The G7 Research Group at the Munk School of Global Affairs and Public Policy at Trinity College in the University of Toronto presents the

2018 Charlevoix G7 Final Compliance Report
10 June 2018 — 25 July 2019

Prepared by
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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

G7 summits are a moment for people to judge whether aspirational intent is met by concrete commitments. The G7 Research Group provides a report card on the implementation of G7 and G20 commitments. It is a good moment for the public to interact with leaders and say, you took a leadership position on these issues — a year later, or three years later, what have you accomplished?

Achim Steiner, Administrator, United Nations Development Programme, in G7 Canada: The 2018 Charlevoix Summit
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19. Gender: Equality in Labour Markets

“Support gender equality in labour market opportunities and in the distribution of unpaid care work, with measures such as paid maternity leave and parental leave, as well as initiatives to ensure women’s equal access to decent employment opportunities, leadership opportunities, resources and finance.”

G7 Charlevoix Commitment on Equality and Economic Growth

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Background

Gender equality is defined by the United Nations as “the equal rights, responsibilities and opportunities of women and men and girls and boys.” The G7, supported by and supporting other international organizations, has long worked towards reducing gender inequalities, with positive results seen since the 1990s, as gender equality is steadily improving. The G7 recognizes, however, that gaps remain. In an International Monetary Fund paper on “Gender Budgeting in G7 Countries,” requested by Italy as host in 2017, significant gender gaps remain. The paper reported that there is a 14 percent gender wage gap, with men making more than women, that the women’s labour market participation rate continues to lag 17 percent behind that of men and that approximately 70 percent of unpaid work is performed by women.

Women have historically been provided with fewer opportunities when compared to their male counterparts. Due to this, the G7 countries have led discussions of policies aimed towards gender equality. The G7 has recognized the need for policies and budgeting that supports gender equality. Many other institutions, such as the World Trade Organization, have also evaluated gender and poverty trends, coming to a similar conclusion that women are not as equally represented by domestic policies when compared to men.

The G7 recognized the importance of women’s economic empowerment in 1990 at the Houston Summit.\(^\text{4619}\) An emphasis on women’s health and education and was readdressed at the 2015 Schloss Elmau Summit, which led to an unprecedented 29 commitments on gender-related issues.\(^\text{4620}\) A defining feature of the 2015 Schloss Elmau Declaration was its clear implementation of defined targets and timelines for achieving their goals.\(^\text{4621}\) In 2016 at Ise Shima, G7 leaders released a 32-page declaration with two pages dedicated entirely to gender equality and women’s empowerment.\(^\text{4622}\)

At Taormina in 2017 G7 members adopted the Roadmap for a Gender-Responsive Economic Environment, agreeing to work together to empower women through facilitating equal and fair opportunities.\(^\text{4623}\) They “put intersecting inequalities at the forefront of the discussions on the measures and solutions out of poverty” and in so doing pay particular attention to social factors that impact the social status of women, such as age, disability, race, ethnicity, religion and family composition.\(^\text{4624}\) Additionally, at Taormina it was recognized in the leaders’ declaration that women and girls are disproportionately affected by social inequalities: “women and girls face high rates of discrimination, harassment, and violence and other human rights violations and abuses.”\(^\text{4625}\)

Moreover, citizens around the globe are demanding better education and economic opportunities, pursuing G7 leaders to promote women participation in these key areas.\(^\text{4626}\)

Leading up to the G7 Charlevoix Summit, the Canadian Presidency’s Gender Equality Advisory Council outlined the goal to “Make Gender Inequality History,” after leaders pledged to “Make Poverty History” 13 years ago.\(^\text{4627}\) With recent citizen-led feminist movements, including #MyDressMyCode, #metoo, the voices of women and girls are visible. In accordance with the Sustainable Development Goals, 193 have pledged to end gender equality by 2030. However, the measured progress for women and girls is slow. Women occupied only 4 percent of CEO and corporate leading posts, while they contribute to nearly 40 percent of the world’s gross domestic product (GDP). Increasing gender equality is claimed to increase global GDP by USD12 trillion in a decade.\(^\text{4628}\)

The Gender Equality Advisory Council outlined the following goals:

- Safe, healthy, educated, heard and empowered girls and women, supported with the resources and opportunities they need to be agents of change in their own lives and for a better world;

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• Societies in which girls and women are equally represented in decision-making bodies, and are free from harassment and violence;

• Economies that are prosperous, innovative, inclusive, and more equitable;

• A healthy and sustainable planet; and

• A world that is peaceful, just and secure.

Commitment Features
The G7 member agrees to “support gender equality in labour market opportunities and in the distribution of unpaid care work, with measures such as paid maternity leave and parental leave, as well as initiatives to ensure women’s equal access to decent employment opportunities, leadership opportunities, resources and finance.”

G7 members agreed to two welfare targets: 1) to support gender equality in labour market opportunities, and 2) to support gender equality in the distribution of unpaid care work. In order to achieve these two targets the G7 member identified the instruments of implementing measures such as paid maternity and paternity leave (which applies more closely to the second welfare target) and to implementing initiatives regarding women’s equal access to decent employment opportunities, equal access to leadership opportunities, equal access to resources, and equal access to finance.

