective, Ministry of Economy (Buenos Aires) 19 May 2021. Access Date: 24 July 2021. <https://www.argentina.gob.ar/noticias/la-direccion-de-economia-igualdad-y-genero-y-cepal-capacitaron-funcionarias-de-todo-el-pais>

⁴⁷⁰² Resolution 286/2021, Ministry of Labor, Employment and Social Security, Official Bulletin of the Argentine Republic (Buenos Aires) 2 June 2021. Access Date: 25 July 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/245180/20210602?busqueda=1>

⁴⁷⁰³ Resolution 286/2021, Ministry of Labor, Employment and Social Security, Official Bulletin of the Argentine Republic (Buenos Aires) 2 June 2021. Access Date: 25 July 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/245180/20210602?busqueda=1>

⁴⁷⁰⁴ Representatives of all the Ministries participated in the course "Tools for the construction of a Budget with a gender and diversity perspective," Ministry of Economy (Buenos Aires) 1 June 2021. Access Date: 24 July 2021. <https://www.argentina.gob.ar/noticias/representantes-de-todos-los-ministerios-participaron-en-el-curso-herramientas-para-la>

⁴⁷⁰⁵ Representatives of all the Ministries participated in the course "Tools for the construction of a Budget with a gender and diversity perspective", Ministry of Economy (Buenos Aires) 1 June 2021. Access Date: 24 July 2021. <https://www.argentina.gob.ar/noticias/representantes-de-todos-los-ministerios-participaron-en-el-curso-herramientas-para-la>

⁴⁷⁰⁶ Joint Resolution 4/2021, Ministry of Territorial Development and Habitat and Ministry of Women, Gender and Diversity (Buenos Aires) 2 June 2021. Access Date: 25 July 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/245192/20210602?busqueda=1>

⁴⁷⁰⁷ Joint Resolution 4/2021, Ministry of Territorial Development and Habitat and Ministry of Women, Gender and Diversity (Buenos Aires) 2 June 2021. Access Date: 25 July 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/245192/20210602?busqueda=1>

⁴⁷⁰⁸ Forming Equality Program, Ministry of Women, Gender and Diversity (Buenos Aires) 11 June 2021. Access Date: 24 July 2021. <https://www.argentina.gob.ar/noticias/capacitaremos-al-sector-privado-para-promover-la-igualdad-y-prevenir-la-violencia-de-genero>

⁴⁷⁰⁹ Forming Equality Program, Ministry of Women, Gender and Diversity (Buenos Aires) 11 June 2021. Access Date: 24 July 2021. <https://www.argentina.gob.ar/noticias/capacitaremos-al-sector-privado-para-promover-la-igualdad-y-prevenir-la-violencia-de-genero>

On 16 June 2021, the Senate and Chamber of Deputies of the Argentine Nation meeting in Congress passed law 27630, a modification to the Income Tax Law.⁴⁷¹⁰ Included in this law is a 40% increase to a special tax deduction for women, providing women with a greater degree of financial freedom overall.⁴⁷¹¹

On 17 June 2021, the National Institute of Film and Audiovisual Arts enacted Resolution 725/2021, which created the “Violet Glasses Program” within the Federal Development Deputy Management of the National Institute of Film and Audiovisual Arts.⁴⁷¹² This program aims to advise and collaborate with different areas of the National Institute of Cinema and Audiovisual Arts to promote the equitable treatment of women.⁴⁷¹³

On 18 June 2021, the National Director of Transparency and National Director of Economy, Equality and Gender of the Ministry of Economy presented the “Budget with a Gender and Public works perspective.”⁴⁷¹⁴ This document will work as a report complementary to the 2021 Budget, focusing on three central investment axes which all work to “reduce inequality gaps” between men and women.⁴⁷¹⁵

On 24 June 2021, the Chair of Ministers Secretariat for Public Innovation enacted Resolution 65/2021, which created the “Digital Country Scholarships” Program, a program designed “to promote digital inclusion and participation of women and diversities in the Information and Communication Technologies industry, and train in programming, marketing digital and data science, in order to respond to the labor demand of people qualified in digital skills.”⁴⁷¹⁶ This program aims to promote women’s economic opportunities in the Information and Communication Technologies industry.⁴⁷¹⁷

On 25 June 2021, the Director of Economy, Equality and Gender together with the Governor of La Rioja announced the launch of the Constructoras Program, which aims to “provide tools to promote

⁴⁷¹⁰ Income Tax Law, Senate and Chamber of Deputies of the Argentine Nation meeting in Congress, Official Bulletin of the Argentine Republic (Buenos Aires) 16 June 2021. Access Date: 25 July 2021.

<https://www.boletinoficial.gob.ar/detalleAviso/primera/245673/20210616?busqueda=1>

⁴⁷¹¹ Income Tax Law, Senate and Chamber of Deputies of the Argentine Nation meeting in Congress, Official Bulletin of the Argentine Republic (Buenos Aires) 16 June 2021. Access Date: 25 July 2021.

<https://www.boletinoficial.gob.ar/detalleAviso/primera/245673/20210616?busqueda=1>

⁴⁷¹² Resolution 725/2021, National Institute of Film and Audiovisual Arts, Official Bulletin of the Argentine Republic (Buenos Aires) 17 June 2021. 25 July 2021.

<https://www.boletinoficial.gob.ar/detalleAviso/primera/245885/20210622?busqueda=1>

⁴⁷¹³ Resolution 725/2021, National Institute of Film and Audiovisual Arts, Official Bulletin of the Argentine Republic (Buenos Aires) 17 June 2021. 25 July 2021.

<https://www.boletinoficial.gob.ar/detalleAviso/primera/245885/20210622?busqueda=1>

⁴⁷¹⁴ We participate in a dialogue on budgeting with a gender perspective in public works, Ministry of Women, Gender and Diversity (Buenos Aires) 18 June 2021. Access Date: 24 July 2021.

<https://www.argentina.gob.ar/noticias/participamos-en-un-dialogo-sobre-presupuesto-con-perspectiva-de-genero-en-obras-publicas>

⁴⁷¹⁵ We participate in a dialogue on budgeting with a gender perspective in public works, Ministry of Women, Gender and Diversity (Buenos Aires) 18 June 2021. Access Date: 24 July 2021.

<https://www.argentina.gob.ar/noticias/participamos-en-un-dialogo-sobre-presupuesto-con-perspectiva-de-genero-en-obras-publicas>

⁴⁷¹⁶ Resolution 65/2021, Chair of Ministers Secretariat for Public Innovation, Official Bulletin of the Argentine Republic (Buenos Aires) 24 June 2021. Access Date: 25 July 2021.

<https://www.boletinoficial.gob.ar/detalleAviso/primera/246115/20210628?busqueda=1>

⁴⁷¹⁷ Resolution 65/2021, Chair of Ministers Secretariat for Public Innovation, Official Bulletin of the Argentine Republic (Buenos Aires) 24 June 2021. Access Date: 25 July 2021.

<https://www.boletinoficial.gob.ar/detalleAviso/primera/246115/20210628?busqueda=1>

the labor insertion of women in the construction sector.”⁴⁷¹⁸ The goal of this program is to promote women’s economic opportunities in the construction sector.⁴⁷¹⁹

On 29 June 2021, the Ministry of Transport and the Ministry of Labor, Employment and Social Security signed a framework agreement that “lays the foundations to reduce the gender gaps detected in the sector.”⁴⁷²⁰ The goal of this agreement is to promote women’s employment and inclusion within the motor transport sector.⁴⁷²¹

On 15 July 2021, the Ministry of Women, Gender and Diversity presented the course “Elements for the Construction of a Budget with a Gender and Diversity Perspective” which is designed to teach provincial governments how to construct their own budgets with gender and diversity perspectives included.⁴⁷²² This training most centrally intends to teach provincial governments how to “prepare budgets that include measures to reduce gender gaps.”⁴⁷²³

On 17 July 2021, Argentina enacted Decree 475/2021, which modified the integrated retirement and pension system.⁴⁷²⁴ Included in this decree are certain measures which make it easier for women with children and pregnant persons to access the Universal Basic Benefit.⁴⁷²⁵ Access to this benefit provides women with children and pregnant persons with a greater degree of financial freedom.⁴⁷²⁶

⁴⁷¹⁸ Mercedes D’Alessandro participated in the launch of the La Rioja Construction Program, Ministry of Economy (Buenos Aires) 25 June 2021. Access Date: 24 July 2021. <https://www.argentina.gob.ar/noticias/mercedes-dalessandro-participo-en-el-lanzamiento-del-programa-constructoras-de-la-rioja>

⁴⁷¹⁹ Mercedes D’Alessandro participated in the launch of the La Rioja Construction Program, Ministry of Economy (Buenos Aires) 25 June 2021. Access Date: 24 July 2021. <https://www.argentina.gob.ar/noticias/mercedes-dalessandro-participo-en-el-lanzamiento-del-programa-constructoras-de-la-rioja>

⁴⁷²⁰ A program was presented to promote and include women in the motor transport activity, Ministry of Women, Gender and Diversity (Buenos Aires) 29 June 2021. Access Date: 24 July 2021. <https://www.argentina.gob.ar/noticias/se-presento-un-programa-para-promover-e-incluir-mujeres-en-la-actividad-del-transporte>

⁴⁷²¹ A program was presented to promote and include women in the motor transport activity, Ministry of Women, Gender and Diversity (Buenos Aires) 29 June 2021. Access Date: 24 July 2021. <https://www.argentina.gob.ar/noticias/se-presento-un-programa-para-promover-e-incluir-mujeres-en-la-actividad-del-transporte>

⁴⁷²² We began training on budgets with a gender and diversity perspective for provincial authorities, Ministry of Women, Gender and Diversity (Buenos Aires) 15 July 2021. Access Date: 24 July 2021. <https://www.argentina.gob.ar/noticias/comenzamos-la-capacitacion-sobre-presupuestos-con-perspectiva-de-genero-y-diversidad>

⁴⁷²³ We began training on budgets with a gender and diversity perspective for provincial authorities, Ministry of Women, Gender and Diversity (Buenos Aires) 15 July 2021. Access Date: 24 July 2021. <https://www.argentina.gob.ar/noticias/comenzamos-la-capacitacion-sobre-presupuestos-con-perspectiva-de-genero-y-diversidad>

⁴⁷²⁴ Decree 475/2021, The President of the Argentine Nation in General Agreement of Ministers, Official Bulletin of the Argentine Republic (Buenos Aires) 17 July 2021. Access Date: 25 July 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/246989/20210719?busqueda=1>

⁴⁷²⁵ Decree 475/2021, The President of the Argentine Nation in General Agreement of Ministers, Official Bulletin of the Argentine Republic (Buenos Aires) 17 July 2021. Access Date: 25 July 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/246989/20210719?busqueda=1>

⁴⁷²⁶ Decree 475/2021, The President of the Argentine Nation in General Agreement of Ministers, Official Bulletin of the Argentine Republic (Buenos Aires) 17 July 2021. Access Date: 25 July 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/246989/20210719?busqueda=1>

On 20 July 2021, the National Institution of Public Administration developed the second edition of the course titled “Tools for the construction of a Budget with a gender and diversity perspective.”⁴⁷²⁷ Similar to the first edition, this second edition aims to train government officials responsible for preparing the National Budget and thus seeks to “improve public policies that close gender gaps”.⁴⁷²⁸

On 26 July 2021, the Ministry of Labor, Employment and Social Security enacted Resolution 434/2021.⁴⁷²⁹ This resolution resolves to create the “Program for the Strengthening of the Leadership of Women and Sexual Diversities in the Trade Union Organizations” under the Secretariat for Inclusion Policies in the World of Labor, dependent on the Secretariat of Labor.⁴⁷³⁰ This program’s purpose is to “provide and facilitate tools for the empowerment of women and sexual diversities in their union organizations, through union training and education.”⁴⁷³¹ Such initiatives will make unions more equitable for women within the union itself as well as through how the union interacts with employers.⁴⁷³²

On 30 July 2021, the Ministry of Women, Gender and Diversity enacted Resolution 357/2021.⁴⁷³³ This resolution resolves to create a “National Program for the Strengthening of the Perspective of Gender and Equality in Diversity in Rural Development” under the Secretariat for Equality Policies of the Secretariat for Equality and Diversity Policies, with the main objective of strengthening public policies and actions of civil society that guarantee equality for women and members of the LGBTI+ community in rural areas.⁴⁷³⁴ Such a program will improve women’s economic opportunities in rural areas by fighting economic discrimination in such areas.⁴⁷³⁵

⁴⁷²⁷ Ministers, Secretaries and Directors from all over the country participated in the course “Tools for the construction of a Budget with a gender and diversity perspective”, Ministry of Economy (Buenos Aires) 20 July 2021. Access Date: 24 July 2021. <https://www.argentina.gob.ar/noticias/ministras-secretarias-y-directoras-de-todo-el-pais-participaron-en-el-curso-herramientas>

⁴⁷²⁸ Ministers, Secretaries and Directors from all over the country participated in the course “Tools for the construction of a Budget with a gender and diversity perspective,” Ministry of Economy (Buenos Aires) 20 July 2021. Access Date: 24 July 2021. <https://www.argentina.gob.ar/noticias/ministras-secretarias-y-directoras-de-todo-el-pais-participaron-en-el-curso-herramientas>

⁴⁷²⁹ Resolution 434/2021, Ministry of Labor, Employment and Social Security, Official Bulletin of the Argentine Republic (Buenos Aires) 26 July 2021. Access Date: 11 September 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/247423/20210728?busqueda=1>

⁴⁷³⁰ Resolution 434/2021, Ministry of Labor, Employment and Social Security, Official Bulletin of the Argentine Republic (Buenos Aires) 26 July 2021. Access Date: 11 September 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/247423/20210728?busqueda=1>

⁴⁷³¹ Resolution 434/2021, Ministry of Labor, Employment and Social Security, Official Bulletin of the Argentine Republic (Buenos Aires) 26 July 2021. Access Date: 11 September 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/247423/20210728?busqueda=1>

⁴⁷³² Resolution 434/2021, Ministry of Labor, Employment and Social Security, Official Bulletin of the Argentine Republic (Buenos Aires) 26 July 2021. Access Date: 11 September 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/247423/20210728?busqueda=1>

⁴⁷³³ Resolution 357/2021, Ministry of Women, Gender and Diversity, Official Bulletin of the Argentine Republic (Buenos Aires) 30 July 2021. Access Date: 11 September 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/247579/20210802?busqueda=1>

⁴⁷³⁴ Resolution 357/2021, Ministry of Women, Gender and Diversity, Official Bulletin of the Argentine Republic (Buenos Aires) 30 July 2021. Access Date: 11 September 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/247579/20210802?busqueda=1>

⁴⁷³⁵ Resolution 357/2021, Ministry of Women, Gender and Diversity, Official Bulletin of the Argentine Republic (Buenos Aires) 30 July 2021. Access Date: 11 September 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/247579/20210802?busqueda=1>

In July 2021, the National Directorate of Economy, Equality and Gender incorporated fixed and monthly female expenses, such as wipes and tampons, into the Universal Child Allowance benefit.⁴⁷³⁶ This incorporation means that women who qualify for the Universal Child Allowance benefit can be financially compensated for their fixed and monthly female expenses, providing them with more economic freedom overall.⁴⁷³⁷

On 6 August 2021, President Alberto Fernandez decreed Decree 493/2021 on employer contributions and provisions.⁴⁷³⁸ Among other initiatives, in the pursuit of advancing women's economic status in Argentina, article 2 of the decree creates "a reduction of ninety-five percent (95%) of the employer contributions corresponding to the first twelve (12) months from the month of the beginning of the new employment relationship, inclusive, in the case of hiring a female person."⁴⁷³⁹ Such an incentive encourages employers to hire women, providing women with more opportunities to advance their economic status in society.⁴⁷⁴⁰

On 9 August 2021, the National Directorate of Economy, Equality and Gender met with officials from the Ministry of Public Works.⁴⁷⁴¹ The objective of this meeting was to "[generate] contributions and recommendations incorporate the gender perspective in the procurement documents in the budget of the Ministry of Public Works."⁴⁷⁴² Such contributions and recommendations work to advance women's economic opportunities in that they make the Ministry of Public Works a more equitable workplace, thus providing women with more economic opportunities within the Ministry of Public Works.⁴⁷⁴³

On 10 August 2021, the Ministry of Public Works enacted Resolution 252/2021.⁴⁷⁴⁴ This resolution resolves to, among other initiatives, create the "Care Infrastructure Program" which "[strengthens] the care infrastructure network to guarantee the effective exercise of rights, not only to those who

⁴⁷³⁶ The creation of the Behavioral Sciences and Public Policies Unit was announced, Ministry of Economy (Buenos Aires) 20 July 2021. Access Date: 24 July 2021. <https://www.argentina.gob.ar/noticias/se-anuncio-la-creacion-de-la-unidad-de-ciencias-del-comportamiento-y-politicas-publicas>

⁴⁷³⁷ The creation of the Behavioral Sciences and Public Policies Unit was announced, Ministry of Economy (Buenos Aires) 20 July 2021. Access Date: 24 July 2021. <https://www.argentina.gob.ar/noticias/se-anuncio-la-creacion-de-la-unidad-de-ciencias-del-comportamiento-y-politicas-publicas>

⁴⁷³⁸ Decree 493/2021, The President of the Argentine Nation, Official Bulletin of the Argentine Republic (Buenos Aires) 6 August 2021. Access Date: 11 September 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/247763/20210806?busqueda=1>

⁴⁷³⁹ Decree 493/2021, The President of the Argentine Nation, Official Bulletin of the Argentine Republic (Buenos Aires) 6 August 2021. Access Date: 11 September 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/247763/20210806?busqueda=1>

⁴⁷⁴⁰ Decree 493/2021, The President of the Argentine Nation, Official Bulletin of the Argentine Republic (Buenos Aires) 6 August 2021. Access Date: 11 September 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/247763/20210806?busqueda=1>

⁴⁷⁴¹ D'Alessandro participated in the fourth meeting of the working group on Gender and Public Works, Ministry of Economy (Buenos Aires) 9 August 2021. Access Date: 11 September 2021. <https://www.argentina.gob.ar/noticias/dalessandro-participo-en-la-cuarta-reunion-del-grupo-de-trabajo-sobre-genero-y-obras>

⁴⁷⁴² D'Alessandro participated in the fourth meeting of the working group on Gender and Public Works, Ministry of Economy (Buenos Aires) 9 August 2021. Access Date: 11 September 2021. <https://www.argentina.gob.ar/noticias/dalessandro-participo-en-la-cuarta-reunion-del-grupo-de-trabajo-sobre-genero-y-obras>

⁴⁷⁴³ D'Alessandro participated in the fourth meeting of the working group on Gender and Public Works, Ministry of Economy (Buenos Aires) 9 August 2021. Access Date: 11 September 2021. <https://www.argentina.gob.ar/noticias/dalessandro-participo-en-la-cuarta-reunion-del-grupo-de-trabajo-sobre-genero-y-obras>

⁴⁷⁴⁴ Resolution 252/2021, Ministry of Public Works, Official Bulletin of the Argentine Republic (Buenos Aires) 10 August 2021. Access Date: 11 September 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/247896/20210810?busqueda=1>

receive care...but also those who provide care (workers, the vast majority of whom are women).⁴⁷⁴⁵ This strengthened care infrastructure will improve the workplace environment for those individuals pursuing economic opportunities in the care sector, many of whom are women.⁴⁷⁴⁶

On 11 August 2021, the Ministry of Productive Development Secretariat of Small and Medium Enterprises and Entrepreneurs enacted Resolution 75/2021.⁴⁷⁴⁷ This resolution resolves to, among other initiatives, “promote equal opportunities between male and female entrepreneurs and shorten the gaps in access to training and network of contacts for the development of their ventures.”⁴⁷⁴⁸ Such initiatives will work to aid those women looking to become entrepreneurs.⁴⁷⁴⁹

On 1 September 2021, the Ministry of Productive Development Secretariat of Internal Trade enacted Resolution 889/2021.⁴⁷⁵⁰ This resolution, among other things, approves the enactment of the course on “Continuous and Compulsory Gender Training” which must be taken by members of the Consumer Arbitration Courts.⁴⁷⁵¹ Members of the Consumer Arbitration Courts taking this course will work to make consumer arbitration more equitable for women, thus empowering them in an economic area of the law.⁴⁷⁵²

On 1 September 2021, the Ministry of Economy presented the project “Economic Policies to Accelerate Gender Equality In Argentina.”⁴⁷⁵³ The project aims to “contribute to a sustainable recovery in Argentina through diagnoses, management tools and public policies, focused on two axes,” one of which is “[achieving] more inclusion of women and diversities in the strategic sectors

⁴⁷⁴⁵ Resolution 252/2021, Ministry of Public Works, Official Bulletin of the Argentine Republic (Buenos Aires) 10 August 2021. Access Date: 11 September 2021.

<https://www.boletinoficial.gob.ar/detalleAviso/primera/247896/20210810?busqueda=1>

⁴⁷⁴⁶ Resolution 252/2021, Ministry of Public Works, Official Bulletin of the Argentine Republic (Buenos Aires) 10 August 2021. Access Date: 11 September 2021.

<https://www.boletinoficial.gob.ar/detalleAviso/primera/247896/20210810?busqueda=1>

⁴⁷⁴⁷ Resolution 75/2021, Ministry of Productive Development Secretariat of Small and Medium Enterprises and Entrepreneurs, Official Bulletin of the Argentine Republic (Buenos Aires) 11 August 2021. Access Date: 11 September 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/248014/20210812?busqueda=1>

⁴⁷⁴⁸ Resolution 75/2021, Ministry of Productive Development Secretariat of Small and Medium Enterprises and Entrepreneurs, Official Bulletin of the Argentine Republic (Buenos Aires) 11 August 2021. Access Date: 11 September 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/248014/20210812?busqueda=1>

⁴⁷⁴⁹ Resolution 75/2021, Ministry of Productive Development Secretariat of Small and Medium Enterprises and Entrepreneurs, Official Bulletin of the Argentine Republic (Buenos Aires) 11 August 2021. Access Date: 11 September 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/248014/20210812?busqueda=1>

⁴⁷⁵⁰ Resolution 889/2021, Ministry of Productive Development Secretariat of Internal Trade, Official Bulletin of the Argentine Republic (Buenos Aires) 1 September 2021. Access Date: 11 September 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/249043/20210903?busqueda=1>

⁴⁷⁵¹ Resolution 889/2021, Ministry of Productive Development Secretariat of Internal Trade, Official Bulletin of the Argentine Republic (Buenos Aires) 1 September 2021. Access Date: 11 September 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/249043/20210903?busqueda=1>

⁴⁷⁵² Resolution 889/2021, Ministry of Productive Development Secretariat of Internal Trade, Official Bulletin of the Argentine Republic (Buenos Aires) 1 September 2021. Access Date: 11 September 2021. <https://www.boletinoficial.gob.ar/detalleAviso/primera/249043/20210903?busqueda=1>

⁴⁷⁵³ The Ministry of Economy presented the project Economic Policies to Accelerate Gender Equality in Argentina, Ministry of Economy (Buenos Aires) 1 September 2021. Access Date: 11 September 2021.

<https://www.argentina.gob.ar/noticias/el-ministerio-de-economia-presento-el-proyecto-politicas-economicas-para-acelerar-la>

of the economy.”⁴⁷⁵⁴ The usage of such diagnostic techniques, management tools and public policies will all work to promote women’s economic status in Argentina.⁴⁷⁵⁵

Argentina has fully complied with its commitment to remove barriers to the extent and quality of women’s participation in the labour market and economy through actions such as implementing anti-discriminatory regulations, mandating appointment procedures to consider gender parity, allocating funds to address economic disparity between men and women in annual budget and creating groups to lead and promote women’s participation in STEM fields and entrepreneurial activities.

Thus, Argentina receives a score of +1.

Analyst: Ethan Ullmann

Australia: +1

Australia has fully complied with its commitment to remove the barriers to women’s economic participation and entrepreneurship.

On 26 November 2020, the Australian Government launched the Women in science, technology, engineering and mathematics (STEM) Cadetships and Advanced Apprenticeships Program.⁴⁷⁵⁶ The program aims to “promote equality of opportunity in higher education” and provide “grants to higher education providers and employers, to improve participation of women in STEM Fields of Education.”⁴⁷⁵⁷ This includes, “[increasing] the number of women with STEM qualifications in the labour force; [helping] women to upskill in STEM or gain job relevant skills to help build a STEM career; and [developing] a pathway to produce graduates with practical workplace skills in STEM sectors vital to Australia’s future productivity.”⁴⁷⁵⁸

On 8 March 2021, the Ministry for Industry, Science and Technology announced an additional AUD11.6 million under the Boosting Female Founders Initiative. The Initiative provides grants and mentoring placements to Australian start-up businesses that are majority owned and led by women to build their businesses and expand into national and international markets, increasing the gender diversity of Australia’s start-up ecosystem.⁴⁷⁵⁹

On 8 March 2021, the Department of Education, Skills and Employment announced that it had opened applications for higher education providers to participate in the Women in STEM Cadetships

⁴⁷⁵⁴ The Ministry of Economy presented the project Economic Policies to Accelerate Gender Equality in Argentina, Ministry of Economy (Buenos Aires) 1 September 2021. Access Date: 11 September 2021. <https://www.argentina.gob.ar/noticias/el-ministerio-de-economia-presento-el-proyecto-politicas-economicas-para-acelerar-la>

⁴⁷⁵⁵ The Ministry of Economy presented the project Economic Policies to Accelerate Gender Equality in Argentina, Ministry of Economy (Buenos Aires) 1 September 2021. Access Date: 11 September 2021. <https://www.argentina.gob.ar/noticias/el-ministerio-de-economia-presento-el-proyecto-politicas-economicas-para-acelerar-la>

⁴⁷⁵⁶ Other Grants Guidelines (Education) Amendment (Women in STEM) 2020, Federal Register of Legislation (Canberra) 26 November 2020. Access Date: 20 March 2021. <https://www.legislation.gov.au/Details/F2020L01515/Html/Text>

⁴⁷⁵⁷ Other Grants Guidelines (Education) Amendment (Women in STEM) 2020, Federal Register of Legislation (Canberra) 26 November 2020. Access Date: 20 March 2021. <https://www.legislation.gov.au/Details/F2020L01515/Html/Text>

⁴⁷⁵⁸ Other Grants Guidelines (Education) Amendment (Women in STEM) 2020, Federal Register of Legislation (Canberra) 26 November 2020. Access Date: 20 March 2021. <https://www.legislation.gov.au/Details/F2020L01515/Html/Text>

⁴⁷⁵⁹ Helping businesswomen take on the world, Ministers for the Department of Industry, Science, Energy and Resources (Canberra) 8 March 2021. Access Date: 25 October 2021. <https://www.minister.industry.gov.au/ministers/karenandrews/media-releases/helping-businesswomen-take-world>

and Advanced Apprenticeships Program from December 2021 to January 2021.⁴⁷⁶⁰ The program has approved 18 higher education providers and supported nearly 600 women across Australia.⁴⁷⁶¹ Higher education providers who participate in this program also help to pair students with potential employers.⁴⁷⁶² The program supports working women from a variety of industries, including those undertaking courses in Science, Technology, Engineering, Mathematics or Agriculture.⁴⁷⁶³ On the same day, the Australian Government announced the winners for their Women in STEM Cadetships and Advanced Apprenticeships Program.⁴⁷⁶⁴ The Australian Government has committed AUD24.8 million to the program this year.⁴⁷⁶⁵ The program aims to support working women to study an “industry-relevant, higher education Diploma, Associate Degree or Advanced Diploma in a STEM field.”⁴⁷⁶⁶ Grant funds will be allocated to both higher education providers and employers in order to implement approved STEM programs as well as cover the potential costs associated with flexible work hours.⁴⁷⁶⁷ Additionally, Prime Minister Scott Morrison announced the launch of his AUD18 million advertisement campaign, focusing on the “issue of appropriate respect” and protecting women from violence.⁴⁷⁶⁸ The goal is to challenge discriminatory notions fundamental to disrespectful languages and behaviours, such as comments like “playing like a girl,” in order to change the overall attitudes towards women.⁴⁷⁶⁹

On 3 May 2021, the Government of Australia launched the second edition of the STEM Equity Monitor. This annual data report presents the current state of STEM gender equity in Australia. It provides a baseline for measuring change and trends over time on women’s engagement with STEM through school, higher education, graduate outcomes and the workforce. The government has committed to 10 years of the Monitor, through to 2028-29.⁴⁷⁷⁰

⁴⁷⁶⁰ Women in STEM Cadetships and Advanced Apprenticeships Program, Department of Education, Skills and Employment (Canberra) 8 March 2021. Access Date: 10 March 2021. <https://www.dese.gov.au/women-stem-cadetships-and-advanced-apprenticeships>

⁴⁷⁶¹ Women in STEM Cadetships and Advanced Apprenticeships Program, Department of Education, Skills and Employment (Canberra) 8 March 2021. Access Date: 10 March 2021. <https://www.dese.gov.au/women-stem-cadetships-and-advanced-apprenticeships>

⁴⁷⁶² Women in STEM Cadetships and Advanced Apprenticeships Program, Department of Education, Skills and Employment (Canberra) 8 March 2021. Access Date: 10 March 2021. <https://www.dese.gov.au/women-stem-cadetships-and-advanced-apprenticeships>

⁴⁷⁶³ Women in STEM Cadetships and Advanced Apprenticeships Program, Department of Education, Skills and Employment (Canberra) 8 March 2021. Access Date: 10 March 2021. <https://www.dese.gov.au/women-stem-cadetships-and-advanced-apprenticeships>

⁴⁷⁶⁴ Women in STEM Cadetships and Advanced Apprenticeships Program, Department of Education, Skills and Employment (Canberra) 8 March 2021. Access Date: 10 March 2021. <https://www.dese.gov.au/women-stem-cadetships-and-advanced-apprenticeships>

⁴⁷⁶⁵ Women in STEM Cadetships and Advanced Apprenticeships Program, Department of Education, Skills and Employment (Canberra) 8 March 2021. Access Date: 10 March 2021. <https://www.dese.gov.au/women-stem-cadetships-and-advanced-apprenticeships>

⁴⁷⁶⁶ Women in STEM Cadetships and Advanced Apprenticeships Program, Department of Education, Skills and Employment (Canberra) 8 March 2021. Access Date: 10 March 2021. <https://www.dese.gov.au/women-stem-cadetships-and-advanced-apprenticeships>

⁴⁷⁶⁷ Women in STEM Cadetships and Advanced Apprenticeships Program, Department of Education, Skills and Employment (Canberra) 8 March 2021. Access Date: 10 March 2021. <https://www.dese.gov.au/women-stem-cadetships-and-advanced-apprenticeships>

⁴⁷⁶⁸ Remarks, International Women’s Day, Government of Australia (Canberra) 8 March 2021. Access Date: 1 May 2021. <https://www.pm.gov.au/media/remarks-international-womens-day>

⁴⁷⁶⁹ Remarks, International Women’s Day, Government of Australia (Canberra) 8 March 2021. Access Date: 1 May 2021. <https://www.pm.gov.au/media/remarks-international-womens-day>

⁴⁷⁷⁰ Second national data report on girls and women in STEM, Department of Industry, Science, Energy and Resources (Canberra) 3 May 2021. Access Date: 25 October 2021. <https://www.industry.gov.au/news/second-national-data-report-on-girls-and-women-in-stem>

On 11 May 2021, Prime Minister Scott Morrison announced a package of almost AUD3.4 billion to support women's rights in the 2021-2022 Budget.⁴⁷⁷¹ This package includes AUD1.9 billion to support women's economic security of which AUD1.7 billion is for improving the affordability of childcare services. The allocation of the new Budget aims to increase women's workforce participation and promote women's leadership opportunities.⁴⁷⁷² Australia will also be providing AUD13.9 million over four years to establish an Early Stage Social Enterprise Foundation focused on providing capacity building and financial support for early stage social enterprises that improve the economic security of Indigenous women, particularly those who are experiencing or have experienced domestic violence. The Foundation will provide flexible loans and grants to approximately 30 Australian social enterprises each year to support Indigenous women entrepreneurs.⁴⁷⁷³

On 22 May 2021, Australia announced its commitment of AUD39.8 million for projects under the Women's Leadership and Development Program as a part of the effort to re-open, recover and reform Australia's economy.⁴⁷⁷⁴ Organizations of the program will use the funds to increase women's opportunities and support women's development in five areas: job creation, economic security, workforce participation, leadership, and safety.⁴⁷⁷⁵

On 24 May 2021, the Department of Prime Minister and Cabinet announced the grant recipients for the Women's Leadership and Development Program. This program supports projects to increase women's opportunities and women's development in six areas: job creation, economic security, workforce participation, leadership, safety, and international. Around AUD60 million over 2020-21 to 2023-24 is currently provided under the program for 75 individual projects, with a number directly focused on supporting women entrepreneurs. More information on project details can be found in the links.⁴⁷⁷⁶

On 4 June 2021, upon the results of their STEM Equity Monitor data, the Australian government announced their investment of AUD2 Million in the Women in STEM and Entrepreneurship (WiSE) program. The Australian government acknowledges that women are underrepresented in the STEM field and earn on average, less money than their male colleagues. With this investment, the WiSE grant projects will "nurture the next generation of women leaders in STEM and entrepreneurial activities."⁴⁷⁷⁷

On 19 August 2021, the Department of Education, Skills and Employment released a self-assessment questionnaire for employers to identify actions and policies they could implement in their business to

⁴⁷⁷¹ Budget delivering for Australian women, Prime Minister of Australia (Canberra) 11 May 2021. Access Date: 15 May 2021. <https://www.pm.gov.au/media/budget-delivering-australian-women>

⁴⁷⁷² Budget delivering for Australian women, Prime Minister of Australia (Canberra) 11 May 2021. Access Date: 15 May 2021. <https://www.pm.gov.au/media/budget-delivering-australian-women>

⁴⁷⁷³ Women's Budget Statement 2021-22, Government of Australia (Canberra) 11 May 2021. Access Date: 25 October 2021. https://budget.gov.au/2021-22/content/womens-statement/download/womens_budget_statement_2021-22.pdf

⁴⁷⁷⁴ \$39.8 million for projects under the Women's Leadership and Development Program, Department of the Prime Minister and Cabinet (Canberra) 22 May 2021. Access Date: 25 July 2021.

<https://ministers.pmc.gov.au/payne/2021/398-million-projects-under-womens-leadership-and-development-program>

⁴⁷⁷⁵ \$39.8 million for projects under the Women's Leadership and Development Program, Department of the Prime Minister and Cabinet (Canberra) 22 May 2021. Access Date: 25 July 2021.

<https://ministers.pmc.gov.au/payne/2021/398-million-projects-under-womens-leadership-and-development-program>

⁴⁷⁷⁶ Women's Leadership and Development Program, Department of the Prime Minister and Cabinet (Canberra) 24 May 2021. Access Date: 25 October 2021. <https://www.pmc.gov.au/office-women/grants-and-funding/wldp-2020-21>

⁴⁷⁷⁷ The WiSE way to improving gender equity in STEM, Department of Industry, Science, Energy and Resources (Canberra) 4 June 2021. Access Date: 24 July 2021. <https://www.industry.gov.au/news/the-wise-way-to-improving-gender-equity-in-stem>

improve their workplace for women. This information was released in order to “assist employers to improve attraction, recruitment and retention of women in Australian workplaces.”⁴⁷⁷⁸

On 6 September 2021, the Government of Australia hosted the virtual National Summit on Women’s Safety to address key issues such as women’s “economic security and financial independence.”⁴⁷⁷⁹ The Summit, which lasts until 7 September 2021, included keynote addresses, panel discussions and closed roundtables with experts, advocates and service providers, which will build on the existing National Plan to aid the development of the next plan.⁴⁷⁸⁰

Australia has fully complied with its commitment by taking action to remove gender-based barriers by promoting women’s full participation in the labour market and economy through its Women in STEM Cadetships and Advanced Apprenticeships Program as well as its anti-violence advertisement campaign. Australia also promoted women’s engagement and success in entrepreneurial activities by implementing and providing funding for programs that support women’s entrepreneurial activities.

Thus, Australia receives a score of +1.

Analyst: Amanda Morana

Brazil: +1

Brazil has fully complied with its commitment to remove the barriers to women’s economic participation and entrepreneurship.

On 20 December 2020, the Ministry of Women, Family and Human Rights (MMFDH) launched the Qualifica Mulher (“Qualify Women”) pilot project, which aims to create a network of partnerships among governmental authorities and private entities in order to increase the employability of women facing socially vulnerable situations.⁴⁷⁸¹ This project offers professional courses in person or online and facilitates financial education and entrepreneurship workshops.⁴⁷⁸² The COVID-19 pandemic was a key factor in the implementation of the Qualifica Mulher project as an initiative to promote women’s economic autonomy.⁴⁷⁸³ More than 25,700 women have received training and attended entrepreneurship workshops.⁴⁷⁸⁴

⁴⁷⁷⁸ Employing and Supporting Women in Your Organization, Department of Education, Skills and Employment (Canberra) 19 August 2021. Access Date 8 September 2021. <https://www.dese.gov.au/employing-and-supporting-women-your-organisation>

⁴⁷⁷⁹ National Summit key step towards ending violence against women, Department of the Prime Minister and Cabinet (Canberra) 6 September 2021. Access Date: 15 September 2021. <https://ministers.pmc.gov.au/payne/2021/national-summit-key-step-towards-ending-violence-against-women>

⁴⁷⁸⁰ National Summit key step towards ending violence against women, Department of the Prime Minister and Cabinet (Canberra) 6 September 2021. Access Date: 15 September 2021. <https://ministers.pmc.gov.au/payne/2021/national-summit-key-step-towards-ending-violence-against-women>

⁴⁷⁸¹ Ordinance No. 3175, of December 10, 2020, National Press (Brasilia) 11 December 2020. Access Date: 7 May 2021. <https://www.in.gov.br/en/web/dou/-/portaria-n-3.175-de-10-de-dezembro-de-2020-293539155>

⁴⁷⁸² Ordinance No. 3175, of December 10, 2020, National Press (Brasilia) 11 December 2020. Access Date: 7 May 2021. <https://www.in.gov.br/en/web/dou/-/portaria-n-3.175-de-10-de-dezembro-de-2020-293539155>

⁴⁷⁸³ More than 25,700 socially vulnerable women receive training and entrepreneurship courses, Ministry of Women, Family and Human Rights (Brasilia) 8 March 2021. Access Date: 7 May 2021. <https://www.gov.br/mdh/pt-br/assuntos/noticias/2021/marco/mais-de-25-7-mil-mulheres-em-vulnerabilidade-social-recebem-cursos-de-capacitacao-e-empreendedorismo>

⁴⁷⁸⁴ More than 25,700 socially vulnerable women receive training and entrepreneurship courses, Ministry of Women, Family and Human Rights (Brasilia) 8 March 2021. Access Date: 7 May 2021. <https://www.gov.br/mdh/pt-br/assuntos/noticias/2021/marco/mais-de-25-7-mil-mulheres-em-vulnerabilidade-social-recebem-cursos-de-capacitacao-e-empreendedorismo>

On 20 April 2021, Minister of Women, Family and Human Rights Damares Alves, Governor of the Federal District Ibaneis Rocha and First Lady Michelle Bolsonaro attended the opening of the first CMB in Ceilandia, the most populated region in the Federal District.⁴⁷⁸⁵ During this event, a Technical Cooperation Agreement of the Safe and Protected Women Program was signed by figures from the federal and district governments, the Court of Justice of the Federal District and Territories, and the Public Defender's Office of the Federal District.⁴⁷⁸⁶ This Agreement aims to expand existing public services for female victims of violence through specialized services from the public healthcare system, opportunities for justice, social assistance networks, and promotions of women's economic independence.⁴⁷⁸⁷

On 29 April 2021, the MMFDH launched the Qualify for Entrepreneurship in Pernambuco initiative in partnership with the Federal Rural University of Pernambuco.⁴⁷⁸⁸ This initiative is part of the MMFDH's Qualifica Mulher project, which aims to promote female economic autonomy, and is an attempt at regionalization of the Qualifica Mulher project in order to better meet economic needs of different regions of Brazil.⁴⁷⁸⁹ This initiative covers courses in entrepreneurship, social media, waste management, hospitality in health units, hospital sanitation and hygiene, and food production, and is aimed at socially vulnerable women living in Jaboatão dos Guararapes, Paulista, São Lourenço da Mata and Recife.⁴⁷⁹⁰

On 26 May 2021, the MMFDH funded BRL287,000 for the Health Services Hygienist course as part of the Qualifica Mulher pilot project. This initiative provides 300 women in vulnerable situations, especially immigrants, with 280 hours of training over four months to support the economic independence of women.⁴⁷⁹¹

On 31 May 2021, the National Secretariat for Global Protection hosted the third edition of the National Forum on Responsibility with representatives from the MMFDH. The forum's theme was "Business and Human Rights: Promotion and Protection of the Rights of Persons with Disabilities,

⁴⁷⁸⁵ Inauguration of the House of Brazilian Women in Ceilandia (DF), Ministry of Women, Family and Human Rights (Brasilia) 20 April 2021. Access Date: 8 May 2021. <https://www.gov.br/mdh/pt-br/assuntos/noticias/2021/abril/inaugurada-a-casa-da-mulher-brasileira-de-ceilandia-df>

⁴⁷⁸⁶ Inauguration of the House of Brazilian Women in Ceilandia (DF), Ministry of Women, Family and Human Rights (Brasilia) 20 April 2021. Access Date: 8 May 2021. <https://www.gov.br/mdh/pt-br/assuntos/noticias/2021/abril/inaugurada-a-casa-da-mulher-brasileira-de-ceilandia-df>

⁴⁷⁸⁷ Inauguration of the House of Brazilian Women in Ceilandia (DF), Ministry of Women, Family and Human Rights (Brasilia) 20 April 2021. Access Date: 8 May 2021. <https://www.gov.br/mdh/pt-br/assuntos/noticias/2021/abril/inaugurada-a-casa-da-mulher-brasileira-de-ceilandia-df>

⁴⁷⁸⁸ Project will qualify 1400 women in vulnerable situations in Pernambuco, Ministry of Women, Family and Human Rights (Brasilia) 29 April 2021. Access Date: 8 May 2021. <https://www.gov.br/mdh/pt-br/assuntos/noticias/2021/abril/projeto-vai-qualificar-1-4-mil-mulheres-em-situacao-de-vulnerabilidade-em-pernambuco>

⁴⁷⁸⁹ Project will qualify 1400 women in vulnerable situations in Pernambuco, Ministry of Women, Family and Human Rights (Brasilia) 29 April 2021. Access Date: 8 May 2021. <https://www.gov.br/mdh/pt-br/assuntos/noticias/2021/abril/projeto-vai-qualificar-1-4-mil-mulheres-em-situacao-de-vulnerabilidade-em-pernambuco>

⁴⁷⁹⁰ Project will qualify 1400 women in vulnerable situations in Pernambuco, Ministry of Women, Family and Human Rights (Brasilia) 29 April 2021. Access Date: 8 May 2021. <https://www.gov.br/mdh/pt-br/assuntos/noticias/2021/abril/projeto-vai-qualificar-1-4-mil-mulheres-em-situacao-de-vulnerabilidade-em-pernambuco>

⁴⁷⁹¹ Three hundred vulnerable women receive a training course in Uberlândia (MG), Ministry of Women, Family and Human Rights (Brasilia) 28 May 2021. Access Date: 25 July 2021. <https://www.gov.br/mdh/pt-br/assuntos/noticias/2021/maio/trezentas-mulheres-em-situacao-de-vulnerabilidade-recebem-curso-de-capitacao-em-uberlandia-mg>

Women and Families.” Forum participants discussed topics such as equal pay and work-life balance.⁴⁷⁹²

On 25 June 2021, the MMFDH initiated the socio-economic inclusion program “Beleza Além das Fronteiras” in partnership with the Virada Feminina Movement, the International Organization for Migration and Casa Venezuela.⁴⁷⁹³ This program supports the economic independence of over 200 Venezuelan women and migrants by training them to enter the beauty market. Training includes courses on hairdressing, entrepreneurship, and interview training.⁴⁷⁹⁴

On 23 July 2021, the MMFDH, in partnership with Associação Aliança Empreendedora (AE), launched a project to provide free courses for 270,000 women in situations of social vulnerability. Themes of courses include entrepreneurship, financial education, digital marketing, crafts, and more. Women with a monthly income of up to one and a half of minimum wage are prioritized for these courses.⁴⁷⁹⁵

On 29 July 2021, the MMFDH and the National Supply Company agreed on protocols of intentions for an initiative to support women from rural communities. This initiative will offer free courses in vocational training and entrepreneurship targeted at empowering female farmers.⁴⁷⁹⁶ The initiative especially recognizes the potential of women farmers that did not attend school but lead many family farming establishments.⁴⁷⁹⁷

Brazil has fully complied with its commitment by implementing specific measures to promote women’s engagement and success in entrepreneurship through partnerships with private entities, governmental authorities and universities, as well as actions to remove barriers by implementing projects focused on expanding employment access to women.

