

The  
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presents the

## **2015 Schloss Elmau G7 Summit Final Compliance Report**

9 June 2015 to 6 May 2016

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*“We have meanwhile set up a process and there are also independent institutions monitoring which objectives of our G7 meetings we actually achieve. When it comes to these goals we have a compliance rate of about 80%, according to the University of Toronto. Germany, with its 87%, comes off pretty well. That means that next year too, under the Japanese G7 presidency, we are going to check where we stand in comparison to what we have discussed with each other now. So a lot of what we have resolved to do here together is something that we are going to have to work very hard at over the next few months. But I think that it has become apparent that we, as the G7, want to assume responsibility far beyond the prosperity in our own countries. That’s why today’s outreach meetings, that is the meetings with our guests, were also of great importance.”*

Chancellor Angela Merkel, Schloss Elmau, 8 June 2015

## Contents

|   |     |
|---|-----|
| Preface .....   | 3   |
| Research Team .....   | 4   |
| Analysts .....  | 4   |
| Executive Summary .....   | 5   |
| The Final Compliance Score.....   | 5   |
| Compliance by Member .....  | 5   |
| Compliance by Commitment .....  | 5   |
| The Compliance Gap Between Members.....   | 5   |
| Future Research and Reports .....   | 5   |
| Table A: 2015 Priority Commitments Selected for Assessment.....                   | 6   |
| Table B: 2015 G7 Schloss Elmau Final Compliance Scores.....                       | 8   |
| Table C: 2015 G7 Schloss Elmau Final Compliance Scores by Country .....           | 9   |
| Table D: 2015 G7 Schloss Elmau Final Compliance Scores by Commitment.....         | 10  |
| 1. Macroeconomic Policy: Foster Growth .....                                      | 11  |
| 2. Macroeconomic Policy: Fiscal Flexibility.....                                  | 19  |
| 3. Infrastructure: Infrastructure Investment.....                                 | 31  |
| 4. Gender: Supporting Women Entrepreneurs.....                                    | 39  |
| 5. Financial Regulation: Automatic Exchange of Tax Information .....              | 47  |
| 6. Financial Regulation: Tax Agenda.....  | 53  |
| 7. Terrorism: Terrorists' Assets.....   | 61  |
| 8. Nonproliferation: Arms Trade .....   | 70  |
| 9. Regional Security: Ukraine.....  | 76  |
| 10. Regional Security: Maritime.....  | 84  |
| 11. Human Rights: Migrants .....  | 94  |
| 12. Development: Refugee Crisis .....   | 103 |
| 13. Health: Coordinated Rapid Deployment .....                                    | 135 |
| 14. Health: National Action Plans .....   | 146 |
| 15. Health: Vaccines .....  | 155 |
| 16. Climate Change: Growth Agenda .....   | 163 |
| 17. Climate Change: Low-Carbon Strategies.....                                    | 172 |
| 18. Climate Change: Copenhagen Accord .....                                       | 183 |
| 19. Climate Change: Vulnerable Countries.....                                     | 192 |
| 20. Energy: Liberalizing Systems .....  | 203 |
| 21. Food and Agriculture: Voluntary Guidelines on the Responsible Governance..... | 218 |

#### 4. Gender: Supporting Women Entrepreneurs

“We will address the specific needs of women entrepreneurs, e.g. by promoting their access to finance, markets, skills, leadership opportunities and networks.”

*G7 Schloss Elmau Summit Declaration*

##### Assessment

| Country        | Lack of Compliance | Work in Progress | Full Compliance |
|----------------|--------------------|------------------|-----------------|
| Canada         |                    | 0                |                 |
| France         |                    |                  | +1              |
| Germany        |                    | 0                |                 |
| Italy          |                    |                  | +1              |
| Japan          |                    | 0                |                 |
| United Kingdom |                    | 0                |                 |
| United States  |                    |                  | +1              |
| European Union |                    |                  | +1              |
| Average Score  |                    | +0.50            |                 |

##### Background

Women’s economic empowerment was recognized by the G7 at the 1990 Houston Summit.<sup>185</sup> There, G7 members recognized the need to further integrate women into the global economy and began to address women’s issues and gender inequality at each following summit.