The first aspect of the commitment is to support gender equality in labour market opportunities. Gender-inclusive labour market policies include incorporating gender-based analysis and recognize the policy’s outcome on different groups of people.4629 “Support” is defined as “the action, or act of providing aid, assistance, or backing up an initiative, or entity.”4630 “Gender Equality” is “achieved when women and men enjoy the same rights and opportunities across all sectors of society, including economic participation and decision-making, and when the different behaviours, aspirations and needs of women and men are equally valued and favoured.”4631

The second instrument in the commitment refers to ensuring women’s equal access to decent employment opportunities. “Decent employment” is defined as “work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.”4632 This includes three pillars of social creation, social protection, rights at work and social dialogue.4633 Some examples include initiatives to ensure improved conditions in factories, investment in infrastructure development that help create safer and more efficient job locations, and social protection for employees.4634

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The second instrument, also in relation to supporting gender equality in labour market opportunities, refers to ensuring women’s equal access to leadership opportunities. Leadership opportunities are understood as: to “promote the increasing representation of women, and essentially gender balance, in local legislative bodies and corporate managing boards. Alternatively, relevant policies must show the progress of moving towards an organizational culture which directs away from traditional gender norms, gender relations, social roles, and stereotypes, which lead to gender discriminations.” Governments can create and deploy mechanisms, such as gender equality hiring protocols or annual company gender composition report, to promote women’s access to and increase their representation at executive, managerial levels in the private sector and ensure women do not face discrimination on the subject of recruitment and job promotion.

The final aspect of the second instrument refers to ensuring women’s equal access to resources and finance. “Resources” is defined as “a stock or supply of money, materials, staff, and other assets that can be drawn on by a person or organization in order to function effectively.” Education, utilities, and other gender-specific services can be considered effective resources. The government can also increase investments in science, technology, engineering, and mathematics education (STEM) for women. With regards to financing, in accordance with the Sustainable Development Goals of the 2030 Agenda, the G7 leaders included “women’s economic empowerment” as well as “reinforcing gender equality” in their pledged support for innovative financing for international development.

G7 members should facilitate private and institutional partnerships, access to financial services and “foster new international development partnerships, and capacity to mobilize more private sector investments for sustainable international development, with particular attention to inclusive growth.”

The second welfare target of the commitment is to support gender equality in the distribution of unpaid care work. The first instrument refers to this second welfare target. It identifies measures, such as paid maternity and parental leave, as one means by which to achieve gender equality in the distribution of unpaid care work. Other examples of measures to achieve this welfare target include: … G7 members are recommended to set a goal of “men doing fifty per cent of unpaid domestic and care work within a generation and institute non-transferable parental leave and public education efforts.” Governments can invest in universal publicly financed early childhood education and care services — and “a minimum of 12 years of free, safe, quality gender-responsive education,” and other skills development initiatives.

G7 members agreed to two welfare targets: 1) to support gender equality in labour market opportunities, and 2) to support gender equality in the distribution of unpaid care work. In order to achieve these two targets the G7 member identified the instruments of implementing measures such

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as paid maternity and paternity leave (which applies more closely to the second welfare target) and to implementing initiatives regarding women's equal access to decent employment opportunities, equal access to leadership opportunities, equal access to resources, and equal access to finance.

For full compliance, G7 member fully supports gender equality in labour market opportunities, including to implementing initiatives regarding women’s equal access to decent employment opportunities, equal access to leadership opportunities, equal access to resources, and equal access to finance AND in the distribution of unpaid care work, including paid maternity and paternity leave.

Partial compliance requires the G7 member to fulfil all initiatives and fully supports EITHER gender equality in labour market opportunities OR fully supports gender equality in the distribution of unpaid care work OR the G7 member partially supports BOTH areas. Partially supporting the first area would consist of TWO out of the FOUR: equal access to decent employment opportunities, equal access to leadership opportunities, equal access to resources, and equal access to finance. For the second part of the commitment, partially supporting is either implementing paid maternity or paternity leave. For a score of non-compliance, the G7 member has to have done one or none of the aforementioned criteria.

**Scoring Guidelines**

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<tr>
<td>-1</td>
<td>G7 member does not support either area or partially supports only one area.</td>
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<tr>
<td>0</td>
<td>G7 member fully supports EITHER gender equality in labour market opportunities OR fully supports gender equality in the distribution of unpaid care work OR the G7 member partially supports BOTH areas.</td>
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<tr>
<td>+1</td>
<td>G7 member fully supports gender equality in labour market opportunities AND in the distribution of unpaid care work.</td>
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**Canada: +1**

Canada has fully complied with its commitment to support gender equality in labour market opportunities and in the distribution of unpaid care work, with measures such as paid maternity leave and parental leave, as well as initiatives to ensure women’s equal access to decent employment opportunities, leadership opportunities, resources and finance.

On 17 July 2018, the Government of Canada announced that the Information and Communication Technologies Association of Manitoba Inc. will receive federal funding totalling CAD328,750 for their project “Building Gender Parity in Manitoba’s ICT sector.” This project aims to support women as they seek careers and develop long-term commitments to Manitoba’s information and communication technologies (ICT) sector. The main activities of this project include: “strengthening partnerships, creating a leadership council, developing and implementing a digital economy action plan, as well as marketing and communication outreach.”

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On 25 July 2018, the Government of Canada announced that the Adventure Group of Prince Edward Island will receive federal funding totalling CAD305,750 for the “Working Together — Plants Seeds for Change” project.\(^{4645}\) The project will provide training sessions and create a support network for low-income women ages 30-54 in the Summerside area.\(^{4646}\)

On 30 July 2018, the Government of Canada announced that over CAD4.3 million in federal funding would be given to 14 projects that advance the economic security and prosperity of Indigenous women across Canada.\(^{4647}\) These include the Aboriginal Friendship Centres of Saskatchewan, which will receive CAD304,950 for their project to develop an Indigenous Women’s Economic Framework and the Prince Albert Métis Women Association Inc., which will receive CAD255,844 for their project that aims to identify and take down barriers affecting the economic security of women in Central and Northern Saskatchewan.\(^{4648}\)

On 10 August 2018, the Government of Canada announced that Camo-route would receive federal funding totalling CAD294,000 for their project “Women Truck Drivers: Target 10%.”\(^{4649}\) This project aims to change current recruitment, integration and training practices of businesses and training centres to ensure that more women are able to find jobs in Quebec’s trucking industry.\(^{4650}\)