Thus, Brazil receives a score of +1.

Analyst: Nika Asgari

Canada: +1

Canada has fully complied with its commitment to remove the barriers to women’s economic participation and entrepreneurship.

⁴⁷⁹² 3rd Take Responsibility Forum will discuss the rights of people with disabilities, women and families, Ministry of Women, Family and Human Rights (Brasilia) 28 May 2021. Access Date: 25 July 2021. <https://www.gov.br/mdh/pt-br/assuntos/noticias/2021/maio/3o-forum-responsabilize-se-discutira-direitos-de-pessoas-com-deficiencia-mulheres-e-familias>

⁴⁷⁹³ Minister Damares Alves participates in the launch of the “Beleza Beyond Borders” program, Ministry of Women, Family and Human Rights (Brasilia) 24 June 2021. Access Date: 25 July 2021. <https://www.gov.br/mdh/pt-br/assuntos/noticias/2021/junho/ministra-damares-alves-participa-do-lancamento-do-programa-201cbeleza-alem-das-fronteiras201d>

⁴⁷⁹⁴ “Beauty Beyond Borders” promotes economic autonomy for Venezuelans and migrants from neighboring countries, Ministry of Women, Family and Human Rights (Brasilia) 24 June 2021. Access Date: 25 July 2021. <https://www.gov.br/mdh/pt-br/assuntos/noticias/2021/junho/201cbeleza-alem-das-fronteiras201d-promove-autonomia-economica-de-venezuelanas-e-migrantes-de-paises-vizinhos>

⁴⁷⁹⁵ Free courses are available for vulnerable women, Ministry of Women, Family and Human Rights (Brasilia) 23 July 2021. Access Date: 25 July 2021. <https://www.gov.br/mdh/pt-br/assuntos/noticias/2021/julho/cursos-gratuitos-estao-disponiveis-para-mulheres-em-situacao-de-vulnerabilidade>

⁴⁷⁹⁶ Partnership with Conab will empower women farmers (Brasilia) 29 July 2021. Access Date: 14 August 2021. <https://www.gov.br/mdh/pt-br/assuntos/noticias/2021/julho/parceria-com-a-conab-ira-capacitar-mulheres-agricultoras>

⁴⁷⁹⁷ Partnership with Conab will empower women farmers (Brasilia) 29 July 2021. Access Date: 14 August 2021. <https://www.gov.br/mdh/pt-br/assuntos/noticias/2021/julho/parceria-com-a-conab-ira-capacitar-mulheres-agricultoras>

On 1 January 2021, Canada implemented the “Workplace Harassment and Violence Prevention Regulations” in order to curb workplace harassment and violence which women are often a target of.⁴⁷⁹⁸ This policy outlines regulations for violence prevention in the workplace and procedures to respond to incidences of violence or harassment in the workplace.⁴⁷⁹⁹ Thus, creating a less hostile work environment for marginalized groups.⁴⁸⁰⁰

On 1 January 2021, Canada implemented an amendment to the “Employment Equity Regulations” which introduced a new policy which requires “federally regulated private sector employers” to report salary data.⁴⁸⁰¹ The aim of this measure is to gain more data on wage gaps experienced by marginalized groups, which will be included in reports on employment equity and help inform future policies on the matter.⁴⁸⁰²

On 11 February 2021, Canada announced its “Feminist Response and Recovery Fund” which will direct CAD100 million in funds towards helping women “launch new projects or scale up past projects that increase women and girls’ participation in Canada’s economic, social, democratic and political life.”⁴⁸⁰³ The funding aimed to provide an “intersectional response to COVID-19” by providing support for marginalized and underrepresented women.⁴⁸⁰⁴

On 21 February 2021, representatives from Canada attended an online meeting alongside 56 representatives from Argentina, Belgium, Russia, France, Hungary, Italy, Japan, Korea, Romania, Slovenia, the United Kingdom, the United States, the European Commission, the International Atomic Energy Agency, and the Organisation for Economic Co-operation and Development to discuss increasing the number of women in the nuclear power industry.⁴⁸⁰⁵

⁴⁷⁹⁸ Government of Canada publishes new regulations to prevent harassment and violence in federal workplaces, Employment and Development Canada (Quebec) 24 June 2020. Access Date: 14 March 2021. <https://www.canada.ca/en/employment-social-development/news/2020/06/government-of-canada-invites-canadian-workplaces-to-get-ready-for-new-regulations-against-harassment-and-violence.html>

⁴⁷⁹⁹ Government of Canada publishes new regulations to prevent harassment and violence in federal workplaces, Employment and Development Canada (Quebec) 24 June 2020. Access Date: 14 March 2021. <https://www.canada.ca/en/employment-social-development/news/2020/06/government-of-canada-invites-canadian-workplaces-to-get-ready-for-new-regulations-against-harassment-and-violence.html>

⁴⁸⁰⁰ Government of Canada publishes new regulations to prevent harassment and violence in federal workplaces, Employment and Development Canada (Quebec) 24 June 2020. Access Date: 14 March 2021. <https://www.canada.ca/en/employment-social-development/news/2020/06/government-of-canada-invites-canadian-workplaces-to-get-ready-for-new-regulations-against-harassment-and-violence.html>

⁴⁸⁰¹ Regulations Amending the Employment Equity Regulations, Employment and Social Development Canada (Ottawa) 25 November 2020. Access Date: 20 March 2021. <https://canadagazette.gc.ca/rp-pr/p2/2020/2020-11-25/html/sor-dors236-eng.html>

⁴⁸⁰² Regulations Amending the Employment Equity Regulations, Employment and Social Development Canada (Ottawa) 25 November 2020. Access Date: 20 March 2021. <https://canadagazette.gc.ca/rp-pr/p2/2020/2020-11-25/html/sor-dors236-eng.html>

⁴⁸⁰³ Government of Canada to invest \$100 million to support women impacted by the pandemic, Women and Gender Equality Canada (Ottawa) 11 February 2021. Access Date: 11 March 2021. <https://www.canada.ca/en/women-gender-equality/news/2021/02/government-of-canada-to-invest-100-million-to-support-women-impacted-by-the-pandemic.html>

⁴⁸⁰⁴ Government of Canada to invest \$100 million to support Women impacted by the pandemic, Women and Gender Equality Canada (Ottawa) 11 February 2021. Access Date: 11 March 2021. <https://www.canada.ca/en/women-gender-equality/news/2021/02/government-of-canada-to-invest-100-million-to-support-women-impacted-by-the-pandemic.html>

⁴⁸⁰⁵ Online meeting on increasing the number of women in nuclear positions was held, Eurasian Women’s Forum (Moscow) 21 February 2021. Access Date: 21 March 2021. <https://eawf.ru/news/novosti-soveta-ezhf/sostoyalos-onlayn-soveshchanie-po-uvlicheniyu-chisla-zhenshchin-v-yadernoy-energetike/>

On 24 February 2021, Canada announced that it will invest CAD843,750 in the Feminist Alliance for International Action (FAFIA).⁴⁸⁰⁶ FAFIA will use these funds to combat systemic barriers to women's social and economic participation.⁴⁸⁰⁷

On 8 March 2021, Canada announced that it will formulate a task force of experts that will propose policies aimed at creating equitable opportunities for economic recovery during the COVID-19 pandemic.⁴⁸⁰⁸ Recognizing that women face systemic barriers in the economy, this task force will specifically tackle economic issues facing women.⁴⁸⁰⁹

On 16 March 2021, Canada announced that it would be allocating CAD3.18 million to female entrepreneurs across the Prairies as part of its Women Entrepreneurship Strategy Ecosystem.⁴⁸¹⁰ This funding will be used to aid women entrepreneurs through the financial hardships of the COVID-19 pandemic, while also helping their businesses grow.⁴⁸¹¹

On 19 April 2021, Canada delivered its 2021 federal budget which included several policies that help facilitate women's economic participation.⁴⁸¹² The budget included an investment of CAD30 billion over five years as part of its Early Learning and Child Care Plan which is aimed at reducing the costs of childcare so that mothers are able to return to work.⁴⁸¹³ Additionally, the budget also allocated CAD146.9 million over four years to the Women Entrepreneurship Strategy which will help women entrepreneurs have "greater access to financing, mentorship and training."⁴⁸¹⁴ Finally, the budget provides an incentive of CAD10,000 for employers that hire underrepresented Canadians (including women) in the construction and manufacturing Red Seal trades.⁴⁸¹⁵

On 30 June 2021, Prime Minister Justin Trudeau announced that the Government of Canada would be allocating CAD180 million for projects that help advance gender equality in Canada and around

⁴⁸⁰⁶ Government of Canada invests \$1.6 million to help women and girls succeed, Women and Gender Equality (Ottawa) 24 February 2021. Access Date: 22 March 2021. <https://www.canada.ca/en/women-gender-equality/news/2021/02/government-of-canada-invests-16-million-to-help-women-and-girls-succeed.html>

⁴⁸⁰⁷ Government of Canada invests \$1.6 million to help women and girls succeed, Women and Gender Equality (Ottawa) 24 February 2021. Access Date: 22 March 2021. <https://www.canada.ca/en/women-gender-equality/news/2021/02/government-of-canada-invests-16-million-to-help-women-and-girls-succeed.html>

⁴⁸⁰⁸ Government announces members of new Task Force on Women in the Economy, Department of Finance Canada (Ottawa) 8 March 2021. Access Date: 20 March 2021. <https://www.canada.ca/en/department-finance/news/2021/03/government-announces-members-of-new-task-force-on-women-in-the-economy.html>

⁴⁸⁰⁹ Government announces members of new Task Force on Women in the Economy, Department of Finance Canada (Ottawa) 8 March 2021. Access Date: 20 March 2021. <https://www.canada.ca/en/department-finance/news/2021/03/government-announces-members-of-new-task-force-on-women-in-the-economy.html>

⁴⁸¹⁰ Government of Canada supports recovery and growth of women-led businesses across the Prairies amid COVID-19 pandemic, Western Economic Diversification Canada (Winnipeg) 16 March 2021. Access Date: 30 April 2021. <https://www.canada.ca/en/western-economic-diversification/news/2021/03/government-of-canada-supports-recovery-and-growth-of-women-led-businesses-across-the-prairies-amid-covid-19-pandemic.html>

⁴⁸¹¹ Government of Canada supports recovery and growth of women-led businesses across the Prairies amid COVID-19 pandemic, Western Economic Diversification Canada (Winnipeg) 16 March 2021. Access Date: 30 April 2021. <https://www.canada.ca/en/western-economic-diversification/news/2021/03/government-of-canada-supports-recovery-and-growth-of-women-led-businesses-across-the-prairies-amid-covid-19-pandemic.html>

⁴⁸¹² Budget 2021: Supporting Women, Department of Finance Canada (Ottawa) 19 April 2021. Access Date 30 April 2021. <https://www.canada.ca/en/department-finance/news/2021/04/budget-2021-supporting-women.html>

⁴⁸¹³ Budget 2021: Supporting Women, Department of Finance Canada (Ottawa) 19 April 2021. Access Date 30 April 2021. <https://www.canada.ca/en/department-finance/news/2021/04/budget-2021-supporting-women.html>

⁴⁸¹⁴ Budget 2021: Supporting Women, Department of Finance Canada (Ottawa) 19 April 2021. Access Date 30 April 2021. <https://www.canada.ca/en/department-finance/news/2021/04/budget-2021-supporting-women.html>

⁴⁸¹⁵ Budget 2021: Supporting Women, Department of Finance Canada (Ottawa) 19 April 2021. Access Date 30 April 2021. <https://www.canada.ca/en/department-finance/news/2021/04/budget-2021-supporting-women.html>

the world.⁴⁸¹⁶ This donation is meant to provide governments with the funding needed to implement a feminist response to the COVID-19 pandemic that helps create more jobs and opportunities for women, while also tackling the inequalities experienced by women on a day-to-day basis.⁴⁸¹⁷

On 7 July 2021, Canada disclosed that the Canadian Pay Equity Act would come into effect on August 31, 2021. The aim of the Pay Equity Act is to enforce long-term regulations that will help close the gender wage gap. To achieve this goal, the act mandates that any employer with ten or more employees must create a “proactive pay equity plan” so that Canadian workplaces can become “more fair, safe and inclusive” in the future. This proactive pay equity approach is among many new regulations that the Government of Canada has added to enhance pay equity.⁴⁸¹⁸

On 20 July 2021, Canada announced that it would be providing a non-profit organization called “Réseau des Femmes d’affaires du Québec” with over CAD1 million in financial support. Since Réseau des Femmes d’affaires du Québec is an organization that helps foster growth among female-owned businesses, this funding aims to revitalize female entrepreneurship in Quebec.⁴⁸¹⁹

On 29 July 2021, Canada announced that it would be allocating CAD100 million to 237 projects under the Feminist Response and Recovery Fund. These projects are specifically aimed at aiding the economic recovery of women during the COVID-19 pandemic which has “magnified systemic and longstanding inequalities” experience by women.⁴⁸²⁰

On 3 August 2021, Canada disclosed that the 2021 government budget would include CAD5 million of funding for the advancement of women’s economic empowerment.⁴⁸²¹ This funding will allow Canada’s Women Entrepreneurship Strategy to complete more research and divert more resources to supporting Canadian women entrepreneurs.⁴⁸²²

⁴⁸¹⁶ Prime Minister announces measures to advance gender equality worldwide, Prime Minister of Canada Justin Trudeau (Ottawa) 30 June 2021. Access Date: 23 July 2021. <https://pm.gc.ca/en/news/news-releases/2021/06/30/prime-minister-announces-measures-advance-gender-equality-worldwide>

⁴⁸¹⁷ Prime Minister announces measures to advance gender equality worldwide, Prime Minister of Canada Justin Trudeau (Ottawa) 30 June 2021. Access Date: 23 July 2021. <https://pm.gc.ca/en/news/news-releases/2021/06/30/prime-minister-announces-measures-advance-gender-equality-worldwide>

⁴⁸¹⁸ Government of Canada announces that the Pay Equity Act will come into force on August 31, 2021, Employment and Social Development Canada (Gatineau) 7 July 2021. Access Date: 23 July 2021. <https://www.canada.ca/en/employment-social-development/news/2021/07/government-of-canada-announces-that-the-pay-equity-act-will-come-into-force-on-august-31-2021.html>

⁴⁸¹⁹ The Honourable Chrystia Freeland announces over \$1 million in Government of Canada support for Réseau des Femmes d’affaires du Québec, Canada Economic Development for Quebec Regions (Longueuil) 20 July 2021. Access Date: 24 July 2021. <https://www.canada.ca/en/economic-development-quebec-regions/news/2021/07/the-honourable-chrystia-freeland-announces-over-1-million-in-government-of-canada-support-for-reseau-des-femmes-daffaires-du-quebec.html>

⁴⁸²⁰ Government of Canada announces recipients of \$100-million Feminist Response and Recovery Fund, Women and Gender Equality Canada (Ottawa) 29 July 2021. Access Date: 10 September 2021. <https://www.canada.ca/en/women-gender-equality/news/2021/07/government-of-canada-announces-recipients-of-100-million-feminist-response-and-recovery-fund.html>

⁴⁸²¹ Minister Ng announces investment in Women Entrepreneurship Knowledge Hub to support women’s economic development, Innovation, Science and Economic Development Canada (St.John’s, Newfoundland and Labrador) 3 August 2021. Access Date: 10 September 2021. <https://www.canada.ca/en/innovation-science-economic-development/news/2021/08/minister-ng-announces-investment-in-women-entrepreneurship-knowledge-hub-to-support-womens-economic-empowerment.html>

⁴⁸²² Minister Ng announces investment in Women Entrepreneurship Knowledge Hub to support women’s economic development, Innovation, Science and Economic Development Canada (St.John’s, Newfoundland and Labrador) 3 August 2021. Access Date: 10 September 2021. <https://www.canada.ca/en/innovation-science-economic-development/news/2021/08/minister-ng-announces-investment-in-women-entrepreneurship-knowledge-hub-to-support-womens-economic-empowerment.html>

On 11 August 2021, Canada announced that it would be supporting the success of racialized newcomer women in Canada by providing the Racialized Newcomer Women Pilot with CAD2.1 million in federal funding.⁴⁸²³ These funds will be used to kickstart eleven projects that are aimed at addressing any gender or race-based discrimination that racialized newcomer women face.⁴⁸²⁴

Canada has fully complied with its commitment to remove barriers to the extent and quality of women's participation in the labour market and the economy through implementing domestic policies such as anti-harassment regulations and family-friendly childcare programs. Canada has also demonstrated actions in promoting women's engagement and success in entrepreneurial activities through allocating funds to help women entrepreneurs overcome financial hardship and grow their businesses.

Thus, Canada has received a score of +1.

Analyst: Lougein Metwally

China: 0

China has partially complied with its commitment to remove the barriers to women's economic participation and entrepreneurship.

On 22 December 2020, President Xi Jinping stated that China will take the recovery from the pandemic as an opportunity to provide new opportunities for women to participate in politics and to improve women's participation in the management of national, economic, cultural and social affairs at the High-level Meeting of the United Nations General Assembly to Commemorate the 25th Anniversary of the World Conference on Women in Beijing.⁴⁸²⁵ President Jinping spoke about the continuation of the implementation of the Beijing Declaration and the Action Plan through the protection of women and girls' rights and interests in an important position in public health and the resumption of work by broadening the employment channels for women and combat violations of women's rights.⁴⁸²⁶

On 2 February 2021, The All-China Women's Federation (ACWF) stated during its executive committee meeting that it will help women to secure more jobs and entrepreneurial opportunities in digital industries and the e-commerce sector, among other areas of the modern industrial system in 2021.⁴⁸²⁷ More specifically, the Women's Federation will step up their financial support of women

⁴⁸²³Government announces new initiatives to help racialized newcomer women succeed in Canada, Immigration, Refugees and Citizenship Canada (Ottawa) 11 August 2021. Access Date: 10 September 2021. <https://www.canada.ca/en/immigration-refugees-citizenship/news/2021/08/government-announces-new-initiatives-to-help-racialized-newcomer-women-succeed-in-canada.html>

⁴⁸²⁴ Government announces new initiatives to help racialized newcomer women succeed in Canada, Immigration, Refugees and Citizenship Canada (Ottawa) 11 August 2021. Access Date: 10 September 2021. <https://www.canada.ca/en/immigration-refugees-citizenship/news/2021/08/government-announces-new-initiatives-to-help-racialized-newcomer-women-succeed-in-canada.html>

⁴⁸²⁵ Speech by Xi Jinping at the High-level Meeting of the United Nations General Assembly to Commemorate the 25th Anniversary of the World Conference on Women in Beijing, Ministry of Finance of the People's Republic of China (Beijing) 22 December 2021. Access Date: 22 March 2021. http://he.mof.gov.cn/zt4/dj/xyd/202012/t20201222_3636319.htm

⁴⁸²⁶ Speech by Xi Jinping at the High-level Meeting of the United Nations General Assembly to Commemorate the 25th Anniversary of the World Conference on Women in Beijing, Ministry of Finance of the People's Republic of China (Beijing) 22 December 2021. Access Date: 22 March 2021. http://he.mof.gov.cn/zt4/dj/xyd/202012/t20201222_3636319.htm

⁴⁸²⁷ All-China Women's Federation Vows to Help Women Secure More Professional Opportunities, All-China Women's Federation (Beijing) 4 February 2021. Access Date: 22 March 2021. <http://www.womenofchina.cn/womenofchina/html1/news/Highlight/2102/3454-1.htm>

entrepreneurs and launch more training sessions and entrepreneurship competitions amid efforts to empower women.⁴⁸²⁸

On 23 February 2021, the General Office of the Central Committee of the Communist Party of China and the General Office of the State Council issued the “Opinions on Accelerating the Rejuvenation of Rural Talents.”⁴⁸²⁹ Article 25 of the publication addressed the government’s intention to speed up the development of rural vocational education to encourage veterans, laid-off workers, migrant workers, high-quality farmers and left-behind women to apply for higher vocational colleges to decrease the gender gap in workforces.⁴⁸³⁰ Institutions can appropriately lower the admission scores for the above populations on the corresponding quality tests.⁴⁸³¹

On 6 March 2020, President Jinping spoke of the protection of women’s rights and women’s development on multiple occasions at the fourth annual session of the 13th National Committee of the Chinese People’s Political Consultative Conference.⁴⁸³² President Jinping stated that women represent an important force, driving social development and progress.⁴⁸³³ He addressed the importance for party committees and governments at all levels to fully understand the significance of developing women’s undertakings.⁴⁸³⁴ These include increases in attention, support and effort to severely crack down on illegal and criminal acts that infringe on women’s rights.⁴⁸³⁵

On 15 May 2021, the All-China Women’s Federation will open a bidding for a national project aims to encourage women to actively participate in the construction of network civilization and network ecological content governance.⁴⁸³⁶ The project is a procurement project for all small and medium-sized Chinese enterprises.⁴⁸³⁷ The applicants and companies may be prison enterprises or welfare

⁴⁸²⁸ All-China Women's Federation Vows to Help Women Secure More Professional Opportunities, All-China Women's Federation (Beijing) 4 February 2021. Access Date: 22 March 2021.

<http://www.womenofchina.cn/womenofchina/html1/news/Highlight/2102/3454-1.htm>

⁴⁸²⁹ China Office and State Affairs Office issued opinions “Accelerate the revitalization of rural talents,” Xinhua News Agency (Beijing) 23 February 2021. Access Date: 22 March 2021.

http://www.moe.gov.cn/s78/A01/s4561/jgfwzx_zcwj/202103/t20210308_518402.html

⁴⁸³⁰ China Office and State Affairs Office issued opinions “Accelerate the revitalization of rural talents,” Xinhua News Agency (Beijing) 23 February 2021. Access Date: 22 March 2021.

http://www.moe.gov.cn/s78/A01/s4561/jgfwzx_zcwj/202103/t20210308_518402.html

⁴⁸³¹ China Office and State Affairs Office issued opinions “Accelerate the revitalization of rural talents,” Xinhua News Agency (Beijing) 23 February 2021. Access Date: 22 March 2021.

http://www.moe.gov.cn/s78/A01/s4561/jgfwzx_zcwj/202103/t20210308_518402.html

⁴⁸³² Xi Jinping on protection of women's rights, XINHUA (Beijing) 8 March 2021. Access Date: 12 March 2021.

<http://en.people.cn/n3/2021/0308/c90000-9826589.html>

⁴⁸³³ Xi Jinping on protection of women's rights, XINHUA (Beijing) 8 March 2021. Access Date: 12 March 2021.

<http://en.people.cn/n3/2021/0308/c90000-9826589.html>

⁴⁸³⁴ Xi Jinping on protection of women's rights, XINHUA (Beijing) 8 March 2021. Access Date: 12 March 2021.

<http://en.people.cn/n3/2021/0308/c90000-9826589.html>

⁴⁸³⁵ When Xi Jinping visited the members of the medical and health education sector who participated in the CPPCC meeting, Ministry of Civil Affairs of the People’s Republic of China (Beijing) 6 March 2021. Access Date: 22 March 2021.

<http://www.mca.gov.cn/article/xw/tt/202103/20210300032328.shtml>

⁴⁸³⁶ All-China Women’s Federation Family Happiness and Health Project (Family Network Social Governance) (Package 2: Focusing on Family Participation in Network Social Governance Project-Designing and Making Animation Products) Public Bidding Announcement, Ministry of Finance of the People’s Republic of China (Beijing) 23 April 2021. Access Date: 1 May 2021. http://www.mof.gov.cn/xinxi/zhongyangbiaoxun/zhaobiaogonggao/202104/t20210423_3691293.htm

⁴⁸³⁷ All-China Women’s Federation Family Happiness and Health Project (Family Network Social Governance) (Package 2: Focusing on Family Participation in Network Social Governance Project-Designing and Making Animation Products) Public Bidding Announcement, Ministry of Finance of the People’s Republic of China (Beijing) 23 April 2021. Access Date: 1 May 2021. http://www.mof.gov.cn/xinxi/zhongyangbiaoxun/zhaobiaogonggao/202104/t20210423_3691293.htm

units for people with disabilities.⁴⁸³⁸ By providing resources through online and offline communication, this project aims to remove barriers for housewives and women in rural China to participate in network social governance and to improve their comprehensive network literacy.⁴⁸³⁹

On 19 July 2021, the Ministry of Science and Technology and the All-China Women's Federation, together with eleven other departments, launched a series of measures to support women researchers' greater roles in scientific and technological (sci-tech) innovation. According to the Federation, the State Council of China will push forward measures to help women in the fields of scientific and technological innovations.⁴⁸⁴⁰ These measures include training on high-level sci-tech skills, supporting women's innovation and entrepreneurship capabilities, improving evaluation mechanisms for them, and supporting their research during pregnancy and nursing periods.⁴⁸⁴¹ The ministry announced seven specific goals and directions, including 1) to deeply understand the importance of supporting women in the field of scientific and technological innovations, 2) to cultivate high-level scientific and technological skills among women, 3) to support the innovation and entrepreneurship of women and their technological talents, 4) to improve the evaluation and incentivizing mechanism for promoting scientific and technological skills among women, 5) to support the scientific research work by women in the fields of scientific and technological innovations during pregnancy and nursing, 6) to strengthen women's training of skills in science and technology, 7) to improve the work environment for women in the fields of scientific and technological innovations.⁴⁸⁴² The ministry will work with relevant governmental and municipal departments to implement these measures locally.⁴⁸⁴³

On 21 July 2021, Deputy Head of the National Health Commission Yu Xuejun announced that the government had adopted a decision to officially implement complementary programs to allow couples to have three children (previously two).⁴⁸⁴⁴ The complementary programs will be in place to employ more flexible work leave for female workers.⁴⁸⁴⁵ The aim is to protect the physical and mental health of pregnant and lying-in women, to ensure women who wish to have more children are

⁴⁸³⁸ All-China Women's Federation Family Happiness and Health Project (Family Network Social Governance) (Package 2: Focusing on Family Participation in Network Social Governance Project-Designing and Making Animation Products) Public Bidding Announcement, Ministry of Finance of the People's Republic of China (Beijing) 23 April 2021. Access Date: 1 May 2021. http://www.mof.gov.cn/xinxi/zhongyangbiaoxun/zhaobiaogonggao/202104/t20210423_3691293.htm

⁴⁸³⁹ All-China Women's Federation Family Happiness and Health Project (Family Network Social Governance) (Package 2: Focusing on Family Participation in Network Social Governance Project-Designing and Making Animation Products) Public Bidding Announcement, Ministry of Finance of the People's Republic of China (Beijing) 23 April 2021. Access Date: 1 May 2021. http://www.mof.gov.cn/xinxi/zhongyangbiaoxun/zhaobiaogonggao/202104/t20210423_3691293.htm

⁴⁸⁴⁰ China Helping to Stimulate Innovation Vitality of Among Women in the Fields of Scientific and Technological Innovations, the State Council of the People's Republic of China (Beijing) 19 July 2021. Access Date: 25 July 2021. http://english.www.gov.cn/statecouncil/ministries/202107/19/content_WS60f55e9cc6d0df57f98dd3c9.html

⁴⁸⁴¹ China Helping to Stimulate Innovation Vitality of Among Women in the Fields of Scientific and Technological Innovations, the State Council of the People's Republic of China (Beijing) 19 July 2021. Access Date: 25 July 2021. http://english.www.gov.cn/statecouncil/ministries/202107/19/content_WS60f55e9cc6d0df57f98dd3c9.html

⁴⁸⁴² China Helping to Stimulate Innovation Vitality of Among Women in the Fields of Scientific and Technological Innovations, the State Council of the People's Republic of China (Beijing) 19 July 2021. Access Date: 25 July 2021. http://english.www.gov.cn/statecouncil/ministries/202107/19/content_WS60f55e9cc6d0df57f98dd3c9.html

⁴⁸⁴³ China Helping to Stimulate Innovation Vitality of Among Women in the Fields of Scientific and Technological Innovations, the State Council of the People's Republic of China (Beijing) 19 July 2021. Access Date: 25 July 2021. http://english.www.gov.cn/statecouncil/ministries/202107/19/content_WS60f55e9cc6d0df57f98dd3c9.html

⁴⁸⁴⁴ Third-child Policy to Unleash Childbirth Potential, the State Council of the People's Republic of China (Beijing) 22 July 2021. Access Date: 25 July 2021.

http://english.www.gov.cn/statecouncil/ministries/202107/22/content_WS60f8c05ac6d0df57f98dd5ef.html

⁴⁸⁴⁵ Third-child Policy to Unleash Childbirth Potential, the State Council of the People's Republic of China (Beijing) 22 July 2021. Access Date: 25 July 2021.

http://english.www.gov.cn/statecouncil/ministries/202107/22/content_WS60f8c05ac6d0df57f98dd5ef.html

discouraged from doing so due to workforce pressure, and to minimize and eliminate discriminations towards women in the workforce.⁴⁸⁴⁶

China has partially complied with its commitment to remove barriers to the extent and quality of women's participation in the labour market and economy through actions such as multiple verbal affirmations and national projects to increase women's participation in network social governance. However, it did not implement any measures to promote women's engagement and success in entrepreneurial activities.

Thus, China receives a score of 0.

Analyst: Ziyi Liu

France: 0

France has partially complied with its commitment to remove the barriers to women's economic participation and entrepreneurship.

On 26 January 2021, the drafting of a guide for an international standard on gender equality under the high patronage of President Emmanuel Macron began.⁴⁸⁴⁷ It is announced by the Ministry for Europe and Foreign Affairs, the Ministry for the Economy, Finance and the Recovery, as well as the Ministry for Gender Equality, Diversity and Equal Opportunity, together with the French National Standards Association, that the guide for this standard will be published in June 2021.⁴⁸⁴⁸ This standard aims to develop a normative reference in France, which can also provide a basis for an international standard.⁴⁸⁴⁹ It will apply to both internal and external dimensions of activities in French organizations, including private and public sectors.⁴⁸⁵⁰ The guide covers the topics of education and training of specific measures, reproductive and sexual rights for women in the workforce, prevention

⁴⁸⁴⁶ Third-child Policy to Unleash Childbirth Potential, the State Council of the People's Republic of China (Beijing) 22 July 2021. Access Date: 25 July 2021.

http://english.www.gov.cn/statecouncil/ministries/202107/22/content_WS60f8c05ac6d0df57f98dd5ef.html

⁴⁸⁴⁷ Communiqué issued by the Ministry for Europe and Foreign Affairs, the Ministry for the Economy, Finance and the Recovery and the Ministry for Gender Equality, Diversity and Equal Opportunity – International Women's Day: toward an international standard on gender equality, The Ministry for Europe and Foreign Affairs (Paris) 8 March 2021. Access Date: 1 May 2021. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/article/communique-issued-by-the-ministry-for-europe-and-foreign-affairs-the-ministry>

⁴⁸⁴⁸ Communiqué issued by the Ministry for Europe and Foreign Affairs, the Ministry for the Economy, Finance and the Recovery and the Ministry for Gender Equality, Diversity and Equal Opportunity – International Women's Day: toward an international standard on gender equality, The Ministry for Europe and Foreign Affairs (Paris) 8 March 2021. Access Date: 1 May 2021. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/article/communique-issued-by-the-ministry-for-europe-and-foreign-affairs-the-ministry>

⁴⁸⁴⁹ Communiqué issued by the Ministry for Europe and Foreign Affairs, the Ministry for the Economy, Finance and the Recovery and the Ministry for Gender Equality, Diversity and Equal Opportunity – International Women's Day: toward an international standard on gender equality, The Ministry for Europe and Foreign Affairs (Paris) 8 March 2021. Access Date: 1 May 2021. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/article/communique-issued-by-the-ministry-for-europe-and-foreign-affairs-the-ministry>

⁴⁸⁵⁰ Communiqué issued by the Ministry for Europe and Foreign Affairs, the Ministry for the Economy, Finance and the Recovery and the Ministry for Gender Equality, Diversity and Equal Opportunity – International Women's Day: toward an international standard on gender equality, The Ministry for Europe and Foreign Affairs (Paris) 8 March 2021. Access Date: 1 May 2021. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/article/communique-issued-by-the-ministry-for-europe-and-foreign-affairs-the-ministry>

and elimination of violence and discrimination to girls and women and economic empowerment of women and their participation in public and economic life.⁴⁸⁵¹

On 21 February 2021, representatives from France attended an online meeting alongside 56 representatives from Argentina, Belgium, Canada, Russia, Hungary, Italy, Japan, Korea, Romania, Slovenia, the United Kingdom, the United States, the European Commission, the International Atomic Energy Agency, and the Organisation for Economic Co-operation and Development to discuss increasing the number of women in the nuclear power industry.⁴⁸⁵²

On 25 February 2021, Minister of Solidarity and Health Olivier Véran participated in the launch of the Global Initiative on the place of women in the health and care sector, supported by the French government, the World Health Organization and the non-governmental organization Women in Global Health.⁴⁸⁵³ Minister Véran presented the objectives of this initiative, including to promote the place of women in the health and care sector in positions of responsibility on a global scale, to promote the recognition of unpaid work and reduce the pay gap between women and men, to protect women against sexual harassment and violence at work and to guarantee safe and decent working conditions.⁴⁸⁵⁴

On 3 March 2021, France, together with UN Women, Mexico and civil societies announced that they will hold the Generation Equality Forum virtually in Mexico City on 29-31 March 2021.⁴⁸⁵⁵ This forum will aim to highlight the need for international economic gender equality for women and girls by providing a platform for women and Action Coalitions.⁴⁸⁵⁶ The forum will also lead to an announcement at the Paris event of commitment and announce investments into gender equality.⁴⁸⁵⁷

On 8 March 2021, the French National Standards Association, the Ministry for Europe and Foreign Affairs, the Ministry for the Economy, Finance and the Recovery and the Ministry for Gender Equality, Diversity and Equal Opportunity announced the launch an initiative intended to establish

⁴⁸⁵¹ Communiqué issued by the Ministry for Europe and Foreign Affairs, the Ministry for the Economy, Finance and the Recovery and the Ministry for Gender Equality, Diversity and Equal Opportunity – International Women’s Day: toward an international standard on gender equality, The Ministry for Europe and Foreign Affairs (Paris) 8 March 2021. Access Date: 1 May 2021. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/article/communique-issued-by-the-ministry-for-europe-and-foreign-affairs-the-ministry>

⁴⁸⁵² Online meeting on increasing the number of women in nuclear positions was held, Eurasian Women’s Forum (Moscow) 21 February 2021. Access Date: 21 March 2021. <https://eawf.ru/news/novosti-soveta-ezhf/sostoyalos-onlayn-soveshchanie-po-uvlicheniyu-chisla-zhenshchin-v-yadernoy-energetike/>

⁴⁸⁵³ Launch of the Initiative on the place of women in the health and care sector, Ministry of Solidarity and Health (Paris) 25 February 2021. Access Date: 22 March 2021. <https://solidarites-sante.gouv.fr/ministere/europe-et-international/article/lancement-de-l-initiative-sur-la-place-des-femmes-dans-le-secteur-de-la-sante>

⁴⁸⁵⁴ Launch of the Initiative on the place of women in the health and care sector, Ministry of Solidarity and Health (Paris) 25 February 2021. Access Date: 22 March 2021. <https://solidarites-sante.gouv.fr/ministere/europe-et-international/article/lancement-de-l-initiative-sur-la-place-des-femmes-dans-le-secteur-de-la-sante>

⁴⁸⁵⁵ The Countdown to the 2021 Generation equality Forum begins, The Government of Mexico (Mexico City) 3 March 2021. Access Date: 13 March 2021. https://www.gob.mx/sre/prensa/the-countdown-to-the-2021-generation-equality-forum-begins?idiom=en&fbclid=IwAR1eqLpqvwdKojVQX7LlSeB90vlzy1k_m7tVK-XmWchA9D30q0f_zrJO5Es

⁴⁸⁵⁶ The Countdown to the 2021 Generation equality Forum begins, The Government of Mexico (Mexico City) 3 March 2021. Access Date: 13 March 2021. https://www.gob.mx/sre/prensa/the-countdown-to-the-2021-generation-equality-forum-begins?idiom=en&fbclid=IwAR1eqLpqvwdKojVQX7LlSeB90vlzy1k_m7tVK-XmWchA9D30q0f_zrJO5Es

⁴⁸⁵⁷ The Countdown to the 2021 Generation equality Forum begins, The Government of Mexico (Mexico City) 3 March 2021. Access Date: 13 March 2021. https://www.gob.mx/sre/prensa/the-countdown-to-the-2021-generation-equality-forum-begins?idiom=en&fbclid=IwAR1eqLpqvwdKojVQX7LlSeB90vlzy1k_m7tVK-XmWchA9D30q0f_zrJO5Es

an international standard on gender equality.⁴⁸⁵⁸ The initiative will cover the following topics: education, health and sexual reproductive rights, prevention and elimination of gender-based violence, the rights of women and girls and female economic empowerment.⁴⁸⁵⁹