At the 2013 Lough Erne Summit, G7 leaders prioritized women’s issues for the first time, by focusing on women’s security rights and on sexual violence in conflict zones.<sup>186</sup>

At the 2015 Schloss Elmau Summit, G7 members reaffirmed their commitment to women’s economic empowerment by stating, “women’s entrepreneurship is a key driver of innovation, growth and jobs.”<sup>187</sup> G7 members also stated that women face more barriers to entrepreneurship than men and expressed support for the United Nations Women’s Empowerment Principles that provides guidance for private sector companies to further empower women in the workplace.<sup>188</sup> Access to finance, markets, skills, leadership opportunities and networks were identified as being imperative in promoting women entrepreneurship.<sup>189</sup>

In the Leader’s Declaration at the Schloss Elmau Summit, G7 members reaffirmed their support for gender equality and welcomed the “World Assembly for Women: WAW!,” which is to be hosted by Japan.<sup>190</sup>

<sup>185</sup> “The G8 and Women’s Security” G7 Research Group (Toronto) 16 June 2013. Access date: 3 January 2016. [www.g8.utoronto.ca/scholar/kulik-women.pdf](http://www.g8.utoronto.ca/scholar/kulik-women.pdf)

<sup>186</sup> “The G8 and Women’s Security” G7 Research Group (Toronto) 16 June 2013. Access date: 3 January 2016. [www.g8.utoronto.ca/scholar/kulik-women.pdf](http://www.g8.utoronto.ca/scholar/kulik-women.pdf)

<sup>187</sup> “Leaders’ Declaration G7 Summit Germany” Government of Canada (Ottawa, Canada). 8 June 2015. Access date: 03 January 2016. [http://www.international.gc.ca/g8/g7\\_germany\\_declaration-g7\\_allemande\\_declaration.aspx?lang=eng](http://www.international.gc.ca/g8/g7_germany_declaration-g7_allemande_declaration.aspx?lang=eng)

<sup>188</sup> “G7 Leaders Highlight Women’s Empowerment as a Top Priority.” UN Women Headquarters (New York). 09 June 2015. Access date: 03 January 2016. <http://www.unwomen.org/en/news/stories/2015/6/g7-leaders-highlight-women-empowerment-as-a-top-priority>

<sup>189</sup> “G-7 Leaders’ Declaration” The White House (Washington, D.C.) 09 June 2015. Access date: 03 January 2016. <https://www.whitehouse.gov/the-press-office/2015/06/08/g-7-leaders-declaration>

<sup>190</sup> “G-7 Leaders’ Declaration” The White House (Washington, D.C.) 09 June 2015. Access date: 03 January 2016. <https://www.whitehouse.gov/the-press-office/2015/06/08/g-7-leaders-declaration>

### Commitment Features

This commitment requires G7 members to actively address women's access to entrepreneurial needs. Examples of entrepreneurial needs include access to finance, markets, skills, leadership opportunities and networks.

Compliance for this commitment is two-fold. First, members take measures to increase access to any of the aforementioned entrepreneurial needs. For example, a member contributes to increasing women's participation in technical and vocational education and training (TVET). Second, members increase access for women who face discrimination, such as women with disabilities (in this context, "multiple sources of discrimination" will be taken as other forms of discrimination in addition to sexism).

### Scoring Guidelines

|    |   |
|----|---|
| -1 | G7 member does not take measures to promote women's access to entrepreneurial needs.  |
| 0  | G7 member takes measures to promote women's access to entrepreneurial needs, but without focus on women who face multiple sources of discrimination |
| +1 | G7 member takes measures to promote women's access to entrepreneurial needs, with focus on women who face multiple sources of discrimination        |

*Michael Humeniuk*

### Canada: 0

Canada has partially complied with its commitment to take measures to actively promote women's access to entrepreneurial needs through targeted initiatives but has not had the requisite focus on women who face multiple sources of discrimination to meet the guideline for full compliance.