On 14 August 2018, the Government of Canada announced that PARO Centre for Women’s Enterprise would receive federal funding totalling CAD280,061 for their project “Collaborating for Transformation: Advancing Women’s Economic Security.”\(^{4651}\) This project will span 36 months and it aims to understand the growth gaps experienced by women-led businesses in Northern Ontario.\(^{4652}\)

On 23 August 2018, the Government of Canada announced that the Community Business Development Corporation in Restigouche, New Brunswick, would receive federal funding totalling CAD308,723 for their project “Increasing Private Sector Leadership and Investments in Women Experiencing Violence.”\(^{4653}\) This project will span 36 months and it aims to conduct a needs


\(^{4649}\) New federal funding will help improve women’s economic security in Québec, Status of Women Canada (Shawinigan) 9 October 2018. Access Date: 11 October 2018.


assessment and to create an action plan to develop new business policies and procedures that include accommodation options for women fleeing the violence.4654

On 6 September 2018, the Government of Canada announced that the Canadian Manufacturers and Exporters would receive federal funding totalling CAD498,000 for their project “Untapped Potential: Attracting and Engaging Women in Canadian Manufacturing.”4655 This project aims to attract and inspire more women and youth to pursue a career in manufacturing by developing “a best practises toolkit for manufacturers to adopt and report on progress” and creating a more diverse workplace.4656

On 7 September 2018, the Government of Canada announced that the Solidarité des femmes et familles immigrantes francophones du Niagara would receive federal funding totalling CAD269,582 for their project “Sécuriser les femmes du Niagra.”4657 This project will span 36 months and it aims to develop practical and comprehensive child care and transportation model for low-income francophone immigrant women facing barriers to employment.4658

On 9 October 2018, the Government of Canada announced that the Société d’aide au développement des collectivités would receive federal funding totalling CAD306,947 for their project “Entreprendre au féminin autrement.”4659 This project aims to improve support services for part-time women entrepreneurs in Quebec.4660 The project will include a pilot in Shawinigan to test a number of services aimed at supporting part-time women entrepreneurs.4661 Feedback from this pilot project will be used to improve similar programs and services already in place.4662

On 1 November 2018, the Government of Canada announced that YWCA Canada will receive CAD1.25 million for a project to “increase women’s financial security by improving access to


employment and training.”

On 13 November 2018, the Government of Canada announced that the New Brunswick Coalition for Pay Equity Inc. will receive CAD335,005 for their project “Valuing Private Care Work Offered in the Private Sector.” This project will span 36 months and it aims to “address the low wages paid to women working as caregivers in private care facilities.” The objective will review current wages in the private care sector and determine equitable pay levels for a range of caregiving services in New Brunswick.

On 14 November 2018, the Government of Canada announced that the Mokami Status of Women Council Inc. will receive federal funding totalling CAD465,000 for their project “Pathways to economic prosperity for women in transition.” This project will span 36 months and it aims to “address the institutional barriers and other factors that limit local efforts to advance the economic security and prosperity of women who are fleeing domestic violence in rural remote regions of Labrador.” The objective of the program is to establish a series of recommendations and best practices to enhance support for women fleeing domestic violence that can be adapted and used by other community-serving organizations.

On 14 November 2018, the Government of Canada announced that the NunatuKavut Community Council Inc. will receive federal funding totalling CAD465,000 for their project “Pathways to economic security in Labrador, Status of Women Canada”.


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Economic Security for Indigenous Women in Nunatukavut and Northern Ontario." 4673 This project will span 36 months and it aims to “break down the systemic barriers that prevent Indigenous women from securing meaningful work in non-traditional sectors, specifically the mining sector of Labrador." 4674 The objective of this project is to bridge existing gaps in policy implementation of provincially-mandated women’s employment plans. 4675 Additionally, the project will adapt the Aboriginal Women in Mining Program into an Inuit and Labrador-specific version in order to prepare Indigenous women for greater employment in the mining sector. 4676

On 14 November 2018, the Government of Canada announced that Option Femmes Emploi will receive federal funding totalling CAD274,285 for their project “Women’s access to the automotive sector.” 4677 This project will span 36 months and it aims to increase women’s economic security through increased participation and retention in the automotive industry by improving the sector’s work environment. 4678 The objective of this project is to “identify barriers and gaps to women’s recruitment and retention in the sector.” 4679 The project will create an advisory committee made up of local women, businesses, community organizations and unions and will develop a regional action plan to train businesses in the Outaouais region on best practices in order to create more inclusive workplaces in the automotive sector. 4680

On 14 November 2018, the Government of Canada announced that the Infinity Women Secretariat Inc. (IWS) will receive federal funding totalling CAD283,800 for their project “Project through Innovation: Métis Women in Manitoba.” 4681 This project will span 36 months and it aims to address the barriers to economic security, including the lack of accessible childcare programs and early


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On 14 February 2019, the Government of Canada announced a new federal investment to strengthen the economic security and prosperity of Indigenous women in Manitoba, through a partnership with the Manitoba Métis Federation (Winnipeg) 14 November 2018. Access Date: 7 December 2018.

On 30 November 2018, Prime Minister Justin Trudeau signed the Canada-United States-Mexico Agreement (CUSMA) with the President of the United States Donald Trump and the President of Mexico Enrique Pena Nieto. The Government of Canada ensured that provisions are included in the CUSMA to advance gender equality and women’s economic empowerment, such as enforceable labour obligations on the elimination of employment discrimination based on gender. Additionally, gender-related provisions were also included related to corporate social responsibility and small and medium-sized enterprises.