On 22 March 2021, the World Health Organization announced that France co-sponsored the 65th Commission on the Status of Women Side Event, which was organized under the Gender Equal Health and Care Workforce Initiative.⁴⁸⁶⁰ The event aimed to discuss women's leadership in the healthcare sector and feasible policy interventions to ensure a more gender-equitable and representative leadership provided by women.⁴⁸⁶¹ A high-level interactive panel discussion was planned for the event to explore opportunities to advance women's leadership in the health and care workforce.⁴⁸⁶² This year's priority theme for the 65th Commission on the Status of Women is "Women's full and effective participation and decision-making in public life, as well as the elimination of violence, sexual harassment, for achieving gender equality, public safety and for empowering all women and girls working in the public sphere."⁴⁸⁶³

On 29 to 31 March 2021, the Generation Equality Forum, organized by UN Women and co-hosted by France and Mexico, was held in Mexico City and will culminate in Paris 30 June to 2 July 2021.⁴⁸⁶⁴ The Forum aims to enhance women's leadership as countries recover from COVID-19.⁴⁸⁶⁵ It included 100 official side-events, which all revolve around the urgency and accountability for gender equality in the public sphere.⁴⁸⁶⁶

On 29 June 2021, Minister Delegate to the Minister of the Economy, Finance and Recovery of Industry Agnès Pannier-Runacher will take part in a round table within the framework of the Generation Equality Forum 2021 on the theme "Beyond the Law, the Role Investment Community

⁴⁸⁵⁸ Communiqué issued by the Ministry for Europe and Foreign Affairs, the Ministry for the Economy, Finance and the Recovery and the Ministry for Gender Equality, Diversity and Equal Opportunity – International Women's Day: toward an international standard on gender equality, Ministry of Europe and Foreign Affairs (Paris) 8 March 2021. Access Date: 22 March 2021. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/article/communique-issued-by-the-ministry-for-europe-and-foreign-affairs-the-ministry>

⁴⁸⁵⁹ Communiqué issued by the Ministry for Europe and Foreign Affairs, the Ministry for the Economy, Finance and the Recovery and the Ministry for Gender Equality, Diversity and Equal Opportunity – International Women's Day: toward an international standard on gender equality, Ministry of Europe and Foreign Affairs (Paris) 8 March 2021. Access Date: 22 March 2021. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/article/communique-issued-by-the-ministry-for-europe-and-foreign-affairs-the-ministry>

⁴⁸⁶⁰ Gender Equal Health and Care Workforce: Enabling Women to Lead, World Health Organization (Geneva) 23 March 2021. Access Date: 22 March 2021. <https://www.who.int/news-room/events/detail/2021/03/23/default-calendar/gender-equal-health-and-care-workforce-enabling-women-to-lead>

⁴⁸⁶¹ Gender Equal Health and Care Workforce: Enabling Women to Lead, World Health Organization (Geneva) 23 March 2021. Access Date: 22 March 2021. <https://www.who.int/news-room/events/detail/2021/03/23/default-calendar/gender-equal-health-and-care-workforce-enabling-women-to-lead>

⁴⁸⁶² Gender Equal Health and Care Workforce: Enabling Women to Lead, World Health Organization (Geneva) 23 March 2021. Access Date: 22 March 2021. <https://www.who.int/news-room/events/detail/2021/03/23/default-calendar/gender-equal-health-and-care-workforce-enabling-women-to-lead>

⁴⁸⁶³ Media Advisory: UN's Commission on the Status of Women highlights women's full and effective participation and decision-making in public life, 15-26 March, UN Women (New York) 22 March 2021. Access Date: 11 March 2021. <https://www.unwomen.org/en/news/stories/2021/3/media-advisory-csw65-commission-on-the-status-of-women-2021>

⁴⁸⁶⁴ Media Advisory: UN's Commission on the Status of Women highlights women's full and effective participation and decision-making in public life, 15-26 March, UN Women (New York) 22 March 2021. Access Date: 11 March 2021. <https://www.unwomen.org/en/news/stories/2021/3/media-advisory-csw65-commission-on-the-status-of-women-2021>

⁴⁸⁶⁵ Media Advisory: UN's Commission on the Status of Women highlights women's full and effective participation and decision-making in public life, 15-26 March, UN Women (New York) 22 March 2021. Access Date: 11 March 2021. <https://www.unwomen.org/en/news/stories/2021/3/media-advisory-csw65-commission-on-the-status-of-women-2021>

⁴⁸⁶⁶ Media Advisory: UN's Commission on the Status of Women highlights women's full and effective participation and decision-making in public life, 15-26 March, UN Women (New York) 22 March 2021. Access Date: 11 March 2021. <https://www.unwomen.org/en/news/stories/2021/3/media-advisory-csw65-commission-on-the-status-of-women-2021>

Plays in Reducing Gender Inequalities.”⁴⁸⁶⁷ This round table will be an opportunity to explore the key roles that the investment community has in promoting gender equality in France’s economy and society, more specifically, in the workforce and in the field of entrepreneurship.⁴⁸⁶⁸

On 7 July 2021, Minister Pannier-Runacher announced the roadmap for 2021-2022 at a meeting held by the Council for Gender Diversity in Industry. Besides extension of paternity leave, quotas in executive committees and implementation of representative organizations, the Council for Diversity in Industry has taken concrete actions in favor of more parity and equality in the workforce to encourage women entrepreneurship and engagement in all industries. For example, the IndustriElles Collective aims to make women’s talents and skills visible in all industries.⁴⁸⁶⁹ It also brings together all individuals who wish to contribute to the promotion of women in the industry. This 2021-2022 roadmap puts forward a publication, featuring an international version of the guide, to innovative good practices for gender diversity in companies in different types of industries. The roadmap also includes the need for reflection among industry players for a mixed representation of video games.⁴⁸⁷⁰ In terms of policies, more should be implemented to support engineering schools (Mines & Telecoms) with encouragement for applications from young women in industry and ensure their full success. New areas of work to improve gender diversity and professional equality in the industry include working with counselors and parents to encourage young girls to pursue careers. Executives also agreed to extending the commitments made by large companies on gender diversity, and subcontracting companies if needed, particularly those which employ women in a situation of invisibility.⁴⁸⁷¹

France has partially complied with its commitment to remove barriers to the extent and quality of women’s participation in the labour market and economy through actions such as setting anti-discriminatory standards, supporting women’s leadership in workforce and hosting international forum on gender equality. However, it did not implement any measures to promote women’s engagement and success in entrepreneurial activities.

Thus, France receives a score of 0.

Analyst: Ziyi Liu

Germany: +1

Germany has fully complied with its commitment to remove the barriers to women’s economic participation and entrepreneurship.

On 1 January 2021, UN Women released a report called Women in Politics: 2021, to present statistics that directly reflect the progress on women’s economic participation in Germany. According

⁴⁸⁶⁷ Round table: " Beyond the Law, the Role Investment Community Plays in Reducing Gender Inequalities", the Ministry of the Economy, Finance and Recovery (Paris) 28 June 2021. Access Date: 25 July 2021.
<https://www.economie.gouv.fr/table-ronde-role-communaute-investisseurs-reduction-inegalites-genre>

⁴⁸⁶⁸ Round table: " Beyond the Law, the Role Investment Community Plays in Reducing Gender Inequalities", the Ministry of the Economy, Finance and Recovery (Paris) 28 June 2021. Access Date: 25 July 2021.
<https://www.economie.gouv.fr/table-ronde-role-communaute-investisseurs-reduction-inegalites-genre>

⁴⁸⁶⁹ Council for gender diversity in industry: 2021-2022 roadmap (Paris) 8 July 2021. Access Date: 10 September 2021.
<https://www.economie.gouv.fr/conseil-pour-mixite-industrie-feuille-de-route-2021-2022>

⁴⁸⁷⁰ Council for gender diversity in industry: 2021-2022 roadmap (Paris) 8 July 2021. Access Date: 10 September 2021.
<https://www.economie.gouv.fr/conseil-pour-mixite-industrie-feuille-de-route-2021-2022>

⁴⁸⁷¹ Council for gender diversity in industry: 2021-2022 roadmap (Paris) 8 July 2021. Access Date: 10 September 2021.
<https://www.economie.gouv.fr/conseil-pour-mixite-industrie-feuille-de-route-2021-2022>

to the report, Germany falls in the second-highest category of percentage of women in ministerial positions with around 40 per cent of women out of all minister positions.⁴⁸⁷²

On 3 January 2021, the new National Action Plan to implement the Women, Peace and Security Agenda was addressed in the Federal Cabinet with the goal of strengthening the participation of women in peace processes and strengthening the participation of women in crisis management.⁴⁸⁷³

On 6 January 2021, the federal government proposed the Second Management Positions Act – FÜPoG II. The draft law further develops and improves the Management Positions Act (FÜPoG) that came into force in 2015 by making it mandatory for certain private listed companies and public sector German businesses to include more women on their executive boards. The law came into force on 12 August 2021.⁴⁸⁷⁴

On 21 January 2021, the Federal Labour Court of Germany ruled that, the woman executive who managed a department within a public insurer in Hanover, “had earnings of EUR1,006 less per month than the median compensation, in terms of basic salaries and bonuses, of six male colleagues in comparable positions,” which was a clear indicator of gender discrimination.⁴⁸⁷⁵ “The court confirmed that the burden falls on her employer to prove that the disparity is not based on gender.”⁴⁸⁷⁶ This ruling was considered a guiding principle of the new decision on the Remuneration Transparency Act, which passed in 2017 (pay-transparency law) requiring employers to disclose male colleagues’ wages or salaries.⁴⁸⁷⁷

On 12 February 2021, the nationwide start-up agency sponsored by Germany’s Federal Ministry for Family, Senior Citizens, Women and Youth, launched a digital series about women entrepreneurs. As a campaign to encourage and support more women in managerial positions, the series is meant to inspire and educate women entrepreneurship through career guidance and promotion of women entrepreneur role models.⁴⁸⁷⁸

On 6 March 2021, German Chancellor Angela Merkel spoke about the need to defend the advances made in gender equality as the global coronavirus pandemic threatens the efforts towards removing

⁴⁸⁷² Women in Politics 2021, United Nations Entity for Gender Equality and the Empowerment of Women (New York) March 2021. Access Date: 29 April 2021. <https://www.unwomen.org/en/digital-library/publications/2021/03/women-in-politics-map-2021>

⁴⁸⁷³ New Action Plan for the Women, Peace and Security Agenda in the Federal Cabinet, Federal Foreign Office (Berlin) 23 January 2021. Access Date: 15 March 2021. <https://www.auswaertiges-amt.de/en/aussenpolitik/themen/menschenrechte/05-frauen/women-conflict-prevention/291532>

⁴⁸⁷⁴ Law to supplement and amend the regulations for the equal participation of women in management positions in the private sector and in the public service (Second Management Positions Act – FÜPoG II), Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Berlin) 5 March 2021. Access Date: 21 March 2021. <https://www.bmfsfj.de/bmfsfj/service/gesetze/zweites-fuehrungspositionengesetz-fuepog-2-164226>

⁴⁸⁷⁵ Top Gender Top German Labour Court Boosts Equal Pay Procedure for Women, Deutsche Welle (Bonn) 21 January 2021. Access Date: 15 March 2021. <https://www.dw.com/en/top-german-labor-court-boosts-equal-pay-procedure-for-women/a-56305574>

⁴⁸⁷⁶ Top Gender Top German Labour Court Boosts Equal Pay Procedure for Women, Deutsche Welle (Bonn) 21 January 2021. Access Date: 15 March 2021. <https://www.dw.com/en/top-german-labor-court-boosts-equal-pay-procedure-for-women/a-56305574>

⁴⁸⁷⁷ Information on the Law on Promotion of Pay Transparency, Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (Berlin) 1 July 2017. Access Date: 15 March 2021. <https://www.bmfsfj.de/resource/blob/117322/cbecce81bb4ce80ad969176e3a6b8293/das-entgelttransparenzgesetz-informationen-zum-gesetz-zur-foerderung-der-entgelttransparenz-data.pdf>

⁴⁸⁷⁸ Women can do Everything, The National Agency for Women Start-ups Activities and Services (Stuttgart) 10 February 2021. Access Date: 15 March 2021. https://www.existenzgruenderinnen.de/SharedDocs/Downloads/DE/bga-Schwerpunkte/Pressemitteilung-Frauen-koennen-alles-10022021.pdf?__blob=publicationFile

traditional gender roles.⁴⁸⁷⁹ In an effort to reconcile this potential setback, “the chancellor said that the federal government was working on expanding childcare facilities, especially for pre-school-aged children, in order to make it easier for women to work.”⁴⁸⁸⁰ Another cause for concern that was raised by German chancellor was the gender pay gap in Germany, explaining the need for parity in all areas including wages between women and men.⁴⁸⁸¹

On 8 March 2021, the European Social Fund (ESF) Federal Program “Perspective Re-Entry” funded by the Federal Ministry for Family, Seniors, Women and Youth and the European Social Fund, launched a new month-long initiative under the motto “Strong Women” on International Women’s Day.⁴⁸⁸² The focus of the program is to promote and set an example for more social, societal and political equality between women and men through campaigns.⁴⁸⁸³ This ESF program is being implemented in cooperation with the Federal Employment Agency within the framework of the “Perspective re-entry” program.⁴⁸⁸⁴

On 10 March 2021, the Federal Cabinet decided to bring forward a new law in establishing a Federal Equality Foundation intended to promote and accelerate the necessary changes toward gender equality by finding solutions to inequality, providing a support network and increasing knowledge on issues among citizens.⁴⁸⁸⁵ “The draft law to establish the Federal Equality Foundation will be introduced to the German Bundestag at the initiative of the government parliamentary groups. After funds for the federal foundation have already been entered in the federal budget, important steps in establishing the foundation, such as the appointment of a board of directors, are to be taken this year.”⁴⁸⁸⁶ The establishment of the “Federal Equality Foundation” is a project from the Federal Government’s first inter-departmental gender equality strategy in the history of the Federal Republic of Germany.⁴⁸⁸⁷

On 8 April 2021, the Global Gender Gap Index published statistics which benchmark gender gap disparities on economic, education, health and political-based criteria. Germany ranked 11 with a score of 0.8, close to Iceland’s score of 0.87, which was ranked as number one in providing the most

⁴⁸⁷⁹ Angela Merkel calls for gender equality in face of pandemic, Deutsche Welle (Bonn) 6 March 2021. Access Date: 15 March 2021. <https://www.dw.com/en/womens-day-angela-merkel-calls-for-gender-equality-in-face-of-pandemic/a-56794914>

⁴⁸⁸⁰ Angela Merkel calls for gender equality in face of pandemic, Deutsche Welle (Bonn) 6 March 2021. Access Date: 15 March 2021. <https://www.dw.com/en/womens-day-angela-merkel-calls-for-gender-equality-in-face-of-pandemic/a-56794914>

⁴⁸⁸¹ Angela Merkel calls for gender equality in face of pandemic, Deutsche Welle (Bonn) 6 March 2021. Access Date: 15 March 2021. <https://www.dw.com/en/womens-day-angela-merkel-calls-for-gender-equality-in-face-of-pandemic/a-56794914>

⁴⁸⁸² Perspective re-entry – unlocking potential starts the campaign Strong Women on International Women’s Day, Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (Berlin) n.d. Access Date: 15 March 2021. https://www.perspektive-wiedereinstieg.de/Inhalte/DE/Service/Nachrichtenarchiv/perspektive_wiedereinstieg_potentiale_erschlie%C3%9Fen_startet_am_weltfrauentag_die_aktion_starke_frauen.html

⁴⁸⁸³ Perspective re-entry – unlocking potential starts the campaign Strong Women on International Women’s Day, Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (Berlin) n.d. Access Date: 15 March 2021. https://www.perspektive-wiedereinstieg.de/Inhalte/DE/Service/Nachrichtenarchiv/perspektive_wiedereinstieg_potentiale_erschlie%C3%9Fen_startet_am_weltfrauentag_die_aktion_starke_frauen.html

⁴⁸⁸⁴ Perspective re-entry – unlocking potential starts the campaign Strong Women on International Women’s Day, Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (Berlin) n.d. Access Date: 15 March 2021. https://www.perspektive-wiedereinstieg.de/Inhalte/DE/Service/Nachrichtenarchiv/perspektive_wiedereinstieg_potentiale_erschlie%C3%9Fen_startet_am_weltfrauentag_die_aktion_starke_frauen.html

⁴⁸⁸⁵ Minister Giffey wants to accelerate equality, Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (Berlin) 10 March 2021. Access Date: 15 March 2021. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/ministerin-giffey-will-gleichstellung-beschleunigen-174256>

⁴⁸⁸⁶ Minister Giffey wants to accelerate equality, Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (Berlin) 10 March 2021. Access Date: 15 March 2021. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/ministerin-giffey-will-gleichstellung-beschleunigen-174256>

⁴⁸⁸⁷ Minister Giffey wants to accelerate equality, Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (Berlin) 10 March 2021. Access Date: 15 March 2021. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/ministerin-giffey-will-gleichstellung-beschleunigen-174256>

gender equal conditions.⁴⁸⁸⁸ Germany is considered one of the countries where women are in the head-of-state positions more frequently.⁴⁸⁸⁹

On 15 April 2021, the German Bundestag approved a draft law for the establishment of the Federal Equality Foundation. The foundation will work by showing where more gender equality is needed, networking and supporting those committed to gender equality, and by discussing gender equality with citizens. The aim of the foundation is to enable women and men to lead a self-determined life so that they can develop their potential regardless of gender.⁴⁸⁹⁰

On 22 April 2021, Chancellor Angela Merkel kicked off the 2021 Girls' Day event, sponsored by the Federal Ministry of Education and Research and the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth and the Federal Ministry of Education and Research.⁴⁸⁹¹ Girls' Day is a large career orientation project for schoolgirls worldwide to educate and encourage girls within fields predominately pursued by males such as IT, crafts, natural sciences and technology.⁴⁸⁹² The event has allowed fellow girls to find apprenticeships or study courses that they didn't have that much knowledge about before; many girls participated in various workshops featuring meteorology, space travel, smart farming and software design.⁴⁸⁹³

On 28 May 2021, the law establishing "Bundesstiftung Gleichstellung", a federal foundation for gender equality, entered into force. In December 2020, German Bundestag (lower house of parliament) decided to set aside annual funds of five million euros in the federal budget for the establishment and operations of this foundation.⁴⁸⁹⁴ The foundation aims to bring more knowledge, action and innovation and will operate in three ways: firstly, it will show areas needing more equality and find solutions correspondingly; secondly, it serves as a network for supporting people committed to equality; thirdly, it discusses equality with citizens.⁴⁸⁹⁵

On 21 June 2021, the Bundesweite Gruenderinnenagentur, the National Agency for Women Start-ups Activities and Services, launched the National Day of Action which offered events nationwide to

⁴⁸⁸⁸ The Global Gender Gap Report 2021, World Economic Forum (Geneva) March 2021. Access Date: 29 April 2021. http://www3.weforum.org/docs/WEF_GGGR_2021.pdf

⁴⁸⁸⁹ The Global Gender Gap Report 2021, World Economic Forum (Geneva) March 2021. Access Date: 29 April 2021. http://www3.weforum.org/docs/WEF_GGGR_2021.pdf

⁴⁸⁹⁰ Bundestag resolves to establish a "Federal Equality Foundation," Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Berlin) 16 April 2021. Access Date: 3 May 2021. <https://www.bmfsfj.de/bmfsfj/aktuelles/alle-meldungen/bundestag-beschliesst-errichtung-einer-bundesstiftung-gleichstellung--176922>

⁴⁸⁹¹ Start of Girls' Day 2021, Girls' Day (Berlin) 21 April 2021. Access Date: 24 September 2021. <https://www.girls-day.de/fakten-zum-girls-day/rueckschau/girls-day/2021/bundeskanzlerin-angela-merkel-und-initiative-d21-eroeffnen-girls-day>

⁴⁸⁹² Start of Girls' Day 2021, Girls' Day (Berlin) 21 April 2021. Access Date: 24 September 2021. <https://www.girls-day.de/fakten-zum-girls-day/rueckschau/girls-day/2021/bundeskanzlerin-angela-merkel-und-initiative-d21-eroeffnen-girls-day>

⁴⁸⁹³ Girls' Day Kick-off in 2021 with Federal Chancellor Dr. Angela Merkel, D21 (Berlin) 21 April 2021. Access Date: 25 September 2021. <https://initiated21.de/girlsday-auftakt-2021-mit-bundeskanzlerin-dr-angela-merkel/>

⁴⁸⁹⁴ Law establishing the "Bundesstiftung Gleichstellung" in force, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Berlin) 28 May 2021. Access Date: 8 August 2021.

<https://www.existenzgruenderinnen.de/DE/Unternehmensnachfolge/NationalerAktionstag/nationaleraktionstag>

⁴⁸⁹⁵ Law establishing the "Bundesstiftung Gleichstellung" in force, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Berlin) 28 May 2021. Access Date: 8 August 2021.

<https://www.existenzgruenderinnen.de/DE/Unternehmensnachfolge/NationalerAktionstag/nationaleraktionstag>

publicize and promote female corporate success and progression throughout Germany.⁴⁸⁹⁶ The goal of this initiative was to increase the number of female company successors by sharing successful entrepreneurial case studies and skills towards self-employment by provisioning expert-led events from chambers, business development agencies and management consultancies. The National Day of Action was led by the Federal Ministry for Economic Affairs and Energy and the Federal Ministry for Family, Seniors, Women and Youth.⁴⁸⁹⁷

On 30 June 2021, during the Generation Equality Forum in Paris, German Federal Chancellor Angela Merkel announced EUR140 million in fresh funding for the economic empowerment of girls and women worldwide, with a specific contribution of EUR25 million by the Government of Germany to the Women Entrepreneurs Finance Initiative (We-Fi).⁴⁸⁹⁸ We-Fi focuses on supporting female-led businesses in developing countries by enabling entrepreneurs to access financial aid and tackle the post-Covid recovery and grow their enterprises.⁴⁸⁹⁹ With improved access to robust data, technological innovation and key skills, women entrepreneurs are able to scale, digitize and optimize their businesses.⁴⁹⁰⁰ With a goal to improve equality among women as well, We-Fi will strive to direct at least 50 per cent of its resources to programs for women-led enterprises in low-income countries and conflict-affected areas.⁴⁹⁰¹

On 2 July 2021, the Government of Germany committed to working closely with the International Planned Parenthood Federation to provide universal access to sexual and reproductive health, rights and education in order to increase gender equality and peace for women globally.⁴⁹⁰² These movements will provide the right space to advance safe and inclusive measures to empower women in promoting women's rights.⁴⁹⁰³

⁴⁸⁹⁶ National Day of Action on Business Succession by Women, Federal Ministry for Economic Affairs and Energy (Berlin) March 2021. Access Date: 19 July 2021.

<https://www.existenzgruenderinnen.de/DE/Unternehmensnachfolge/NationalerAktionstag/nationaleraktionstag.html#:~:text=Nationaler%20Aktionstag%20zur%20E%20%9EUnternehmensnachfolge%20durch%20Frauen%20%9C,-Auch%20in%20diesem&text=%E2%80%9C%20bieten%20die%20Akteurinnen%20und%20Akteure,bekannt%20zu%20Machen%20und%20voranzubringen>

<https://www.existenzgruenderinnen.de/DE/Unternehmensnachfolge/NationalerAktionstag/nationaleraktionstag>

⁴⁸⁹⁷ National Day of Action on Business Succession by Women, Federal Ministry for Economic Affairs and Energy (Berlin) March 2021. Access Date: 19 July 2021.

<https://www.existenzgruenderinnen.de/DE/Unternehmensnachfolge/NationalerAktionstag/nationaleraktionstag.html#:~:text=Nationaler%20Aktionstag%20zur%20E%20%9EUnternehmensnachfolge%20durch%20Frauen%20%9C,-Auch%20in%20diesem&text=%E2%80%9C%20bieten%20die%20Akteurinnen%20und%20Akteure,bekannt%20zu%20Machen%20und%20voranzubringen>

⁴⁸⁹⁸ Germany steps up projects in support of women's economic participation, Federal Ministry for Economic Cooperation and Development (Bonn) 30 June 2021. Access Date: 19 July 2021. <https://www.bmz.de/en/news/press-releases/germany-support-of-womens-economic-participation-85230>

⁴⁸⁹⁹ Germany steps up projects in support of women's economic participation, Federal Ministry for Economic Cooperation and Development (Bonn) 30 June 2021. Access Date: 19 July 2021. <https://www.bmz.de/en/news/press-releases/germany-support-of-womens-economic-participation-85230>

⁴⁹⁰⁰ Germany steps up projects in support of women's economic participation, Federal Ministry for Economic Cooperation and Development (Bonn) 30 June 2021. Access Date: 19 July 2021. <https://www.bmz.de/en/news/press-releases/germany-support-of-womens-economic-participation-85230>

⁴⁹⁰¹ Germany steps up projects in support of women's economic participation, Federal Ministry for Economic Cooperation and Development (Bonn) 30 June 2021. Access Date: 19 July 2021. <https://www.bmz.de/en/news/press-releases/germany-support-of-womens-economic-participation-85230>

⁴⁹⁰² Generation Equality Forum Action Coalitions launch transformative commitments for gender equality, UN Women (New York) 2 July 2021. Access Date: 19 July 2019. <https://www.unwomen.org/en/news/stories/2021/7/news-gef-paris-action-coalitions-launch-commitments-for-gender-equality>

⁴⁹⁰³ Generation Equality Forum Action Coalitions launch transformative commitments for gender equality, UN Women (New York) 2 July 2021. Access Date: 19 July 2019. <https://www.unwomen.org/en/news/stories/2021/7/news-gef-paris-action-coalitions-launch-commitments-for-gender-equality>

Germany has fully complied with its commitment to remove barriers to the extent and quality of women's participation in the labour market and economy through actions such as presenting statistics about domestic status quo, issuing compensations and implementing family-friendly childcare programs. Furthermore, Germany has taken action to support women's entrepreneurship through the digital series to promote women in entrepreneurship positions.

Thus, Germany receives a score of +1.

Analyst: Elizabeth Lerman

India: 0

India has partially complied with taking steps to remove the barriers to women's economic participation and entrepreneurship.

On 3 February 2021, Commerce Secretary Dr. Anup Wadhawan announced that the budget for the 2021-2022 year will include an amount of INR10,000 million for the welfare of women Tea workers and their children, particularly in Assam and West Bengal.⁴⁹⁰⁴ This will benefit approximately 623,000 women workers.⁴⁹⁰⁵

On 23 February 2021, Vice President Shri M. Venkaiah Naidu stated that though the current Lok Sabha had the historically highest number of women in parliament, namely 78, they account for only 14 per cent of the total number of people in parliament and in legislatures.⁴⁹⁰⁶ He added that creating reservations for women in parliament and legislature "needs urgent attention and consensus of all political parties."⁴⁹⁰⁷

On 7 July 2021, the Ministry of New and Renewable Energy hosted a webinar entitled "Women in Renewable Energy and Sustainability" in partnership with the International Solar Alliance.⁴⁹⁰⁸ This webinar offered the opportunity of dialogue for bringing more women to leadership positions in the renewable energy sector and creating entrepreneurial opportunities for women.⁴⁹⁰⁹

On 23 July 2021, Department of Commerce Secretary Dr. Anup Wadhawan stated that the Government e-Marketplace is increasing market access to various seller groups, including women's

⁴⁹⁰⁴ Key Highlights of Union Budget 2021-2022, Ministry of Finance (New Delhi) 3 February 2021. Access Date: 26 April 2021. <https://pib.gov.in/PressReleaseDetailm.aspx?PRID=1693907>

⁴⁹⁰⁵ Commerce Secretary DrAnup Wadhawan says the Budget 2021-22 will enhance India's growth in manufacturing, trade and other sectors, Ministry of Commerce and Industry (New Delhi) 3 February 2021. Access Date: 26 April 2021. <https://commerce.gov.in/press-releases/commerce-secretary-dranup-wadhawan-says-the-budget-2021-22-will-enhance-indias-growth-in-manufacturing-trade-and-other-sectors/?hilite=%27women%27>

⁴⁹⁰⁶ Vice President calls for ending low representation to women in Parliament and legislatures, Ministry of Finance (Hyderabad) 23 February 2021. Access Date: 29 April 2021. <https://vicepresidentofindia.nic.in/pressrelease/vice-president-calls-ending-low-representation-women-parliament-and-legislatures>

⁴⁹⁰⁷ Vice President calls for ending low representation to women in Parliament and legislatures, Ministry of Finance (Hyderabad) 23 February 2021. Access Date: 29 April 2021. <https://vicepresidentofindia.nic.in/pressrelease/vice-president-calls-ending-low-representation-women-parliament-and-legislatures>

⁴⁹⁰⁸ Webinar on "Women in Renewable Energy and Sustainability," Press Information Bureau of the Government of India (New Delhi) 7 July 2021. Access Date: 17 September 2021. <https://pib.gov.in/PressReleasePage.aspx?PRID=1733498>

⁴⁹⁰⁹ Webinar on "Women in Renewable Energy and Sustainability," Press Information Bureau of the Government of India (New Delhi) 7 July 2021. Access Date: 17 September 2021. <https://pib.gov.in/PressReleasePage.aspx?PRID=1733498>

self-help groups.⁴⁹¹⁰ This policy is intended to reinforce the “Make in India,” “Atmanirbhar Bharat” and “Vocal for Local” initiatives and promote local products.⁴⁹¹¹

India has partially complied with its commitment to remove barriers to the extent and quality of women’s participation in the labour market and economy through actions such as allocating funds and offering verbal affirmations. However, it did not implement any measures to promote women’s engagement and success in entrepreneurial activities.

Thus, India receives a score of 0.

Analyst: Debasmita Bhattacharya

Indonesia: +1

Indonesia has fully complied in its commitment to remove the barriers to women’s economic participation and entrepreneurship.

On 10 December, the Ministry of Women’s Empowerment and Child Protection in collaboration with the UN Population Fund, Indonesia and UN Women released the Guidelines for the Protection of Women’s Rights from Discrimination and Gender-Based Violence in Pandemic Situations.⁴⁹¹² The guidelines were shared to several “ministries/agencies, local government organizations and program and service providers related to women.”⁴⁹¹³ The guidelines’ aims include the prevention of “stigma,” “discrimination,” and ensure that proper rights are granted against survivors of gender-based violence (which includes “economic empowerment”).⁴⁹¹⁴

On 10 December 2020, Minister of Law and Human Rights Yasonna H. Laoly discussed the update for the National Plan for Human Rights in a speech for World Human Rights Day.⁴⁹¹⁵ The new update serves to include concrete actions with the goal of “resolving human rights issues of vulnerable groups” including women (which is an attempt at decreasing women’s barriers to

⁴⁹¹⁰ GeM providing increasing market access to seller groups like MSEs, Women SHGs and Startups to reinforce the Make in India Initiative, Department of Commerce (Delhi) 23 July 2021. Access Date: 25 July 2021.

<https://www.ibef.org/news/gem-providing-increasing-market-access-to-seller-groups-like-mses-women-shgs-and-startups-to-reinforce-the-make-in-india-initiative>

⁴⁹¹¹ GeM providing increasing market access to seller groups like MSEs, Women SHGs and Startups to reinforce the Make in India Initiative, Department of Commerce (Delhi) 23 July 2021. Access Date: 25 July 2021.

<https://www.ibef.org/news/gem-providing-increasing-market-access-to-seller-groups-like-mses-women-shgs-and-startups-to-reinforce-the-make-in-india-initiative>

⁴⁹¹² A Guide to Protecting Women from Gender-Based Violence During the Pandemic Launched, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 10 December 2021. Access Date: 22 March 2021.

<https://www.kemenpppa.go.id/index.php/page/read/29/2992/panduan-perlindungan-perempuan-dari-kekerasan-berbasis-gender-selama-pandemi-diluncurkan>

⁴⁹¹³ A Guide to Protecting Women from Gender-Based Violence During the Pandemic Launched, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 10 December 2021. Access Date: 22 March 2021.

<https://www.kemenpppa.go.id/index.php/page/read/29/2992/panduan-perlindungan-perempuan-dari-kekerasan-berbasis-gender-selama-pandemi-diluncurkan>

⁴⁹¹⁴ A Guide to Protecting Women from Gender-Based Violence During the Pandemic Launched, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 10 December 2021. Access Date: 22 March 2021.

<https://www.kemenpppa.go.id/index.php/page/read/29/2992/panduan-perlindungan-perempuan-dari-kekerasan-berbasis-gender-selama-pandemi-diluncurkan>

⁴⁹¹⁵ International Human Rights Day, Menkumham: Government Prepares the 5th RANHAM Focuses on Resolving Vulnerable Human Rights Issues, Ministry of Law and Human Rights (Jakarta) 10 December 2020. Access Date: 30 April 2021. <https://www.kemenkumham.go.id/publikasi/siaran-pers/hari-ham-internasional-menkumham-pemerintah-menyusun-ranham-ke-5-fokus-menyelesaikan-isu-hak-asasi-kelompok-rentan>

economic participation).⁴⁹¹⁶ Furthermore, President Joko Widodo in a speech for World Human Rights Day also announced that the Joint Secretariat of the National Action Plan for Human Rights has finished the draft of the action plan which he hopes will be implemented in 2021.⁴⁹¹⁷ Director General of Human Rights Mualimin Abdi also stated that he hopes that the National Action Plan for Human Rights will be signed by the President “in the near future.”⁴⁹¹⁸

On 12 December 2020, Minister of Finance Sri Mulyani Indrawati attended a webinar entitled “Towards a Planet 50:50 Business Contribution to Achieving SDG ‘5’” hosted by Indonesia Business Coalition for Women Empowerment and the Global Reporting Initiative.⁴⁹¹⁹ In the webinar, Minister Indrawati emphasized that the Indonesian State Budget should be used to advance gender equality, which includes equality in economic participation and entrepreneurship.⁴⁹²⁰ She discussed that some barriers that women face are “social norms, cultural norms and even interpretations of religious teachings.”⁴⁹²¹ She highlighted the government’s existing efforts to help women, for instance through social assistance, like the Family Hope Program which is given almost exclusively to female heads of families.⁴⁹²² Furthermore, she emphasizes policies that support small and medium enterprises, such as the use of ultra-micro financing and small business credits for businesses that are mainly composed of and owned by women.⁴⁹²³ Furthermore, she highlighted the new initiative of Special Non-Physical Allocation Funds to protect women and children (which is a form of women’s economic empowerment).⁴⁹²⁴

⁴⁹¹⁶ International Human Rights Day, Menkumham: Government Prepares the 5th RANHAM Focuses on Resolving Vulnerable Human Rights Issues, Ministry of Law and Human Rights (Jakarta) 10 December 2020. Access Date: 30 April 2021. <https://www.kemenkumham.go.id/publikasi/siaran-pers/hari-ham-internasional-menkumham-pemerintah-menyusun-ranham-ke-5-fokus-menylesaikan-isu-hak-asasi-kelompok-rentan>

⁴⁹¹⁷ Government is Fully Committed to Upholding Human Rights, Ministry of Law and Human Rights (Jakarta) 10 December 2020. Access Date: 30 April 2021. <https://www.kemenkumham.go.id/berita/pemerintah-berkomitmen-penuh-dalam-penegakan-ham>

⁴⁹¹⁸ The Fifth Generation of RANHAM, Not Just a Document, is Now the Benchmark of Commitment to Implementing Human Rights, Ministry of Law and Human Rights (Jakarta) 14 December 2020. Access Date: 30 April 2021. <https://www.kemenkumham.go.id/berita/ranham-generasi-kelima-tak-sekedar-dokumen-kini-jadi-tolok-ukur-komitmen-pelaksanaan-ham>

⁴⁹¹⁹ In 2021, the Government Supports Gender Equality with Non-Physical DAK for the Protection of Women and Children, Ministry of Finance (Jakarta) 12 December 2021. Access Date: 30 April 2021. <https://www.kemenkeu.go.id/publikasi/berita/tahun-2021-pemerintah-dukung-kesetaraan-gender-dengan-dak-nonfisik-pelayanan-perlindungan-perempuan-dan-anak/>

⁴⁹²⁰ In 2021, the Government Supports Gender Equality with Non-Physical DAK for the Protection of Women and Children, Ministry of Finance (Jakarta) 12 December 2021. Access Date: 30 April 2021. <https://www.kemenkeu.go.id/publikasi/berita/tahun-2021-pemerintah-dukung-kesetaraan-gender-dengan-dak-nonfisik-pelayanan-perlindungan-perempuan-dan-anak/>

⁴⁹²¹ In 2021, the Government Supports Gender Equality with Non-Physical DAK for the Protection of Women and Children, Ministry of Finance (Jakarta) 12 December 2021. Access Date: 30 April 2021. <https://www.kemenkeu.go.id/publikasi/berita/tahun-2021-pemerintah-dukung-kesetaraan-gender-dengan-dak-nonfisik-pelayanan-perlindungan-perempuan-dan-anak/>

⁴⁹²² In 2021, the Government Supports Gender Equality with Non-Physical DAK for the Protection of Women and Children, Ministry of Finance (Jakarta) 12 December 2021. Access Date: 30 April 2021. <https://www.kemenkeu.go.id/publikasi/berita/tahun-2021-pemerintah-dukung-kesetaraan-gender-dengan-dak-nonfisik-pelayanan-perlindungan-perempuan-dan-anak/>

⁴⁹²³ In 2021, the Government Supports Gender Equality with Non-Physical DAK for the Protection of Women and Children, Ministry of Finance (Jakarta) 12 December 2021. Access Date: 30 April 2021. <https://www.kemenkeu.go.id/publikasi/berita/tahun-2021-pemerintah-dukung-kesetaraan-gender-dengan-dak-nonfisik-pelayanan-perlindungan-perempuan-dan-anak/>

⁴⁹²⁴ In 2021, the Government Supports Gender Equality with Non-Physical DAK for the Protection of Women and Children, Ministry of Finance (Jakarta) 12 December 2021. Access Date: 30 April 2021. <https://www.kemenkeu.go.id/publikasi/berita/tahun-2021-pemerintah-dukung-kesetaraan-gender-dengan-dak-nonfisik-pelayanan-perlindungan-perempuan-dan-anak/>

On 16 December 2020, the Ministry of Women’s Empowerment and Child Protection implemented the the Official Development Assistance program in collaboration with the Korean Ministry of Gender Equality and Family.⁴⁹²⁵ This program is meant to increase women’s economic empowerment, fight child marriage, domestic violence, human trafficking, and the current COVID-19 pandemic.⁴⁹²⁶ The program provides vocational training such as classes in sewing, beauty care, cooking, e-commerce and information technology training.⁴⁹²⁷

On 22 December 2020, the Ministry of Women’s Empowerment and Child Protection hosted a virtual ceremony for Mother’s Day.⁴⁹²⁸ The ceremony aimed to empower Indonesian women. In the ceremony, Minister of Women’s Empowerment and Child Protection I Gusti Ayu Bintang Darmawati emphasized that patriarchal perceptions of women in Indonesian society hinder women’s economic participation.⁴⁹²⁹ She emphasized that “equal partnerships between women and men” are essential to advance policy agendas. She also stressed that that women’s empowerment is a step toward increased economic participation by women and gender equality.⁴⁹³⁰

On 15 to 17 February 2021, Secretary General of the Ministry of Manpower Anwar Sanusi served as Co-Chair of the G20 Employment Working Group meeting.⁴⁹³¹ In the meeting, G20 leaders discussed increasing women’s economic participation and increasing “social protection for workers.”⁴⁹³² In particular, they discussed their goal of lowering women’s labour force participation gap to 25 per cent by 2025.⁴⁹³³ Secretary General Sanusi stated that in Indonesia women have a labour force participation gap of 29.28 per cent, but that he is confident that Indonesia will meet the target by 2025.⁴⁹³⁴ He asked for assistance in the form of “easy access and easy mobility to obtain

⁴⁹²⁵ Cooperation Between Indonesia and South Korea, Strengthening Women’s Economic Empowerment in Indonesia, Ministry Empowerment Women and Child Protection Republic of Indonesia (Jakarta) 17 December 2020. Access Date: 21 March 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3003/kerjasama-indonesia-korea-selatan-perkuat-pemberdayaan-ekonomi-perempuan-di-indonesia>

⁴⁹²⁶ Cooperation Between Indonesia and South Korea, Strengthening Women’s Economic Empowerment in Indonesia, Ministry Empowerment Women and Child Protection Republic of Indonesia (Jakarta) 17 December 2020. Access Date: 21 March 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3003/kerjasama-indonesia-korea-selatan-perkuat-pemberdayaan-ekonomi-perempuan-di-indonesia>