Following the 2015 Schloss Elmau Summit, a number of new initiatives promoting female entrepreneurship were founded in Canada, including the Startup Canada Women Entrepreneurship Fund. This fund invests in female-led entrepreneurial initiatives in Canada to improve female access to entrepreneurial needs through "education, investment, mentorship and access to growth opportunity." The fund awarded its first ever investments to community organizations headed by female entrepreneurs in December of 2015.<sup>191</sup>

The government also launched the Innovation Agenda on 5 May 2016.<sup>192</sup> At the launch for this initiative the Canadian Finance Minister Bill Morneau spoke to the importance of inclusive growth with a focus on demographic groups with lower labor participation rates, such as women and indigenous people. No lasting, impactful policy decisions were reached, nor actions taken at the launch event.<sup>8</sup>

Ongoing, pre-existing government initiatives, such as the Microlending for Women in Ontario Program have continued to improve female involvement in small to intermediate enterprises. This program is projected to provide 800 women with microloans to start their businesses in the coming year, thereby improving women's entrepreneurial opportunity.<sup>193</sup>

Canada has made active efforts to actively improve and promote women's entrepreneurial opportunity, with new initiatives aiming to support the Canadian female entrepreneur. However, Canada has not launched any initiatives specifically targeting those women facing multiple sources of discrimination, such as women from minority, or indigenous groups. Thus, Canada has been awarded a score of 0.

*Analyst: Karim Fawzy*

<sup>191</sup> Startup Canada Women Entrepreneurship Fund Overview 13 September 2015. Access date: 6 May 2016.

<http://www.startupcan.ca/wp-content/uploads/2015/09/Startup-Canada-Women-Entrepreneurship-Fund-Overview1.pdf>

<sup>192</sup> Federal Government's 'Innovation Agenda' takes centre stage at Startup Day on the Hill, Ottawa Business Journal (Ottawa) 5 May 2016. Access date: 6 May 2016. <http://www.obj.ca/Local/2016-05-05/article-4520034/Federal-governments-Innovation-Agenda-takes-centre-stage-at-Startup-Day-on-the-Hill/1>

<sup>193</sup> Microlending for Women in Ontario Program, Ontario Government, Ontario Women's Directorate 25 May 2015. Access date: 6 May 2016. <http://www.women.gov.on.ca/owd/english/economic/entrepreneurs.shtml>

**France: +1**

France has fully complied with its commitments to gender and women's economic empowerment by promoting women's access to entrepreneurial needs as well as focusing on women facing varied forms of discrimination.

In 2014 the Ambassador of Switzerland Michael Gerber, on behalf of France, identified inequality as the primary deterrent to sustainable development, additionally advising the post-2015 agenda to focus on the multiple levels of discrimination women face as a priority.<sup>194</sup>

In September 2015, the post-2015 agenda along with the gender objective were adopted at the UN summit in New York.<sup>195</sup> The dialogue developed at the summit acknowledges the inequalities women face both in terms of employment and economic decision-making both nationally and globally.<sup>196</sup> Investment in education and health care services, reforms to help benefit populations of marginalized peoples, and the tackling of discrimination and root causes of inequality was requirements for state members.<sup>197</sup> France was in full support of the agenda on gender equality.

Supplementing the aforementioned reforms and objectives, since 2013, France's Gender and Development Strategy implemented by the Interministerial Committee for International Cooperation and Development (CICID) has been focusing on gender inequality in a target-based manner.<sup>198</sup> By 2017, targets need to be met in research supported with strong data, stakeholder education and training, increased communication with civil society, and accountability of official development assistance.<sup>199</sup> The French Ministry of Foreign Affairs has implemented this project in order to push for gender integration in all development sectors, with one of its foundational aims to empower women economically.<sup>200</sup>

In March 2016, France's commitment to measures for women's empowerment and sustainable development was reinforced at the 60th session of the Commission on the Status of Women.<sup>201</sup> Conclusions at the session included promotion of women's independence and economic rights, support of businesses with female leadership, and equal employment opportunities for women.<sup>202</sup> An acknowledgement was also made regarding the intersectional nature of discrimination faced by women, coupled with goals of improving aggregate data and variables for better research and perspectives on gender equality.<sup>203</sup> The session also endorsed all objectives adopted at the 2015 United Nations Summit.