On 14 February 2019, the Government of Canada announced that the Table de concertation de Laval en condition féminine will receive federal funding totalling CAD295,725 for their project “Laval mobilisé pour les femmes en situation de vulnérabilité: des partenaires unis dans l’action pour les femmes”. The IWS will partner with the Manitoba Métis Federation’s Métis Employment and Training Department and the Louis Riel Institute to “establish new relationships with the private sector to encourage a larger network of employers committed to inclusion in the workplace.”

On 29 November 2018, the Government of Canada announced that the Canadian Institute of Forestry will receive CAD467,000 for their project “Gender Equality in Forestry National Action Plan.” This project will span 36 months and its aims to address barriers that prevent women from pursuing employment in the forest industry, such as pay equity issues, child care, unequal access to training and trades, lack of management opportunities and misconceptions about the sector.

The objective of this project is to “bring women already working in different areas of the forestry sector together with industry stakeholders, non-governmental organizations, Indigenous groups, professional associations and women who are interested in working in the sector, [and to] develop and implement a strategic national plan to promote more opportunities for women in forestry.”

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New federal investment to strengthen the economic security and prosperity of Indigenous women in Manitoba, Status of Women Canada (Winnipeg) 14 November 2018. Access Date: 7 December 2018.

New federal investment to strengthen the economic security and prosperity of Indigenous women in Manitoba, Status of Women Canada (Winnipeg) 14 November 2018. Access Date: 7 December 2018.

New federal investment to help boost number of women in Canada’s forestry sector, Status of Women Canada (Ottawa) 29 November 2018. Access Date: 7 December 2018.

New federal investment to help boost number of women in Canada’s forestry sector, Status of Women Canada (Ottawa) 29 November 2018. Access Date: 7 December 2018.

USMCA deal signed by Trudeau, Trump and Pena Nieto — finalizing months of negotiations, Global News (Canada) 30 November 2018. Access Date: 7 December 2018.

United States-Mexico-Canada Agreement supports jobs for the middle class and promotes gender equality, Status of Women Canada (Peterborough) 16 November 2018. Access Date: 7 December 2018.

United States-Mexico-Canada Agreement supports jobs for the middle class and promotes gender equality, Status of Women Canada (Peterborough) 16 November 2018. Access Date: 7 December 2018.

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les changements structuraux.” This project spans 36 months and aims to remove systemic barriers to employment for women in the Laval region, whose lived experience of employment barriers include domestic abuse, poverty, housing, mental and physical health issues, by collaborating with local partners in key employment sectors and service providers.

On 21 February 2019, the Government of Canada announced that the Association Nikawi Inc. will receive federal funding totalling CAD290,000 for their project “Révalorisation et reconnaissance économique des activités des Femmes Premières Nations.” The project spans three years and aims to “empower the Indigenous women of Wemotaci to overcome the institutional, economic and social barriers to managing non-timber forest resources on their land.” The project will unite women from the Wemotaci, Ekuaniitshit, and Unamen Shipu communities in order to diversify resources and develop the necessary tools for a self-sustainable economy.

On 12 April 2019, the Government of Canada announced that the Working Skills Centre will receive federal funding totalling CAD200,000 for their project “Building Innovation and Growth - Women Empowerment.” The project spans two years and aims to “help the Centre create social and systemic change to empower newcomer women.” The Centre will help women gain skills, professional experience, and ultimately employment by building community partnerships between private and non-profit sectors.

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On 22 March 2019, the 63rd session of the UN Commission on the Status of Women finished in New York with Canada pledging to “safeguard and improve women’s access to social protection systems, public services and sustainable infrastructure” for women and girls.4698

On 25 March 2019, the Government of Canada established the Women Entrepreneurship Strategy Expert Panel to encourage women applicants to apply to Innovation, Science and Economic Development Canada.4699 This is part of the government’s efforts to support women entrepreneurs in the country.4700

On 12 April 2019, the Minister for Women and Gender Equality Maryam Monsef announced CAD200,000 in funding for the “Building Innovation and Growth-Women Empowerment” project.4701 This project aims to empower newcomer women by “building community partnerships with both the private and non-profit sectors” to help women gain skills and employment.4702

On 9 to 10 May 2019, the Honourable Maryam Monsef, Minister of International Development and Minister for Women and Gender Equality, attended the G7 Gender Equality Ministerial Meeting in Paris, France.4703 During the course of this meeting, Minister Monsef and other global leaders worked together to develop a strategy to address violence against women and to accelerate the economic empowerment of women and their access to entrepreneurship.4704

On 23 May 2019, the Government of Canada announced an investment of close to CAD1.7 million for nine women’s organizations and Indigenous organizations serving women in southwestern Ontario.4705 This investment is part of the Budget 2018 announcement of CAD100 million to support a viable and sustainable women’s movement across Canada.4706 This initiative aims to

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support “women and girls to be financially secure, free from violence, and able to fully participate in all aspects of our economy and society.”

On 24 May 2019, the Government of Canada announced an investment of close to CAD9.05 million for 18 women’s organizations and Indigenous organizations serving women in Toronto. This initiative aims to support “women and girls to be financially secure, free from violence, and able to fully participate in all aspects of our economy and society.”

On 24 May 2019, the Government of Canada announced an investment of close to CAD9.05 million for 18 women’s organizations and Indigenous organizations serving women in Toronto. This initiative aims to support “women and girls to be financially secure, free from violence, and able to fully participate in all aspects of our economy and society.”

Canada has fully complied with its commitment to support gender equality in labour market opportunities, in the distribution of unpaid care work, as well as with initiatives to ensure women’s equal access to decent employment opportunities. Canada has provided funding for various programs that promote gender equality in sectors such as manufacturing and forestry.

Thus, Canada receives a score of +1.