⁴⁹²⁷ Cooperation Between Indonesia and South Korea, Strengthening Women’s Economic Empowerment in Indonesia, Ministry Empowerment Women and Child Protection Republic of Indonesia (Jakarta) 17 December 2020. Access Date: 21 March 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3003/kerjasama-indonesia-korea-selatan-perkuat-pemberdayaan-ekonomi-perempuan-di-indonesia>

⁴⁹²⁸ The peak of the 92nd PHI, The Importance of Gender Equality in Nation Development, InfoPublik (Jakarta) 22 December 2021. Access Date: 22 March 2021. <http://infopublik.id/kategori/nasional-sosial-budaya/499444/puncak-phi-ke-92-pentingnya-kesetaraan-gender-dalam-pembangunan-bangsa>

⁴⁹²⁹ The peak of the 92nd PHI, The Importance of Gender Equality in Nation Development, InfoPublik (Jakarta) 22 December 2021. Access Date: 22 March 2021. <http://infopublik.id/kategori/nasional-sosial-budaya/499444/puncak-phi-ke-92-pentingnya-kesetaraan-gender-dalam-pembangunan-bangsa>

⁴⁹³⁰ The peak of the 92nd PHI, The Importance of Gender Equality in Nation Development, InfoPublik (Jakarta) 22 December 2021. Access Date: 22 March 2021. <http://infopublik.id/kategori/nasional-sosial-budaya/499444/puncak-phi-ke-92-pentingnya-kesetaraan-gender-dalam-pembangunan-bangsa>

⁴⁹³¹ Indonesia Reduces Gender Gap Level of 25 Percent Until 2025, InfoPublik (Jakarta) 18 February 2021. Access Date: 22 March 2021. <http://infopublik.id/kategori/nasional-sosial-budaya/511530/indonesia-tekan-tingkat-kesenjangan-gender-25-persen-hingga-tahun-2025#>

⁴⁹³² Indonesia Reduces Gender Gap Level of 25 Percent Until 2025, InfoPublik (Jakarta) 18 February 2021. Access Date: 22 March 2021. <http://infopublik.id/kategori/nasional-sosial-budaya/511530/indonesia-tekan-tingkat-kesenjangan-gender-25-persen-hingga-tahun-2025#>

⁴⁹³³ Indonesia Reduces Gender Gap Level of 25 Percent Until 2025, InfoPublik (Jakarta) 18 February 2021. Access Date: 22 March 2021. <http://infopublik.id/kategori/nasional-sosial-budaya/511530/indonesia-tekan-tingkat-kesenjangan-gender-25-persen-hingga-tahun-2025#>

⁴⁹³⁴ Indonesia Reduces Gender Gap Level of 25 Percent Until 2025, InfoPublik (Jakarta) 18 February 2021. Access Date: 22 March 2021. <http://infopublik.id/kategori/nasional-sosial-budaya/511530/indonesia-tekan-tingkat-kesenjangan-gender-25-persen-hingga-tahun-2025#>

training, capital assistance, entrepreneurship development, adequate social protection and a working environment that is conducive to the ‘non-workforce’ group, especially those who take care of the household” to help increase women’s economic participation.⁴⁹³⁵

On 5 March 2021, the Strategic Plan of the Deputy for Gender Equality was signed by Deputy for Gender Equality Agustina Erni.⁴⁹³⁶ It contains “policies and strategies” to help the Ministry of Women’s Empowerment and Child Protection to achieve its targets as indicated in the Ministry of Women Empowerment and Child Protection’s Strategic Plan of 2020-2024, which includes women empowerment in economic participation and entrepreneurship.⁴⁹³⁷ The report also aims to “provide clarity and goals and objectives” as well as outline “outcome indicators.”⁴⁹³⁸

On 8 March 2021, the Center for Strengthening Character of the Ministry of Education and Culture hosted a webinar promoting women’s leadership and gender equality.⁴⁹³⁹ During the webinar, Minister of Education and Culture Nadiem Anwar Makarim identified “intolerance, sexual violence and bullying” as three barriers to women’s success.⁴⁹⁴⁰ Furthermore, Minister of Finance Sri Mulyani attended the Women’s World Banking Virtual Conference entitled “Call to Action: Reaching Financial Equality for Women” in which she highlighted that a barrier that women face (in economic participation and entrepreneurship) are a lack of financial and digital literacy, as well as difficulty receiving capital from banks and other financial institutions.⁴⁹⁴¹ She emphasized Indonesia’s previous attempts in providing easier access to banks more, such as implementing interest subsidies, increased assistance to ultra-micro and small and medium enterprises and digital and financial literacy classes.⁴⁹⁴²

On 9 March 2021, Secretary General of the Ministry of Communication and Information Mira Tayyiba attended a virtual conference for the Network of Women (NOW) in the International Telecommunication Union.⁴⁹⁴³ NOW strives for gender equality leading up to the World

⁴⁹³⁵ Indonesia Reduces Gender Gap Level of 25 Percent Until 2025, InfoPublik (Jakarta) 18 February 2021. Access Date: 22 March 2021. <http://infopublik.id/kategori/nasional-sosial-budaya/511530/indonesia-tekan-tingkat-kesenjangan-gender-25-persen-hingga-tahun-2025#>

⁴⁹³⁶ The Strategic Plan Deputy for Field Gender Equality, Ministry of Women’s Empowerment and Child Protection (Jakarta) 23 April 2021. Access Date: 29 April 2021. <https://kemenpppa.go.id/lib/uploads/list/1ebd0-renstra-deputi-bidang-kg-2020-2024.pdf>

⁴⁹³⁷ The Strategic Plan Deputy for Field Gender Equality, Ministry of Women’s Empowerment and Child Protection (Jakarta) 23 April 2021. Access Date: 29 April 2021. <https://kemenpppa.go.id/lib/uploads/list/1ebd0-renstra-deputi-bidang-kg-2020-2024.pdf>

⁴⁹³⁸ The Strategic Plan Deputy for Field Gender Equality, Ministry of Women’s Empowerment and Child Protection (Jakarta) 23 April 2021. Access Date: 29 April 2021. <https://kemenpppa.go.id/lib/uploads/list/1ebd0-renstra-deputi-bidang-kg-2020-2024.pdf>

⁴⁹³⁹ Minister of Education and Culture: Education Must be Free of Intolerance, Sexual Violence and Bullying, InfoPublik (Jakarta) 8 March 2021. Access Date: 11 March 2021. <http://infopublik.id/kategori/nasional-sosial-budaya/516522/mendikbud-dunia-pendidikan-harus-bebas-intoleransi-kekerasan-seksual-dan-perundungan#>

⁴⁹⁴⁰ Minister of Education and Culture: Education Must be Free of Intolerance, Sexual Violence and Bullying, InfoPublik (Jakarta) 8 March 2021. Access Date: 11 March 2021. <http://infopublik.id/kategori/nasional-sosial-budaya/516522/mendikbud-dunia-pendidikan-harus-bebas-intoleransi-kekerasan-seksual-dan-perundungan#>

⁴⁹⁴¹ Minister of Finance: Covid-19 Has Severely Affected Women, Ministry of Finance (Jakarta) 9 March 2021. Access Date: 30 April 2021. <https://www.kemenkeu.go.id/en/publications/news/minister-of-finance-covid-19-has-severely-affected-women/>

⁴⁹⁴² Minister of Finance: Covid-19 Has Severely Affected Women, Ministry of Finance (Jakarta) 9 March 2021. Access Date: 30 April 2021. <https://www.kemenkeu.go.id/en/publications/news/minister-of-finance-covid-19-has-severely-affected-women/>

⁴⁹⁴³ Minimizing Gender Gap, Kominfo Equips Indonesian Women with Digital Capabilities, InfoPublik (Jakarta) 9 March 2021. Access Date: 11 March 2021. <http://infopublik.id/kategori/siaran-pers/516865/perkecil-kesenjangan-gender-kominfo-bekali-perempuan-indonesia-kemampuan-digital#>

Development Telecommunications Conference in November 2021 in Addis Ababa, Ethiopia.⁴⁹⁴⁴ This meeting was specific to the Asia-Pacific region.⁴⁹⁴⁵ In the meeting, Secretary General of Communication and Information Mira Tayyiba acknowledged a communication and technology gap of one per cent for women's cell phone usage and a five per cent gap for internet usage.⁴⁹⁴⁶ Secretary General Tayyiba stated that she would like to see a decrease in the digital skills gap and increase participation for women in the information and technology sector.⁴⁹⁴⁷ She reaffirmed Indonesia's existing effort to reduce the gap through the "Digital Talent Scholarship Program."⁴⁹⁴⁸

On 12 April 2021, the Ministry of Women Empowerment and Child Protection announced that Indonesia will be hosting G20 Empower in 2022. In a meeting for the Socialization and Discussion on Preparation for G20 Empower Implementation Minister of Women Empowerment and Child Protection Bintang Puspayoga pushed for the implementation of more regional policies to empower women and decrease barriers in terms of "health, education and economy."⁴⁹⁴⁹ The District/City Office of Women Empowerment and Child Protection in Bali Province, the Indonesian Entrepreneurs Association and the Indonesian Chamber of Commerce and Industry were also in attendance to discuss policies for women's economic participation and entrepreneurship.⁴⁹⁵⁰ Minister Puspayoga also called on the Indonesian Entrepreneurs Association to support female entrepreneurship.⁴⁹⁵¹

On 14 April 2021, the Ministry of Women Empowerment and Child Protection announced the Government of Indonesia has allocated IDR101,747 billion for the Special Non-Physical Allocation Fund for Women and Child Protection Services.⁴⁹⁵² This fund was created to reduce instances of violence against women and children, improve access to services for victims of violence, as well as provide "operational assistance" through the form of legal aid, which attempts to reduce barriers to women's economic participation and entrepreneurship.⁴⁹⁵³

⁴⁹⁴⁴ NETWORK OF WOMEN (NoW), International Telecommunication Union (Geneva). Access Date: 22 March 2021. <https://www.itu.int/en/ITU-D/Conferences/WTDC/WTDC21/Pages/NoW/default.aspx>

⁴⁹⁴⁵ NETWORK OF WOMEN (NoW), International Telecommunication Union (Geneva). Access Date: 22 March 2021. <https://www.itu.int/en/ITU-D/Conferences/WTDC/WTDC21/Pages/NoW/default.aspx>

⁴⁹⁴⁶ Minimizing Gender Gap, Kominfo Equips Indonesian Women with Digital Capabilities, InfoPublik (Jakarta) 9 March 2021. Access Date: 11 March 2021. <http://infopublik.id/kategori/siaran-pers/516865/perkecil-kesenjangan-gender-kominfo-bekali-perempuan-indonesia-kemampuan-digital#>

⁴⁹⁴⁷ Minimizing Gender Gap, Kominfo Equips Indonesian Women with Digital Capabilities, InfoPublik (Jakarta) 9 March 2021. Access Date: 11 March 2021. <http://infopublik.id/kategori/siaran-pers/516865/perkecil-kesenjangan-gender-kominfo-bekali-perempuan-indonesia-kemampuan-digital#>

⁴⁹⁴⁸ Minimizing Gender Gap, Kominfo Equips Indonesian Women with Digital Capabilities, InfoPublik (Jakarta) 9 March 2021. Access Date: 11 March 2021. <http://infopublik.id/kategori/siaran-pers/516865/perkecil-kesenjangan-gender-kominfo-bekali-perempuan-indonesia-kemampuan-digital#>

⁴⁹⁴⁹ Minister Bintang Asks Regional Heads to make more Pro-Women Policies, Ministry of Women Empowerment and Child Protection (Denpasar) 12 April 2021. Access Date: 29 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3137/menteri-bintang-minta-kepala-daerah-membuat-kebijakan-berpihak-pada-perempuan>

⁴⁹⁵⁰ Minister Bintang Asks Regional Heads to make more Pro-Women Policies, Ministry of Women Empowerment and Child Protection (Denpasar) 12 April 2021. Access Date: 29 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3137/menteri-bintang-minta-kepala-daerah-membuat-kebijakan-berpihak-pada-perempuan>

⁴⁹⁵¹ Minister Bintang Asks Regional Heads to make more Pro-Women Policies, Ministry of Women Empowerment and Child Protection (Denpasar) 12 April 2021. Access Date: 29 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3137/menteri-bintang-minta-kepala-daerah-membuat-kebijakan-berpihak-pada-perempuan>

⁴⁹⁵² Minister Bintang Asks the Use of the DAK Budget to be Right on Target, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Denpasar) 14 April 2021. Access Date: 29 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3138/menteri-bintang-minta-penggunaan-anggaran-dak-tepat-sasaran>

⁴⁹⁵³ Minister Bintang Asks the Use of the DAK Budget to be Right on Target, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Denpasar) 14 April 2021. Access Date: 29 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3138/menteri-bintang-minta-penggunaan-anggaran-dak-tepat-sasaran>

On 23 April 2021, the Ministry of Women's Empowerment and Child Protection affirmed their commitment to the protection of women and children from violence in accordance with Presidential Regulation Number 65 of 2020.⁴⁹⁵⁴ It highlighted its current efforts to reduce violence against women and children, through its distribution of the Special Non-Physical Allocation Fund for Women and Child Protection Services, which is an attempt to reduce barriers for women's economic participation and entrepreneurship.⁴⁹⁵⁵ Furthermore, Minister Puspayoga attended a virtual meeting entitled "The Fruit of Raden Ajeng Kartini's Thoughts on Creating Dignified Indonesian Women Towards an Advanced Indonesia" to discuss women's economic empowerment.⁴⁹⁵⁶ Minister Puspayoga emphasized that women should have equal opportunities for higher education and choice of career, which are essential for women's economic participation.⁴⁹⁵⁷

On 24 April 2021, the Ministry of Women's Empowerment and Child Protection affirmed their goal to increase women's economic participation, especially in micro, small and medium enterprises.⁴⁹⁵⁸ It highlighted the importance of female employment and acknowledges that increased coordination with non-governmental agencies, local governments, community organizations and private actors is needed to ensure women's economic participation.⁴⁹⁵⁹ Furthermore, the Ministry mentioned previous attempts to empower women through their creation of "Women Friendly and Child Care Villages."⁴⁹⁶⁰ Furthermore, Minister Puspayoga attended the National Webinar 05 Central Board of the Prosperous Justice Party to discuss women's empowerment and economic participation.⁴⁹⁶¹ She acknowledges that women's participation is needed for "national economic development" and that the COVID-19 pandemic and several natural disasters has only exacerbated struggles faced by

⁴⁹⁵⁴ Improve the Scope and Quality of Services for Women and Children Victims of Violence through Special Allocation Funds, Ministry of Women Empowerment and Child Protection (Jakarta) 24 April 2021. Access Date: 29 April 2021.

<https://www.kemenpppa.go.id/index.php/page/read/29/3157/kemen-pppa-tingkatkan-cakupan-dan-kualitas-layanan-bagi-perempuan-dan-anak-korban-kekerasan-melalui-dana-alokasi-khusus-dak>

⁴⁹⁵⁵ Improve the Scope and Quality of Services for Women and Children Victims of Violence through Special Allocation Funds, Ministry of Women Empowerment and Child Protection (Jakarta) 24 April 2021. Access Date: 29 April 2021.

<https://www.kemenpppa.go.id/index.php/page/read/29/3157/kemen-pppa-tingkatkan-cakupan-dan-kualitas-layanan-bagi-perempuan-dan-anak-korban-kekerasan-melalui-dana-alokasi-khusus-dak>

⁴⁹⁵⁶ Interpreting RA Kartini's Struggle, Women Have the Right to Take an Active Role and Develop According to Their Own Choices, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 24 April 2021. Access Date: 27 April 2021. [kemenpppa.go.id/index.php/page/read/29/3160/memaknai-perjuangan-ra-kartini-perempuan-berhak-berperan-aktif-dan-berkembang-sesuai-pilihannya-sendiri](https://www.kemenpppa.go.id/index.php/page/read/29/3160/memaknai-perjuangan-ra-kartini-perempuan-berhak-berperan-aktif-dan-berkembang-sesuai-pilihannya-sendiri)

⁴⁹⁵⁷ Interpreting RA Kartini's Struggle, Women Have the Right to Take an Active Role and Develop According to Their Own Choices, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 24 April 2021. Access Date: 27 April 2021. [kemenpppa.go.id/index.php/page/read/29/3160/memaknai-perjuangan-ra-kartini-perempuan-berhak-berperan-aktif-dan-berkembang-sesuai-pilihannya-sendiri](https://www.kemenpppa.go.id/index.php/page/read/29/3160/memaknai-perjuangan-ra-kartini-perempuan-berhak-berperan-aktif-dan-berkembang-sesuai-pilihannya-sendiri)

⁴⁹⁵⁸ Realizing Women's Economic Empowerment in Gender-Based MSMEs, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 25 April 2021. Access Date: 27 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3162/wujudkan-pemberdayaan-perkonomian-perempuan-dalam-umkm-berbasis-gender#>

⁴⁹⁵⁹ Realizing Women's Economic Empowerment in Gender-Based MSMEs, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 25 April 2021. Access Date: 27 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3162/wujudkan-pemberdayaan-perkonomian-perempuan-dalam-umkm-berbasis-gender#>

⁴⁹⁶⁰ Realizing Women's Economic Empowerment in Gender-Based MSMEs, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 25 April 2021. Access Date: 27 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3162/wujudkan-pemberdayaan-perkonomian-perempuan-dalam-umkm-berbasis-gender#>

⁴⁹⁶¹ Empowerment of Women the Key to Success of National Development, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 25 April 2021. Access Date: 27 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3164/pemberdayaan-perempuan-kunci-keberhasilan-pembangunan-nasional>

women, especially female entrepreneurs.⁴⁹⁶² She affirmed Indonesia's commitment to empowering women in entrepreneurship as outlined in Indonesia's 2020-2024 National Medium-Term Development Plan.⁴⁹⁶³ Minister Puspayoga suggested that women should be more included in "national economic recovery."⁴⁹⁶⁴ The webinar affirmed Indonesia's commitment to "increasing women's empowerment in entrepreneurship" as outlined in the existing 2020-2024 National Medium-Term Development Plan.⁴⁹⁶⁵ Furthermore, Minister Puspayoga also emphasized that increasing women's "access and skills" to information and communication technology is essential for the empowerment of female entrepreneurs.⁴⁹⁶⁶ The webinar also discussed "data and information on the progress and challenges of Indonesian women in various fields of development," which includes economic participation.⁴⁹⁶⁷

On 28 April, Minister Puspayoga attended a virtual public meeting with the Association for the Development of Women's Resources.⁴⁹⁶⁸ During the meeting, Minister Puspayoga affirmed Indonesia's commitment to increasing women's economic participation and spoke to several women involved in local initiatives to improve women's engagement in "entrepreneurship, cooperatives and digital literacy."⁴⁹⁶⁹ Deputy for Gender Equality Lenny N. Rosalin also discussed future collaboration with "women survivors of violence, women survivors of disasters and women heads of families" to inspire other women and encourage them to participate in the economic sector.⁴⁹⁷⁰

On 26 May 2021, Minister Puspayoga affirmed Indonesia's commitment to women's economic empowerment following the ceremony handing over the chairmanship of the ASEAN Women Entrepreneurship Network from Thailand to Indonesia.⁴⁹⁷¹ In particular, she supports the main goals of the women's network which include training female entrepreneurs and workers and encouraging

⁴⁹⁶² Empowerment of Women the Key to Success of National Development, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 25 April 2021. Access Date: 27 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3164/pemberdayaan-perempuan-kunci-keberhasilan-pembangunan-nasional>

⁴⁹⁶³ Empowerment of Women the Key to Success of National Development, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 25 April 2021. Access Date: 27 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3164/pemberdayaan-perempuan-kunci-keberhasilan-pembangunan-nasional>

⁴⁹⁶⁴ Empowerment of Women the Key to Success of National Development, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 25 April 2021. Access Date: 27 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3164/pemberdayaan-perempuan-kunci-keberhasilan-pembangunan-nasional>

⁴⁹⁶⁵ Empowerment of Women the Key to Success of National Development, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 25 April 2021. Access Date: 27 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3164/pemberdayaan-perempuan-kunci-keberhasilan-pembangunan-nasional>

⁴⁹⁶⁶ Continue Kartini's Ideal, Women are Required to Be Technologically Skilled, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 25 April 2021. Access Date: 27 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3163/lanjutkan-cita-cita-kartini-perempuan-dituntut-terampil-teknologi>

⁴⁹⁶⁷ Continue Kartini's Ideal, Women are Required to Be Technologically Skilled, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 25 April 2021. Access Date: 27 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3163/lanjutkan-cita-cita-kartini-perempuan-dituntut-terampil-teknologi>

⁴⁹⁶⁸ Optimizing Women's Economic Participation to Improve the National Economy, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 29 April 2021. Access Date: 29 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3171/optimalisasi-partisipasi-ekonomi-perempuan-tingkatkan-perekonomian-nasional>

⁴⁹⁶⁹ Optimizing Women's Economic Participation to Improve the National Economy, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 29 April 2021. Access Date: 29 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3171/optimalisasi-partisipasi-ekonomi-perempuan-tingkatkan-perekonomian-nasional>

⁴⁹⁷⁰ Optimizing Women's Economic Participation to Improve the National Economy, Ministry of Women Empowerment and Child Protection Republic of Indonesia (Jakarta) 29 April 2021. Access Date: 29 April 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3171/optimalisasi-partisipasi-ekonomi-perempuan-tingkatkan-perekonomian-nasional>

⁴⁹⁷¹ The Ministry of PPPA Supports the Realization of Women's Economic Empowerment at the ASEAN Level, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Jakarta) 26 May 2021. Access Date: 27 July 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3209/kemen-pppa-dukung-terwujudnya-pemberdayaan-ekonomi-perempuan-di-tingkat-asean>

women's financial inclusion and literacy.⁴⁹⁷² This is a form of women empowerment as it promotes knowledge sharing among ASEAN nations with the purpose of encouraging women's economic participation and entrepreneurship.⁴⁹⁷³

On 8 June 2021, the Ministry of Women Empowerment and Child Protection and the Ministry of Villages, Development of Disadvantaged Regions and Transmigration held a meeting to coordinate actions for the Women Friendly Villages and Care for Children that was announced in November 2020.⁴⁹⁷⁴ The meeting discussed the metrics of success for these villages, which included "increasing women entrepreneurs in villages" and "women's representation in village structures." Minister Puspayoga also spoke with village heads to discuss possible ways to empower women through their work in micro, small and medium enterprises and tourism villages.⁴⁹⁷⁵ This meeting served as a way to empower women as it discussed methods of measuring and increasing women's participation in labour and entrepreneurship.⁴⁹⁷⁶

On 10 June 2021, the Ministry of Women Empowerment and Child Protection held a press release encouraging women who are victims of sexual assault to report their cases to law enforcement and seek medical assistance.⁴⁹⁷⁷ Deputy for the Protection of Women's Rights Ratna Susianawati recommended that victims of sexual assault report their case to the Regional Technical Implementation Unit for the Protection of Women and Children or the hotline Friends of Women and Children.⁴⁹⁷⁸ Deputy Susianawati emphasized that women who are victims of sexual violence should speak out despite the negative stigma that women may face. She also that the House of Representatives of the Republic of Indonesia are working on a regulation with the aim of preventing

⁴⁹⁷² The Ministry of PPPA Supports the Realization of Women's Economic Empowerment at the ASEAN Level, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Jakarta) 26 May 2021. Access Date: 27 July 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3209/kemen-pppa-dukung-terwujudnya-pemberdayaan-ekonomi-perempuan-di-tingkat-asean>

⁴⁹⁷³ The Ministry of PPPA Supports the Realization of Women's Economic Empowerment at the ASEAN Level, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Jakarta) 26 May 2021. Access Date: 27 July 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3209/kemen-pppa-dukung-terwujudnya-pemberdayaan-ekonomi-perempuan-di-tingkat-asean>

⁴⁹⁷⁴ A Village Friendly for Women and Caring for Children, Build Indonesia From a Village, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Jakarta) 8 June 2021. Access Date: 27 July 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3225/desa-ramah-perempuan-dan-peduli-anak-bangun-indonesia-dari-desa>

⁴⁹⁷⁵ A Village Friendly for Women and Caring for Children, Build Indonesia From a Village, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Jakarta) 8 June 2021. Access Date: 27 July 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3225/desa-ramah-perempuan-dan-peduli-anak-bangun-indonesia-dari-desa>

⁴⁹⁷⁶ A Village Friendly for Women and Caring for Children, Build Indonesia From a Village, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Jakarta) 8 June 2021. Access Date: 27 July 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3225/desa-ramah-perempuan-dan-peduli-anak-bangun-indonesia-dari-desa>

⁴⁹⁷⁷ Kemen PPPA: Don't be Afraid, Report Sexual Violence Cases to the SAPA129 Service Hotline!, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Jakarta) 11 June 2021. Access Date: 27 July 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3231/kemen-pppa-jangan-takut-laporkan-kasus-kekerasan-seksual-ke-hotline-layanan-sapa129>

⁴⁹⁷⁸ Kemen PPPA: Don't be Afraid, Report Sexual Violence Cases to the SAPA129 Service Hotline!, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Jakarta) 11 June 2021. Access Date: 27 July 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3231/kemen-pppa-jangan-takut-laporkan-kasus-kekerasan-seksual-ke-hotline-layanan-sapa129>

and addressing sexual assault cases.⁴⁹⁷⁹ This press release aims to help women escape violence, which is a major barrier to women's economic participation.⁴⁹⁸⁰

On 29 June 2021, Deputy for Gender Equality at the Ministry of Women Empowerment and Child Protection Lenny N Rosalin attended a virtual conference discussing sustainable development goals and women's economic empowerment.⁴⁹⁸¹ At the meeting, Deputy Rosalin emphasized the need to continue implementing its existing Gender Mainstreaming Strategy and use its Gender Responsive Budget to reduce the gender gap, specifically concerning economic participation.⁴⁹⁸²

On 21 July 2021, the Ministry of Women Empowerment and Child Protection is partnering with PT Permodalan Nasional Madani (PNM), which is a company that offers financial services.⁴⁹⁸³ They are partnering in order to facilitate "financing for underprivileged women."⁴⁹⁸⁴ This partnership is a part of PNM's Economic Empowerment Program.⁴⁹⁸⁵ At a virtual launch of the program, Minister Puspayoga acknowledged that "women's economic powerlessness" often a common factor among women who are victims of gender-based violence. Through the partnership, the Ministry also distributed information on gender equality to be distributed to human resources professionals and

⁴⁹⁷⁹ Kemen PPPA: Don't be Afraid, Report Sexual Violence Cases to the SAPA129 Service Hotline!, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Jakarta) 11 June 2021. Access Date: 27 July 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3231/kemen-pppa-jangan-takut-laporkan-kasus-kekerasan-seksual-ke-hotline-layanan-sapa129>

⁴⁹⁸⁰ Kemen PPPA: Don't be Afraid, Report Sexual Violence Cases to the SAPA129 Service Hotline!, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Jakarta) 11 June 2021. Access Date: 27 July 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3231/kemen-pppa-jangan-takut-laporkan-kasus-kekerasan-seksual-ke-hotline-layanan-sapa129>

⁴⁹⁸¹ Encourage Gender Mainstreaming in Every SDG's Goals, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Jakarta) 30 June 2021. Access Date: 27 July 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3261/dorong-pengarusutamaan-gender-di-setiap-tujuan-sdg-s>

⁴⁹⁸² Encourage Gender Mainstreaming in Every SDG's Goals, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Jakarta) 30 June 2021. Access Date: 27 July 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3261/dorong-pengarusutamaan-gender-di-setiap-tujuan-sdg-s>

⁴⁹⁸³ Kemen PPPA and PT PNM Increase the Capacity of Women's Empowerment and Child Protection for Human Resources Assisting in Economic Empowerment Programs, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Jakarta) 21 July 2021. Access Date: 27 July 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3288/kemen-pppa-dan-pt-pnm-tingkatkan-kapasitas-pemberdayaan-perempuan-dan-perlindungan-anak-bagi-sdm-pendamping-program-pemberdayaan-ekonomi><https://www.kemenpppa.go.id/index.php/page/read/29/3288/kemen-pppa-dan-pt-pnm-tingkatkan-kapasitas-pemberdayaan-perempuan-dan-perlindungan-anak-bagi-sdm-pendamping-program-pemberdayaan-ekonomi>

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customers at PNM locations. This partnership is a form of women's economic empowerment since it aims to give women economic agency.⁴⁹⁸⁶

On 26 May 2021, Minister Puspayoga affirmed Indonesia's commitment to women's economic empowerment following the ceremony handing over the chairmanship of the ASEAN Women Entrepreneurship Network from Thailand to Indonesia.⁴⁹⁸⁷ In particular, she supports the main goals of the women's network which include training female entrepreneurs and workers and encouraging women's financial inclusion and literacy. This is a form of women empowerment as it promotes knowledge sharing among ASEAN nations with the purpose of encouraging women's economic participation and entrepreneurship.⁴⁹⁸⁸

On 8 June 2021, the Ministry of Women Empowerment and Child Protection and the Ministry of Villages, Development of Disadvantaged Regions and Transmigration held a meeting to coordinate actions for the Women Friendly Villages and Care for Children that was announced in November 2020.⁴⁹⁸⁹ The meeting discussed the metrics of success for these villages, which included "increasing women entrepreneurs in villages" and "women's representation in village structures." Minister Puspayoga also spoke with village heads to discuss possible ways to empower women through their work in micro, small and medium enterprises and tourism villages.⁴⁹⁹⁰ This meeting served as a way to empower women as it discussed methods of measuring and increasing women's participation in labour and entrepreneurship.⁴⁹⁹¹

On 10 June 2021, the Ministry of Women Empowerment and Child Protection held a press release encouraging women who are victims of sexual assault to report their cases to law enforcement and seek medical assistance. Deputy Susianawati recommended that victims of sexual assault report their case to the Regional Technical Implementation Unit for the Protection of Women and Children or

⁴⁹⁸⁶ Kemen PPPA and PT PNM Increase the Capacity of Women's Empowerment and Child Protection for Human Resources Assisting in Economic Empowerment Programs (Jakarta) 21 July 2021. Access Date: 27 July 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3288/kemen-pppa-dan-pt-pnm-tingkatkan-kapasitas-pemberdayaan-perempuan-dan-perindungan-anak-bagi-sdm-pendamping-program-pemberdayaan-ekonomi>

⁴⁹⁸⁷ The Ministry of PPPA Supports the Realization of Women's Economic Empowerment at the ASEAN Level, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Jakarta) 26 May 2021. Access Date: 27 July 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3209/kemen-pppa-dukung-terwujudnya-pemberdayaan-ekonomi-perempuan-di-tingkat-asean>

⁴⁹⁸⁸ The Ministry of PPPA Supports the Realization of Women's Economic Empowerment at the ASEAN Level, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Jakarta) 26 May 2021. Access Date: 27 July 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3209/kemen-pppa-dukung-terwujudnya-pemberdayaan-ekonomi-perempuan-di-tingkat-asean>

⁴⁹⁸⁹ A Village Friendly for Women and Caring for Children, Build Indonesia From a Village, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Jakarta) 8 June 2021. Access Date: 27 July 2021.

<https://www.kemenpppa.go.id/index.php/page/read/29/3225/desa-ramah-perempuan-dan-peduli-anak-bangun-indonesia-dari-desa>

⁴⁹⁹⁰ A Village Friendly for Women and Caring for Children, Build Indonesia From a Village, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Jakarta) 8 June 2021. Access Date: 27 July 2021.

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the hotline Friends of Women and Children.⁴⁹⁹² Deputy Susianawati emphasized that women who are victims of sexual violence should speak out despite the negative stigma that women may face. She also said that the House of Representatives of Indonesia are working on a regulation with the aim of preventing and addressing sexual assault cases. This press release aims to help women escape violence, which is a major barrier to women's economic participation.⁴⁹⁹³

On 29 June 2021, Deputy Rosalin attended a virtual conference discussing sustainable development goals and women's economic empowerment.⁴⁹⁹⁴ At the meeting, Deputy Rosalin emphasized the need to continue implementing its existing Gender Mainstreaming Strategy and use its Gender Responsive Budget to reduce the gender gap, specifically concerning economic participation.⁴⁹⁹⁵

On 21 July 2021, the Ministry of Women Empowerment and Child Protection is partnering with PT PNM, which is a company that offers financial services.⁴⁹⁹⁶ They are partnering in order to facilitate "financing for underprivileged women."⁴⁹⁹⁷ This partnership is a part of PNM's Economic Empowerment Program.⁴⁹⁹⁸ At a virtual launch of the program, Minister Puspayoga acknowledged that "women's economic powerlessness" often a common factor among women who are victims of

⁴⁹⁹² Kemen PPPA: Don't be Afraid, Report Sexual Violence Cases to the SAPA129 Service Hotline!, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Jakarta) 11 June 2021. Access Date: 27 July 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3231/kemen-pppa-jangan-takut-laporkan-kasus-kekerasan-seksual-ke-hotline-layanan-sapa129>

⁴⁹⁹³ Kemen PPPA: Don't be Afraid, Report Sexual Violence Cases to the SAPA129 Service Hotline!, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Jakarta) 11 June 2021. Access Date: 27 July 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3231/kemen-pppa-jangan-takut-laporkan-kasus-kekerasan-seksual-ke-hotline-layanan-sapa129>

⁴⁹⁹⁴ Encourage Gender Mainstreaming in Every SDG's Goals, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Jakarta) 30 June 2021. Access Date: 27 July 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3261/dorong-pengarusutamaan-gender-di-setiap-tujuan-sdg-s>

⁴⁹⁹⁵ Encourage Gender Mainstreaming in Every SDG's Goals, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Jakarta) 30 June 2021. Access Date: 27 July 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3261/dorong-pengarusutamaan-gender-di-setiap-tujuan-sdg-s>

⁴⁹⁹⁶ Kemen PPPA and PT PNM Increase the Capacity of Women's Empowerment and Child Protection for Human Resources Assisting in Economic Empowerment Programs, Ministry of Empowerment of Women and Child Protection Republic of Indonesia (Jakarta) 21 July 2021. Access Date: 27 July 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3288/kemen-pppa-dan-pt-pnm-tingkatkan-kapasitas-pemberdayaan-perempuan-dan-perlindungan-anak-bagi-sdm-pendamping-program-pemberdayaan-ekonomi>

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gender-based violence.⁴⁹⁹⁹ Through the partnership, the Ministry also distributed information on gender equality to be distributed to human resources professionals and customers at PNM locations. This partnership is a form of women's economic empowerment since it aims to give women economic agency.⁵⁰⁰⁰

On 5 August 2021, the Ministry of Women Empowerment and Child Protection launched two training programs for women.⁵⁰⁰¹ It launched the Gender Perspective Entrepreneurship Training Program for Vulnerable Women and the Rural Women's Leadership Training Program.⁵⁰⁰² The programs aim to equip women with the tools to become leaders, with a focus on women in rural areas in order to create villages that are safe for women and children.⁵⁰⁰³ This is a form of empowering women economically, including in entrepreneurship, as it aims to give women the tools to become entrepreneurs and encourage them to take leadership roles in the workforce.⁵⁰⁰⁴ The Ministry also inaugurated the Service and Complaints Room for Friends of Women and Children which aims to provide various services to women and children experiencing violence including mental health support and paralegal services.⁵⁰⁰⁵ The creation of this room aims to help women escape violence, which is a barrier to women's economic participation.⁵⁰⁰⁶ Thus, the creation of this

⁴⁹⁹⁹ Kemen PPPA and PT PNM Increase the Capacity of Women's Empowerment and Child Protection for Human Resources Assisting in Economic Empowerment Programs (Jakarta) 21 July 2021. Access Date: 27 July 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3288/kemen-pppa-dan-pt-pnm-tingkatkan-kapasitas-pemberdayaan-perempuan-dan-perindungan-anak-bagi-sdm-pendamping-program-pemberdayaan-ekonomi>

⁵⁰⁰⁰ Kemen PPPA and PT PNM Increase the Capacity of Women's Empowerment and Child Protection for Human Resources Assisting in Economic Empowerment Programs (Jakarta) 21 July 2021. Access Date: 27 July 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3288/kemen-pppa-dan-pt-pnm-tingkatkan-kapasitas-pemberdayaan-perempuan-dan-perindungan-anak-bagi-sdm-pendamping-program-pemberdayaan-ekonomi>

⁵⁰⁰¹ Ministry of PPPA Launches Entrepreneurship and Leadership Training for Rural Women, Encourages the Realization of Women-Friendly Villages and Cares for Children (Jakarta) 5 August 2021. Access Date: 10 September 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3325/kemen-pppa-luncurkan-pelatihan-kewirausahaan-dan-kepemimpinan-perempuan-perdesaan-dorong-terwujudnya-desa-ramah-perempuan-dan-peduli-anak>

⁵⁰⁰² Ministry of PPPA Launches Entrepreneurship and Leadership Training for Rural Women, Encourages the Realization of Women-Friendly Villages and Cares for Children (Jakarta) 5 August 2021. Access Date: 10 September 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3325/kemen-pppa-luncurkan-pelatihan-kewirausahaan-dan-kepemimpinan-perempuan-perdesaan-dorong-terwujudnya-desa-ramah-perempuan-dan-peduli-anak>

⁵⁰⁰³ Ministry of PPPA Launches Entrepreneurship and Leadership Training for Rural Women, Encourages the Realization of Women-Friendly Villages and Cares for Children (Jakarta) 5 August 2021. Access Date: 10 September 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3325/kemen-pppa-luncurkan-pelatihan-kewirausahaan-dan-kepemimpinan-perempuan-perdesaan-dorong-terwujudnya-desa-ramah-perempuan-dan-peduli-anak>

⁵⁰⁰⁴ Ministry of PPPA Launches Entrepreneurship and Leadership Training for Rural Women, Encourages the Realization of Women-Friendly Villages and Cares for Children (Jakarta) 5 August 2021. Access Date: 10 September 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3325/kemen-pppa-luncurkan-pelatihan-kewirausahaan-dan-kepemimpinan-perempuan-perdesaan-dorong-terwujudnya-desa-ramah-perempuan-dan-peduli-anak>

⁵⁰⁰⁵ Ministry of PPPA Opens Doors for Service and Complaints for Friends of Women and Children (Jakarta) 5 August 2021. Access Date: 11 September 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3324/kemen-pppa-buka-pintu-pelayanan-dan-pengaduan-sahabat-perempuan-dan-anak-sapa>

⁵⁰⁰⁶ Ministry of PPPA Opens Doors for Service and Complaints for Friends of Women and Children (Jakarta) 5 August 2021. Access Date: 11 September 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3324/kemen-pppa-buka-pintu-pelayanan-dan-pengaduan-sahabat-perempuan-dan-anak-sapa>

room is a form of women's economic empowerment as it aims to reduce barriers to women's economic participation.⁵⁰⁰⁷

On 6 August 2021, the Ministry of Women Empowerment and Child Protection held a meeting with Indonesia's National Commission on Women, the United Nations Population Fund Indonesia and other community organizations.⁵⁰⁰⁸ The meeting was held as a commemoration of Indonesia's ratification of the Convention on the Elimination of All Forms of Discrimination Against Women in 1984.⁵⁰⁰⁹ Assistant Deputy for Services for Women Victims of Violence Margareth Robin emphasized the Indonesian government's commitment to reducing instances of violence against women and helping female victims of violence.⁵⁰¹⁰ This meeting is a form of women's economic empowerment as it discussed reducing violence against women, which is a major barrier to women's economic participation.⁵⁰¹¹

On 12 August 2021, the Ministry of Women Empowerment and Child Protection launched the Sispreneur Program for Business Management Incubation.⁵⁰¹² The program was created in collaboration with PT XL Axiata, an organization that aims to educate female entrepreneurs on digital marketing to encourage women's participation in business.⁵⁰¹³ This program was created to give 1,000 female entrepreneurs expertise in management and in digital marketing.⁵⁰¹⁴ Hence, this program aims to empower women to participate in the economy and in entrepreneurship.⁵⁰¹⁵

On 14 August 2021, Minister Puspayoga attended and made opening remarks at the 2021 Kowani Fair Online Event.⁵⁰¹⁶ The event aims to encourage female owners of micro, small and medium

⁵⁰⁰⁷ Ministry of PPPA Opens Doors for Service and Complaints for Friends of Women and Children (Jakarta) 5 August 2021. Access Date: 11 September 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3324/kemen-pppa-buka-pintu-pelayanan-dan-pengaduan-sahabat-perempuan-dan-anak-sapa>

⁵⁰⁰⁸ 37 Years of Ratification of CEDAW, Protect and Fulfill the Rights of Women Victims of Sexual Violence! (Jakarta) 6 August 2021. Access Date: 11 September 2021. [kemenpppa.go.id/index.php/page/read/29/3327/37-tahun-ratifikasi-cedaw-lindungi-dan-penuhi-hak-perempuan-korban-kekerasan-seksual](https://www.kemenpppa.go.id/index.php/page/read/29/3327/37-tahun-ratifikasi-cedaw-lindungi-dan-penuhi-hak-perempuan-korban-kekerasan-seksual)

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⁵⁰¹² Sispreneur 2021, Increase Access to Digital Marketing for Women Entrepreneurs (Jakarta) 12 August 2021. Access Date: 11 September 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3342/sispreneur-2021-tingkatkan-akses-pemasaran-digital-bagi-pelaku-usaha-perempuan>

⁵⁰¹³ Sispreneur 2021, Increase Access to Digital Marketing for Women Entrepreneurs (Jakarta) 12 August 2021. Access Date: 11 September 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3342/sispreneur-2021-tingkatkan-akses-pemasaran-digital-bagi-pelaku-usaha-perempuan>

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⁵⁰¹⁶ Digitizing Women Entrepreneurs of SMEs, Encouraging National Economic Recovery During the COVID-19 Pandemic (Jakarta) 14 August 2021. Access Date: 11 September 2021.