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<sup>194</sup> Michael Gerber. Promoting equality, including social equity, gender equality and women's empowerment. 2014. Access date: May 6, 2016. <https://sustainabledevelopment.un.org/content/documents/6250germany.pdf>

<sup>195</sup> Women's rights - France-Diplomatie - Ministry of Foreign Affairs and International Development. March, 2015. Access date: May 6, 2016. <http://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/>

<sup>196</sup> United Nations Sustainable Development Summit 2015. (2015). Tackling inequalities, empowering women and girls and leaving no one behind. Access date: May 6, 2016.

<https://sustainabledevelopment.un.org/content/documents/8146Interactive%20Dialogue%20-%20Inequalities.pdf>

<sup>197</sup> United Nations Sustainable Development Summit 2015. (2015). Tackling inequalities, empowering women and girls and leaving no one behind. Access date: May 6, 2016.

<sup>198</sup> Women's rights - France-Diplomatie - Ministry of Foreign Affairs and International Development. March, 2015. Access date: May 6, 2016. <http://www.diplomatie.gouv.fr/en/french-foreign-policy/human-rights/women-s-rights/>

<sup>199</sup> Gender and Development Strategy 2013-2017 (October 2013) - France-Diplomatie - Ministry of Foreign Affairs and International Development. 2013. Access date: May 6, 2016. <http://www.diplomatie.gouv.fr/en/photos-publications-and-graphics/publications/article/gender-and-development-strategy>

<sup>200</sup> Gender and Development Strategy 2013-2017 (October 2013) - France-Diplomatie - Ministry of Foreign Affairs and International Development. 2013. Date of Access: May 6, 2016.

<sup>201</sup> CSW60 (2016) | UN Women – Headquarters. 2016. Access date: May 6, 2016. <http://www.unwomen.org/en/csw/csw60-2016>

<sup>202</sup> CSW60 Agreed Conclusions. March 24, 2016. Access date: May 6, 2016.

<http://www2.unwomen.org/~media/headquarters/attachments/sections/csw/60/csw60%20agreed%20conclusions%2024marc h.pdf?v=1&d=20160415T171708>

<sup>203</sup> CSW60 (2016) | UN Women – Headquarters. 2016. Date of Access: May 6, 2016. <http://www.unwomen.org/en/csw/csw60-2016>

France's recent activities target progression of women's economic opportunities through unified policy and the access to entrepreneurship needs of leadership opportunities and skills. Through the CICID, in accordance with the CSW and UN frameworks, France also continues to address and research the multiple discriminations faced by women.

As a result of its recent actions, France achieves a score of +1 for full compliance.

*Analyst: Narain Yucel*

**Germany: 0**

Germany has partially complied with its commitment to addressing the specific needs of female entrepreneurs, and advancing the status of women at work.

As of 30 September 2015, 3,500 publicly listed or co-determined German companies are legally required to publish the proportion of female membership on their supervisory and managerial boards, under the *Frauenquote* — the “women's quotas” signed into law in December 2014 (and intended to be fully implemented as of 1 January 2016).<sup>204</sup> Further, these companies were given until 30 September 2015 to declare a strategy to increase female executive and supervisory presence.<sup>205</sup> These companies are permitted to set their own targets for the proportion of female employees filling roles in their supervisory and management boards. However, should the proportion of female presence on these boards regress, the company in question is punishable with fines, or claims for damages up to EUR50,000.<sup>206</sup> Parity co-determined companies are also permitted to set their own targets for female management.