Analyst: Isabeau Morin

France: +1

France has fully complied with its commitment to support gender equality in labour market opportunities and in the distribution of unpaid care work, with measures such as paid maternity leave and parental leave, as well as initiatives to ensure women’s equal access to decent employment opportunities, leadership opportunities, resources and finance.

On 5 September 2018, the Government of France enacted the “Choose One’s Professional Future” law. According to the law, all companies with over 50 employees “must comply with the principle of equal pay for men and women no matter their size, and must pursue the objective of eliminating

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On 9 January 2019, the Government of France issued a decree under the “For the Freedom to Choose One’s Professional Future Act.” The decree “specifies the methods for calculating the indicators relating to the pay gap between women and men and the measures implemented to

eliminate them... as well as their publication methods.”  

On 31 January 2019, the Minister of State for Gender Equality and the Fight against Discrimination Marlène Schiappa announced that as part of the G7 Presidency, the Government of France will pursue “feminist diplomacy.” This would be carried out as part of the Government of France’s actions within “the UN Commission on the Status of Women, France’s Chairmanship of the Council of Europe and Presidency of the G7.” Schiappa also announced that until 2022, France will set aside 50 percent of development aid towards gender policy measures.

On 19 February 2019, President Emmanuel Macron announced funding of EUR120 million for “NGOs and international projects that advance gender equality.” This announcement was made following the first meeting of the Advisory Council for Equality between Women and Men. The council’s mission is to identify laws that advance gender equality and then present the findings to G7 members and encourage them to implement one of the laws in their own country.

On 11 to 22 March 2019, Minister of State for Gender Equality and the Fight against Discrimination Marlène Schiappa led a French delegation to CSW63 in New York. During CSW63 sessions, Minister Schiappa stressed the need for women’s ability to “access to public services, social protection in the context of sexual and reproductive health rights, and responses to the issue of unpaid work.”

On 13 March 2019, Minister of State for Gender Equality and the Fight Against Discrimination Marlène Schiappa announced EUR120 million investment to support female entrepreneurship and women’s participation in security forces in Africa.4734

On 13 March 2019, Minister of State for Gender Equality and the Fight Against Discrimination Marlène Schiappa announced at the opening of the 63rd session of the UN Commission on the Status of Women that the Government of France will host a “Beijing +25” conference next year as part of the government’s commitment to a feminist foreign policy and global gender equality.4735

On 10 May 2019, the Government of France hosted a ministerial meeting centering on the theme of gender equality. 4736 The goals of the gender-specific G7 presidency included Economic Empowerment of African Women, Combating Sexual and Gender-Based Violence with a focus on female genital mutilation and forced marriages, and Educating Women which includes both advocating for girls to attend schools and fostering lifelong learning.4737 At the end of the meeting, France’s Minister for Gender Equality Marlene Schippa and “G7 counterparts... signed a joint declaration to make the issue a ‘global cause.’”4738 The declaration sets the stage for the G7 summit in Biarritz in August, where member states will be encouraged to implement at least one of the laws of the Biarritz Partnership, which is “a raft of laws identified worldwide which best advance women’s rights.”4739

France has fully complied with its commitment to support gender equality in the labour market and to support gender equality in the distribution of unpaid care work. France has enacted laws to close the gender parity gap and taken action to increase gender equality in the distribution of unpaid care work.

Thus, France receives a score of +1.

**Analyst: Shamal Haider**

**Germany: +1**

Germany has fully complied with its commitment to support gender equality in labour market opportunities and in the distribution of unpaid care work, with measures such as paid maternity leave and parental leave, as well as initiatives to ensure women’s equal access to decent employment opportunities, leadership opportunities, resources and finance.

From 15 to 17 October 2018, the German-Arab Women Business Leaders Summit was held in Munich, Germany under the patronage of German Federal Ministry of Economy Affairs and

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Energy.\textsuperscript{4740} The Summit included six sessions, during which delegates from both Germany and the Arab world discussed topics like gender diversity in the economy, women’s entrepreneurship, connecting women in computing and technology, and financing and capacity building for women.\textsuperscript{4741} The summit also gave out the Ta’awun German-Arab Women Cooperation Excellence Award to recognize women who played distinctive roles in establishing business partnerships between Germany and the Arab countries.\textsuperscript{4742}

On 19 December 2018, the Government of Germany’s KfW Development Bank, on behalf of the Federal Ministry of Economic Cooperation and Development launched the “Gender Finance Collaborative.”\textsuperscript{4743} This initiative aims to increase resources provided to female entrepreneurs and employees, while encouraging various finance institutions to promote greater gender equality and diversity in leadership positions.\textsuperscript{4744}

On 6 February 2019, the Government of Germany agreed to a compatibility directive with European Union’s Member States in order to improve childcare by emphasizing an equitable distribution of caregiving responsibilities between men and women and the promotion of women’s participation in the labour force.\textsuperscript{4745} The directive includes: ten paid leave days for the second parent after the birth of a child, four months parental leave for each parent, five care days a year and flexible working arrangements for parents and caregivers.\textsuperscript{4746}

On 4 March 2019, an agreement was signed between the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth and the Federal Employment Agency for 90 contact offices throughout the country to help women with migration backgrounds find jobs.\textsuperscript{4747} This program will include training, language support, child care, and help in finding compatible employment for women.\textsuperscript{4748}

The focus of the program is especially on new immigrant women with small children to help support as they settle in Germany.\footnote{90 contact points bring mothers with migration backgrounds into jobs, Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (Berlin) 4 March 2019. Access Date: 15 April 2019. http://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemeldungen/90-kontakstellen-bringen-muetter-mit-migrationshintergrund-in-jobs/134132.}

Germany has fully complied with its commitment to support gender equality in labour market opportunities with measures to ensure women’s equal access to leadership opportunities, resources and finance, as well as actions to support gender equality in the distribution of unpaid care work.