<https://www.kemenpppa.go.id/index.php/page/read/29/3347/digitalisasi-perempuan-pelaku-umkm-dorong-pemulihan-ekonomi-nasional-di-masa-pandemi-covid-19>

enterprises to participate in the global digital market to support the national economy.⁵⁰¹⁷ This is a form of women's empowerment in entrepreneurship and the economy as it encourages female entrepreneurs to expand and contribute to Indonesia's economic recovery.⁵⁰¹⁸

On 26 August 2021, Minister of Women Empowerment and Child Protection Bintang Puspayoga attended the G20 Ministerial Conference on Women's Empowerment.⁵⁰¹⁹ The conference highlighted the need to empower women in the fields of science, technology, engineering and mathematics and decrease the gender gap in financial and digital literacy. This conference is a form of women's economic empowerment as its aim is to support women in various sectors of the economy.⁵⁰²⁰

On 7 September 2021, the Ministry of Women Empowerment and Child Protection collaborated with e-commerce company Tokopedia to create a virtual training program for women. The training program would help women create an online business using the Tokopedia website.⁵⁰²¹ This program promotes women empowerment and entrepreneurship as it aims to give equip women with the knowledge to become entrepreneurs and become active members of the labour force.⁵⁰²²

Indonesia has fully complied with its commitment to removing barriers to the extent and quality of women's participation in the labour market and economy through virtual conferences and webinars acknowledging these gender-based barriers and affirming support. Indonesia has also promoted women's engagement and success in entrepreneurship since the particular topics were covered extensively during the aforementioned discussions.

Thus, Indonesia receives a score of +1.

Analyst: Veronique Nuqui

⁵⁰¹⁷ Digitizing Women Entrepreneurs of SMEs, Encouraging National Economic Recovery During the COVID-19 Pandemic (Jakarta) 14 August 2021. Access Date: 11 September 2021.

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⁵⁰¹⁸ Digitizing Women Entrepreneurs of SMEs, Encouraging National Economic Recovery During the COVID-19 Pandemic (Jakarta) 14 August 2021. Access Date: 11 September 2021.

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⁵⁰¹⁹ Attending G20 Women's Empowerment, Minister Bintang: Strengthening Commitment to Realizing Gender Equality in the Fields of Science, Technology, Engineering, and Mathematics (Jakarta) 26 August 2021. Access Date: 11 September 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3363/hadiri-g20-women-s-empowerment-menteri-bintang-perkuat-komitmen-wujudkan-kesetaraan-gender-di-bidang-ilmu-pengetahuan-teknologi-teknik-dan-matematika>

⁵⁰²⁰ Attending G20 Women's Empowerment, Minister Bintang: Strengthening Commitment to Realizing Gender Equality in the Fields of Science, Technology, Engineering, and Mathematics (Jakarta) 26 August 2021. Access Date: 11 September 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3363/hadiri-g20-women-s-empowerment-menteri-bintang-perkuat-komitmen-wujudkan-kesetaraan-gender-di-bidang-ilmu-pengetahuan-teknologi-teknik-dan-matematika>

⁵⁰²¹ Strengthening Women's Economic Empowerment, Kemen PPPA Held Online Business Training for MSME Women with Tokopedia (Jakarta) 7 September 2021. Access Date: 9 September 2021.

<https://www.kemenpppa.go.id/index.php/page/read/29/3379/perkuat-pemberdayaan-ekonomi-perempuan-kemen-pppa-gelar-pelatihan-bisnis-online-bagi-perempuan-umkm-bersama-tokopedia>

⁵⁰²² Strengthening Women's Economic Empowerment, Kemen PPPA Held Online Business Training for MSME Women with Tokopedia (Jakarta) 7 September 2021. Access Date: 9 September 2021.

<https://www.kemenpppa.go.id/index.php/page/read/29/3379/perkuat-pemberdayaan-ekonomi-perempuan-kemen-pppa-gelar-pelatihan-bisnis-online-bagi-perempuan-umkm-bersama-tokopedia>

Italy: 0

Italy has partially complied with its commitment to remove the barriers to women's economic participation and entrepreneurship.

On 29 January 2021, the Ministry of Labor and Social Policies announced that it will be holding its first two-day long meeting for the Employment Working Group of 2021 on 15 February 2021.⁵⁰²³ The meeting aims to discuss two of the three themes relating to work and social policies; female employment and the strengthening of social protection systems.⁵⁰²⁴ In particular, “the promotion of quality job opportunities for women, the reduction of the pay gap and the creation of a favourable environment for female entrepreneurship.”⁵⁰²⁵ This meeting is being held in order to invite members of the group to express their opinions and form proposals for the final documents that will be presented at the summit of the Ministers of Labor and Social policies on 23 June 2021, in Catania.⁵⁰²⁶

On 9 February 2021, the Ministry of Finance announced the Recovery and Resilience Plan (RRP).⁵⁰²⁷ The RRP aims to define actions and interventions through the mobilization of EUR300 billion, in order to overcome the economic and social impact of the COVID-19 pandemic.⁵⁰²⁸ Almost half a million jobs were lost due to the COVID-19 pandemic and of those 70 per cent were held by women.⁵⁰²⁹ The RRP will focus on kickstarting Italy's economy and increasing growth and employment rates while simultaneously paying close attention to gender inequality.⁵⁰³⁰

On 21 February 2021, representatives from Italy attended an online meeting alongside 56 representatives from Argentina, Belgium, Canada, France, Hungary, Russia, Japan, Korea, Romania, Slovenia, the United Kingdom, the United States, the European Commission, the International Atomic Energy Agency, and the Organisation for Economic Co-operation and Development to discuss increasing the number of women in the nuclear power industry.⁵⁰³¹

On 23 February 2021, INPS announced clarifications to their 2021 Budget Law.⁵⁰³² The law aims to provide employers with a monetary benefit of up to EUR6,000 as an incentive to hire disadvantaged workers.⁵⁰³³ This includes “women at least 50 years of age and unemployed for over 12 months; women of any age, residing in regions eligible for funding under the structural funds of the European Union who have not been in regular paid employment for at least 6 months; women of any age who

⁵⁰²³ Employment Working Group 2021, Ministry of Labor and Social Policies (Rome) 29 January 2021. Access Date: 20 March 2021. <https://www.lavoro.gov.it/notizie/pagine/employment-working-group-2021.aspx/>

⁵⁰²⁴ Employment Working Group 2021, Ministry of Labor and Social Policies (Rome) 29 January 2021. Access Date: 20 March 2021. <https://www.lavoro.gov.it/notizie/pagine/employment-working-group-2021.aspx/>

⁵⁰²⁵ Employment Working Group 2021, Ministry of Labor and Social Policies (Rome) 29 January 2021. Access Date: 20 March 2021. <https://www.lavoro.gov.it/notizie/pagine/employment-working-group-2021.aspx/>

⁵⁰²⁶ Employment Working Group 2021, Ministry of Labor and Social Policies (Rome) 29 January 2021. Access Date: 20 March 2021. <https://www.lavoro.gov.it/notizie/pagine/employment-working-group-2021.aspx/>

⁵⁰²⁷ The Recovery and Resilience Plan: Next Generation Italia, Ministry of Finance (Rome) 9 February 2021. Access Date: 20 March 2021. <https://www.mef.gov.it/en/focus/The-Recovery-and-Resilience-Plan-Next-Generation-Italia/>

⁵⁰²⁸ The Recovery and Resilience Plan: Next Generation Italia, Ministry of Finance (Rome) 9 February 2021. Access Date: 20 March 2021. <https://www.mef.gov.it/en/focus/The-Recovery-and-Resilience-Plan-Next-Generation-Italia/>

⁵⁰²⁹ The Recovery and Resilience Plan: Next Generation Italia, Ministry of Finance (Rome) 9 February 2021. Access Date: 20 March 2021. <https://www.mef.gov.it/en/focus/The-Recovery-and-Resilience-Plan-Next-Generation-Italia/>

⁵⁰³⁰ The Recovery and Resilience Plan: Next Generation Italia, Ministry of Finance (Rome) 9 February 2021. Access Date: 20 March 2021. <https://www.mef.gov.it/en/focus/The-Recovery-and-Resilience-Plan-Next-Generation-Italia/>

⁵⁰³¹ Online meeting on increasing the number of women in nuclear positions was held, Eurasian Women's Forum (Moscow) 21 February 2021. Access Date: 21 March 2021. [https://eawf.ru/news/novosti-soveta-ezhf/sostoyalos-onlayn-soveshchanie-po-uvlicheniyu-chisla-zhenshchin-v-yadernoy-energetike-/](https://eawf.ru/news/novosti-soveta-ezhf/sostoyalos-onlayn-soveshchanie-po-uvlicheniyu-chisla-zhenshchin-v-yadernoy-energetike/)

⁵⁰³² Contribution waiver for hiring women, Ministry of Labor and Social Policies (Rome) 23 February 2021. Access Date: 10 March 2021. <https://www.lavoro.gov.it/notizie/Pagine/Esonero-contributivo-per-assunzione-donne.aspx>

⁵⁰³³ Contribution waiver for hiring women, Ministry of Labor and Social Policies (Rome) 23 February 2021. Access Date: 10 March 2021. <https://www.lavoro.gov.it/notizie/Pagine/Esonero-contributivo-per-assunzione-donne.aspx>

carry out professions or work activities in economic sectors characterized by a marked employment disparity by gender and who have not been in regularly paid employment for at least 6 months; women of any age, resident everywhere and without regular paid employment for at least 24 months.”⁵⁰³⁴ The INPS recognizes incentivized employment relationships such as “fixed term hiring; permanent hiring; and permanent transformations of a previous facilitated relationship.”⁵⁰³⁵

On 8 April 2021, Minister of Labor and Social Policies Andrea Orlando met with the National Councillor for Equality, Francesca Bagni Cipriani to address the issue of female employment.⁵⁰³⁶

On 23 April 2021, Minister Orlando sent a letter to the Ministry inviting them to take the appropriate action to ensure the widest participation of women in the governing bodies of institutions and representative assemblies.⁵⁰³⁷

On 7 May 2021, President Mario Draghi spoke at the Porto Social Summit and announced the investment of EUR6 billion to the Employment and Skills Program as part of the Recovery and Resilience Plan.⁵⁰³⁸ This program is designed to “train and retrain those who need to change jobs or are in search of their first occupation,” and help reduce the gender employment gap and inequity.⁵⁰³⁹

On 22 June 2021, the Ministers of Education and Labor met in a joint session and adopted the final Declaration of the G20 Labor Ministers.⁵⁰⁴⁰ The Italian Presidency has three main themes: “female employment and gender disparities in the labor market, adaptation of social protection systems to changes taking place, regulation of increasingly widespread forms of work such as remote and digital platforms.”⁵⁰⁴¹ The goal is to reduce the gender wage gap, increase female participation by 25 per cent by 2050, promote social protection, and combat gender stereotypes.⁵⁰⁴²

On 5 August 2021, the Ministry of Economic Development outlined the pillars of the 2021 Italian Presidency. The Italian Presidency will focus on a quick recovery from the pandemic that addresses

⁵⁰³⁴ Contribution waiver for hiring women, Ministry of Labor and Social Policies (Rome) 23 February 2021. Access Date: 10 March 2021. <https://www.lavoro.gov.it/notizie/Pagine/Esonero-contributivo-per-assunzione-donne.aspx>

⁵⁰³⁵ Contribution waiver for hiring women, Ministry of Labor and Social Policies (Rome) 23 February 2021. Access Date: 10 March 2021. <https://www.lavoro.gov.it/notizie/Pagine/Esonero-contributivo-per-assunzione-donne.aspx>

⁵⁰³⁶ Minister Orlando meets National Councillor for Equality, Ministry of Labor and Social Policies (Rome) 8 April 2021. Access Date: 28 April 2021. <https://www.lavoro.gov.it/stampa-e-media/Comunicati/Pagine/Ministro-Orlando-incontra-Consigliera-Nazionale-di-Parita.aspx>

⁵⁰³⁷ Orlando sends a letter to supervised bodies for gender equality in governing bodies and representative assemblies, Ministry of Labor and Social Policies (Rome) 23 April 2021. Access Date: 28 March 2021. <https://www.lavoro.gov.it/stampa-e-media/Comunicati/Pagine/Orlando-invia-lettera-a-Enti-vigilati-per-parita-di-genere.aspx>

⁵⁰³⁸ Porto Social Summit, L'intervento del Presidente Draghi alla tavola rotonda “Employment and Jobs”, Ministry and Labor and Social Policies (Rome) 7 May 2021. Access Date: 24 July 2021. <https://www.governo.it/it/articolo/porto-social-summit-lintervento-del-presidente-draghi-alla-tavola-rotonda-employment-and>

⁵⁰³⁹ Porto Social Summit, L'intervento del Presidente Draghi alla tavola rotonda “Employment and Jobs”, Ministry and Labor and Social Policies (Rome) 7 May 2021. Access Date: 24 July 2021. <https://www.governo.it/it/articolo/porto-social-summit-lintervento-del-presidente-draghi-alla-tavola-rotonda-employment-and>

⁵⁰⁴⁰ G20: summary Final declaration by the Labor Ministers, Ministry of Labor and Social Policies (Rome) 23 June 2021. Access Date: 24 July 2021. <https://www.lavoro.gov.it/priorita/Pagine/G20-sintesi-Dichiarazione-finale-dei-Ministri-del-Lavoro.aspx>

⁵⁰⁴¹ G20: summary Final declaration by the Labor Ministers, Ministry of Labor and Social Policies (Rome) 23 June 2021. Access Date: 24 July 2021. <https://www.lavoro.gov.it/priorita/Pagine/G20-sintesi-Dichiarazione-finale-dei-Ministri-del-Lavoro.aspx>

⁵⁰⁴² G20: summary Final declaration by the Labor Ministers, Ministry of Labor and Social Policies (Rome) 23 June 2021. Access Date: 24 July 2021. <https://www.lavoro.gov.it/priorita/Pagine/G20-sintesi-Dichiarazione-finale-dei-Ministri-del-Lavoro.aspx>

peoples needs. They aim to focus on “reducing inequalities, on women’s empowerment, on the younger generations and on protecting the most vulnerable.”⁵⁰⁴³

On 26 August 2021, President Mario Draghi spoke at the G20 Conference on Women’s Empowerment. President Draghi highlighted during this conference Italy’s efforts in June 2021 to reduce gender gaps in the labour force participation by 25 per cent by 2025. The president also stated that Italy has, “taken concrete measures to improve the position of women in the world of work, promote their emancipation and remove the obstacles that hamper their careers.”⁵⁰⁴⁴

Italy has partially complied with its commitment to remove barriers to the extent and quality of women’s participation in the labour market and economy through actions such as allocating funds and designing policies to promote female employment. However, it did not implement any measures to promote women’s engagement and success in entrepreneurial activities.

Thus, Italy receives a score of 0.

Analyst: Amanda Morana

Japan: 0

Japan has partially complied with its commitment to remove the barriers to women’s economic participation and entrepreneurship.

On 21 February 2021, representatives from Japan attended an online meeting alongside 56 representatives from Russia, Belgium, Canada, France, Hungary, Italy, Argentina, Korea, Romania, Slovenia, the United Kingdom, the United States, the European Commission, the International Atomic Energy Agency, and the Organisation for Economic Co-operation and Development to discuss increasing the number of women in the nuclear power industry.⁵⁰⁴⁵

On 19 March 2021, Minister of State for Gender Equality Marukawa Tamayo issued a statement on behalf of Japan at the 65th Session of the Commission on the Status of Women General Discussion.⁵⁰⁴⁶ She announced new targets to the plan for gender equality, which Japan formulated last year based on the Basic Act in light of the Beijing Declaration.⁵⁰⁴⁷ She stated Japan’s intention to address gender-based disparities by 2030 through implementing measures to increase the proportion

⁵⁰⁴³ G20 – Italian Presidency, Ministry of Economic Development (Rome) 5 August 2021. Access Date: 8 September 2021. <https://www.mise.gov.it/index.php/en/g20-en/g20-italian-presidency>

⁵⁰⁴⁴ Message from President Draghi at the opening of the G20 Conference on Women’s Empowerment, Italian Government Presidency of the Council of Ministers (Rome) 26 August 2021. Access Date 8 September 2021. <https://www.governo.it/it/articolo/messaggio-del-presidente-draghi-apertura-del-g20-conference-women-s-empowerment/17736>

⁵⁰⁴⁵ Online meeting on increasing the number of women in nuclear positions was held, Eurasian Women’s Forum (Moscow) 21 February 2021. Access Date: 21 March 2021. <https://eawf.ru/news/novosti-soveta-ezhf/sostoyalos-onlayn-sovshchanie-po-uvlicheniyu-chisla-zhenshchin-v-yadernoy-energetike/>

⁵⁰⁴⁶ Statement by H.E. Ms. Marukawa Tamayo, Minister State for Gender Equality, Minister in charge of Women’s Empowerment, the 65th Session of the Commission on the Status of Women General Discussion, Permanent Mission of Japan to the United Nations (New York) 19 March 2021. Access Date: 20 May 2021. https://www.un.emb-japan.go.jp/itpr_en/murakawa031921.html

⁵⁰⁴⁷ Statement by H.E. Ms. Marukawa Tamayo, Minister State for Gender Equality, Minister in charge of Women’s Empowerment, the 65th Session of the Commission on the Status of Women General Discussion, Permanent Mission of Japan to the United Nations (New York) 19 March 2021. Access Date: 20 May 2021. https://www.un.emb-japan.go.jp/itpr_en/murakawa031921.html

of women in leadership positions to 30 per cent of all.⁵⁰⁴⁸ She also voiced support for victims of violence based on gender as well as intention to eliminate all kinds of violence against women.⁵⁰⁴⁹ Additionally, she echoed the UN's emphasis on women and girls amid global recovery from the COVID-19 pandemic and promised ongoing international cooperation for gender equality.⁵⁰⁵⁰

On 1 April 2021, Japan provided USD1.9 million to the United Nations Women's Safe and Prosperous District Programme. This funding focuses on protecting women's livelihoods in Papua New Guinea that have been affected by the COVID-19 pandemic.⁵⁰⁵¹ This programme aims to improve working conditions in Tari, Wewak and Alotau markets by increasing access to clean water and sanitation facilities as well as security services.⁵⁰⁵² This programme also plans to increase access to financial tools for market vendors in recognition that over 60 per cent of market vendors who are women in Papua New Guinea.⁵⁰⁵³ This programme will focus on promoting digital financial tools and on training women in various different trades to access new economic opportunities during and after the COVID-19 pandemic.⁵⁰⁵⁴

On 9 June 2021, the Japan International Cooperation Agency (JICA) made a joint announcement with development finance institutions on the occasion of the G7 leaders' summit, which set a new goal of USD15 billion to be mobilized over 2021 and 2022 as a new phase of initiative called the G7 2X challenge: Financing for Women.⁵⁰⁵⁵ JICA aims to strengthen its cooperation with 2X member

⁵⁰⁴⁸ Statement by H.E. Ms. Marukawa Tamayo, Minister State for Gender Equality, Minister in charge of Women's Empowerment, the 65th Session of the Commission on the Status of Women General Discussion, Permanent Mission of Japan to the United Nations (New York) 19 March 2021. Access Date: 20 May 2021. https://www.un.emb-japan.go.jp/itpr_en/murakawa031921.html

⁵⁰⁴⁹ Statement by H.E. Ms. Marukawa Tamayo, Minister State for Gender Equality, Minister in charge of Women's Empowerment, the 65th Session of the Commission on the Status of Women General Discussion, Permanent Mission of Japan to the United Nations (New York) 19 March 2021. Access Date: 20 May 2021. https://www.un.emb-japan.go.jp/itpr_en/murakawa031921.html

⁵⁰⁵⁰ Statement by H.E. Ms. Marukawa Tamayo, Minister State for Gender Equality, Minister in charge of Women's Empowerment, the 65th Session of the Commission on the Status of Women General Discussion, Permanent Mission of Japan to the United Nations (New York) 19 March 2021. Access Date: 20 May 2021. https://www.un.emb-japan.go.jp/itpr_en/murakawa031921.html

⁵⁰⁵¹ Japan contributes USD1.9 million to secure women's livelihoods during COVID-19 pandemic, The Information Center for COVID-19 in Papua New Guinea (Port Moresby) 8 April 2021. Access Date: 10 May 2021. <https://covid19.info.gov.pg/index.php/2021/04/08/japan-contributes-usd19-million-to-secure-womens-livelihoods-during-covid-19-pandemic>

⁵⁰⁵² Japan contributes USD1.9 million to secure women's livelihoods during COVID-19 pandemic, The Information Center for COVID-19 in Papua New Guinea (Port Moresby) 8 April 2021. Access Date: 10 May 2021. <https://covid19.info.gov.pg/index.php/2021/04/08/japan-contributes-usd19-million-to-secure-womens-livelihoods-during-covid-19-pandemic>

⁵⁰⁵³ Japan contributes USD1.9 million to secure women's livelihoods during COVID-19 pandemic, The Information Center for COVID-19 in Papua New Guinea (Port Moresby) 8 April 2021. Access Date: 10 May 2021. <https://covid19.info.gov.pg/index.php/2021/04/08/japan-contributes-usd19-million-to-secure-womens-livelihoods-during-covid-19-pandemic>

⁵⁰⁵⁴ Japan contributes USD1.9 million to secure women's livelihoods during COVID-19 pandemic, The Information Center for COVID-19 in Papua New Guinea (Port Moresby) 8 April 2021. Access Date: 10 May 2021. <https://covid19.info.gov.pg/index.php/2021/04/08/japan-contributes-usd19-million-to-secure-womens-livelihoods-during-covid-19-pandemic>

⁵⁰⁵⁵ Setting the new goal of \$15 billion for gender lens investment through a "2X Challenge: Financing for Women" initiative together with the development finance institutions of the G7 nations and others, Japan International Cooperation Agency (Tokyo) 23 June 2021. Access Date: 15 August 2021. https://www.jica.go.jp/english/news/press/2021/20210623_41_en.html

organizations in order to provide women access to employment, teach women to build resilient businesses, and help women manage the impacts of the COVID-19 pandemic.⁵⁰⁵⁶

On 25 August 2021, JICA signed a USD50 million loan agreement with the Northern Arc Capital to fund non-bank financial entities that support financial services to women in India.⁵⁰⁵⁷ This loan will be co-financed with the United States International Development Finance Corporation and is implemented in support of the G7 2X Challenge: Finance for Women.⁵⁰⁵⁸ This initiative aims to improve Indian women's access to finance and ensure sustainable economic growth in India.⁵⁰⁵⁹

Japan has partially complied with its commitment to remove barriers to the extent and quality of women's participation in the labour market and economy through actions such as verbal affirmation and announcement of future policies to promote female economic empowerment. However, it did not implement any measures to promote women's engagement and success in entrepreneurial activities.

Thus, Japan receives a score of 0.

Analyst: Nika Asgari

Korea: +1

Korea has fully complied with its commitment to remove the barriers to women's economic participation and entrepreneurship.

On 16 December 2020, the Ministry of Gender Equality and Family (MOGEF) implemented the Official Development Assistance program in collaboration with the Indonesian Ministry of Women's Empowerment and Child Protection.⁵⁰⁶⁰ This program is meant to increase women's economic empowerment, fight child marriage, domestic violence, human trafficking, and the current COVID-19 pandemic.⁵⁰⁶¹ The program provides vocational training such as classes in sewing, beauty care, cooking, e-commerce and information technology training.⁵⁰⁶²

⁵⁰⁵⁶ Setting the new goal of \$15 billion for gender lens investment through a "2X Challenge: Financing for Women" initiative together with the development finance institutions of the G7 nations and others, Japan International Cooperation Agency (Tokyo) 23 June 2021. Access Date: 15 August 2021. https://www.jica.go.jp/english/news/press/2021/20210623_41_en.html

⁵⁰⁵⁷ Signing a loan agreement for the "women's financial inclusion facility" in India (Private Sector Investment Finance): Improving women's access to finance, Japan International Cooperation Agency (Tokyo) 31 August 2021. Access Date: 23 September 2021. https://www.jica.go.jp/english/news/press/2021/20210831_10e.html

⁵⁰⁵⁸ Signing a loan agreement for the "women's financial inclusion facility" in India (Private Sector Investment Finance): Improving women's access to finance, Japan International Cooperation Agency (Tokyo) 31 August 2021. Access Date: 23 September 2021. https://www.jica.go.jp/english/news/press/2021/20210831_10e.html

⁵⁰⁵⁹ Signing a loan agreement for the "women's financial inclusion facility" in India (Private Sector Investment Finance): Improving women's access to finance, Japan International Cooperation Agency (Tokyo) 31 August 2021. Access Date: 23 September 2021. https://www.jica.go.jp/english/news/press/2021/20210831_10e.html

⁵⁰⁶⁰ Cooperation Between Indonesia and South Korea, Strengthening Women's Economic Empowerment in Indonesia, Ministry Empowerment Women and Child Protection Republic of Indonesia (Jakarta) 17 December 2020. Access Date: 21 March 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3003/kerjasama-indonesia-korea-selatan-perkuat-pemberdayaan-ekonomi-perempuan-di-indonesia>

⁵⁰⁶¹ Cooperation Between Indonesia and South Korea, Strengthening Women's Economic Empowerment in Indonesia, Ministry Empowerment Women and Child Protection Republic of Indonesia (Jakarta) 17 December 2020. Access Date: 21 March 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3003/kerjasama-indonesia-korea-selatan-perkuat-pemberdayaan-ekonomi-perempuan-di-indonesia>

⁵⁰⁶² Cooperation Between Indonesia and South Korea, Strengthening Women's Economic Empowerment in Indonesia, Ministry Empowerment Women and Child Protection Republic of Indonesia (Jakarta) 17 December 2020. Access Date: 21 March 2021. <https://www.kemenpppa.go.id/index.php/page/read/29/3003/kerjasama-indonesia-korea-selatan-perkuat-pemberdayaan-ekonomi-perempuan-di-indonesia>

On 19 January 2021, MOGEF enacted the “Government support for childcare service to be expanded up to 840 hours a year/Percentage of government support to be increased 5 per cent,” which is a multi-policy program that makes childcare services more accessible and provides support to households requiring childcare services.⁵⁰⁶³ The objective of this program is to alleviate many households’ childcare burden (whereof, given that the childcare burden tends to primarily fall onto women, this program allows for many women to put more effort into involving themselves in the economy).⁵⁰⁶⁴

On 2 February 2021, MOGEF announced, through their 2021 Report on government business, “MOGEF’s Major business plan 2021,” which is a multi-action four section plan created to enhance women’s status in Korea overall.⁵⁰⁶⁵ Section one of the plan, “[Equality for All] Realizing a gender equality society,” provides three policy initiatives which all work towards improving women’s economic participation and entrepreneurship.⁵⁰⁶⁶ The first policy initiative works to promote women’s employment in stable well paying positions, especially through the payment of the “Saeil employment subsidy” (KRW800,000) to employers hiring women as regular employees (after six months).⁵⁰⁶⁷ The second policy works to fight gender-based discrimination factors in “major policies” related to education, culture, welfare and employment.⁵⁰⁶⁸ Additionally, this policy initiative enhances the effects of gender equality systems including the launch of the Gender Awareness Budget Committee.⁵⁰⁶⁹ The third policy establishes a “foothold-type gender equality center” in Busan which serves to promote gender equality culture to the public.⁵⁰⁷⁰ The goals of these three policy initiatives are to promote women’s employment and create an employment culture of gender equality.⁵⁰⁷¹

On 18 February 2021, the Gender Equality Committee of the Ministry of Gender Equality and Family finalized the “National Action Plan on UNSCR 1325,” which is a six-section plan created to improve women’s well-being, economic status and economic participation in Korea.⁵⁰⁷² Sections one to four and six are relevant to this report. Section one improves the cultural status of women, especially regarding the cultural status of women in the economy.⁵⁰⁷³ Section two has businesses directly employ women who are either currently working as interns or are not working at all. Section

⁵⁰⁶³ Government support for childcare service to be expanded up to 840 hours a year/Percentage of government support to be increased 5%p, Ministry of Gender Equality and Family (Seoul) 19 January 2021. Access Date: 17 March 2021 http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbtSn=707536

⁵⁰⁶⁴ Government support for childcare service to be expanded up to 840 hours a year/Percentage of government support to be increased 5%p, Ministry of Gender Equality and Family (Seoul) 19 January 2021. Access Date: 17 March 2021 http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbtSn=707536

⁵⁰⁶⁵ 2021 Report on government business Recovery, Inclusiveness and Leap, Ministry of Gender Equality and Family (Seoul) 1 February 2021. Access Date: 17 March 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbtSn=707549

⁵⁰⁶⁶ 2021 Report on government business Recovery, Inclusiveness and Leap, Ministry of Gender Equality and Family (Seoul) 1 February 2021. Access Date: 17 March 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbtSn=707549

⁵⁰⁶⁷ 2021 Report on government business Recovery, Inclusiveness and Leap, Ministry of Gender Equality and Family (Seoul) 1 February 2021. Access Date: 17 March 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbtSn=707549

⁵⁰⁶⁸ 2021 Report on government business Recovery, Inclusiveness and Leap, Ministry of Gender Equality and Family (Seoul) 1 February 2021. Access Date: 17 March 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbtSn=707549

⁵⁰⁶⁹ 2021 Report on government business Recovery, Inclusiveness and Leap, Ministry of Gender Equality and Family (Seoul) 1 February 2021. Access Date: 17 March 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbtSn=707549

⁵⁰⁷⁰ 2021 Report on government business Recovery, Inclusiveness and Leap, Ministry of Gender Equality and Family (Seoul) 1 February 2021. Access Date: 17 March 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbtSn=707549

⁵⁰⁷¹ 2021 Report on government business Recovery, Inclusiveness and Leap, Ministry of Gender Equality and Family (Seoul) 1 February 2021. Access Date: 17 March 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbtSn=707549

⁵⁰⁷² Effort for a gender-equal society where everyone respects each other and lives in harmony Gender Equality Committee finalizes, National Action Plan (NAP) on UNSCR 1325, Ministry of Gender Equality and Family (Seoul) 18 2 2021. Access Date: 17 March 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbtSn=707607

⁵⁰⁷³ Effort for a gender-equal society where everyone respects each other and lives in harmony Gender Equality Committee finalizes, National Action Plan (NAP) on UNSCR 1325, Ministry of Gender Equality and Family (Seoul) 18 2 2021. Access Date: 17 March 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbtSn=707607

three promotes women working in public government enterprises to “higher-up positions.”⁵⁰⁷⁴ Section four expands childcare infrastructure to aid those individuals who take care of children (traditionally women), providing such individuals with more time to involve themselves in the economy.⁵⁰⁷⁵ Section six calls for the establishment of “local gender equality centers to...foster a gender equality atmosphere,” a 2021 gender equality status survey to be taken and for the execution of all the aforementioned policy programs.⁵⁰⁷⁶ The objective of all of these aforementioned programs is to promote women’s cultural status and employment status in the economy.⁵⁰⁷⁷

On 21 February 2021, representatives from Korea attended an online meeting alongside 56 representatives from Russia, Belgium, Canada, France, Hungary, Italy, Japan, Argentina, Romania, Slovenia, the United Kingdom, the United States, the European Commission, the International Atomic Energy Agency, and the Organisation for Economic Co-operation and Development to discuss increasing the number of women in the nuclear power industry.⁵⁰⁷⁸

On 2 March 2021, the Budget Office, Budget Policy Division of the Ministry of Economy and Finance, formalized additions to Korea’s 2021 Budget.⁵⁰⁷⁹ Among these additions were KRW2.1 trillion allocated to “help create jobs for young adults, middle-aged and women” and KRW0.2 trillion allocated to “Promote demand-driven job training and provide job seeker services for young adults and women.”⁵⁰⁸⁰ The goal of such additions is to, among other goals, promote women’s involvement in the economy, especially in light of the disproportionate effect of COVID-19 on women’s employment.⁵⁰⁸¹

On 4 March 2021, MOGEF enacted “Concentration on recovery from the COVID-19 shock on women’s employment; starting to improve the way things are handled for women’s jobs,” which seeks to enhance the economic status of women in Korea through a five-point plan.⁵⁰⁸² Point one is expected to create 780,000 jobs for women.⁵⁰⁸³ Point two aids women who are actively seeking jobs

⁵⁰⁷⁴ Effort for a gender-equal society where everyone respects each other and lives in harmony Gender Equality Committee finalizes, National Action Plan (NAP) on UNSCR 1325, Ministry of Gender Equality and Family (Seoul) 18 2 2021. Access Date: 17 March 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707607

⁵⁰⁷⁵ Effort for a gender-equal society where everyone respects each other and lives in harmony Gender Equality Committee finalizes, National Action Plan (NAP) on UNSCR 1325, Ministry of Gender Equality and Family (Seoul) 18 2 2021. Access Date: 17 March 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707607

⁵⁰⁷⁶ Effort for a gender-equal society where everyone respects each other and lives in harmony Gender Equality Committee finalizes, National Action Plan (NAP) on UNSCR 1325, Ministry of Gender Equality and Family (Seoul) 18 2 2021. Access Date: 17 March 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707607

⁵⁰⁷⁷ Effort for a gender-equal society where everyone respects each other and lives in harmony Gender Equality Committee finalizes, National Action Plan (NAP) on UNSCR 1325, Ministry of Gender Equality and Family (Seoul) 18 2 2021. Access Date: 17 March 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707607

⁵⁰⁷⁸ Online meeting on increasing the number of women in nuclear positions was held, Eurasian Women’s Forum (Moscow) 21 February 2021. Access Date: 21 March 2021. <https://eawf.ru/news/novosti-soveta-ezhf/sostoyalos-onlayn-soveshchanie-po-uvlicheniyu-chisla-zhenshchin-v-yadernoy-energetike/>

⁵⁰⁷⁹ 2021 Supplementary Budget Proposal, Ministry of Economy and Finance (Seoul) 2 March 2021. Access Date: 17 March 2021. <https://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=5080>

⁵⁰⁸⁰ 2021 Supplementary Budget Proposal, Ministry of Economy and Finance (Seoul) 2 March 2021. Access Date: 17 March 2021. <https://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=5080>

⁵⁰⁸¹ 2021 Supplementary Budget Proposal, Ministry of Economy and Finance (Seoul) 2 March 2021. Access Date: 17 March 2021. <https://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=5080>

⁵⁰⁸² Concentration on recovery from the COVID-19 shock on women’s employment; starting to improve the way things are handled for women’s jobs, Ministry of Gender Equality and Family (Seoul) 4 March 2021. Access Date: 12 March 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707635

⁵⁰⁸³ Concentration on recovery from the COVID-19 shock on women’s employment; starting to improve the way things are handled for women’s jobs, Ministry of Gender Equality and Family (Seoul) 4 March 2021. Access Date: 12 March 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707635http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707635

and/or are actively trying to start up new businesses.⁵⁰⁸⁴ Point three helps those with childcare difficulties (mainly women) find or regain and secure job opportunities.⁵⁰⁸⁵ Point four reduces gender disparities in the workplace and enhances women's status in the labor force.⁵⁰⁸⁶ Point five strengthens government agencies that aid women in pursuing and securing good employment opportunities.⁵⁰⁸⁷ The goal of this program is to make the economy more equitable for women and, especially considering the disproportionately negative effect that COVID-19 has had on women's economic opportunities, help those women who have faced (and continue to face) employment difficulties due to COVID-19 return to work.⁵⁰⁸⁸

On 25 March 2021, the Budget Office, Budget Policy Division of the Ministry of Economy and Finance, put into law the aforementioned additions to Korea's 2021 Budget.⁵⁰⁸⁹

On 26 April 2021, MOGEF enacted "2025 Families Shoulder To Shoulder," which is a multi-point multi-year plan to improve the well-being of families and women in Korea.⁵⁰⁹⁰ This plan includes within it many initiatives which, although they are not explicitly designated as programs which improve the economic status of women in Korea, end up consequently improving the economic status of women in Korea. These initiatives include combatting discriminatory expressions in government publications (creating a more equitable socio-economic climate for women which does force them into the role of homemaker), "lowering the bar concerning the age bracket (from 24 to 34) eligible for additional childcare expense paid to single-parent families" (dominated by women, providing women with a greater amount of financial support, thus increasing women's economic opportunities), expanding childcare support services for single-parent families "with low income, disabled parents/children, etc." (dominated by women, relieving many economically marginalized women of some childcare pressures, thus increasing their overall economic opportunities) and expanding maternity leave eligibility "from wage earners to all workers" (expanding economic support for women who were previously ineligible for maternity leave).⁵⁰⁹¹ The goal of this program is to relieve families, especially single-parent families (which are dominated by women), of many of

⁵⁰⁸⁴ Concentration on recovery from the COVID-19 shock on women's employment; starting to improve the way things are handled for women's jobs, Ministry of Gender Equality and Family (Seoul) 4 March 2021. Access Date: 12 March 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707635http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707635

⁵⁰⁸⁵ Concentration on recovery from the COVID-19 shock on women's employment; starting to improve the way things are handled for women's jobs, Ministry of Gender Equality and Family (Seoul) 4 March 2021. Access Date: 12 March 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707635

⁵⁰⁸⁶ Concentration on recovery from the COVID-19 shock on women's employment; starting to improve the way things are handled for women's jobs, Ministry of Gender Equality and Family (Seoul) 4 March 2021. Access Date: 12 March 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707635

⁵⁰⁸⁷ Concentration on recovery from the COVID-19 shock on women's employment; starting to improve the way things are handled for women's jobs, Ministry of Gender Equality and Family (Seoul) 4 March 2021. Access Date: 12 March 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707635

⁵⁰⁸⁸ Concentration on recovery from the COVID-19 shock on women's employment; starting to improve the way things are handled for women's jobs, Ministry of Gender Equality and Family (Seoul) 4 March 2021. Access Date: 12 March 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707635

⁵⁰⁸⁹ 2021 Supplementary Budget Passed, Ministry of Economy and Finance (Seoul) 25 March 2021. Access Date: 30 April 2021. <https://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=5094>

⁵⁰⁹⁰ 2025 Families shoulder to shoulder We will strive to build "a society wherein all families and their members are respected," Ministry of Gender Equality and Family (Seoul) 26 April 2021. Access Date: 30 April 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707760

⁵⁰⁹¹ 2025 Families shoulder to shoulder We will strive to build "a society wherein all families and their members are respected," Ministry of Gender Equality and Family (Seoul) 26 April 2021. Access Date: 30 April 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707760

the challenges they currently face, especially in relation to childcare (which are, at their core, economic issues).⁵⁰⁹²

On 28 April 2021, the MOGEF, jointly with the Embassy of Finland in Seoul, held a panel discussion on the enhancement of gender equality in the technical field.⁵⁰⁹³ At this panel, Minister Chung Young-ai vowed that the Ministry will “strive to work together with the international community regarding the need for better gender equality in daily life, which can be achieved through technological innovation where gender awareness is reflected.”⁵⁰⁹⁴ The purpose of this panel was to see how the governments of both Korea and Finland could work to enhance the economic opportunities that women have in the technical field.⁵⁰⁹⁵

On 8 June 2021, the MOGEF enacted “Strengthening non-custodial parent’s child support enforcement responsibility; expansion of child support for one-parent families,” which is a multi-point plan to legally aid those individuals in need of child support (mainly single-mothers) through improving child support enforcement procedures, imposing stronger restrictions of default on child support obligations and expanding support for emergency assistance for temporary child support and child support-related assistance.⁵⁰⁹⁶ The goal of this plan is to provide additional support to those individuals in need of child support, mainly women and children (improving women’s economic opportunities by extension in that increased child support means increased economic freedom for many single-mothers).⁵⁰⁹⁷

On 23 June 2021, the MOGEF signed a Memorandum of Understanding with the UN to establish the “UN Women Centre of Excellence for Gender Equality.”⁵⁰⁹⁸ This centre will serve to “achieve the common objectives of enhancing gender equality including protection of women’s human rights and strengthening of women’s capability” (including in the economic arena).⁵⁰⁹⁹