On 1 January 2016, the statutory gender quota came into force for the supervisory boards of publicly listed and parity co-determined companies, affecting approximately 100 German companies. The quota requires an affected company's supervisory board to be comprised of at least 30% women. Should a company report having an insufficient pool of qualified female candidates to satisfy the quota, the terms of the *Frauenquote* stipulate that the seats must remain vacant until a suitable female employee is found to fill them.<sup>207</sup>

By 3 May 2016, 26 per cent of the supervisory and executive board members of German companies were female.<sup>208</sup> While the proportion of women on the supervisory boards of Germany's top 200 companies has grown to 20 per cent since the quotas were introduced in 2014, nearly a quarter of the top 200 companies have less than 10 per cent female supervisory board members.<sup>209</sup> With regards to executive board membership, the proportion of women has increased less than one per cent, to an overall proportion of 6 per cent.<sup>210</sup>

On 17 September 2015, Germany hosted a discussion forum in which 50 of the world's most prominent female scientists, politicians, and businesspeople met to “discuss how to improve the role of women

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<sup>204</sup> Germany backs law demanding at least 30% women in top boardrooms, The Guardian, Kate Connolly. 26 November 2014. Access date: 5 May 2016. <http://www.theguardian.com/world/2014/nov/26/germany-women-quotas-frauenquote-boardrooms>.

<sup>205</sup> Germany Sets Gender Quota in Boardrooms, the New York Times, Alison Smale and Claire Cain Miller. 6 March 2015. Access date: 5 May 2016. [http://www.nytimes.com/2015/03/07/world/europe/german-law-requires-more-women-on-corporate-boards.html?\\_r=0](http://www.nytimes.com/2015/03/07/world/europe/german-law-requires-more-women-on-corporate-boards.html?_r=0).

<sup>206</sup> “On schedule for the female quota”: Ernst & Young GmbH. 2015. Access date: 5 May 2016. [http://www.ey.com/Publication/vwLUAssets/EY-on-schedule-for-the-female-quota/\\$FILE/EY-on-schedule-for-the-female-quota.pdf](http://www.ey.com/Publication/vwLUAssets/EY-on-schedule-for-the-female-quota/$FILE/EY-on-schedule-for-the-female-quota.pdf).

<sup>207</sup> Germany backs law demanding at least 30% women in top boardrooms, The Guardian, Kate Connolly. 26 November 2014. Access date: 5 May 2016. <http://www.theguardian.com/world/2014/nov/26/germany-women-quotas-frauenquote-boardrooms>.

<sup>208</sup> You know those quotas for female board members? They're working, Quartz, Oliver Staley. 3 May 2016. Access date: 5 May 2016. <http://qz.com/674276/you-know-those-quotas-for-female-board-members-in-europe-theyre-working/>.

<sup>209</sup> Corporate Boards of Large Companies: More Momentum Needed for Gender Parity. DIW Economic Bulletin, March 2016. Access date: 5 May 2016. [https://www.diw.de/documents/publikationen/73/diw\\_01.c.524851.de/diw\\_econ\\_bull\\_2016-03-1.pdf](https://www.diw.de/documents/publikationen/73/diw_01.c.524851.de/diw_econ_bull_2016-03-1.pdf).

<sup>210</sup> Corporate Boards of Large Companies: More Momentum Needed for Gender Parity. DIW Economic Bulletin, March 2016. Access date: 5 May 2016. [https://www.diw.de/documents/publikationen/73/diw\\_01.c.524851.de/diw\\_econ\\_bull\\_2016-03-1.pdf](https://www.diw.de/documents/publikationen/73/diw_01.c.524851.de/diw_econ_bull_2016-03-1.pdf).

globally.”<sup>211</sup> At the forum, German Chancellor Angela Merkel reiterated Germany’s commitment to advancing women’s entrepreneurship made in the G7 Leader’s Declaration.

Germany has taken tangible measures to improve the representation of women in positions of corporate leadership, and the majority of German companies have taken concrete steps towards implementing these measures. However, Germany, while calling for measures to be put in place, has failed to take concrete steps to equip women with entrepreneurial skills. Germany has also failed to address the concerns of women facing multiple sources of discrimination, such as those with disabilities. In neglecting these considerations, Germany has failed to satisfy the terms of the G7 Leader’s Declaration at Elmau on 8 June 2015.<sup>212</sup> As such, Germany has earned a compliance score of 0.