Thus, Germany receives a score of +1.

Analyst: Olivia Yidi Huang and Samantha Tozzi

Italy: +1

Italy has fully complied with its commitment to support gender equality in labour market opportunities and in the distribution of unpaid care work, with measures such as paid maternity leave and parental leave, as well as initiatives to ensure women’s equal access to decent employment opportunities, leadership opportunities, resources and finance.


On 12 March 2019, the Government of Italy together with UNIDO, FAO and UN Women hosted the “How can digital technology support gender equality in the MENA region?” event at the UN Headquarters.\footnote{How can digital technology support gender equality in the MENA region? United Nations Global Compact (New York) 12 March 2019. Access Date: 9 April 2019. https://www.unglobalcompact.org/take-action/events/business-guide-to-csw63.} This event showcased how improving women’s access to ICTs can improve
entrepreneurship and job opportunities.\textsuperscript{4756} It also discussed the role of the private sector promoting the competitiveness of women entrepreneurs.\textsuperscript{4757}

On 14 March 2019, the Permanent Mission of Italy to the UN and the Federazione Italiana Donne Arti Professionie Affari hosted the “Social Protection Systems, Access to Public Services and Sustainable Infrastructure for Gender Equality and The Empowerment Of Women And Girls” side event at the 63\textsuperscript{rd} session of the UN Commission on the Status of Women.\textsuperscript{4758} The event focused on gender equality by discussing job creation, entrepreneurship, labour rights and policies.\textsuperscript{4759}

Italy has fully complied with its commitment to support gender equality in the distribution of unpaid care work with measures such as parental leave and a review of labour market opportunities in the workplace for male and female employees.

Thus, Italy receives a score of +1.

\textit{Analysts: Olivia Yidi Huang and Samantha Tozzi}

\bf{Japan: +1}

Japan has fully complied with its commitment to support gender equality in labour market opportunities and in the distribution of unpaid care work, with measures such as paid maternity leave and parental leave, as well as initiatives to ensure women’s equal access to decent employment opportunities, leadership opportunities, resources and finance.

On 12 June 2018, Prime Minister Shinzo Abe held the seventh meeting of the “Headquarters for Creating a Society in which All Women Shine.”\textsuperscript{4760} During this meeting, the “Intensive Policy to Accelerate the Empowerment of Women 2018” and measures dealing with sexual harassment countermeasures were approved.\textsuperscript{4761} Abe also pledged to support equal job opportunities in the private sector for women at the executive level by “actively seeking explanations from publicly listed companies through corporate governance reforms” and to introduce a system that increases childcare leave between both parents.\textsuperscript{4762}

On 15 June 2018, Prime Minister Shinzo Abe held the fifth meeting of the Sustainable Development Goals (SDGs) Promotion Headquarters at the Prime Minister’s Office.\textsuperscript{4763} During this meeting, the “Expanded Sustainable Development Goals (SDGs) Action Plan 2018” was approved and Abe


\textsuperscript{4760} Headquarters for Creating a Society in which All Women Shine, Prime Minister of Japan and His Cabinet (Tokyo) 12 June 2018. Access Date: 18 October 2018. https://japan.kantei.go.jp/98_abe/actions/201806/_00032.html.

\textsuperscript{4761} Headquarters for Creating a Society in which All Women Shine, Prime Minister of Japan and His Cabinet (Tokyo) 12 June 2018. Access Date: 18 October 2018. https://japan.kantei.go.jp/98_abe/actions/201806/_00032.html.

\textsuperscript{4762} Headquarters for Creating a Society in which All Women Shine, Prime Minister of Japan and His Cabinet (Tokyo) 12 June 2018. Access Date: 18 October 2018. https://japan.kantei.go.jp/98_abe/actions/201806/_00032.html.

stated that efforts to meet the plan will be doubled.\textsuperscript{4764} This act outlines the national strategy to empower women and meet the “Sustainable Development Goals” set by the United Nations.\textsuperscript{4765} Abe also stated that next spring, Japan “will hold a joint meeting of the World Assembly for Women (WAW!) and Women 20 (W20) in order to promote the active participation of women through joint efforts of the public and private sectors.”\textsuperscript{4766}

On 25 June 2018, the Government of Japan held the seventh meeting of the Headquarters for Creating a Society in which All Women Shine, at the Prime Minister’s Office, during which Japan set a target to increase the proportion of women studying science, technologies, engineering and mathematics (STEM) and to increase training for women in STEM careers.\textsuperscript{4767} Japan also appointed a STEM Girls Ambassador in order to attract more young women to STEM careers.\textsuperscript{4768}

On 29 June 2018, the Government of Japan passed the “Act on Promotion of Gender Equality in the Political Field.”\textsuperscript{4769} This non-binding law administers that political parties should work towards gender balance in national parliamentary elections.\textsuperscript{4770}

On 28 November 2018, The Minister of Foreign Affairs Taro Kono announced during an interview with UN Women that the Government of Japan will contribute an additional USD8.7 million to promote women’s resilience including the Women’s Leadership, Empowerment, Access & Protection in Crisis Response (LEAP) programme in 2018.\textsuperscript{4771} LEAP works to promote the economic empowerment of refugee and internally displaced women in the Arab States region to consolidate its ongoing initiatives including those related to women’s economic opportunities.\textsuperscript{4772}

On 7 January 2019, the Government of Japan published a review outlining the goals and progress of “Abenomics,” Prime Minister Abe’s policy regarding economic reform and stimulus.\textsuperscript{4773} In this review, the Government of Japan reiterated its continuing commitment to achieving a gender-equal private market.\textsuperscript{4774} The components of such goals include providing female candidates with executive


leadership training programs, eliminating all forms of violence against women and promoting men taking child-care leave and being more involved with domestic tasks.\textsuperscript{4775}