On 1 July 2021, the Budget Office, Budget Policy Division of the Ministry of Economy and Finance, formalized its second round of additions to Korea’s 2021 Budget.⁵¹⁰⁰ Among these additions was

⁵⁰⁹² 2025 Families shoulder to shoulder We will strive to build “a society wherein all families and their members are respected,” Ministry of Gender Equality and Family (Seoul) 26 April 2021. Access Date: 30 April 2021.

http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707760

⁵⁰⁹³ Panel discussion on enhancement of gender equality in technical field “Women in Tech” under the co-sponsorship of MOGEF and Embassy of Finland in Seoul (April 28), Ministry of Gender Equality and Family (Seoul) 28 April 2021. Access Date: 24 July 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707767

⁵⁰⁹⁴ Panel discussion on enhancement of gender equality in technical field “Women in Tech” under the co-sponsorship of MOGEF and Embassy of Finland in Seoul (April 28), Ministry of Gender Equality and Family (Seoul) 28 April 2021. Access Date: 24 July 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707767

⁵⁰⁹⁵ Panel discussion on enhancement of gender equality in technical field “Women in Tech” under the co-sponsorship of MOGEF and Embassy of Finland in Seoul (April 28), Ministry of Gender Equality and Family (Seoul) 28 April 2021. Access Date: 24 July 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707767

⁵⁰⁹⁶ Strengthening non-custodial parent’s child support enforcement responsibility; expansion of child support for one-parent families, Ministry of Gender Equality and Family (Seoul) 8 June 2021. Access Date: 24 July 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707869

⁵⁰⁹⁷ Strengthening non-custodial parent’s child support enforcement responsibility; expansion of child support for one-parent families, Ministry of Gender Equality and Family (Seoul) 8 June 2021. Access Date: 24 July 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707869

⁵⁰⁹⁸ UN Women Centre of Excellence for Gender Equality to be established in Korea, Ministry of Gender Equality and Family (Seoul) 23 June 2021. Access Date: 24 July 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707896

⁵⁰⁹⁹ UN Women Centre of Excellence for Gender Equality to be established in Korea, Ministry of Gender Equality and Family (Seoul) 23 June 2021. Access Date: 24 July 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707896

⁵¹⁰⁰ 2nd Supplementary Budget Proposal of 2021, Ministry of Gender Equality and Family (Seoul) 1 July 2021. Access Date: 24 July 2021. <https://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=5165>

KRW2.1 trillion allocated to support “disabled, teen parents and people with bad credit”.⁵¹⁰¹ The goal of this addition is to, among other goals, financially support teen parents (many of whom are women), thus providing them with more economic opportunities in general.⁵¹⁰²

On 6 July 2021, the MOGEF amended the Sexual Violence Prevention Act (set to take force on 13 July 2021) to include a section which obligates individuals to inform the MOGEF of a sexual violence case in the public sector “immediately” (with there being penalties for failing to do so).⁵¹⁰³ The Ministry created this amendment to try to root out sexual violence within the public sector, thus allowing for an environment where individuals marginalized by sexual violence (mainly women) do not feel a risk (allowing for them to pursue more opportunities within the public sector).⁵¹⁰⁴

On 6 July 2021, the MOGEF amended the Enforcement Decree of the Act on Enforcing and Supporting Child Support Payment to include new punishments for those individuals who willfully default on their child support obligations (including, but not limited to, the suspension of defaulters drivers licences).⁵¹⁰⁵ The Ministry created this amendment to try to further disincentivize individuals from defaulting on their child support obligations, meaning that those individuals who are entitled to child support (mainly women) are more likely to receive that support (improving women’s economic opportunities by extension in that a reliable stream of child support means increased economic freedom for many single-mothers).⁵¹⁰⁶

On 9 July 2021, the Ministry of Economy and Finance published its Economic Policies for the H2 2021.⁵¹⁰⁷ Within this document, the Ministry declared that it will “Seek Inclusive Recovery” and “work to narrow gaps in income, education and childcare.”⁵¹⁰⁸ Narrowing this gap of income, education and childcare between men and women will provide women with more economic opportunities by increasing women’s income and education, and by balancing out childcare obligations between men and women.⁵¹⁰⁹

⁵¹⁰¹ 2nd Supplementary Budget Proposal of 2021, Ministry of Gender Equality and Family (Seoul) 1 July 2021. Access Date: 24 July 2021. <https://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=5165>

⁵¹⁰² 2nd Supplementary Budget Proposal of 2021, Ministry of Gender Equality and Family (Seoul) 1 July 2021. Access Date: 24 July 2021. <https://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=5165>

⁵¹⁰³ You must inform Ministry of Gender Equality and Family of a sexual violence case in the public sector ‘immediately’. Failure to give information on a sexual violence case perpetrated through abuse of occupational authority is subject to punishment, Ministry of Gender Equality and Family (Seoul) 6 July 2021. Access Date: 24 July 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707926

⁵¹⁰⁴ You must inform Ministry of Gender Equality and Family of a sexual violence case in the public sector ‘immediately’. Failure to give information on a sexual violence case perpetrated through abuse of occupational authority is subject to punishment, Ministry of Gender Equality and Family (Seoul) 6 July 2021. Access Date: 24 July 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707926

⁵¹⁰⁵ Measures against willful defaulters on child support obligation: suspension of driver’s license, departure prohibition, and disclosure of list, Ministry of Gender Equality and Family (Seoul) 6 July 2021. Access Date: 24 July 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707925

⁵¹⁰⁶ Measures against willful defaulters on child support obligation: suspension of driver’s license, departure prohibition, and disclosure of list, Ministry of Gender Equality and Family (Seoul) 6 July 2021. Access Date: 24 July 2021. http://www.mogef.go.kr/eng/pr/eng_pr_s101d.do?mid=eng001&bbsn=707925

⁵¹⁰⁷ Economic Policies for the H2 2021, Ministry of Economy and Finance (Seoul) 9 July 2021. Access Date: 24 July 2021. https://english.moef.go.kr/popup/20210709_policyFocus/popup.html

⁵¹⁰⁸ Economic Policies for the H2 2021, Ministry of Economy and Finance (Seoul) 9 July 2021. Access Date: 24 July 2021. https://english.moef.go.kr/popup/20210709_policyFocus/popup.html

⁵¹⁰⁹ Economic Policies for the H2 2021, Ministry of Economy and Finance (Seoul) 9 July 2021. Access Date: 24 July 2021. https://english.moef.go.kr/popup/20210709_policyFocus/popup.html

On 26 July 2021, the Ministry of Economy and Finance enacted their 2021 Tax Revision Bill.⁵¹¹⁰ Within this bill, the Ministry declares that it will “pursue inclusive growth” through measures such as easing the requirement for a tax reduction of up to 30 per cent of labour costs given to companies hiring women who seek reemployment.⁵¹¹¹ Such tax initiatives which economically benefit women will improve womens’ overall economic prospects in Korea.⁵¹¹²

On 28 July 2021, the 3rd Population Policy Taskforce released their third assignment which will work to “prepare for the country’s demographic challenges.”⁵¹¹³ More specifically, they declared their primary goal to be “finding ways to increase women’s participation in the labour market.⁵¹¹⁴ The 3rd population policy taskforce seeks to do this through measures such as increasing social security benefits for single-person households and creating work environments “in which women keep jobs and at the same time [are able to] take care of their families [if needed].”⁵¹¹⁵ Such measures aim to increase womens’ participation in the labour market, thus increasing their economic autonomy overall.⁵¹¹⁶

On 31 August 2021, the Ministry of Economy and Finance proposed their 2022 Budget.⁵¹¹⁷ Among other programs, this budget proposes that internship opportunities be offered to as many as 8000 women seeking reemployment.⁵¹¹⁸ Such a program would provide those reemployed women with an opportunity to improve their economic status in society.⁵¹¹⁹

Korea has partially complied with its commitment to remove barriers to the extent and quality of women’s participation in the labour market and economy through actions such as allocating funds in the annual budget and implementing family-friendly childcare programs. Furthermore, Korea has invested in programs that support women trying to start their own businesses.

Thus, Korea receives a score of +1.

Analyst: Ethan Ullmann

⁵¹¹⁰ 2021 Tax Revision Bill, Ministry of Economy and Finance (Seoul) 26 July 2021. Access Date: 10 September 2021.

<https://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=5177>

⁵¹¹¹ 2021 Tax Revision Bill, Ministry of Economy and Finance (Seoul) 26 July 2021. Access Date: 10 September 2021.

<https://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=5177>

⁵¹¹² 2021 Tax Revision Bill, Ministry of Economy and Finance (Seoul) 26 July 2021. Access Date: 10 September 2021.

<https://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=5177>

⁵¹¹³ 3rd TF to Work on Boosting Women’s Participation in Labor Market, Ministry of Economy and Finance (Seoul) 28 July 2021. Access Date: 10 September 2021.

<https://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=5205>

⁵¹¹⁴ 3rd TF to Work on Boosting Women’s Participation in Labor Market, Ministry of Economy and Finance (Seoul) 28 July 2021. Access Date: 10 September 2021.

<https://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=5205>

⁵¹¹⁵ 3rd TF to Work on Boosting Women’s Participation in Labor Market, Ministry of Economy and Finance (Seoul) 28 July 2021. Access Date: 10 September 2021.

<https://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=5205>

⁵¹¹⁶ 3rd TF to Work on Boosting Women’s Participation in Labor Market, Ministry of Economy and Finance (Seoul) 28 July 2021. Access Date: 10 September 2021.

<https://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=5205>

⁵¹¹⁷ 2022 Budget Proposal, Ministry of Economy and Finance (Seoul) 31 August 2021. Access Date: 11 September 2021.

<https://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=5200>

⁵¹¹⁸ 2022 Budget Proposal, Ministry of Economy and Finance (Seoul) 31 August 2021. Access Date: 11 September 2021.

<https://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=5200>

⁵¹¹⁹ 2022 Budget Proposal, Ministry of Economy and Finance (Seoul) 31 August 2021. Access Date: 11 September 2021.

<https://english.moef.go.kr/pc/selectTbPressCenterDtl.do?boardCd=N0001&seq=5200>

Mexico: +1

Mexico has fully complied with its commitment to remove the barriers to women's economic participation and entrepreneurship.

On 11 December 2020, President López Obrador signed the Presidential Declaration of the Pacific Alliance on Gender Equality at the Summit of the Pacific Alliance.⁵¹²⁰ The goal of this agreement is to eliminate barriers which prevent women from gaining access to capital and loans, provide aid to ensure gender equality in the workplace, promote women in decision making and increase the proportion of women with science, technology, engineering and mathematics degrees.⁵¹²¹

On 28 January 2021, Interior Secretary Olga Sanchez Cordero highlighted in a press release highlighted her gender-focused policy goals.⁵¹²² These goals included reducing violence against women and promoting peacebuilding panels throughout the country to determine how women can get access to resources and opportunities.⁵¹²³

On 8 February 2021, the Ministry of Economy opened applications for the Financial Support Programs for Family Micro Enterprises or "Credit to the World."⁵¹²⁴ This program will grant 20,000 support grants of MXN25,000 each to female business owners.⁵¹²⁵ The goal of this commitment is to re-establish those micro-enterprises affected by the COVID-19 pandemic.⁵¹²⁶

On 18 February 2021, the Institute of Mexicans Abroad held a conversation on "Mexican Women in Latin America."⁵¹²⁷ During this event, the Executive Secretary of the Economic Commission for Latin America and the Caribbean Alicia Bárcena discussed a proposal for including domestic workers

⁵¹²⁰ President López Obrador participates in XV Summit of the Pacific Alliance, The Government of Mexico (Mexico City) 12 December 2020. Access Date: 18 March 2021. <https://www.gob.mx/presidencia/prensa/president-lopez-obrador-participates-in-xv-summit-of-the-pacific-alliance>

⁵¹²¹ President López Obrador participates in XV Summit of the Pacific Alliance, The Government of Mexico (Mexico City) 12 December 2020. Access Date: 18 March 2021. <https://www.gob.mx/presidencia/prensa/president-lopez-obrador-participates-in-xv-summit-of-the-pacific-alliance>

⁵¹²² In Mexico, there is a government of historic change and transformation: Olga Sánchez Cordero, The Government of Mexico (Mexico City) 28 January 2021. Access Date: 18 March 2021. <https://www.gob.mx/sre/prensa/in-mexico-there-is-a-government-of-historic-change-and-transformation-olga-sanchez-cordero>

⁵¹²³ In Mexico, there is a government of historic change and transformation: Olga Sánchez Cordero, The Government of Mexico (Mexico City) 28 January 2021. Access Date: 18 March 2021. <https://www.gob.mx/sre/prensa/in-mexico-there-is-a-government-of-historic-change-and-transformation-olga-sanchez-cordero>

⁵¹²⁴ Start receiving applications for the Financial Support Program for Family Microenterprises (Credit to the World) 2021, The Government of Mexico (Mexico City) 8 February 2021. Access Date: 11 March 2021. <https://www.gob.mx/se/articulos/inicia-recepcion-de-solicitudes-para-el-programa-de-apoyo-financiero-para-microempresas-familiares-credito-a-la-palabra-2021>

⁵¹²⁵ Start receiving applications for the Financial Support Program for Family Microenterprises (Credit to the World) 2021, The Government of Mexico (Mexico City) 8 February 2021. Access Date: 11 March 2021. <https://www.gob.mx/se/articulos/inicia-recepcion-de-solicitudes-para-el-programa-de-apoyo-financiero-para-microempresas-familiares-credito-a-la-palabra-2021>

⁵¹²⁶ Start receiving applications for the Financial Support Program for Family Microenterprises (Credit to the World) 2021, The Government of Mexico (Mexico City) 8 February 2021. Access Date: 11 March 2021. <https://www.gob.mx/se/articulos/inicia-recepcion-de-solicitudes-para-el-programa-de-apoyo-financiero-para-microempresas-familiares-credito-a-la-palabra-2021>

⁵¹²⁷ The Institute of Mexicans Abroad holds a conversation on "Mexican Women in Latin America," The Government of Mexico (Mexico City) 18 February 2021. Access Date: 19 March 2021. <https://www.gob.mx/sre/prensa/the-institute-of-mexicans-abroad-holds-a-conversation-on-mexican-women-in-latin-america>

as a priority group for the COVID-19 vaccinations.⁵¹²⁸ She also proposed providing emergency income for women forced out of work because of the pandemic.⁵¹²⁹

On 2 March 2021, Undersecretary of Foreign Affairs Carmen Moreno Toscano ran the first meeting of the Gender Links Network.⁵¹³⁰ During the event, various high position government officials highlighted the need to advance gender-equality and allow women to “break the glass ceiling” and “unstuck themselves from the sticky floor.”⁵¹³¹ The aim of the Gender Links Network meeting is to promote international cooperation, women’s equality and empowerment.⁵¹³²

On 3 March 2021, Mexico, together with UN Women, France and civil societies announced that they will hold the Generation Equality Forum virtually in Mexico City on 29-31 March 2021.⁵¹³³ This forum will aim to highlight the need for international economic gender equality for women and girls by providing a platform for women and Action Coalitions.⁵¹³⁴ The forum will also lead to an announcement at the Paris event of commitment and announce investments into gender equality.⁵¹³⁵

On 29 to 31 March 2021, the Generation Equality Forum, organized by UN Women and co-hosted by Mexico and France, was held in Mexico City and will culminate in Paris 30 June to 2 July 2021.⁵¹³⁶ The Forum aims to enhance women’s leadership as countries recover from COVID-19.⁵¹³⁷ It included 100 official side-events, which all revolve around the urgency and accountability for gender equality in the public sphere.⁵¹³⁸

⁵¹²⁸ The Institute of Mexicans Abroad holds a conversation on "Mexican Women in Latin America," The Government of Mexico (Mexico City) 18 February 2021. Access Date: 19 March 2021. <https://www.gob.mx/sre/prensa/the-institute-of-mexicans-abroad-holds-a-conversation-on-mexican-women-in-latin-america>

⁵¹²⁹ The Institute of Mexicans Abroad holds a conversation on "Mexican Women in Latin America," The Government of Mexico (Mexico City) 18 February 2021. Access Date: 19 March 2021. <https://www.gob.mx/sre/prensa/the-institute-of-mexicans-abroad-holds-a-conversation-on-mexican-women-in-latin-america>

⁵¹³⁰ First Meeting of the Gender Links Network 2021, The Government of Mexico (Mexico City) 2 March 2021. Access Date: 21 March 2021. <https://www.gob.mx/sre/prensa/first-meeting-of-the-gender-links-network-2021>

⁵¹³¹ First Meeting of the Gender Links Network 2021, The Government of Mexico (Mexico City) 2 March 2021. Access Date: 21 March 2021. <https://www.gob.mx/sre/prensa/first-meeting-of-the-gender-links-network-2021>

⁵¹³² First Meeting of the Gender Links Network 2021, The Government of Mexico (Mexico City) 2 March 2021. Access Date: 21 March 2021. <https://www.gob.mx/sre/prensa/first-meeting-of-the-gender-links-network-2021>

⁵¹³³ The Countdown to the 2021 Generation equality Forum begins, The Government of Mexico (Mexico City) 3 March 2021. Access Date: 13 March 2021. <https://www.gob.mx/sre/prensa/the-countdown-to-the-2021-generation-equality-forum-begins>

⁵¹³⁴ The Countdown to the 2021 Generation equality Forum begins, The Government of Mexico (Mexico City) 3 March 2021. Access Date: 13 March 2021. <https://www.gob.mx/sre/prensa/the-countdown-to-the-2021-generation-equality-forum-begins>

⁵¹³⁵ The Countdown to the 2021 Generation equality Forum begins, The Government of Mexico (Mexico City) 3 March 2021. Access Date: 13 March 2021. <https://www.gob.mx/sre/prensa/the-countdown-to-the-2021-generation-equality-forum-begins>

⁵¹³⁶ Media Advisory: UN’s Commission on the Status of Women highlights women’s full and effective participation and decision-making in public life, 15-26 March, UN Women (New York) 22 March 2021. Access Date: 11 March 2021. <https://www.unwomen.org/en/news/stories/2021/3/media-advisory-csw65-commission-on-the-status-of-women-2021>

⁵¹³⁷ Media Advisory: UN’s Commission on the Status of Women highlights women’s full and effective participation and decision-making in public life, 15-26 March, UN Women (New York) 22 March 2021. Access Date: 11 March 2021. <https://www.unwomen.org/en/news/stories/2021/3/media-advisory-csw65-commission-on-the-status-of-women-2021>

⁵¹³⁸ Media Advisory: UN’s Commission on the Status of Women highlights women’s full and effective participation and decision-making in public life, 15-26 March, UN Women (New York) 22 March 2021. Access Date: 11 March 2021. <https://www.unwomen.org/en/news/stories/2021/3/media-advisory-csw65-commission-on-the-status-of-women-2021>

On 28 April 2021, Mexico and the Inter-American Development Bank held a virtual meeting of businesswomen of the Pacific Alliance.⁵¹³⁹ The meeting consisted of discussions about the effects of the COVID-19 pandemic on businesswomen and recognize and overcome the barrier to the autonomy and empowerment of female businesses.⁵¹⁴⁰ Over 200 people including businesswomen and policy makers attended the panel-based discussion.⁵¹⁴¹

On 23 June 2021, Mexico reaffirmed its commitment to women's empowerment at a webinar on the local economic empowerment of women in the Pacific Alliance on Gender Equality.⁵¹⁴² The forum was held by the Foreign and Economy Ministries, the National Institute for Women (INMUJERES), and the Mexican Association of Economic Development Secretaries.⁵¹⁴³ During the event, the Foreign Ministry's director-general of Political Affairs Ximena Escodo said that "eliminating gender inequality by 2030 is the main challenge" and called to local governments to aid in reducing gender inequality.⁵¹⁴⁴

On 15 July 2021, Mexico adopted the UN High-level Political Forum on Sustainable Development Ministerial Declaration.⁵¹⁴⁵ The amendments in the declaration include calls to a gender-focused response to COVID-19, such as "the leadership and full, effective and equal participation of women in decision-making."⁵¹⁴⁶

On 26 August 2021, INMUJERES held a meeting of "governors, federal and local deputies, municipal presidents and mayors elected in 2021" with the purpose of creating an agenda with concrete commitments to "close inequality gaps."⁵¹⁴⁷ The agenda included the promotion of "effective and equal" female participation in decision making across the political, social, community and private spheres; and the provision of tools to promote women's economic independence.⁵¹⁴⁸

⁵¹³⁹ Virtual Meeting of Business Women of the Pacific Alliance, The Government of Mexico (Mexico City) 28 April 2021. Access Date: 29 April 2021. <https://www.gob.mx/se/es/articulos/encuentro-virtual-de-mujeres-empresarias-de-la-alianza-del-pacifico-270841>

⁵¹⁴⁰ Virtual Meeting of Business Women of the Pacific Alliance, The Government of Mexico (Mexico City) 28 April 2021. Access Date: 29 April 2021. <https://www.gob.mx/se/es/articulos/encuentro-virtual-de-mujeres-empresarias-de-la-alianza-del-pacifico-270841>

⁵¹⁴¹ Virtual Meeting of Business Women of the Pacific Alliance, The Government of Mexico (Mexico City) 28 April 2021. Access Date: 29 April 2021. <https://www.gob.mx/se/es/articulos/encuentro-virtual-de-mujeres-empresarias-de-la-alianza-del-pacifico-270841>

⁵¹⁴² The Mexican government reaffirms its commitment to women's empowerment, The Government of Mexico (Mexico City) 23 June 2021. Access Date: 18 July 2021. <https://www.gob.mx/sre/prensa/the-mexican-government-reaffirms-its-commitment-to-women-s-empowerment?tab=>

⁵¹⁴³ The Mexican government reaffirms its commitment to women's empowerment, The Government of Mexico (Mexico City) 23 June 2021. Access Date: 18 July 2021. <https://www.gob.mx/sre/prensa/the-mexican-government-reaffirms-its-commitment-to-women-s-empowerment?tab=>

⁵¹⁴⁴ The Mexican government reaffirms its commitment to women's empowerment, The Government of Mexico (Mexico City) 23 June 2021. Access Date: 18 July 2021. <https://www.gob.mx/sre/prensa/the-mexican-government-reaffirms-its-commitment-to-women-s-empowerment?tab=>

⁵¹⁴⁵ 2021 HLPF Ministerial Declaration Adopted by Acclamation, International Institute for Sustainable Development (Winnipeg) 21 July 2021. Access Date: 23 July 2021. <https://sdg.iisd.org/news/2021-hlpf-ministerial-declaration-adopted-by-acclamation/>

⁵¹⁴⁶ 2021 HLPF Ministerial Declaration Adopted by Acclamation, International Institute for Sustainable Development (Winnipeg) 21 July 2021. Access Date: 23 July 2021. <https://sdg.iisd.org/news/2021-hlpf-ministerial-declaration-adopted-by-acclamation/>

⁵¹⁴⁷ Commitments to the equality and wellbeing of women, Government of Mexico (Mexico City) 26 August 2021. Access Date: 24 September 2021. <https://www.gob.mx/inmujeres/articulos/compromisos-por-la-igualdad-y-el-bienestar-de-las-mujeres?idiom=es>

⁵¹⁴⁸ Commitments to the equality and wellbeing of women, Government of Mexico (Mexico City) 26 August 2021. Access Date: 24 September 2021. <https://www.gob.mx/inmujeres/articulos/compromisos-por-la-igualdad-y-el-bienestar-de-las-mujeres?idiom=es>

On 7 September 2021, the Supreme Court struck down a law from the State of Coahuila which punished those who performed and received abortions with one to three years of prison.⁵¹⁴⁹ The ruling was unanimous and resulted in the declaration that the criminalization of abortion would be unconstitutional.⁵¹⁵⁰

On 13 September 2021, Mexico included the “gender perspective” in the income policy of the Economic Package 2022 and made an investment of more than MXN232 billion in Annex 13 “Expenditures for Equality between Women and Men.”⁵¹⁵¹ In total, the expenditures for equality include 12 priority programs of the Government of the Fourth Transformation and 21 strategic programs to promote gender equality and women's human rights.⁵¹⁵² These programs include initiatives to support for the well-being of the children of working mothers.⁵¹⁵³ The 2022 Economic Package also refers to the financial inclusion of women through financial programs, the promotion of women’s employment as a central and strategic element for the growth and productivity of the country.⁵¹⁵⁴

Mexico has fully complied with its commitment to remove barriers to the extent and quality of women’s participation in the labour market and economy through actions such as hosting international virtual conferences and providing financial support. Furthermore, Mexico supported women’s entrepreneurship through the Credit to the World program.

Thus, Mexico receives a score of +1.

Analyst: Samar Moghal

Russia: +1

Russia has fully complied with its commitment to remove barriers to women’s economic participation and entrepreneurship.

⁵¹⁴⁹ The Mexican Supreme Court Decriminalizes Abortion, Jacobin (New York) 16 September 2021. Access Date: 7 September 2021. <https://jacobinmag.com/2021/09/mexico-supreme-court-decriminalization-abortion-feminism-health-law>

⁵¹⁵⁰ The Mexican Supreme Court Decriminalizes Abortion, Jacobin (New York) 16 September 2021. Access Date: 7 September 2021. <https://jacobinmag.com/2021/09/mexico-supreme-court-decriminalization-abortion-feminism-health-law>

⁵¹⁵¹ With a budget increase and a gender perspective in the 2022 Economic Package, the Government of Mexico reaffirms its commitment to women, Government of Mexico (Mexico City) 13 September 2021. Access Date: 24 September 2021. <https://www.gob.mx/inmujeres/prensa/incremento-de-recursos-para-la-igualdad-de-genero-en-el-paquete-economico-2022-muestra-del-compromiso-del-gobierno-de-la-cuarta-transformacion?idiom=es>

⁵¹⁵² With a budget increase and a gender perspective in the 2022 Economic Package, the Government of Mexico reaffirms its commitment to women, Government of Mexico (Mexico City) 13 September 2021. Access Date: 24 September 2021. <https://www.gob.mx/inmujeres/prensa/incremento-de-recursos-para-la-igualdad-de-genero-en-el-paquete-economico-2022-muestra-del-compromiso-del-gobierno-de-la-cuarta-transformacion?idiom=es>

⁵¹⁵³ With a budget increase and a gender perspective in the 2022 Economic Package, the Government of Mexico reaffirms its commitment to women, Government of Mexico (Mexico City) 13 September 2021. Access Date: 24 September 2021. <https://www.gob.mx/inmujeres/prensa/incremento-de-recursos-para-la-igualdad-de-genero-en-el-paquete-economico-2022-muestra-del-compromiso-del-gobierno-de-la-cuarta-transformacion?idiom=es>

⁵¹⁵⁴ With a budget increase and a gender perspective in the 2022 Economic Package, the Government of Mexico reaffirms its commitment to women, Government of Mexico (Mexico City) 13 September 2021. Access Date: 24 September 2021. <https://www.gob.mx/inmujeres/prensa/incremento-de-recursos-para-la-igualdad-de-genero-en-el-paquete-economico-2022-muestra-del-compromiso-del-gobierno-de-la-cuarta-transformacion?idiom=es>

On 1 January 2021, Russia implemented a policy that reduces the number of banned jobs for Russian women from 456 to 100.⁵¹⁵⁵ The policy aims to increase women's economic participation by increasing the number of jobs Russian women are allowed to pursue.⁵¹⁵⁶

On 21 February 2021, representatives from Russia attended an online meeting alongside 56 representatives from Argentina, Belgium, Canada, France, Hungary, Italy, Japan, Korea, Romania, Slovenia, the United Kingdom, the United States, the European Commission, the International Atomic Energy Agency, and the Organisation for Economic Co-operation and Development to discuss increasing the number of women in the nuclear power industry.⁵¹⁵⁷ The project coordinator of the Council of the Eurasian Women's Forum Angelica Khaperskaya presented the "Russian experience in achieving gender balance in science and technology during the meeting."⁵¹⁵⁸

On 21 April 2021, President Vladimir Putin announced new support measures to aid single-parent families and pregnant women during his annual address to the Federal Assembly in Moscow.⁵¹⁵⁹ In his speech, President Putin announced that parents who are forced to leave work to care for a sick child, which is often times the mother, will now be able to continue to receive 100 per cent of their salary, while caring for their child, up to seven years old.⁵¹⁶⁰ These new announcements will work towards financially supporting pregnant women and single-parent families in order to minimize the financial burden they might face, as well as encouraging the participation of women in the labour force.⁵¹⁶¹

On 23 April 2021, Deputy Prime Minister for Social Policy, Labour, Health and Pension Provision Tatyana Golikova hosted a meeting of the Russian Tripartite Commission on a draft governmental decree on a program for organizing vocational training and education for certain Russian citizens until 2024 due to the impact of the COVID-19 pandemic on the labour market.⁵¹⁶² The eligible citizens would be those over age 50, those of pre-retirement age, and women on leave to care for young children.⁵¹⁶³ The plan is for at least 168,800 people to undergo vocational training and education in 2021 and at least 125,000 people annually from 2022 to 2024.⁵¹⁶⁴

⁵¹⁵⁵ Russian Women Are Ready to Reclaim Once-Forbidden Jobs, The Moscow Times (Moscow) 6 March 2020. Access Date: 20 March 2021. <https://www.themoscowtimes.com/2020/03/06/russian-women-are-ready-to-reclaim-once-forbidden-jobs-a69544>

⁵¹⁵⁶ Russian Women Are Ready to Reclaim Once-Forbidden Jobs, The Moscow Times (Moscow) 6 March 2020. Access Date: 20 March 2021. <https://www.themoscowtimes.com/2020/03/06/russian-women-are-ready-to-reclaim-once-forbidden-jobs-a69544>

⁵¹⁵⁷ Online meeting on increasing the number of women in nuclear positions was held, Eurasian Women's Forum (Moscow) 21 February 2021. Access Date: 21 March 2021. <https://eawf.ru/news/novosti-soveta-ezhf/sostoyalos-onlayn-soveshchanie-po-uvlicheniyu-chisla-zhenshchin-v-yadernoy-energetike/>

⁵¹⁵⁸ Online meeting on increasing the number of women in nuclear positions was held, Eurasian Women's Forum (Moscow) 21 February 2021. Access Date: 21 March 2021. <https://eawf.ru/news/novosti-soveta-ezhf/sostoyalos-onlayn-soveshchanie-po-uvlicheniyu-chisla-zhenshchin-v-yadernoy-energetike/>

⁵¹⁵⁹ Presidential Address to the Federal Assembly, President of Russia (Moscow) 21 April 2021. Access Date: 1 May 2021. <http://en.kremlin.ru/events/president/news/65418>

⁵¹⁶⁰ Presidential Address to the Federal Assembly, President of Russia (Moscow) 21 April 2021. Access Date: 1 May 2021. <http://en.kremlin.ru/events/president/news/65418>

⁵¹⁶¹ Presidential Address to the Federal Assembly, President of Russia (Moscow) 21 April 2021. Access Date: 1 May 2021. <http://en.kremlin.ru/events/president/news/65418>

⁵¹⁶² Tatyana Golikova held a meeting of the Russian Tripartite Commission for the Regulation of Social and Labour Relations, Government of the Russian Federation (Moscow) 23 April 2021. Access Date: 11 May 2021. <http://government.ru/news/42048/>

⁵¹⁶³ Tatyana Golikova held a meeting of the Russian Tripartite Commission for the Regulation of Social and Labour Relations, Government of the Russian Federation (Moscow) 23 April 2021. Access Date: 11 May 2021. <http://government.ru/news/42048/>

⁵¹⁶⁴ Tatyana Golikova held a meeting of the Russian Tripartite Commission for the Regulation of Social and Labour Relations, Government of the Russian Federation (Moscow) 23 April 2021. Access Date: 11 May 2021. <http://government.ru/news/42048/>

On 8 July 2021, Russia announced that financial literacy will be embedded in the new federal state educational standards of primary and basic general education.⁵¹⁶⁵ The introduction of the foundations of financial literacy in educational school curricula is aimed at generating interest in finance among girls and women, help them gain necessary financial competences for their introduction to the labour market and “ensure their financial stability in the future.”⁵¹⁶⁶

On 20 July 2021, Chairwoman of the Federation Council Valentina Matviyenko virtually participated and delivered a video message at the Shanghai Cooperation Organization (SCO) Forum on Education and Poverty Reduction among women, which discussed the impacts of the pandemic on education and economic status for women and girls.⁵¹⁶⁷ Chairwoman Matviyenko shared some of Russia’s on-going and future national-level projects designed to advance gender equality, through the development of women’s entrepreneurship and the involvement of women in the technological field.⁵¹⁶⁸

Russia has fully complied with its commitment to remove barriers to the extent and quality of women’s participation in the labour market and economy through actions such as releasing previous restrictions on women’s employment. Furthermore, Russia promoted measures for women’s engagement and success in entrepreneurial activities.

Thus, Russia has received a score of +1.

Analyst: Loujein Metwally

Saudi Arabia: 0

Saudi Arabia has partially complied with its commitment to remove barriers to women’s economic participation and entrepreneurship.

On 8 March 2021, Minister of Commerce and Investment Majid bin Abdullah Al-Qasabi announced the launch of a new program to encourage Saudi women to join the accounting profession.⁵¹⁶⁹ Organized by the Saudi Organization for Certified Public Accountants, the program includes training, qualification, entrepreneurship and employment streams in order to empower women and increase female participation in the national economy.⁵¹⁷⁰

On 22 April 2021, the Saudi Human Resources Development Fund introduced a new initiative to boost female employment in the private sector by subsidizing transport costs in partnership with vehicle for hire company, Careem.⁵¹⁷¹ This initiative allows women to receive an 80 per cent discount on the cost of each journey, with the ceiling of support increased to SAR1,100 a month for those

⁵¹⁶⁵ Teaching financial literacy to become mandatory in primary and secondary schools, Bank of Russia (Moscow) 8 July 2021. Access Date: 15 September 2021. <https://www.cbr.ru/eng/press/event/?id=11027>

⁵¹⁶⁶ New educational standards will help girls master the necessary financial competencies, Eurasian Women’s Forum (Moscow) 8 September 2021. Access Date: 15 September 2021. <https://eawf.ru/news/novosti-soveta-ezhf/novye-obrazovatelnye-standarty-pomogut-devushkam-osvoit-neobkhodimye-finansovye-kompetentsii>

⁵¹⁶⁷ V. Matviyenko addressed the participants of the Shanghai Cooperation Organization Forum on Education and Poverty Reduction among Women, Council of the Federation (Moscow) 20 July 2021. Access Date: 23 July 2021. <http://council.gov.ru/events/news/128766>

⁵¹⁶⁸ V. Matviyenko addressed the participants of the Shanghai Cooperation Organization Forum on Education and Poverty Reduction among Women, Council of the Federation (Moscow) 20 July 2021. Access Date: 23 July 2021. <http://council.gov.ru/events/news/128766>

⁵¹⁶⁹ Saudi Arabia launches women’s accountancy program, Arab News (Riyadh) 9 March 2021. Access Date: 15 May 2021. <https://www.arabnews.com/node/1822231/saudi-arabia>

⁵¹⁷⁰ Saudi Arabia launches women’s accountancy program, Arab News (Riyadh) 9 March 2021. Access Date: 15 May 2021. <https://www.arabnews.com/node/1822231/saudi-arabia>

⁵¹⁷¹ Saudi transport program extends support for women, Arab News (Riyadh) 22 April 2021. Access Date: 15 May 2021. <https://www.arabnews.com/node/1846841/saudi-arabia>

with a monthly wage of SAR6,000 or less, and SAR800 for those earning between SAR6,001 to SAR8,000 per month.⁵¹⁷² This initiative aims to reduce the burden of transport costs for Saudi women working in the private sector.⁵¹⁷³

On 15 September 2021, the Government of Saudi Arabia announced the launch of the Human Capability Development Program. It is a program that aims to ensure that citizens have the required capabilities to compete globally by instilling values and developing basic and future skills. The program focuses on preparing the youth for the future local and global labor market. It also focuses on upskilling citizens by providing lifelong learning opportunities, supporting innovation and entrepreneurship culture.⁵¹⁷⁴ One of the program's indirect strategic objectives is to increase women's participation in the labor market.⁵¹⁷⁵

Saudi Arabia has partially complied with its commitment to support women's economic participation and entrepreneurship by announcing the launch of a new program and initiative to boost women's participation in the labour market. However, Saudi Arabia has not implemented concrete actions for this commitment.

Thus, Saudi Arabia receives a score of 0.

Analyst: Warisa Rahman

South Africa: +1

South Africa has fully complied with its commitment to remove barriers to women's economic participation and entrepreneurship.

On 19 November 2020, the Cabinet approved launching the "Women's Economic Justice towards a non-violent and non-sexist South Africa" theme for the 16 Days of Activism Campaign, which aims to promote the economic empowerment of women.⁵¹⁷⁶

On 27 January 2021, Minister of Higher Education, Science and Innovation Blade Nzimande expressed concern for the underrepresentation of women in the construction sector and stated that the Economic Reconstruction and Recovery Plan created in response to the COVID-19 pandemic was an opportunity to address these shortcomings.⁵¹⁷⁷

On 4 February 2021, President Cyril Ramaphosa launched the Gender Based Violence and Femicide Response Fund 1, which raised ZAR128 million from the private sector organizations and businesses.⁵¹⁷⁸ The fund will support the National Strategic Plan, which aims to end gender-based inequalities through six pillars: Accountability, Coordination and Leadership, Prevention and

⁵¹⁷² Saudi transport program extends support for women, Arab News (Riyadh) 22 April 2021. Access Date: 15 May 2021. <https://www.arabnews.com/node/1846841/saudi-arabia>

⁵¹⁷³ Saudi transport program extends support for women, Arab News (Riyadh) 22 April 2021. Access Date: 15 May 2021. <https://www.arabnews.com/node/1846841/saudi-arabia>

⁵¹⁷⁴ Crown Prince launches Human Capability Development Program to boost citizens' capabilities, Saudi Gazette (Riyadh) 15 September 2021. Access Date: 25 October 2021. <https://saudigazette.com.sa/article/610945>

⁵¹⁷⁵ Human Capability Development Program 2021-2025, Vision 2030 (Riyadh) 15 September 2021. Access Date: 25 October 2021. https://www.vision2030.gov.sa/media/nfob33q5/hcdp_mv_en-1.pdf

⁵¹⁷⁶ Statement on virtual Cabinet Meeting of 18 November 2020, Government Communications (Pretoria) 19 November 2020. Access Date: 20 March 2021. <https://www.gov.za/speeches/statement-virtual-cabinet-meeting-18-november-2020-19-nov-2020-0000>.

⁵¹⁷⁷ Minister Blade Nzimande: Construction Sector Education and Training Authority Infrastructure Summit, Department of Higher Education, Science and Innovation (Pretoria) 27 January 2021. Access Date: 19 March 2021. <https://www.gov.za/speeches/remarks-minister-27-jan-2021-0000>

⁵¹⁷⁸ Presidency on Gender-Based Violence and Femicide (GBVF) Response Fund, The Presidency (Pretoria) 5 February 2021. Access Date: 27 April 2021. <https://www.gov.za/speeches/gbvf-response-5-feb-2021-0000>

Rebuilding Social Cohesion, Justice, Safety and Protection, Response, Care, Support and Healing, Economic Power and Research and Information Management.⁵¹⁷⁹

On 25 February 2021, President Ramaphosa announced the Manufacturing Scheme —a component of the Small, Medium and Micro Enterprises (SMME) Debt Relief Scheme Fund— which aims to help SMME drive economic recovery from the COVID-19 pandemic, stating that at least 40 per cent of funds must go to women-owned enterprises.⁵¹⁸⁰

On 8 March 2021, Minister of Tourism Lindiwe Sisulu welcomed a Memorandum of Understanding which aims to empower women to manage and lead accredited Social Housing Institutions.⁵¹⁸¹ Sisulu stated that “women need to step up and make an equal contribution in industrial production as well as in the corporate workforce.”⁵¹⁸²

On 17 March 2021, Deputy President David Mabuza spoke to the National Assembly on the importance of strategies which develop employment prospects for women following the COVID-19 pandemic and announced that the new Human Resource Development Strategy, which will respond particularly to the skills needs of women, is under review.⁵¹⁸³

On 1 July 2021, President Ramaphosa stated that the country must “dismantle the systemic barriers that marginalize women and girls and perpetuate inequality in the global economy.”⁵¹⁸⁴ He announced that the country will reserve 40 per cent of public procurement for women-owned businesses, will adopt a Protocol and Programme of Action on Women in Trade to promote the participation of women in the African Continental Free Trade Area, will work with Queen Maxima — the UN Secretary-General’s Special Advocate on Financial Inclusion — to establish the Advocacy Accelerator for Women’s Digital Financial Inclusion in Africa, which aims to increase digital finance products for women in Africa, and will launch the Charlotte Maxeke Women’s Initiative on Economic Justice and Rights to “increase opportunities for women and girls in the areas of entrepreneurship, leadership and diplomacy.”⁵¹⁸⁵

On 30 July 2021, Minister of Women, Youth and Persons with Disabilities Maite Nkoana-Mashabane officially launched Women’s Month, stating that “women economic inclusion and access to the mainstream of the economy should be a priority,” calling on the government and private sector to

⁵¹⁷⁹ Presidency on Gender-Based Violence and Femicide (GBVF) Response Fund, The Presidency (Pretoria) 5 February 2021. Access Date: 27 April 2021. <https://www.gov.za/speeches/gbvf-response-5-feb-2021-0000>

⁵¹⁸⁰ President Cyril Ramaphosa: Virtual engagement with SMMEs and Cooperatives, The Presidency (Cape Town) 25 February 2021. Access Date: 20 March 2021. <https://www.gov.za/speeches/president-cyril-ramaphosa-virtual-engagement-smmes-and-cooperatives-25-feb-2021-0000>.