*Analyst: Thomas G. Feore*

### **Italy: +1**

Italy has gully complied with its commitment to addressing the specific needs of female entrepreneurs and advancing the status of women at work.

From 14 December 2015 to 18 December 2015, Italy hosted a course for policy-makers in women’s entrepreneurship development at the Turin center. The course, intended for senior government officials and other representatives playing a role in development, was intended to equip its pupils with the necessary skills to “assess and improve the enabling environment, build the capacity of women’s entrepreneurs associations and integrate gender equality in value chain development and business training.”<sup>213</sup>

The National Body for Micro Credit (of Italy) continues to offer unique entrepreneurial opportunities to women, particularly those living in “poverty and marginalization,” through its *Microcredito Donna*, or “women’s microcredit” service.<sup>214</sup> The service is meant to provide women with novel entrepreneurial ideas, especially those who might lack the monetary means or assets for standard loans, the opportunity to realize their goals through small government loans.<sup>215</sup>

Italy has not only taken concrete steps to advance women’s entrepreneurship, but has also taken measures to address the challenges of women facing multiple sources of discrimination, namely women living in poverty. Therefore, Italy is in full compliance with its commitment to promoting women’s entrepreneurship, and has earned a compliance score of +1.

*Analyst: Thomas G. Feore*

### **Japan: 0**

Japan has partially complied with its commitment to support women’s entrepreneurial needs. Though the Japanese government has made efforts to increase women’s participation in the workforce, and increase women’s occupation of higher management positions, it has not been as successful as planned. Furthermore, Japan has not made international contributions to increase women’s participation in technical and vocational education and training, let alone contributions with focus on women who face multiple sources of discrimination.

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211 G7 forum for dialogue with women hosted by German chancellor Angela Merkel: education is key for success. Intel Newsroom, 17 September 2015. Access date: 5 May 2016. <https://newsroom.intel.eu/news-releases/g7-forum-for-dialogue-with-women-hosted-by-german-chancellor-angela-merkel-education-is-key-for-success/>.

212 Leaders’ Declaration: G7 Summit, G7 Research Group (Toronto) 2015, Access date: 14 January 2016. <http://www.g8.utoronto.ca/summit/2015elmau/2015-G7-declaration-en.html>.

213 Women’s Entrepreneurship Development, International Training Centre. 14-18 December 2015. Access date: 6 May 2016. <http://www.itcilo.org/calendar/28128>.

214 Young Entrepreneurs Gender Equality: A Fair Goal, StartUs Magazine, Fabio Picinich. 10 December 2015. Access date: 6 May 2016. <http://magazine.startus.cc/entrepreneurs-gender-equality/>.

215 Microcredito Donna: Cos’e Il Microcredito, Ente Nazionale Per Il Microcredito. 2014. Access date: 6 May 2016. <http://www.microcreditodonna.eu>.

On 28 August 2015, Japan's upper house approved legislation to raise pressure on companies to hire more women and increase their promotion to management. The legislation was part of Japanese Prime Minister Shinzo Abe's effort to lift his country's economy.<sup>216</sup> However, Prime Minister Abe's ambition has been unsuccessful relative to his original goal. Officials in Abe's government have conceded that the initial goal of women occupying 30 per cent of management position by 2020 was overambitious; the new target for companies is 7 per cent.<sup>217</sup>

The latest data from the Organisation for Economic Co-operation and Development in 2014 reported that Japan's female participation in the workforce was 66 per cent, the highest rate in Japan's last 15 years.<sup>218</sup>

Therefore, Japan has been awarded as score of 0.

*Analyst: Michael Humeniuk*

### **United Kingdom: 0**

The United Kingdom has partially complied with its commitment to address the needs of women entrepreneurs. Although it has demonstrated a commitment to empowering women entrepreneurs by developing their access to networks and opportunities to develop their skills, there is little evidence to suggest that the UK has targeted female entrepreneurs that suffer from multiple sources of discrimination.