On 18 January 2019, the Government of Japan announced official side events to supplement fifth World Assembly for Women.\textsuperscript{4776} The official side events are symposiums, summits, exhibits revolving around gender equality in both Japan and around the world and also include the Exhibition of Women’s Empowerment Policy of the Government of Japan, which aims to discuss Japan’s policies to promote women empowerment.\textsuperscript{4777} The events also include the Women’s Leadership Summit “This is Her Life,” which is an event for female students that invites five career women who were active in various fields of private and public sectors as lecturers.\textsuperscript{4778}

On 28 January 2019, Prime Minister Shinzo Abe gave a speech to the 198th Session of the Diet.\textsuperscript{4779} In his speech, he stated that the government will be revising the Act on Promotion of Women’s Participation and Advancement in the Workplace and support the efforts of small and medium-sized enterprises to devise a supportive workplace environment for women.\textsuperscript{4780} Abe also affirmed the importance of eliminating sexual harassment in the workplace by declaring that the government will require all businesses to prevent power harassment.\textsuperscript{4781}

On 8 March 2019, Minister of Special Affairs in Gender Equality Katayama Satsuki delivered a speech outlining the Government of Japan’s ongoing and future plans for gender equality.\textsuperscript{4782} Minister Satsuki explained the government’s continued commitment to increasing the employment of women in the private sector by revising the Act of the Promotion of Women.\textsuperscript{4783} The amendment of this law will increase the number of companies required to organize action plans that assist their employees with their work and child rearing responsibilities.\textsuperscript{4784}

On 23 March 2019, the Government of Japan jointly hosted the fifth World Assembly for Women (WAW!) and Women 20 Japan 2019 (W20) in Tokyo.\textsuperscript{4785} WAW! is a government-led initiative that promotes female participation in society and its theme was “Diversity for Growth: Corporate


Management and Working Environment.” The assembly included panel discussions and meetings between government officials, business leaders, and academics from around the world. The W20 promoted its theme for “Closing the Gender Gap for New Prosperity” by administering discussions on labor equity, financial equity, digital equity and governance.

On 23 March 2019, Prime Minister Shinzo Abe stated that the Government of Japan will be providing high-quality education to 4 million women by 2020 in developing countries as “improving access to education is important for sustainable economic development.”

Japan has fully complied with its commitment to support gender equality in the labour market as well as in the distribution of unpaid care work by hosting events such as WAW!, which promote discussion around women’s empowerment and by taking concrete steps to create greater opportunities for women in fields such as science, technology, engineering and mathematics.

Thus, Japan receives a score of +1.

**Analyst: Jae Yoon Mary Nob**

### United Kingdom: +1

The United Kingdom has fully complied with its commitment to support gender equality in labour market opportunities and in the distribution of unpaid care work, with measures such as paid maternity leave and parental leave, as well as initiatives to ensure women’s equal access to decent employment opportunities, leadership opportunities, resources and finance.

On 27 June 2018, the UK government supported Hampton-Alexander Review urged Financial Times Stock Exchange 350 (FTSE 350) companies to hire more women onto board positions. The UK government’s backed Hampton-Alexander Review set a target in 2016 of having 33 percent of all leadership and boardroom positions be held by women by 2020. The new study revealed that 29 percent of FTSE board positions are held by women and while some companies are on track to meet the goal by 2020, many are lagging behind.

On 1 August 2018, the Government Equalities Office has published a “What Works” guidance to assist companies in improving hiring policies for women with additional information on how to close

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the gender pay gap.\textsuperscript{4793} The report includes information on the following: how to “assess candidates based on actual tasks they would be expected to perform in their role, and make interviews more structured to avoid unfair bias creeping in, encourage salary negotiation by showing salary ranges, as women are currently less likely to negotiate their pay than men, introduce transparency to pay, promotion and reward processes.”\textsuperscript{4794}

On 22 September 2018, the Minister for Women Victoria Atkins announced that five start-ups helping to alleviate causes of the gender pay gap will be awarded GBP489,050.\textsuperscript{4795} The funding aims to help people (nine out of ten of whom are women) to return back to work after taking time to care for others.\textsuperscript{4796} The goal is to provide these individuals with training and refreshing of skills needed to return back to the workforce and assist with finding work placements.\textsuperscript{4797}

On 26 September 2018, the UK government and Bloomberg L.P. announced a partnership to promote and improve reporting on gender equality in the workplace.\textsuperscript{4798} The Right Honourable Minister for Women and Equalities Penny Mordaunt and Michael R. Bloomberg signed an agreement allowing six data points from the UK government gender pay gap metrics to be incorporated into the global reporting methodology of the Bloomberg Gender-Equality Index.\textsuperscript{4799}

On 31 October 2018, Minister for Women and Equalities Penny Mordaunt presented a speech at the Telegraph’s Women Mean Business Event where she announced that Her Majesty Treasury’s decision to appoint Chief Executive of RBS Private Banking Alison Rose to “lead an independent review into the particular barriers faced by women entrepreneurs, and the keys to their success.”\textsuperscript{4800}

On 16 November 2018, Minister for Women and Equalities Penny Mordaunt announced that the Government Equalities Office would join the Cabinet Office on 1 April 2019.\textsuperscript{4801} The intention of this change is to ensure the Government Equalities Office is at heart of government in order to have

“influence and leverage within government, working with the Race Disparity Unit, and the Office of Disability Issues, and others, to drive meaningful progress on equalities.”

On 21 November 2018, Minister for Women and Equalities Penny Mordaunt announced a shift in the priorities of Government Equalities Office, vowing to put more of a focus on marginalized and low-income women, following the transition of the Government Equalities Office to Cabinet Office.