⁵¹⁸¹ Minister Lindiwe Sisulu on commitment to women empowerment, Department of Human Settlements, Water and Sanitation (Pretoria) 8 March 2021. Access Date: 11 March 2021. <https://www.gov.za/speeches/minister-lindiwe-sisulu-commitment-women-empowerment-8-mar-2021-0000>.

⁵¹⁸² Minister Lindiwe Sisulu on commitment to women empowerment, Department of Human Settlements. 8 March 2021. (Access Date: 11 March 2021. <https://www.gov.za/speeches/minister-lindiwe-sisulu-commitment-women-empowerment-8-mar-2021-0000>

⁵¹⁸³ Deputy President David Mabuza on youth empowerment post Coronavirus COVID-19 era, The Presidency (Cape Town) 17 March 2021. Access Date: 20 March 2021. <https://www.gov.za/speeches/deputy-president-david-mabuza-youth-empowerment-post-coronavirus-covid-19-era-17-mar-2021>.

⁵¹⁸⁴ President Cyril Ramaphosa: Generation Equality Forum Action Coalition Session, The Presidency (Pretoria) 1 July 2021. Date Accessed: 22 July 2021. <https://www.gov.za/speeches/president-cyril-ramaphosa-generation-equality-forum-action-coalition-session-1-jul-2021>

⁵¹⁸⁵ President Cyril Ramaphosa: Generation Equality Forum Action Coalition Session, The Presidency (Pretoria) 1 July 2021. Date Accessed: 22 July 2021. <https://www.gov.za/speeches/president-cyril-ramaphosa-generation-equality-forum-action-coalition-session-1-jul-2021>

give 40 per cent of all business procurement to women so that the nation can reach economic equality “by 2030.”⁵¹⁸⁶

On 9 August 2021, President Ramaphosa delivered a speech on Women’s Day, where he stated that a Women’s Economic Assembly “will be launched later this month to identify the supply chain opportunities for women-owned businesses in key industries such as steel, automotive and energy sectors,”⁵¹⁸⁷ as well as that “Work is underway to develop a financial inclusion policy to address the barriers experienced by women-owned businesses and low-income earners to access credit, to also access grants and other financial transactions.”⁵¹⁸⁸ Further, he acknowledged the inequality between men and women’s economic recovery following the COVID-19 pandemic, and stated that he is “working to ensure that women benefit from the most recent relief measures and from our Economic Reconstruction and Recovery Plan.”⁵¹⁸⁹

On 26 August 2021, the Department of Public Works and Infrastructure stated that its Expanded Public Works Program (EPWP) will aim to cater to the most vulnerable populations in the nation, including women.⁵¹⁹⁰ The program provides income support through the creation of job prospects for the poor.⁵¹⁹¹ According to Acting Deputy Director General of the EPWP Carmen-Joy Abrahams, EPWP is “committed to...strengthening women participation in the implementation of EPWP projects in order to promote social protection and improve livelihoods.”⁵¹⁹²

On 31 August 2021, Minister of Mineral Resources and Energy Gwede Mantashe launched the Women Empowerment and Gender Equality Strategy which is aimed at ensuring that women become active participants in the Energy Sector.⁵¹⁹³ The strategy has a 5 year plan, and aims to fulfill four strategic pillars: an enabling environment for translating government gender policy into reality, working towards achieving an equality of opportunities in the energy sector and beyond, ensuring that gender considerations are integrated effectively, and advocating for the promotion of new values and a culture of respect in the sector.⁵¹⁹⁴

⁵¹⁸⁶Minister Maite Nkoana-Mashabane: Launch of Women’s Month, Department of Women, Youth and Persons with Disabilities (Pretoria) 30 July 2021. Date Accessed: 10 September 2021. <https://www.gov.za/speeches/minister-maite-nkoana-mashabane-launch-women%E2%80%99s-month-30-jul-2021-0000>

⁵¹⁸⁷ President Cyril Ramaphosa: Women’s Day 2021, The Presidency (Pretoria) 9 August 2021. Date Accessed: 10 September 2021. <https://www.gov.za/speeches/president-cyril-ramaphosa-womens-day-2021-9-aug-2021-0000>

⁵¹⁸⁸ President Cyril Ramaphosa: Women’s Day 2021, The Presidency (Pretoria) 9 August 2021. Date Accessed: 10 September 2021. <https://www.gov.za/speeches/president-cyril-ramaphosa-womens-day-2021-9-aug-2021-0000>

⁵¹⁸⁹ President Cyril Ramaphosa: Women’s Day 2021, The Presidency (Pretoria) 9 August 2021. Date Accessed: 10 September 2021. <https://www.gov.za/speeches/president-cyril-ramaphosa-womens-day-2021-9-aug-2021-0000>

⁵¹⁹⁰Public Works and Infrastructure on women empowerment through The Expanded Public Works Program, Department of Public Works and Infrastructure (Pretoria) 26 August 2021. Date Accessed: 10 September 2021.

<https://www.gov.za/speeches/public-works-and-infrastructure-women-empowerment-through-expanded-public-works-programme>

⁵¹⁹¹Public Works and Infrastructure on women empowerment through The Expanded Public Works Program, Department of Public Works and Infrastructure (Pretoria) 26 August 2021. Date Accessed: 10 September 2021.

<https://www.gov.za/speeches/public-works-and-infrastructure-women-empowerment-through-expanded-public-works-programme>

⁵¹⁹²Public Works and Infrastructure on women empowerment through The Expanded Public Works Program, Department of Public Works and Infrastructure (Pretoria) 26 August 2021. Date Accessed: 10 September 2021.

<https://www.gov.za/speeches/public-works-and-infrastructure-women-empowerment-through-expanded-public-works-programme>

⁵¹⁹³Minister Gwede Mantashe launches Women Empowerment and Gender Equality Strategy, Department of Mineral Resources and Energy (Pretoria) 2 September 2021. Date Accessed: 10 September 2021. <https://www.gov.za/speeches/minister-gwede-mantashe-launches-women-empowerment-and-gender-equality-strategy-2-sep-2021>

⁵¹⁹⁴Minister Gwede Mantashe launches Women Empowerment and Gender Equality Strategy, Department of Mineral Resources and Energy (Pretoria) 2 September 2021. Date Accessed: 10 September 2021. <https://www.gov.za/speeches/minister-gwede-mantashe-launches-women-empowerment-and-gender-equality-strategy-2-sep-2021>

South Africa has fully complied with its commitment to remove barriers to the extent and quality of women's participation in the labour market and economy through actions such as the creation of funds and training programs to improve female employment, as well as measures to support women-owned businesses.

Thus, South Africa receives a score of +1.

Analyst: Debasmita Bhattacharya

Turkey: +1

Turkey has fully complied with its commitment to remove barriers to women's economic participation and entrepreneurship.

On 21 December 2020, the Mothers at Work Project for women's employment launched by the Turkish Government Employment Agency began to expand its scope. The program initially focused on providing vocational training courses and programs for disadvantaged women who either cannot work as a result of having to stay home and care for their kids, those relying on social benefits or those exposed to domestic violence. However, the government hopes to raise the women's employment rate in Turkey further with new incentives such as financial support for women's cooperatives and interest rate free loans for female entrepreneurs.⁵¹⁹⁵ Maternity leave for working women has also been increased along with increased financial support for child-caring women.⁵¹⁹⁶

On 8 March 2021, President Recep Tayyip Erdogan, announced at his AKP Women Branch's General Convention that the government will be creating a new commission at the parliament to tackle the violence against women.⁵¹⁹⁷ Efforts will be launched in every legal and social field to empower women, raise awareness and mitigate any widening of gender inequalities.⁵¹⁹⁸

On 19 April 2021, Minister of National Education Ziya Selçuk announced a new initiative to help increase women employment by training 8,000 individuals.⁵¹⁹⁹ This initiative will train women on establishing cooperatives and provide training to women and men already involved in cooperatives.⁵²⁰⁰ This initiative will also establish a consultant pool and provide consultancy service training for 1,000 women.⁵²⁰¹

⁵¹⁹⁵ Project for women's employment in Turkey expands scope (Istanbul) 21 December 2020. Access Date: 9 March 2021.

<https://www.dailysabah.com/turkey/mothers-at-work-project-for-womens-employment-in-turkey-expands-scope/news>

⁵¹⁹⁶ Project for women's employment in Turkey expands scope (Istanbul) 21 December 2020. Access Date: 9 March 2021.

<https://www.dailysabah.com/turkey/mothers-at-work-project-for-womens-employment-in-turkey-expands-scope/news>

⁵¹⁹⁷ Turkey Marks International Women's Day (Ankara) 8 March 2021. Access Date: 21 March 2021.

<https://www.hurriyetdailynews.com/president-erdogan-marks-international-womens-day-162961>

⁵¹⁹⁸ Turkey Marks International Women's Day (Ankara) 8 March 2021. Access Date: 21 March 2021.

<https://www.hurriyetdailynews.com/president-erdogan-marks-international-womens-day-162961>

⁵¹⁹⁹ Minister Selçuk: "We Will Give Awareness Training To 8 Thousand People To Increase Female Employment," Ministry of Family and Social Services (Ankara) 19 April 2021. Access Date: 3 May 2021. <https://www.aile.gov.tr/haberler/bakan-selcuk-kadin-istihdaminin-arttirilmesi-icin-8-bin-kisiye-farkindalik-egitimi-verecegiz/>

⁵²⁰⁰ Minister Selçuk: "We Will Give Awareness Training To 8 Thousand People To Increase Female Employment," Ministry of Family and Social Services (Ankara) 19 April 2021. Access Date: 3 May 2021. <https://www.aile.gov.tr/haberler/bakan-selcuk-kadin-istihdaminin-arttirilmesi-icin-8-bin-kisiye-farkindalik-egitimi-verecegiz/>

⁵²⁰¹ Minister Selçuk: "We Will Give Awareness Training To 8 Thousand People To Increase Female Employment," Ministry of Family and Social Services (Ankara) 19 April 2021. Access Date: 3 May 2021. <https://www.aile.gov.tr/haberler/bakan-selcuk-kadin-istihdaminin-arttirilmesi-icin-8-bin-kisiye-farkindalik-egitimi-verecegiz/>

On 26 August 2021, Minister of Family and Social Services Derya Yanik attended the G20 Ministerial Conference on Women Empowerment in Santa Margherita Ligure, Italy.⁵²⁰² At the conference, Minister Yanik participated in the session titled “Work and Economic Empowerment and Work-Life Balance” and emphasized the need for the international community to support the struggle of Diyarbakir mothers.⁵²⁰³

Turkey has fully complied with its commitment to remove barriers to the extent and quality of women’s participation in the labour market and economy by effectively recognizing the gender gap in the labour market. Furthermore, Turkey took action to promote women’s engagement and success in entrepreneurial activities.

Thus, Turkey receives a score of +1.

Analyst: Elizabeth Lerman

United Kingdom: +1

The United Kingdom has fully complied with its commitment to remove barriers to women’s economic participation and entrepreneurship.

On 15 December 2020, Her Majesty’s Revenue and Customs published the 2020 gender pay gap report.⁵²⁰⁴ These reports are published in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.⁵²⁰⁵ The Equality, Diversity and Inclusion Strategy used in these reports focuses on creating an inclusive, respectful and representative workplace that reflects the society it serves, where all colleagues can thrive and where equality, diversity and difference are valued.⁵²⁰⁶

On 17 December 2020, in a speech titled “The New Fight for Fairness,” Minister for Women and Equalities Liz Truss set out the UK’s new approach to tackling inequality in the UK.⁵²⁰⁷ The speech marked a new approach to the UK’s equality policy, with a commitment to individual dignity and opportunity at its heart.⁵²⁰⁸

On 17 December 2020, Minister Truss also launched the Equality Data Programme in the speech, the large-scale project will gather data in order to better understand the barriers that people from

⁵²⁰² Minister Yanik’s call to the international community for Diyarbakir Mothers, TRT Haber (Istanbul) 26 August 2021. Access Date: 24 September 2021. <https://www.trthaber.com/haber/gundem/bakan-yaniktan-uluslararasi-topluma-diyarbakir-anneleri-cagrisi-604472.html>

⁵²⁰³ Minister Yanik’s call to the international community for Diyarbakir Mothers, TRT Haber (Istanbul) 26 August 2021. Access Date: 24 September 2021. <https://www.trthaber.com/haber/gundem/bakan-yaniktan-uluslararasi-topluma-diyarbakir-anneleri-cagrisi-604472.html>

⁵²⁰⁴ HMRC and Valuation Office Agency: gender pay gap report and data 2020, UK Government (London) 15 December 2020. Access Date: 27 March 2021. <https://www.gov.uk/government/publications/hmrc-and-valuation-office-agency-gender-pay-gap-report-and-data-2020/hmrc-and-valuation-office-agency-gender-pay-gap-report-and-data-2020>

⁵²⁰⁵ HMRC and Valuation Office Agency: gender pay gap report and data 2020, UK Government (London) 15 December 2020. Access Date: 27 March 2021. <https://www.gov.uk/government/publications/hmrc-and-valuation-office-agency-gender-pay-gap-report-and-data-2020>

⁵²⁰⁶ HMRC and Valuation Office Agency: gender pay gap report and data 2020, UK Government (London) 15 December 2020. Access Date: 27 March 2021. <https://www.gov.uk/government/publications/hmrc-and-valuation-office-agency-gender-pay-gap-report-and-data-2020/hmrc-and-valuation-office-agency-gender-pay-gap-report-and-data-2020>

⁵²⁰⁷ ‘Fight For Fairness’ speech to set out government’s new approach to equality, UK Government (London) 17 December 2020. Access Date: 25 March 2021. <https://www.gov.uk/government/news/fight-for-fairness-speech-to-set-out-governments-new-approach-to-equality>

⁵²⁰⁸ ‘Fight For Fairness’ speech to set out government’s new approach to equality, UK Government (London) 17 December 2020. Access Date: 25 March 2021. <https://www.gov.uk/government/news/fight-for-fairness-speech-to-set-out-governments-new-approach-to-equality>

every background are facing across the UK.⁵²⁰⁹ The Equality Data Programme is the UK's broadest and most comprehensive equality data project yet.⁵²¹⁰ The program will emphasize the disparities people are facing to ensure real inequalities are addressed, using more data than ever to ensure our policies work.⁵²¹¹ This is a significant change from the previous work of the Equality Hub, which often focused on people with a single protected characteristic and compared outcomes narrowly within those groups.⁵²¹²

On 5 January 2021, the Domestic Abuse Bill was debated in the House of Lords.⁵²¹³ It contains new measures to protect victim-survivors of domestic abuse and when the bill has progressed through Parliament, economic abuse will be recognized in law for the very first time.⁵²¹⁴ The inclusion of economic abuse in the legal definition of domestic abuse helps raise awareness of it.⁵²¹⁵ The Bill will help hold perpetrators of economic abuse to account so that victims can access justice and services such as the police, housing and social services will also need to consider how they respond to economic abuse.⁵²¹⁶ Though the Bill was introduced to Parliament in early 2020, it has faced a series of delays and is therefore expected to become law in 2021.⁵²¹⁷

On 10 February 2021, the UK government released a new guidance note in a series of guidance notes on the strategic outcomes of the UK National Action Plan on Women, Peace and Security (2018 to 2022) to support implementing policy and program interventions in each area.⁵²¹⁸ This note is meant to provide guidance to government staff and partners to implement strategic outcome 3 of the plan: commitments on preventing and responding to gender-based violence in conflict.⁵²¹⁹ Strategic Outcome 3 (preventing gender-based violence) the UK government commits to increasing the

⁵²⁰⁹ 'Fight For Fairness' speech to set out government's new approach to equality, UK Government (London) 17 December 2020. Access Date: 25 March 2021. <https://www.gov.uk/government/news/fight-for-fairness-speech-to-set-out-governments-new-approach-to-equality>

⁵²¹⁰ New large-scale data project will get to the heart of disparities, UK Government (London) 17 December 2020. Access Date: 25 March 2021. <https://www.gov.uk/government/news/new-large-scale-data-project-will-get-to-the-heart-of-disparities>

⁵²¹¹ New large-scale data project will get to the heart of disparities, UK Government (London) 17 December 2020. Access Date: 25 March 2021. <https://www.gov.uk/government/news/new-large-scale-data-project-will-get-to-the-heart-of-disparities>

⁵²¹² 'Fight For Fairness' speech to set out government's new approach to equality, UK Government (London) 17 December 2020. Access Date: 25 March 2021. <https://www.gov.uk/government/news/fight-for-fairness-speech-to-set-out-governments-new-approach-to-equality>

⁵²¹³ Domestic Abuse Bill, UK Parliament (London) 5 January 2021. Access Date: 27 March 2021.

⁵²¹⁴ Economic abuse and the Domestic Abuse Bill, Surviving Economic Abuse (London) n.d. Access Date: 27 March 2021. <https://survivingeconomicabuse.org/i-need-help/economic-abuse-and-the-law/domestic-abuse-bill/>

⁵²¹⁵ Economic abuse and the Domestic Abuse Bill, Surviving Economic Abuse (London) n.d. Access Date: 27 March 2021. <https://survivingeconomicabuse.org/i-need-help/economic-abuse-and-the-law/domestic-abuse-bill/>

⁵²¹⁶ Economic abuse and the Domestic Abuse Bill, Surviving Economic Abuse (London) n.d. Access Date: 27 March 2021. <https://survivingeconomicabuse.org/i-need-help/economic-abuse-and-the-law/domestic-abuse-bill/>

⁵²¹⁷ Domestic Abuse Bill, UK Parliament (London) 25 March 2021. Access Date: 27 March 2021. <https://bills.parliament.uk/bills/2709>

⁵²¹⁸ UK national action plan on women, peace and security 2018 to 2022 guidance note: preventing gender-based violence, UK Government (London) 10 February 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/publications/uk-national-action-plan-on-women-peace-and-security-2018-to-2022-guidance-note-preventing-gender-based-violence>

⁵²¹⁹ UK national action plan on women, peace and security 2018 to 2022 guidance note: preventing gender-based violence, UK Government (London) 10 February 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/publications/uk-national-action-plan-on-women-peace-and-security-2018-to-2022-guidance-note-preventing-gender-based-violence>

number and scale of interventions that integrate effective measures to prevent and respond to gender-based violence in conflict, with a focus on addressing violence against women and girls.⁵²²⁰

On 21 February 2021, representatives from the UK attended an online meeting alongside 56 representatives from Russia, Belgium, Canada, France, Hungary, Italy, Japan, Korea, Romania, Slovenia, Argentina, the United States, the European Commission, the International Atomic Energy Agency, and the Organisation for Economic Co-operation and Development to discuss increasing the number of women in the nuclear power industry.⁵²²¹

On 23 February 2021, the Hampton-Alexander Review report revealed that more than a third (34.3 per cent) of Financial Times Stock Exchange (FTSE) 350 board positions are now held by women, with the number of women on boards increasing by 50 per cent over the last 5 years.⁵²²² The data has been published in the final report from the government-backed Hampton-Alexander Review, which was launched in 2016 to encourage UK-listed companies to appoint more women to their boards and into senior leadership positions.⁵²²³ The figures also show an increase in women in wider senior leadership roles.⁵²²⁴ FTSE 100, 250 and 350 all reached the target of women making up 33 per cent of boards by the end of 2020, highlighting the success of the government's voluntary, business-led approach.⁵²²⁵

On 8 March 2021, UK announced the creation of a new advisory council to lead the UK's gender equality work at the G7.⁵²²⁶ The Gender Equality Advisory Council will produce recommendations to drive women's empowerment across the world to ensure women are at the heart of the build back better agenda as we recover from COVID-19.⁵²²⁷ Building on the foundations laid by the Canadian and French G7 presidencies, the GEAC will champion the core principles of freedom, opportunity, individual humanity and dignity for women and girls around the world.⁵²²⁸ The Council will produce an independent report and set out recommendations as to how the G7 should work together so that women across the globe drive and benefit from the pandemic recovery.⁵²²⁹ Chair of the Gender

⁵²²⁰ UK national action plan on women, peace and security 2018 to 2022 guidance note: preventing gender-based violence, UK Government (London) 10 February 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/publications/uk-national-action-plan-on-women-peace-and-security-2018-to-2022-guidance-note-preventing-gender-based-violence>

⁵²²¹ Online meeting on increasing the number of women in nuclear positions was held, Eurasian Women's Forum (Moscow) 21 February 2021. Access Date: 21 March 2021. <https://eawf.ru/news/novosti-soveta-ezhf/sostoyalos-onlayn-soveshchanie-po-uvlicheniyu-chisla-zhenshchin-v-yadernoy-energetike/>

⁵²²² The changing face of business: number of women on FTSE boards up by 50% in just 5 years, UK Government (London) 23 February 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/the-changing-face-of-business-number-of-women-on-ftse-boards-up-by-50-in-just-5-years>

⁵²²³ The changing face of business: number of women on FTSE boards up by 50% in just 5 years, UK Government (London) 23 February 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/the-changing-face-of-business-number-of-women-on-ftse-boards-up-by-50-in-just-5-years>

⁵²²⁴ The changing face of business: number of women on FTSE boards up by 50% in just 5 years, UK Government (London) 23 February 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/the-changing-face-of-business-number-of-women-on-ftse-boards-up-by-50-in-just-5-years>

⁵²²⁵ The changing face of business: number of women on FTSE boards up by 50% in just 5 years, UK Government (London) 23 February 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/the-changing-face-of-business-number-of-women-on-ftse-boards-up-by-50-in-just-5-years>

⁵²²⁶ Government launches G7 Gender Equality Advisory Council, UK Government (London) 8 March 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/government-launches-g7-gender-equality-advisory-council>

⁵²²⁷ Government launches G7 Gender Equality Advisory Council, UK Government (London) 8 March 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/government-launches-g7-gender-equality-advisory-council>

⁵²²⁸ Government launches G7 Gender Equality Advisory Council, UK Government (London) 8 March 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/government-launches-g7-gender-equality-advisory-council>

⁵²²⁹ Government launches G7 Gender Equality Advisory Council, UK Government (London) 8 March 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/government-launches-g7-gender-equality-advisory-council>

Equality Advisory Council Sarah Sands, said: “The G7 is an opportunity to tear down the hurdles that hold women back.”⁵²³⁰

On 8 March 2021, Science Minister Amanda Solloway announced the 2021 Women in Innovation Award winners.⁵²³¹ Women in Innovation a diversity and inclusion campaign and funding program, which aims to get more women to innovate in business.⁵²³² The campaign first launched in 2016 with research to understand the challenges of being a female entrepreneur and a women-only competition with awards offering innovation grant funding and a tailored program of mentoring and business support.⁵²³³ The support helped the award holders grow their businesses while creating new role models for the next generation.⁵²³⁴ Three of Scotland’s leading female entrepreneurs have received UK backing to drive forward their novel innovations and business ideas to help the UK build back better from the COVID-19 pandemic.⁵²³⁵ Each winner received GBP50,000 funding to establish and bring to market their disruptive business ideas, many of which have been born out in response to the COVID-19 pandemic.⁵²³⁶ Emily Nott, Head of Equality, Diversity and Inclusion at Innovate UK said: “With 2020 proving to be an incredibly difficult year for everyone and particularly women, continuing to support female entrepreneurs in 2021 has been a real priority for Innovate UK.”⁵²³⁷

On 19 April 2021, the first ever Investing in Women Code (IWC) annual progress report was published.⁵²³⁸ In 2018, Her Majesty’s Treasury commissioned CEO of NatWest Group Alison Rose to lead an independent review into the female entrepreneurial journey and highlight the barriers faced by women when starting and growing their businesses, leading to the publication of the Alison Rose Review of Female Entrepreneurship in March 2019.⁵²³⁹ A key finding of the Rose Review was that access to finance is a significant barrier to female entrepreneurship.⁵²⁴⁰ As the first recommendation of the Rose Review, the IWC was launched in 2019 to develop a better picture of the funding of female entrepreneurs across the financial services and encourage signatories to adopt and share best practices to support female entrepreneurs.⁵²⁴¹ The IWC is a commitment to support the advancement of female entrepreneurship in the United Kingdom by improving female entrepreneurs’ access to tools, resources and finance.⁵²⁴² The first annual IWC report analyzed data from signatory

⁵²³⁰ Government launches G7 Gender Equality Advisory Council, UK Government (London) 8 March 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/government-launches-g7-gender-equality-advisory-council>

⁵²³¹ Scottish women entrepreneurs win national award for innovation, UK Government (London) 8 March 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/scottish-women-entrepreneurs-win-national-award-for-innovation>

⁵²³² Innovate UK: diversity and inclusion, UK Government (London) 20 March 2020. Access Date: 27 March 2021.

<https://www.gov.uk/government/collections/innovate-uk-diversity-and-inclusion#women-in-innovation:-campaign>

⁵²³³ Innovate UK: diversity and inclusion, UK Government (London) 20 March 2020. Access Date: 27 March 2021.

<https://www.gov.uk/government/collections/innovate-uk-diversity-and-inclusion#women-in-innovation:-campaign>

⁵²³⁴ Innovate UK: diversity and inclusion, UK Government (London) 20 March 2020. Access Date: 27 March 2021.

<https://www.gov.uk/government/collections/innovate-uk-diversity-and-inclusion#women-in-innovation:-campaign>

⁵²³⁵ Scottish women entrepreneurs win national award for innovation, UK Government (London) 8 March 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/scottish-women-entrepreneurs-win-national-award-for-innovation>

⁵²³⁶ Scottish women entrepreneurs win national award for innovation, UK Government (London) 8 March 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/scottish-women-entrepreneurs-win-national-award-for-innovation>

⁵²³⁷ Scottish women entrepreneurs win national award for innovation, UK Government (London) 8 March 2021. Access Date: 27 March 2021. <https://www.gov.uk/government/news/scottish-women-entrepreneurs-win-national-award-for-innovation>

⁵²³⁸ The Annual Investing in Women Code report, UK Government (London) 19 April 2021. Access Date: 1 May 2021.

<https://www.gov.uk/government/publications/the-annual-investing-in-women-code-report>

⁵²³⁹ The Annual Investing in Women Code report, UK Government (London) 19 April 2021. Access Date: 1 May 2021.

<https://www.gov.uk/government/publications/the-annual-investing-in-women-code-report>

⁵²⁴⁰ The Annual Investing in Women Code report, UK Government (London) 19 April 2021. Access Date: 1 May 2021.

<https://www.gov.uk/government/publications/the-annual-investing-in-women-code-report>

⁵²⁴¹ The Annual Investing in Women Code report, UK Government (London) 19 April 2021. Access Date: 1 May 2021.

<https://www.gov.uk/government/publications/the-annual-investing-in-women-code-report>

⁵²⁴² The Annual Investing in Women Code report, UK Government (London) 19 April 2021. Access Date: 1 May 2021.

<https://www.gov.uk/government/publications/the-annual-investing-in-women-code-report>

members of the Code.⁵²⁴³ It used a set of agreed guidelines and metrics to analyze funding for female entrepreneurs and explores how all signatories can better enable female entrepreneurs to successfully access the tools, resources and investment they need to build and grow their businesses.⁵²⁴⁴

On 29 April 2021, the Domestic Abuse Bill passed both Houses of Parliament and been signed into law.⁵²⁴⁵ The Domestic Abuse Act will provide further protections to the millions of people who experience domestic abuse and strengthen measures to tackle perpetrators.⁵²⁴⁶ The bill introduces a wide-ranging legal definition of domestic abuse which incorporates a range of abuses beyond physical violence, including emotional, coercive or controlling behaviour and economic abuse.⁵²⁴⁷

On 17 June 2021, the Department for Business, Energy and Industrial Strategy launched a new online tool to help expectant parents access and understand the Shared Parental Leave and Pay scheme.⁵²⁴⁸ This scheme helps working women exercise greater choice about when to return to work and encourages men or partners to take greater roles in child care if desired.⁵²⁴⁹ This online tool allows parents to check their eligibility for the scheme, calculate what pay they would be entitled to, and notify their employer through the tool.⁵²⁵⁰

The United Kingdom has fully complied with its commitment to remove barriers to the extent and quality of women's participation in the labour market and economy through actions such as reaffirming female representation in managerial roles. It has also promoted women's engagement and success in entrepreneurial activities with analyses about domestic status quo, which provided guidance for policymaking.

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

Analyst: Warisa Rahman

United States: +1

The United States has fully complied with its commitment to remove barriers to women's economic participation and entrepreneurship.

On 27 December 2020, President Donald Trump signed the Fiscal Year 2021 Omnibus Appropriations Act providing USD50 million to the Women Entrepreneurs Finance Initiative (We-

⁵²⁴³ The Annual Investing in Women Code report, UK Government (London) 19 April 2021. Access Date: 1 May 2021. <https://www.gov.uk/government/publications/the-annual-investing-in-women-code-report>

⁵²⁴⁴ The Annual Investing in Women Code report, UK Government (London) 19 April 2021. Access Date: 1 May 2021. <https://www.gov.uk/government/publications/the-annual-investing-in-women-code-report>

⁵²⁴⁵ Landmark Domestic Abuse Bill receives Royal Assent, UK Parliament (London) 29 April 2021. Access Date: 1 May 2021. <https://www.gov.uk/government/news/landmark-domestic-abuse-bill-receives-royalassent>

⁵²⁴⁶ Landmark Domestic Abuse Bill receives Royal Assent, UK Parliament (London) 29 April 2021. Access Date: 1 May 2021. <https://www.gov.uk/government/news/landmark-domestic-abuse-bill-receives-royalassent>

⁵²⁴⁷ Landmark Domestic Abuse Bill receives Royal Assent, UK Parliament (London) 29 April 2021. Access Date: 1 May 2021. <https://www.gov.uk/government/news/landmark-domestic-abuse-bill-receives-royalassent>

⁵²⁴⁸ New online tool to help working families make the most of shared parental leave, Government of the United Kingdom (London) 17 June 2021. Access Date: 23 September 2021. <https://www.gov.uk/government/news/new-online-tool-to-help-working-families-make-the-most-of-shared-parental-leave>

⁵²⁴⁹ New online tool to help working families make the most of shared parental leave, Government of the United Kingdom (London) 17 June 2021. Access Date: 23 September 2021. <https://www.gov.uk/government/news/new-online-tool-to-help-working-families-make-the-most-of-shared-parental-leave>

⁵²⁵⁰ New online tool to help working families make the most of shared parental leave, Government of the United Kingdom (London) 17 June 2021. Access Date: 23 September 2021. <https://www.gov.uk/government/news/new-online-tool-to-help-working-families-make-the-most-of-shared-parental-leave>

fi).⁵²⁵¹ We-fi seeks to empower women-owned and led small and mid-size enterprises in 39 countries.^{5252, 5253} This organization accomplishes this empowerment through increasing women's access to finance, markets, training and networks and easing the legal and regulatory biases that impede women business owners in running their businesses.⁵²⁵⁴

On 27 December 2020, President Donald Trump signed the Fiscal Year 2021 Omnibus Appropriations Act providing USD200 million to the Women's Global Development and Prosperity Initiative (WGDP).⁵²⁵⁵ This initiative aims to improve women's access to education and skills training, increase women's access to market, networks and capital and to reduce the legal, cultural and regulatory barriers to women's full participation in the economy.⁵²⁵⁶

On 11 February 2021, the US Global Development and Prosperity Initiative (USAID) together with Mastercard Foundation and Schneider Electric launch a USD1.4 million partnership to create 750 energy-sector jobs for women in Cote d'Ivoire.⁵²⁵⁷ USAID provided USD500,000 of this initiative from their WGDP budget allocation.⁵²⁵⁸ The aim of this project is to improve women's access to technical training opportunities to qualify for full-time employment as energy sales personnel.⁵²⁵⁹ This project also seeks to help participants overcome the prejudices of integrating into a male-dominated field.⁵²⁶⁰

On 19 February 2021, the US Embassy in Bosnia and Herzegovina closed applications for their Women's Empowerment Small Grants Program.⁵²⁶¹ This program provides USD300,000 to non-government organizations to run projects to increase the participation of women in government or business.⁵²⁶² The aims of these grants is to promote projects regarding women's empowerment in

⁵²⁵¹ 2020 Annual Report, We-Fi Secretariat (Washington) 31 December 2021. Access Date: 17 March 2021. <https://we-fi.org/wp-content/uploads/2021/03/WeFi-Annual-Report-2020.pdf>

⁵²⁵² Fy 2021 Omnibus Appropriations Bill, National Conference of State Legislatures (Washington) January 4, 2021. Access date: 15 March 2021. https://www.ncsl.org/documents/statefed/NCSL_Summary_FY2021_Omnibus_Appropriations_Bill.pdf

⁵²⁵³ 2020 Annual Report, We-Fi Secretariat (Washington) 31 December 2021. Access Date: 17 March 2021. <https://we-fi.org/wp-content/uploads/2021/03/WeFi-Annual-Report-2020.pdf>

⁵²⁵⁴ 2020 Annual Report, We-Fi Secretariat (Washington) 31 December 2021. Access Date: 17 March 2021. <https://we-fi.org/wp-content/uploads/2021/03/WeFi-Annual-Report-2020.pdf>

⁵²⁵⁵ Fy 2021 Omnibus Appropriations Bill, National Conference of State Legislatures (Washington) 4 January 2021. Access Date: 15 March 2021. https://www.ncsl.org/documents/statefed/NCSL_Summary_FY2021_Omnibus_Appropriations_Bill.pdf

⁵²⁵⁶ Women's Global Development and Prosperity initiative Annual Report, Women's Global Development and Prosperity Initiative (Washington) n.d. Access Date: March 13 2021. <https://www.state.gov/wp-content/uploads/2021/01/W-GDP-Annual-Report-2020-2021.pdf>

⁵²⁵⁷ The United States of America Provides \$500,000 to Create Energy Sector Jobs for 750 Young Women in Cote D'Ivoire, USAID (Washington) 15 March 2021. Access Date: 20 March 2021. <https://www.usaid.gov/cote-divoire/press-releases/united-states-america-provides-500000-create-energy>

⁵²⁵⁸ The United States of America Provides \$500,000 to Create Energy Sector Jobs for 750 Young Women in Cote D'Ivoire, USAID (Washington) 15 March 2021. Access Date: 20 March 2021. <https://www.usaid.gov/cote-divoire/press-releases/united-states-america-provides-500000-create-energy>

⁵²⁵⁹ The United States of America Provides \$500,000 to Create Energy Sector Jobs for 750 Young Women in Cote D'Ivoire, USAID (Washington) 15 March 2021. Access Date: 20 March 2021. <https://www.usaid.gov/cote-divoire/press-releases/united-states-america-provides-500000-create-energy>

⁵²⁶⁰ The United States of America Provides \$500,000 to Create Energy Sector Jobs for 750 Young Women in Cote D'Ivoire, USAID (Washington) 15 March 2021. Access Date: 20 March 2021. <https://www.usaid.gov/cote-divoire/press-releases/united-states-america-provides-500000-create-energy>

⁵²⁶¹ Women's Empowerment Small Grants Program, U.S. Embassy (Sarajevo) 19 February 2021. Access Date: 12 March 2021. <https://ba.usembassy.gov/education-culture/grant-opportunities/womens-empowerment-small-grants-program/>

⁵²⁶² Women's Empowerment Small Grants Program, U.S. Embassy (Sarajevo) 19 February 2021. Access Date: 12 March 2021. <https://ba.usembassy.gov/education-culture/grant-opportunities/womens-empowerment-small-grants-program/>

economics, government and their communities and schools as well as to prevent gender-based violence and promote awareness of women’s health issues.⁵²⁶³

On 21 February 2021, representatives from the US attended an online meeting alongside 56 representatives from Russia, Belgium, Canada, France, Hungary, Italy, Japan, Korea, Romania, Slovenia, the United Kingdom, Argentina, the European Commission, the International Atomic Energy Agency, and the Organisation for Economic Co-operation and Development to discuss increasing the number of women in the nuclear power industry.⁵²⁶⁴

On 22 February 2021, Secretary of State Antony J. Blinken spoke at the 46th Session of the Human Rights Council announcing that the US will seek election to the Human Rights Council for the 2022 to 2024 term.⁵²⁶⁵ During this session he says that the US is “committed to advancing gender equality and uplifting the rights of women and girls” and “will pursue policy to end violence and discrimination of all kinds.”⁵²⁶⁶

On 26 February 2021, the US Embassy in Uganda released an opportunity for funding for the new Ugandan cohort of the Academy of Women Entrepreneurs.⁵²⁶⁷ This opportunity provides USD30,0000 for a training program for 100 female entrepreneurs between the ages of 25 to 40.⁵²⁶⁸ The aim of this project is to provide skills for funding and scaling up their businesses and developing networks of collaborators for the entrepreneurs.⁵²⁶⁹

On 6 March 2021, President Joseph Biden signed the COVID Relief Bill.⁵²⁷⁰ This bill provides an expansion of child tax credit for parents as well as USD15 billion for child-development block grants, USD1 billion for the Head Start early education program and USD24 billion stabilization fund for childcare providers.⁵²⁷¹ This project will ease the burden on women of choosing between work and supervising their children using the COVID-19 pandemic.⁵²⁷²

⁵²⁶³ Women’s Empowerment Small Grants Program, U.S. Embassy (Sarajevo) 19 February 2021. Access Date: 12 March 2021. <https://ba.usembassy.gov/education-culture/grant-opportunities/womens-empowerment-small-grants-program/>

⁵²⁶⁴ Online meeting on increasing the number of women in nuclear positions was held, Eurasian Women’s Forum (Moscow) 21 February 2021. Access Date: 21 March 2021. <https://eawf.ru/news/novosti-soveta-ezhf/sostoyalos-onlayn-soveshchanie-po-uvelicheniyu-chisla-zhenshchin-v-yadernoy-energetike/>

⁵²⁶⁵ Remarks to the 46th Session of the Human Rights Council, U.S. Department of State (Washington) 22 February 2021. Access Date: 18 March 2021. <https://www.state.gov/remarks-to-the-46th-session-of-the-human-rights-council/>

⁵²⁶⁶ Remarks to the 46th Session of the Human Rights Council, U.S. Department of State (Washington) 22 February 2021. Access Date: 18 March 2021. <https://www.state.gov/remarks-to-the-46th-session-of-the-human-rights-council/>

⁵²⁶⁷ NOFO – Academy for Women Entrepreneurs, 2021, U.S. Embassy (Kampala) n.d. Access Date: 15 March 2021. <https://ug.usembassy.gov/nofo-academy-for-women-entrepreneurs-2021-afkam-pas-fy21-2-closing-monday-april-12-2021/>

⁵²⁶⁸ NOFO – Academy for Women Entrepreneurs, 2021, U.S. Embassy (Kampala) n.d. Access Date: 15 March 2021. <https://ug.usembassy.gov/nofo-academy-for-women-entrepreneurs-2021-afkam-pas-fy21-2-closing-monday-april-12-2021/>

⁵²⁶⁹ NOFO – Academy for Women Entrepreneurs, 2021, U.S. Embassy (Kampala) n.d. Access Date: 15 March 2021. <https://ug.usembassy.gov/nofo-academy-for-women-entrepreneurs-2021-afkam-pas-fy21-2-closing-monday-april-12-2021/>

⁵²⁷⁰ Biden’s newly signed rescue plan will help get parents back to work — by supporting child care, NBC Universal (New York) 11 March 2021. <https://www.nbcnews.com/business/economy/stimulus-bill-contains-billions-shore-daycare-centers-parents-child-care-n1260697>

⁵²⁷¹ Biden’s newly signed rescue plan will help get parents back to work — by supporting child care, NBC Universal (New York) 11 March 2021. <https://www.nbcnews.com/business/economy/stimulus-bill-contains-billions-shore-daycare-centers-parents-child-care-n1260697>

⁵²⁷² Biden’s newly signed rescue plan will help get parents back to work — by supporting child care, NBC Universal (New York) 11 March 2021. <https://www.nbcnews.com/business/economy/stimulus-bill-contains-billions-shore-daycare-centers-parents-child-care-n1260697>