In a press release published on 17 August 2015, the United Kingdom announced the allotment of GBP50,000 to "create new networking opportunities for women in business from Glasgow to London."<sup>219</sup> This initiative consists of the creation of several "Meet a Mentor" sessions that introduce businesswomen to potential mentors and advisers — leading to upwards of 5,000 hours of mentoring in all.<sup>220</sup> This initiative aims to develop the skills and networking of aspiring businesswomen, and therefore is evidence of UK's compliance with this particular commitment.

However, there have been no instances of policy that targets businesswomen subject to sources of discrimination beyond their gender. The UK has thus been awarded a score of 0 for partial compliance.

*Analyst: Michael Switzer*

### **United States: +1**

The United States has fully complied with the commitment to increase access to entrepreneurial needs by promoting their access to finance, markets, skills, leadership opportunities and networks. However, It has not focused on supporting women who face multiple sources of discrimination.

On 18 September 2015, the United States started the Women's Entrepreneurship in APEC (WE-ACPC) initiative.<sup>221</sup> The WE-ACPC focuses on strengthening the community that supports women's

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<sup>216</sup> A Step Forward for 'Womonomics' in Japan. The Wall Street Journal. 28 August 2016. Access date: 5 May 2016.

<http://www.wsj.com/articles/a-step-forward-for-womonomics-in-japan-1440729418>

<sup>217</sup> Why Abe's 'womonomics' program isn't working. The Japan Times. 31 December 2015. Access date: 5 May 2016.

[http://www.japantimes.co.jp/opinion/2015/12/31/commentary/japan-commentary/abes-womonomics-program-isnt-working/#.VywXHqv-\\_ll](http://www.japantimes.co.jp/opinion/2015/12/31/commentary/japan-commentary/abes-womonomics-program-isnt-working/#.VywXHqv-_ll)

<sup>218</sup> This might be the 'silver lining' for Japan. Business Insider. 9 April 2016. Access date: 5 May 2016.

<http://www.businessinsider.com/japanese-women-entering-workforce-2016-4>

<sup>219</sup> "Government Funds New Speed Mentoring Events for Female Entrepreneurs to Nurture Talent Across the Nation." Gov.UK (London). 17 August 2015. Access date: 6 May 2016. <https://www.gov.uk/government/news/government-funds-new-speed-mentoring-events-for-female-entrepreneurs-to-nurture-talent-across-the-nation>

<sup>220</sup> Government Funds New Speed Mentoring Events for Female Entrepreneurs to Nurture Talent Across the Nation." Gov.UK (London). 17 August 2015. Access date: 6 May 2016. <https://www.gov.uk/government/news/government-funds-new-speed-mentoring-events-for-female-entrepreneurs-to-nurture-talent-across-the-nation>

<sup>221</sup> U.S. Efforts to Support Women's Economic Empowerment in APEC Economies. U.S. Department of State. 8 September 2015. 6 May 2016. <http://www.state.gov/r/pa/prs/ps/2015/09/247055.htm>



entrepreneurship, an online platform that makes accessing women's entrepreneurship opportunities more viable, and create a stronger connection between women's entrepreneurship networks. The United States has implemented a Women's Startup Lab that can be found in the online platform of the WE-ACPC initiative. The start-up lab gives participant access to activities that would increase their knowledge about entrepreneurship and the confidence needed along with a Pitch Day that allows for the women to introduce themselves to investors.<sup>222</sup> This type of workshop increases access to the markets, skills, leadership opportunities and networks.

On 12 April 2016, the US Small Business Administration announced affiliation with the Western Women's Business Center (WWBC).<sup>223</sup> This affiliation resulted in association offering business services, as well as investment. Although the WWBC specifically caters to North Carolina, this partnership is one example of US government support for women seeking entrepreneurial support.

The United States has increased women's access to entrepreneurial networks and skills, satisfying the first component of this commitment. Therefore, it has received a score of +1.

*Analysts: Rachel Maeve McLeod and Fernando Casanova*

### **European Union: +1**

The European Union has fully complied with its commitment to address the specific needs of women entrepreneurs. The EU has made contributions to support women entrepreneurs, largely through the European Bank for Development and Reconstruction (EBDR), and has addressed specifically those discriminated against from multiple sources.