On 8 March 2021, President Biden issued an executive order establishing The White House Gender Policy Council.⁵²⁷³ The aim of this council is to “increase women’s economic security and opportunity by addressing structural barriers to women’s participation” and by “decreasing wage and wealth gaps” between men and women.⁵²⁷⁴ For example, it promises to provide support for childcare, combat gender stereotypes, as well as to promote participation in science, technology, engineering and mathematics fields and leadership positions.⁵²⁷⁵

On 8 March 2021, USAID released a technical brief which provides considerations, recommendations and resources to support a gender-based response for the COVID-19 pandemic.⁵²⁷⁶ This document recommends engaging women’s leadership for COVID-19 response, training and supporting men to assume family duties, decrease the gender digital divide and support women’s unions and female-dominated fields to curtail the impact of the COVID-19 pandemic.⁵²⁷⁷

On 10 April 2021, the United States Department of State along with the Providing Opportunities for Women’s Economic Rise and Embassy Abu Dhabi closed its applications for the Women Tech Founders Program.⁵²⁷⁸ This program seeks to provide women tech entrepreneurs from the Middle East and North Africa with the skill required for them to use technology to expand their businesses. The workshops will span four days and include sections on design thinking, machine learning, product development and objective-key-results.⁵²⁷⁹

On 26 April 2021, President Biden issued an executive order establishing the Task Force on Worker Organizing and Empowerment.⁵²⁸⁰ This task force aims to support “worker power, worker organizing and collective bargaining” including identifying policies, practices and programs which may promote hostile labour environments for marginalized workers including women.⁵²⁸¹

On 29 April 2021, President Biden announced the American Families Plan.⁵²⁸² This plan aims to lift over ten million people out of poverty in 2022.⁵²⁸³ To accomplish this, the plan sets the goal of creating

⁵²⁷³ Executive Order on Establishment of the White House Gender Policy Council, The White House (Washington) 8 March 2021. Access Date: 10 March 2021. <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/03/08/executive-order-on-establishment-of-the-white-house-gender-policy-council/>

⁵²⁷⁴ Executive Order on Establishment of the White House Gender Policy Council, The White House (Washington) 8 March 2021. Access Date: 10 March 2021. <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/03/08/executive-order-on-establishment-of-the-white-house-gender-policy-council/>

⁵²⁷⁵ Executive Order on Establishment of the White House Gender Policy Council, The White House (Washington) 8 March 2021. Access Date: 10 March 2021. <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/03/08/executive-order-on-establishment-of-the-white-house-gender-policy-council/>

⁵²⁷⁶ USAID’S Gender and COVID-19 Guidance, USAID (Washington) 8 March 2021. Access Date: 20 March 2021. <https://www.usaid.gov/gender-and-covid-19-brief>

⁵²⁷⁷ USAID’S Gender and COVID-19 Guidance, USAID (Washington) 8 March 2021. Access Date: 20 March 2021. <https://www.usaid.gov/gender-and-covid-19-brief>

⁵²⁷⁸ Women Tech founders Program, U.S. Department of State (Washington) n.d. Access Date: 24 April 2021. <https://www.state.gov/women-tech-founders-program/>

⁵²⁷⁹ Women Tech founders Program, U.S. Department of State (Washington) n.d. Access Date: 24 April 2021. <https://www.state.gov/women-tech-founders-program/>

⁵²⁸⁰ Executive Order on Worker Organizing and Empowerment, The White House (Washington) 26 April 2021. Access Date: 27 April 2021. <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/04/26/executive-order-on-worker-organizing-and-empowerment/>

⁵²⁸¹ Executive Order on Worker Organizing and Empowerment, The White House (Washington) 26 April 2021. Access Date: 27 April 2021. <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/04/26/executive-order-on-worker-organizing-and-empowerment/>

⁵²⁸² FACT SHEET: The American Families Plan Advances Equity and Racial Justice, The White House (Washington) 29 April 2021. Access Date: 30 April 2021. <https://www.whitehouse.gov/briefing-room/statements-releases/2021/04/29/fact-sheet-the-american-families-plan-advances-equity-and-racial-justice/>

a right to paid family and medical leave “to ensure working parents and caregivers, including workers of color and low-wage workers, can equitably access the time off they need to support their families.”⁵²⁸⁴

On 10 May 2021, the United States Department of Health and Human Services announced the prohibition on gender discrimination includes the prohibition on discrimination on the basis of sexual orientation and gender identity.⁵²⁸⁵ The announcement ensures that the Office of Civil rights will interpret prohibitions against sex-based discrimination to include sexual orientation and identity in the field of healthcare.⁵²⁸⁶

On 15 June 2021, the Department of Labor announced a USD1.5 million funding opportunity “to develop partnerships with community-based organizations and other non-profits to conduct outreach to women workers to help them understand and exercise their rights and benefits in the workplace.”⁵²⁸⁷ The grants are designed to help low-income women workers with less access to labor rights information.⁵²⁸⁸

On 23 July 2021, the Domestic Policy Advisory Susan Rice and Co-Chair of the Gender Policy Council Julissa Reynoso held a roundtable at the White House with transgender women of colour advocates.⁵²⁸⁹ This event was one of the first in a series of sessions involving the inclusion and safety of transgender women.⁵²⁹⁰ At the session, participants discussions violence, discrimination, poverty, economic inclusion, immigration and other systemic barriers against transgender women and girls of colour.⁵²⁹¹ Participants also shared their policy recommendations.⁵²⁹² Advisor Rice and Co-Chair

⁵²⁸³ FACT SHEET: The American Families Plan Advances Advances Equity and Racial Justice, The White House (Washington) 29 April 2021. Access Date: 30 April 2021. <https://www.whitehouse.gov/briefing-room/statements-releases/2021/04/29/fact-sheet-the-american-families-plan-advances-equity-and-racial-justice/>

⁵²⁸⁴ FACT SHEET: The American Families Plan Advances Advances Equity and Racial Justice, The White House (Washington) 29 April 2021. Access Date: 30 April 2021. <https://www.whitehouse.gov/briefing-room/statements-releases/2021/04/29/fact-sheet-the-american-families-plan-advances-equity-and-racial-justice/>

⁵²⁸⁵ HHS Announces Prohibition on Sex Discrimination Includes Discrimination on the Basis of Sexual Orientation and Gender Identity, U.S. Department of Health and Human Services (Washington) 10 May 2021. Access Date: 18 July 2021. <https://www.hhs.gov/about/news/2021/05/10/hhs-announces-prohibition-sex-discrimination-includes-discrimination-basis-sexual-orientation-gender-identity.html>

⁵²⁸⁶ HHS Announces Prohibition on Sex Discrimination Includes Discrimination on the Basis of Sexual Orientation and Gender Identity, U.S. Department of Health and Human Services (Washington) 10 May 2021. Access Date: 18 July 2021. <https://www.hhs.gov/about/news/2021/05/10/hhs-announces-prohibition-sex-discrimination-includes-discrimination-basis-sexual-orientation-gender-identity.html>

⁵²⁸⁷ US Department of Labor Announces Funding Availability of \$1.5M in Grants to Better Inform Women About Labor Rights, Benefits, US Department of Labor (Washington D.C.) 15 July 2021. Access Date: 13 July 2021. <https://www.dol.gov/newsroom/releases/wb/wb20210615>

⁵²⁸⁸ US Department of Labor Announces Funding Availability of \$1.5M in Grants to Better Inform Women About Labor Rights, Benefits, US Department of Labor (Washington D.C.) 15 July 2021. Access Date: 13 July 2021. <https://www.dol.gov/newsroom/releases/wb/wb20210615>

⁵²⁸⁹ Readout of White House Roundtable with Transgender Women of Colour Advocates, The White House (Washington) 23 July 2021. Access Date: September 11 2021. <https://www.whitehouse.gov/briefing-room/statements-releases/2021/07/23/readout-of-white-house-roundtable-with-transgender-women-of-color-advocates/>

⁵²⁹⁰ Readout of White House Roundtable with Transgender Women of Colour Advocates, The White House (Washington) 23 July 2021. Access Date: September 11 2021. <https://www.whitehouse.gov/briefing-room/statements-releases/2021/07/23/readout-of-white-house-roundtable-with-transgender-women-of-color-advocates/>

⁵²⁹¹ Readout of White House Roundtable with Transgender Women of Colour Advocates, The White House (Washington) 23 July 2021. Access Date: September 11 2021. <https://www.whitehouse.gov/briefing-room/statements-releases/2021/07/23/readout-of-white-house-roundtable-with-transgender-women-of-color-advocates/>

⁵²⁹² Readout of White House Roundtable with Transgender Women of Colour Advocates, The White House (Washington) 23 July 2021. Access Date: September 11 2021. <https://www.whitehouse.gov/briefing-room/statements-releases/2021/07/23/readout-of-white-house-roundtable-with-transgender-women-of-color-advocates/>

Reynoso states that the Biden-Harris Administration is committed to advancing justice and safety for transgender women of colour.⁵²⁹³

On 9 September 2021, Secretary of Labour Marty Walsh announced USD3.3 million in grants “to expand job opportunities for women in apprenticeships [and] nontraditional occupations.”⁵²⁹⁴ The grants will be administered by the Department of Labour’s Women’s Bureau and Employment Training Administration.⁵²⁹⁵ This funding will “support women’s participation in a range of fields in which women have traditionally been underrepresented” by providing “supportive services such as child care, transportation, tuition costs and work-related equipment.”⁵²⁹⁶

The United States has fully complied with its commitment to remove barriers to the extent and quality of women’s participation in the labour market and economy through actions such as creating family-friendly welfare programs and empowering female workers with training workshops. It has also promoted women’s engagement and success in entrepreneurial activities via financial initiatives designed for female entrepreneurs.

Thus, United States receives a score of +1.

Analyst: Samar Moghal

European Union: +1

The European Union has fully complied with its commitment to remove barriers to women’s economic participation and entrepreneurship.

On 25 November 2020, the European Commission and the High Representative of the Union for Foreign Affairs and Security Policy released an updated version of the European Union’s Action Plan on Gender Equality and Women’s Empowerment in External Action for 2021–2025 (GAP III).⁵²⁹⁷ GAP III strives to reduce barriers to women’s economic participation and promote women to leadership positions in the workplace, primarily through five pillars of action.⁵²⁹⁸ It called on the European Union to “lead by example” and adopted new methods to measure results.⁵²⁹⁹ These pillars also included introducing “stringent rules” to apply and monitor “gender mainstreaming” across all sectors, developing a shared vision and approach and facilitating close cooperation to promote

⁵²⁹³ Readout of White House Roundtable with Transgender Women of Colour Advocates, The White House (Washington) 23 July 2021. Access Date: September 11 2021. <https://www.whitehouse.gov/briefing-room/statements-releases/2021/07/23/readout-of-white-house-roundtable-with-transgender-women-of-color-advocates/>

⁵²⁹⁴ US Department of Labor Announces \$3.3M in Grants to Expand Job Opportunities for Women in Apprenticeships, Nontraditional Occupations, US Department of Labor (Philadelphia) 9 September 2021. Access Date: 15 September 2021. <https://www.dol.gov/newsroom/releases/wb/wb20210909>

⁵²⁹⁵ US Department of Labor Announces \$3.3M in Grants to Expand Job Opportunities for Women in Apprenticeships, Nontraditional Occupations, US Department of Labor (Philadelphia) 9 September 2021. Access Date: 15 September 2021. <https://www.dol.gov/newsroom/releases/wb/wb20210909>

⁵²⁹⁶ US Department of Labor Announces \$3.3M in Grants to Expand Job Opportunities for Women in Apprenticeships, Nontraditional Occupations, US Department of Labor (Philadelphia) 9 September 2021. Access Date: 15 September 2021. <https://www.dol.gov/newsroom/releases/wb/wb20210909>

⁵²⁹⁷ Gender Action Plan – putting women and girls’ rights at the heart of the global recovery for a gender-equal world, European Commission (Brussels) 25 November 2020. Access Date: 11 March 2021. https://ec.europa.eu/commission/presscorner/detail/en/IP_20_2184

⁵²⁹⁸ Gender Action Plan – putting women and girls’ rights at the heart of the global recovery for a gender-equal world, European Commission (Brussels) 25 November 2020. Access Date: 11 March 2021. https://ec.europa.eu/commission/presscorner/detail/en/IP_20_2184

⁵²⁹⁹ Gender Action Plan – putting women and girls’ rights at the heart of the global recovery for a gender-equal world, European Commission (Brussels) 25 November 2020. Access Date: 11 March 2021. https://ec.europa.eu/commission/presscorner/detail/en/IP_20_2184

gender equity and accelerating the progress in “fighting against gender-based violence and promoting the economic, social and political empowerment of women and girls.”⁵³⁰⁰

On 22 December 2020, the European Commission stated that it is committed to accomplish a “Union of equality” and made reference to President of the European Commission Ursula von der Leyen’s past actions of creating “a dedicated equality portfolio and the Task force on Equality.”⁵³⁰¹ The Commission identified that it will take further action through its “proposal for binding pay transparency measures,” enacting GAP III and create a “legislative proposal” in 2021 concerning violence towards women.⁵³⁰²

On 21 January 2021, the European Parliament adopted the European Commission’s Gender Equality Strategy for 2020 to 2025.⁵³⁰³ The report has six main aims: to address violence against women as well as stereotypes against women, decrease women’s gaps in the labour force, in pay and at-home care, increase women’s participation in leadership positions in “executive boards and managerial positions,” consider gender in the creation of policies and programmes; increase funding for actions that aid gender equality and promote gender equality around the world.⁵³⁰⁴ Members of the European Parliament urge for more “binding measures to define and prohibit violence and harassment at work,” as well as more “binding measures on pay transparency.”⁵³⁰⁵ Members also emphasized that more observance surrounding member states’ compliance on women’s rights is needed, especially in states that showed heightened resistance to women’s rights.⁵³⁰⁶

On 25 January 2021, the European Parliament held a public hearing entitled “Gender aspects of precarious work.”⁵³⁰⁷ The hearing discussed the gap between men and women with regard to “precarious work, poverty,” pay and minimum wages.⁵³⁰⁸ The hearing acknowledged that these are

⁵³⁰⁰ Gender Action Plan – putting women and girls' rights at the heart of the global recovery for a gender-equal world, European Commission (Brussels) 25 November 2020. Access Date: 11 March 2021. https://ec.europa.eu/commission/presscorner/detail/en/IP_20_2184

⁵³⁰¹ Union of equality: The First Year of Actions and Achievements, European Commission (Brussels) 22 December 2020. Access Date: 22 March 2021. https://ec.europa.eu/commission/commissioners/2019-2024/dalli/announcements/union-equality-first-year-actions-and-achievements_en

⁵³⁰² Union of equality: The First Year of Actions and Achievements, European Commission (Brussels) 22 December 2020. Access Date: 22 March 2021. https://ec.europa.eu/commission/commissioners/2019-2024/dalli/announcements/union-equality-first-year-actions-and-achievements_en

⁵³⁰³ Gender Equality Strategy 2020-2025: Parliament’s Reaction and Input, European Parliament (Strasbourg) 21 January 2021. Access Date: 22 March 2021. <https://www.europarl.europa.eu/news/en/press-room/20210114IPR95617/gender-equality-strategy-2020-2025-parliament-s-reaction-and-input>

⁵³⁰⁴ Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions A Union of Gender Equality: Gender Equality Strategy 2020-2025, European Commission (Brussels) 5 March 2020. Access Date: 22 March 2021. <https://www.europarl.europa.eu/news/en/press-room/20210114IPR95617/gender-equality-strategy-2020-2025-parliament-s-reaction-and-input>

⁵³⁰⁵ Gender Equality Strategy 2020-2025: Parliament’s Reaction and Input, European Parliament (Strasbourg) 21 January 2021. Access Date: 22 March 2021. <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0152>

⁵³⁰⁶ Gender Equality Strategy 2020-2025: Parliament’s Reaction and Input, European Parliament (Strasbourg) 21 January 2021. Access Date: 22 March 2021. <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0152>

⁵³⁰⁷ Public Hearing on “Gender aspects of precarious work,” European Parliament (Strasbourg). Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/public-hearing-on-gender-aspects-of-prec/product-details/20210115CHE08101>

⁵³⁰⁸ Public Hearing on “Gender aspects of precarious work,” European Parliament (Strasbourg). Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/public-hearing-on-gender-aspects-of-prec/product-details/20210115CHE08101>

barriers that women face in economic participation and serves as a stepping point for the European “Commission’s proposal for a Directive on adequate minimum wages in the European Union.”⁵³⁰⁹

On 11 February 2021, the European Parliament adopted a resolution related “to assess the progress made in women’s rights over the last 25 years.”⁵³¹⁰ The Members of Parliament called on the European Commission to take on more actions to address the barriers that women face, which includes addressing women’s participation and decreasing the gender pay gap.⁵³¹¹

On 21 February 2021, representatives from the European Commission attended an online meeting alongside 56 representatives from Argentina, Russia, Belgium, Canada, France, Hungary, Italy, Japan, Korea, Romania, Slovenia, the United Kingdom, the United States, the International Atomic Energy Agency, and the Organisation for Economic Co-operation and Development to discuss increasing the number of women in the nuclear power industry.⁵³¹²

On 4 March 2021, the European Commission put forward a proposal to increase pay transparency to address the gender pay gap.⁵³¹³ This proposal includes “measures to ensure pay transparency for workers and employers” and “better access to justice for victims of pay discrimination.”⁵³¹⁴ The measures in the proposal include increasing transparency for jobseekers and employees. The proposal also requires employers with over 250 employees to “publish information on the pay gap between female and male workers in their organization” and conduct a “pay assessment” if their pay gap is over 5 per cent.⁵³¹⁵ The proposal also seeks “better access” to “compensation for workers,” increased “burden of proof on employer” to disprove pay discrimination, “sanctions to include fines” and action by “equality bodies and workers’ representatives” in “legal or administrative proceedings on behalf of workers as well as lead on collective claims on equal pay.”⁵³¹⁶

On 5 March 2021, the European Commission published the 2021 Report on Gender Equality in the EU.⁵³¹⁷ This report emphasizes that the COVID-19 pandemic has “exacerbated existing inequalities between women and men in almost all areas of life.”⁵³¹⁸ It highlights that the major struggles to achieving gender equality during the pandemic was “a surge in domestic violence,” increased “workload, health risk and challenges to work-life balance” as frontline workers are mostly female

⁵³⁰⁹ Public Hearing on “Gender aspects of precarious work,” European Parliament (Strasbourg). Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/public-hearing-on-gender-aspects-of-prec/product-details/20210115CHE08101>

⁵³¹⁰ The Parliament’s Fight for Gender Equality in the EU, European Parliament (Strasbourg) 9 March 2021. Access Date: 1 May 2021. <https://www.europarl.europa.eu/news/en/headlines/priorities/social/20190712STO56961/the-parliament-s-fight-for-gender-equality-in-the-eu>

⁵³¹¹ European Parliament Resolution of 11 February 2021 on Challenges Ahead for Women’s Rights in Europe: More than 25 Years After the Beijing Declaration and Platform for Action, European Parliament (Brussels) 12 February 2021. Access Date: 1 May 2021. https://www.europarl.europa.eu/doceo/document/TA-9-2021-0058_EN.html#def_1_2

⁵³¹² Online meeting on increasing the number of women in nuclear positions was held, Eurasian Women’s Forum (Moscow) 21 February 2021. Access Date: 21 March 2021. <https://eawf.ru/news/novosti-soveta-ezhf/sostoyalos-onlayn-soveshchanie-po-uvlicheniyu-chisla-zhenshchin-v-yadernoy-energetike/>

⁵³¹³ Pay Transparency: Commission Proposes Measures to Ensure Equal Pay for Equal Work, European Commission (Brussels) 4 March 2021. Access Date: 26 April 2021. https://ec.europa.eu/commission/presscorner/detail/en/ip_21_881

⁵³¹⁴ Pay Transparency: Commission Proposes Measures to Ensure Equal Pay for Equal Work, European Commission (Brussels) 4 March 2021. Access Date: 26 April 2021. https://ec.europa.eu/commission/presscorner/detail/en/ip_21_881

⁵³¹⁵ Pay Transparency: Commission Proposes Measures to Ensure Equal Pay for Equal Work, European Commission (Brussels) 4 March 2021. Access Date: 26 April 2021. https://ec.europa.eu/commission/presscorner/detail/en/ip_21_881

⁵³¹⁶ Pay Transparency: Commission Proposes Measures to Ensure Equal Pay for Equal Work, European Commission (Brussels) 4 March 2021. Access Date: 26 April 2021. https://ec.europa.eu/commission/presscorner/detail/en/ip_21_881

⁵³¹⁷ International Women’s Day 2021: COVID-19 Pandemic is a Major Challenge for Gender Equality, European Commission (Brussels) 5 March 2021. Access Date: 26 April 2021. https://ec.europa.eu/commission/presscorner/detail/en/ip_21_1011

⁵³¹⁸ International Women’s Day 2021: COVID-19 Pandemic is a Major Challenge for Gender Equality, European Commission (Brussels) 5 March 2021. Access Date: 26 April 2021. https://ec.europa.eu/commission/presscorner/detail/en/ip_21_1011

and a disproportionate loss of jobs to women as they were “overrepresented in sectors that are worst affected by the crisis.”⁵³¹⁹ Furthermore, the report also brings to light that women have had a decrease in work-life balance due to an increase in duties such as childrearing and housework as well as face a lack of representation in “COVID-19 decision-making bodies.”⁵³²⁰ In response to the findings in the report, the European Commission’s Joint Research Centre and the European Institute for Gender Equality created the Gender Equality Strategy Monitoring Portal which tracks Member States’ actions to promote gender equality.⁵³²¹

On 8 March 2021, the European Committee of the Regions (CoR) hosted a virtual conference to discuss actions that leaders can take to increase women’s participation in politics.⁵³²² Attendees of the conference were the “President and the Members of the CoR, Members of the European Parliament and participants in the CoR’s Young Elected Politicians Programme.”⁵³²³ In the conference, it was highlighted that women made up less than a third of roughly one million local and regional politicians.⁵³²⁴ Attendees of the conference emphasized the need to increase women’s participation in politics and urged members all governmental levels to take action to decrease women’s participation gap, respond to violent attacks made against women in politics and speak out against sexism against women.⁵³²⁵ Furthermore, the European Commission announced that they will be supporting women in “deep tech” as part of their “Women TechEU” initiative.⁵³²⁶ The initiative seeks to encourage female participation in “deep tech start-ups in Europe and help grow their companies” by offering “coaching and mentoring to female CEOs and founders, as well as targeted funding.”⁵³²⁷ Commissioner for Innovation, Research, Culture, Education and Youth Mariya Gabriel called for mentors for this initiative. It will take place on 23 to 24 June 2021 and support “up to 50 deep tech start-ups from EU Member States and Associated Countries.”⁵³²⁸

⁵³¹⁹ International Women’s Day 2021: COVID-19 Pandemic is a Major Challenge for Gender Equality, European Commission (Brussels) 5 March 2021. Access Date: 26 April 2021. https://ec.europa.eu/commission/presscorner/detail/en/ip_21_1011

⁵³²⁰ International Women’s Day 2021: COVID-19 Pandemic is a Major Challenge for Gender Equality, European Commission (Brussels) 5 March 2021. Access Date: 26 April 2021. https://ec.europa.eu/commission/presscorner/detail/en/ip_21_1011

⁵³²¹ International Women’s Day 2021: COVID-19 Pandemic is a Major Challenge for Gender Equality, European Commission (Brussels) 5 March 2021. Access Date: 26 April 2021. https://ec.europa.eu/commission/presscorner/detail/en/ip_21_1011

⁵³²² CoR Calls for Action as Pandemic Widens Gender Gap and Women Represent Only 30% of the 1 Million Local EU Politicians, European Committee of the Regions (Brussels) 8 March 2021. Access Date: 22 March 2021. <https://cor.europa.eu/en/news/Pages/CoR-international-women's-day.aspx>

⁵³²³ CoR Calls for Action as Pandemic Widens Gender Gap and Women Represent Only 30% of the 1 Million Local EU Politicians, European Committee of the Regions (Brussels) 8 March 2021. Access Date: 22 March 2021. <https://cor.europa.eu/en/news/Pages/CoR-international-women's-day.aspx>

⁵³²⁴ CoR Calls for Action as Pandemic Widens Gender Gap and Women Represent Only 30% of the 1 Million Local EU Politicians, European Committee of the Regions (Brussels) 8 March 2021. Access Date: 22 March 2021. <https://cor.europa.eu/en/news/Pages/CoR-international-women's-day.aspx>

⁵³²⁵ CoR Calls for Action as Pandemic Widens Gender Gap and Women Represent Only 30% of the 1 Million Local EU Politicians, European Committee of the Regions (Brussels) 8 March 2021. Access Date: 22 March 2021. <https://cor.europa.eu/en/news/Pages/CoR-international-women's-day.aspx>

⁵³²⁶ EU to Launch New Support Scheme for Women in Deep Tech and Call for Mentors, European Commission (Brussels) 8 March 2021. Access Date: 26 April 2021. https://ec.europa.eu/info/news/eu-launch-new-support-scheme-women-deep-tech-and-call-mentors-2021-mar-08_en

⁵³²⁷ EU to Launch New Support Scheme for Women in Deep Tech and Call for Mentors, European Commission (Brussels) 8 March 2021. Access Date: 26 April 2021. https://ec.europa.eu/info/news/eu-launch-new-support-scheme-women-deep-tech-and-call-mentors-2021-mar-08_en

⁵³²⁸ EU to Launch New Support Scheme for Women in Deep Tech and Call for Mentors, European Commission (Brussels) 8 March 2021. Access Date: 26 April 2021. https://ec.europa.eu/info/news/eu-launch-new-support-scheme-women-deep-tech-and-call-mentors-2021-mar-08_en

On 15 March 2021, the European Commission adopted Horizon Europe's Strategic Plan.⁵³²⁹ Horizon Europe seeks to promote research and innovation and is set to cost EUR95.5 billion.⁵³³⁰ It seeks to address “eight horizontal topics,” of which “gender equality and inclusiveness” is one.⁵³³¹ This includes women empowerment in entrepreneurship, for instance through its plan to include at least 40 per cent of companies led by women to put forward their proposals.⁵³³²

On 13 April 2021, the Council of Europe Committee of the Parties to the Istanbul Convention held a meeting. In this meeting, it adopted a framework to oversee the recommendations undertaken by different states.⁵³³³ In this meeting, Secretary General of the Council of Europe Marija Pejčinović Burić expressed regret that Turkey withdrew from the Istanbul Convention on 22 March 2021 and affirmed the European Union's commitment to the convention.⁵³³⁴ This meeting serves as a step towards the removal of women's barriers to economic participation an entrepreneurship as it seeks to defend women from gender-based violence and domestic violence.

On 19 April 2021, the Committee on Women's Rights and Gender Equality held a public hearing entitled “Empowering EU supports for women entrepreneurs and investors, including through [Multiannual Financial Framework] 2021-2027.”⁵³³⁵ The hearing emphasized that encouraging women to pursue entrepreneurship is key for European economic recovery.⁵³³⁶ The hearing also discussed about using the Multiannual Financial Framework for 2021-2027 to support woman-led companies.⁵³³⁷

On 14 to 15 April 2021, the Gender Equality Commission held a meeting to discuss the draft of the 2020 annual report for the Gender Equality Strategy.⁵³³⁸ In this meeting, the Gender Equality

⁵³²⁹ Horizon Europe's First Strategic Plan 2021-2024: Commission Sets for Research and Innovation Priorities for a Sustainable Future, European Commission (Brussels) 15 March 2021. Access Date: 1 May 2021. https://ec.europa.eu/commission/presscorner/detail/en/IP_21_1122

⁵³³⁰ Horizon Europe's First Strategic Plan 2021-2024: Commission Sets for Research and Innovation Priorities for a Sustainable Future, European Commission (Brussels) 15 March 2021. Access Date: 1 May 2021. https://ec.europa.eu/commission/presscorner/detail/en/IP_21_1122

⁵³³¹ Horizon Europe the Strategic Plan 2021-2024, Publications Office of the European Union (Luxembourg) 19 March 2021. Access Date: 1 May 2021. <https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/c5f77da0-8c52-11eb-b85c-01aa75ed71a1>

⁵³³² Horizon Europe Gender Equality: A Strengthened Commitment in Horizon Europe, Publications Office of the European Union (Luxembourg) 11 February 2021. Access Date: 1 May 2021. <https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/c0b30b4b-6ce2-11eb-aeb5-01aa75ed71a1>

⁵³³³ The Committee of the Parties Adopts a Framework for the Supervision of its Recommendations Addressed to States Parties, Council of Europe (Strasbourg) 16 April 2021. Access Date: 1 May 2021. https://www.coe.int/en/web/istanbul-convention/newsroom/-/asset_publisher/anlnZ5mw6yX/content/the-committee-of-the-parties-adopts-a-framework-for-the-supervision-of-its-recommendations-addressed-to-states-parties

⁵³³⁴ 10th Meeting of the Committee of the Parties Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention), Council of Europe (Strasbourg) 13 April 2021. Access Date: 1 May 2021. <https://www.coe.int/en/web/secretary-general/-/10th-meeting-of-the-committee-of-the-parties-council-of-europe-convention-on-preventing-and-combating-violence-against-women-and-domestic-violence-ist>

⁵³³⁵ 19-04-2021 14:00 Public Hearing – Empowering Women Entrepreneurs and Investors, European Parliament (Strasbourg) 19 April 2021. Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/public-hearing-empowering-women-entrepre/product-details/20210406CHE08624>

⁵³³⁶ 19-04-2021 14:00 Public Hearing – Empowering Women Entrepreneurs and Investors, European Parliament (Strasbourg) 19 April 2021. Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/public-hearing-empowering-women-entrepre/product-details/20210406CHE08624>

⁵³³⁷ The European Investment Bank Funding Women Entrepreneurs Through MFF 2021-2027, European Parliament (Strasbourg) 19 April 2021. Access Date: 1 May 2021. <https://www.europarl.europa.eu/cmsdata/232466/S.Dustdar.%20Funding%20Women%20Entrepreneurs%20Through%20MFF%202021-2027.pdf>

⁵³³⁸ Gender Equality Commission Held its 19th Meeting on 14-15 April 2021, Council of Europe (Strasbourg) 15 April 2021. Access Date: 1 May 2021. <https://www.coe.int/en/web/genderequality/-/the-gender-equality-commission-held-its-19th-meeting-on-14-15-april-2021>

Commission spoke about progress made under its six objectives to achieve gender equality.⁵³³⁹ These objectives are to “Prevent and combat gender stereotypes and sexism,” “Prevent and combat violence against women and domestic violence,” “Ensure the equal access of women to justice,” “Protect the rights of migrant, refugee and asylum-seeking women and girls” and “Achieve gender mainstreaming in all policies and measures,” which include measures to achieve gender equality in economic participation.⁵³⁴⁰

On 22 April 2021, the Committee on Women’s Rights and Gender Equality held a meeting to vote on the draft report for “Promoting gender equality in science, technology, engineering and mathematics (STEM) education and careers.”⁵³⁴¹ The draft discusses the lack of female participation in the STEM field and calls on the “removal of all barriers.”⁵³⁴² The vote resulted in the adoption of the draft report, which is a step towards removing barriers for women’s economic participation in STEM.⁵³⁴³ Furthermore, the Committee on Employment and Social Affairs and the Committee on Women’s Rights and Gender Equality held a joint hearing to discuss the European Commission’s proposal for pay transparency.⁵³⁴⁴ The hearing is a step towards the removal of barriers to women’s economic participation, as lack of pay transparency is a main barrier that women face.⁵³⁴⁵ Moreover, the Gender Mainstreaming Network held a meeting to discuss gender mainstreaming practices by committees and delegations in the European Parliament, which is a form of women’s economic empowerment.⁵³⁴⁶

On 23 April 2021, the European Institute for Gender Equality signed a partnership agreement with the European University Institute.⁵³⁴⁷ Under this partnership, they will work together on “research initiatives, events and training activities” concerning “women’s rights, gender equality and balanced participation by women and men in society,” which includes women’s economic participation.⁵³⁴⁸

⁵³³⁹ Gender Equality Commission Held its 19th Meeting on 14-15 April 2021, Council of Europe (Strasbourg) 15 April 2021. Access Date: 1 May 2021. <https://www.coe.int/en/web/genderequality/-/the-gender-equality-commission-held-its-19th-meeting-on-14-15-april-2021>

⁵³⁴⁰ Gender Equality Commission (GEC) 19th Meeting 14-15 April 2021 Via Videoconference Abridged Report, Council of Europe (Strasbourg) 15 April 2021. Access Date: 1 May 2021. <https://www.coe.int/en/web/genderequality/-/the-gender-equality-commission-held-its-19th-meeting-on-14-15-april-2021>

⁵³⁴¹ Promoting Gender Equality in STEM – Vote – 22.04.2021, European Parliament (Strasbourg) 27 April 2021. Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/promoting-gender-equality-in-stem-vote-2/product-details/20210415CAN60548>

⁵³⁴² Promoting Gender Equality in STEM – Vote – 22.04.2021, European Parliament (Strasbourg) 27 April 2021. Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/promoting-gender-equality-in-stem-vote-2/product-details/20210415CAN60548>

⁵³⁴³ Promoting Gender Equality in STEM – Vote – 22.04.2021, European Parliament (Strasbourg) 27 April 2021. Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/promoting-gender-equality-in-stem-vote-2/product-details/20210415CAN60548>

⁵³⁴⁴ Proposal for a Directive on Pay Transparency Public Hearing – 22.04.2021, European Parliament (Strasbourg) 27 April 2021. Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/proposal-for-a-directive-on-pay-transpar/product-details/20210415CAN60545>

⁵³⁴⁵ Proposal for a Directive on Pay Transparency Public Hearing – 22.04.2021, European Parliament (Strasbourg) 27 April 2021. Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/proposal-for-a-directive-on-pay-transpar/product-details/20210415CAN60545>

⁵³⁴⁶ Gender Mainstreaming Network Meeting – Exchange of Views – 22.04.2021, European Parliament (Strasbourg) 27 April 2021. Access Date: 30 April 2021. <https://www.europarl.europa.eu/committees/en/gender-mainstreaming-network-meeting-exc/product-details/20210421CAN60625>

⁵³⁴⁷ The EUI Partners with the European Institute for Gender Equality, European University Institute (San Domenico) 23 April 2021. Access Date: 26 April 2021. <https://www.eui.eu/news-hub?id=the-eui-partners-with-the-european-institute-for-gender-equality-eige>

⁵³⁴⁸ The EUI Partners with the European Institute for Gender Equality, European University Institute (San Domenico) 23 April 2021. Access Date: 26 April 2021. <https://www.eui.eu/news-hub?id=the-eui-partners-with-the-european-institute-for-gender-equality-eige>

On 26 April, the Council of Europe announced that the Gender Equality Division and the Violence against Women Division will be hosting an online public conference to celebrate the 10th anniversary of the Istanbul Convention on 11 May 2021.⁵³⁴⁹ The conference will “reaffirm the political will of states parties to fully implement the Convention.”⁵³⁵⁰ The Council of Europe will also present its plan to stop sexism through its campaign entitled “Sexism: See it. Name it. Stop it!”⁵³⁵¹ This conference is an attempt to reduce barriers to women’s economic participation by verbally confirming the European Union’s commitment to preventing violence against women and sexism.⁵³⁵²

On 28 April 2021, the European Parliament announced that the Committee on Women’s Rights and Equality will hold a meeting on 10 May 2021.⁵³⁵³ This meeting seeks to address different views on the “draft opinion to the Proposal for a directive on adequate minimum wages in the European Union.”⁵³⁵⁴ The draft opinion discusses how minimum wage can be used to reduce pay gaps for women and men and hence can be used as a form of women empowerment in economic participation.⁵³⁵⁵

On 11 May 2021, the Council of Europe held an online conference marking the 10th anniversary of the Istanbul Convention. During the online conference, member states affirmed their continuing commitment to the Istanbul Convention which seeks to protect women from gender-based and domestic violence.⁵³⁵⁶ The conference also discussed the implementation of the Council of Europe’s new campaign entitled “Sexism: See it. Name it. Stop it!”⁵³⁵⁷ This meeting is an advancement to the European Union’s commitment to women’s economic participation as it seeks to stop violence and sexism, which are two barriers to women’s economic participation.⁵³⁵⁸

⁵³⁴⁹ Launch of a Website Dedicated to the 10th Anniversary of the Istanbul Convention, Council of Europe (Strasbourg) 26 April 2021. Access Date: 1 May 2021. <https://www.coe.int/en/web/istanbul-convention/-/launch-of-a-website-dedicated-to-the-10th-anniversary-of-the-istanbul-convention>

⁵³⁵⁰ Conference “Gender Equality and the Istanbul Convention: a Decade of Action,” Council of Europe (Strasbourg). Access Date: 1 May 2021. <https://www.coe.int/en/web/istanbul-convention/conference-gender-equality-and-the-istanbul-convention-a-decade-of-action>

⁵³⁵¹ Conference “Gender Equality and the Istanbul Convention: a Decade of Action,” Council of Europe (Strasbourg). Access Date: 1 May 2021. <https://www.coe.int/en/web/istanbul-convention/conference-gender-equality-and-the-istanbul-convention-a-decade-of-action>

⁵³⁵² Conference “Gender Equality and the Istanbul Convention: a Decade of Action,” Council of Europe (Strasbourg). Access Date: 1 May 2021. <https://www.coe.int/en/web/istanbul-convention/conference-gender-equality-and-the-istanbul-convention-a-decade-of-action>

⁵³⁵³ Adequate Minimum Wages – Presentation of Draft Opinion 10.05.2021, European Parliament (Strasbourg) 28 April 2021. Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/adequate-minimum-wages-presentation-of-d/product-details/20210428CAN60724>

⁵³⁵⁴ Adequate Minimum Wages – Presentation of Draft Opinion 10.05.2021, European Parliament (Strasbourg) 28 April 2021. Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/adequate-minimum-wages-presentation-of-d/product-details/20210428CAN60724>

⁵³⁵⁵ Adequate Minimum Wages – Presentation of Draft Opinion 10.05.2021, European Parliament (Strasbourg) 28 April 2021. Access Date: 1 May 2021. <https://www.europarl.europa.eu/committees/en/adequate-minimum-wages-presentation-of-d/product-details/20210428CAN60724>

⁵³⁵⁶ Conference “Gender Equality and the Istanbul Convention: A Decade of Action” (Berlin) 12 May 2021. Access Date: 27 July 2021. <https://www.coe.int/en/web/istanbul-convention/conference-gender-equality-and-the-istanbul-convention-a-decade-of-action>

⁵³⁵⁷ Conference “Gender Equality and the Istanbul Convention: A Decade of Action” (Berlin) 12 May 2021. Access Date: 27 July 2021. <https://www.coe.int/en/web/istanbul-convention/conference-gender-equality-and-the-istanbul-convention-a-decade-of-action>

⁵³⁵⁸ Conference “Gender Equality and the Istanbul Convention: A Decade of Action” (Berlin) 12 May 2021. Access Date: 27 July 2021. <https://www.coe.int/en/web/istanbul-convention/conference-gender-equality-and-the-istanbul-convention-a-decade-of-action>

On 10 September 2021, the EU pledged to invest USD8.5 million until December 2022 to the Spotlight Initiative, which aims to end violence against women and girls.⁵³⁵⁹ The investment will be used by the Government of Mozambique to fund interventions addressing violence against women and girls in Gaza, Manica and Nampula Provinces of Mozambique.⁵³⁶⁰ These interventions will include investment in longer-term recovery services and economic opportunities for women and girls experiencing violence.⁵³⁶¹

The European Union has fully complied with its commitment to remove barriers to the extent and quality of women's participation in the labour market and economy through actions such as designing policies to address gender pay gap and reaffirm political wills to sexist languages. It has also promoted women's engagement and success in entrepreneurial activities by coaching and mentoring female entrepreneurs and providing them with financial support.

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

Analyst: Veronique Nuqui

⁵³⁵⁹ Mozambique, EU and UN renew commitment to end violence against women and girls with US\$8.5 million, Spotlight Initiative (Brussels) 10 September 2021. Access Date: 24 September 2021. <https://spotlightinitiative.org/news/mozambique-eu-and-un-renew-commitment-end-violence-against-women-and-girls-us85-million>

⁵³⁶⁰ Mozambique, EU and UN renew commitment to end violence against women and girls with US\$8.5 million, Spotlight Initiative (Brussels) 10 September 2021. Access Date: 24 September 2021. <https://spotlightinitiative.org/news/mozambique-eu-and-un-renew-commitment-end-violence-against-women-and-girls-us85-million>

⁵³⁶¹ Mozambique, EU and UN renew commitment to end violence against women and girls with US\$8.5 million, Spotlight Initiative (Brussels) 10 September 2021. Access Date: 24 September 2021. <https://spotlightinitiative.org/news/mozambique-eu-and-un-renew-commitment-end-violence-against-women-and-girls-us85-million>