On 22 September 2016, the European Commission released the EU's Gender Action Plan 2016-2020. This program entails continued support and contribution to girls and women's economic and social empowerment.<sup>224</sup> The document addresses the particular challenges faced by those suffering from multiple sources of discrimination. It states that "the gender gap is even larger when gender inequality intersects with other forms of exclusion such as disability, age, caste, ethnicity, sexual orientation, geographical remoteness or religion."<sup>225</sup>

On 25 November 2015, the EBDR launched its Women in Business in Kazakhstan. It is expected that approximately 2000 women-led small to medium-sized enterprises will benefit from this program.<sup>226</sup>

In December 2015, the European Union contributed EUR45 million to technical and vocational education and training (TVET) in Pakistan. Gender equality was listed as a significant objective, as a general policy objective.<sup>227</sup>

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<sup>222</sup> Women's Startup Lab. APEC. Access date: 6 May 2016. <http://www.we-apec.com/directory/women-startup-lab>

<sup>223</sup> U.S. Small Business Administration announces affiliation for the Western Women's Business Center. Mountain Xpress. 12 April 2016. Access date: 6 May 2016. <http://mountainx.com/blogwire/u-s-small-business-administration-announces-affiliation-for-the-western-womens-business-center/>

<sup>224</sup> The European Union's new Gender Action Plan 2016-2020. ODI. 26 October 2016. Date Accessed: 6 May 2016. <https://www.odi.org/sites/odi.org.uk/files/odi-assets/publications-opinion-files/9926.pdf>

<sup>225</sup> New framework for Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations (2016-2020) adopted, European Commission (Brussels) 22 September 2015. Date of Access: 23 May 2016. [http://europa.eu/rapid/press-release\\_IP-15-5690\\_en.htm](http://europa.eu/rapid/press-release_IP-15-5690_en.htm).

<sup>226</sup> EBRD launches Women in Business programme for Kazakhstan at Eurasian Women's Summit in Astana. EBRD. 25 November 2015. Access date: 5 May 2016. <http://www.ebrd.com/news/2015/ebrd-launches-women-in-business-programme-for-kazakhstan-at-eurasian-womens-summit-in-astana.html>

<sup>227</sup> This action is funded by the European Union. Europa. December 2015. Access date: 5 May 2016.

[https://ec.europa.eu/europeaid/sites/devco/files/aap-pakistan-annex1-20151214\\_en.pdf](https://ec.europa.eu/europeaid/sites/devco/files/aap-pakistan-annex1-20151214_en.pdf)

On 11 March 2016, Belarus launched, with the EU's support, the Women in Business program. The EU contributed EUR5 million, aimed to last until 2022, and will run in Armenia, Azerbaijan, Belarus, Georgia, Moldova, and Ukraine.<sup>228</sup>

On 21 March 2016, UNESCO announced that it, in partnership with the EU, had signed an agreement with the Malawi government, granting EUR9 million. The grant will go toward the Skills and Technical Educational Program to increase the participation of young women in TVET.<sup>229</sup>

Therefore, the EU has fully complied with this commitment and is awarded a score of +1.

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<sup>228</sup> Belarus: EU supports women entrepreneurship. ENPI. 11 March 2016. Access date 5 May 2016. <http://www.enpi-info.eu/eastportal/news/latest/44176/Belarus:-EU-supports-women-entrepreneurship>

<sup>229</sup> Young women in Malawi to benefit from 9m euro TVET project signed by UNESCO and EU. UNESCO. 21 March 2016. Access date: 5 May 2016. [http://www.unesco.org/new/en/member-states/single-view/news/young\\_women\\_in\\_malawi\\_to\\_benefit\\_from\\_9m\\_euro\\_tvet\\_project\\_signed\\_by\\_unesco\\_and\\_eu/#.VyvdB6v-ll](http://www.unesco.org/new/en/member-states/single-view/news/young_women_in_malawi_to_benefit_from_9m_euro_tvet_project_signed_by_unesco_and_eu/#.VyvdB6v-ll)