On 21 January 2019, the Government of the United Kingdom has released research on the gender pay gap transparency regulations that have began in April 2017. It provides a better understanding of how large corporations are understanding the gender pay gap and their response to the new regulations regarding transparency.

On 7 February 2019, the Minister for Women and Equalities Penny Mordaunt announced a 500,000 GBP fund to start a programme what will allow women who are victims of domestic abuse, homelessness and substance abuse. This will help the 1.8 women who are economically inactive due to circumstances at home, as the government estimates that 9 out 10 people returning back to work are women. The grant will help organizations that support employers who will support returners to the workplace.

On 8 February 2019, the UK government released new guidance on how to help corporations understand and solve the gender pay gap. The Government has provided guidelines for all businesses with over 250 employees to submit their reports.

On 26 February 2019, Elysia McCaffrey, Head of Women in Business Division at the Government Equalities Office made a speech at the CEDAW Committee to promote gender equality in the business sphere.

On 1 March 2019, the UK government released guidance for employers to make better policies for a family friendly office in efforts to close the gender pay gap.

On 5 March 2019, the UK government announced a pilot programme funded by the College of Policing and the Government Equalities Office, which will start advertising for full time investigative roles in nine force areas. This initiative will target people who are looking to return back to work.

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after leaving the force to start a family, or care for a relative or a friend. The Minister for Women and Equalities Penny Mordaunt stated, “in the UK, nine out of ten potential returners to work are women. By taking action we are supporting our police service while also achieving true gender equality in our workplaces.” This initiative will equip all the returners with the necessary skills, training and confidence.

On 8 March 2019, Employment Minister Alok Sharma announced the Future Skills project, which aims to “support women into work with skills-based training and work experience in its charity shops.” Minister Sharma stated that the partnership with Oxfam would “help women in or at risk of poverty into well paid, and secure work.”

On 8 March 2019, Ministers across the Department for Transport wrote to industry leaders in the transportation sector calling on them to create more employment opportunities for women to join the sector. The Department of Transport also announced a round-table, which would look at barriers preventing women from joining the sector.

On 8 March 2019, the British High Commission in Singapore committed to a new #GenderPledge “to raise awareness about the ways that organisations, businesses and even individuals can incorporate gender equality and women’s empowerment into the way that they operate.” The UK government committed to working alongside organizations to promote better workplace culture and hiring practices for women.

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On 8 March 2019, Business Secretary Greg Clark announced GBP50,000 in funding to nine women innovators for inventions with global potential.\(^{4820}\) This initiative aims to assist women in growing their business, while providing coaching and mentorship.\(^{4821}\)

On 8 March 2019, Maritime Minister Nusrat Ghani announced funding of GBP100,000 for 1851 Trust, which will support ten roadshows around the UK where girls can speak to women working in the maritime sector about this industry.\(^{4822}\) This initiative aims to increase the number of women entering the field of STEM and to address gender imbalance in the maritime sector.\(^{4823}\)

On 22 March 2019, the 63rd session of the UN Commission on the Status of Women finished in New York with the UK government pledging to “safeguard and improve women’s access to social protection systems, public services and sustainable infrastructure” for women and girls.\(^{4824}\)

On 28 May 2019, on Menstrual Hygiene Day, Minister for Women and Equalities Penny Mordaunt announced a new Period Poverty task force that will be co-chaired by Plan International UK and Proctor and Gamble.\(^{4825}\) The taskforce will work alongside charities and businesses to fight period poverty in the UK.\(^{4826}\) The taskforce will continue the work of the government, who has made period products free in schools, hospitals and police custody.\(^{4827}\) This is part of the government’s commitment to ensure that no woman or girl misses school as a result of menstruation.\(^{4828}\)

The UK has fully complied with its commitment to support gender equality in labour market opportunities and to support gender equality in the distribution of unpaid care work by developing different programs to ensure women can return to work, making multiple investments in women’s equality at home and internationally, and working to find gender parity in the boardrooms of the private sector.

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

Analysis: Isha Chaudhuri

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United States: +1

The United States has fully complied with its commitment to support gender equality in labour market opportunities and in the distribution of unpaid care work, with measures such as paid maternity leave and parental leave, as well as initiatives to ensure women’s equal access to decent employment opportunities, leadership opportunities, resources and finance.

On 28 June 2018, the House of Representatives introduced the Better Pay and Lifetime Earnings for Teenage Girls through Adulthood Act, which proposed to direct the Secretary of Labor to report to Congress on the gender pay gap in the teenage labour force. The act instructs to examine the teenage gender pay gap in informal work experience as well as formal.

On 19 July 2018, the Senate introduced the Women’s Entrepreneurship and Economic Empowerment Act of 2018, later referred at the Committee on Foreign Relations, which proposed to improve activities and programs relating to women’s entrepreneurship and economic empowerment carried out by the United States Agency for International Development (USAID). The act, first introduced in April 2018, specifies measures to fund micro, small, and medium-sized enterprises owned by women and to promote the economic empowerment of women including but not limited to increased access to financial resources, improved property and inheritance rights, and other legal protections.

On 6 September 2018, the Senate introduced the Paid Family Leave Pilot Extension Act of 2018, which amends the Internal Revenue Code to extend the tax credit for employers who provide paid family and medical leave to their employees until 2022. It also proposed a study to determine the effectiveness of the tax credit for paid family leave and provide suggestions for ways the federal and state governments could increase access to paid family leave.

On 26 September 2018, the Department of Labor awarded approximately USD1.5 million in Women in Apprenticeship and Nontraditional Occupations grants to help women enter apprenticeships and expand job opportunities in fields such as manufacturing, infrastructure, cybersecurity, and more.

On 2 October 2018, the House of Representatives introduced the Women’s Pension Protection Act of 2018, later referred at the Committee on Education and the Workforce as well as the Committee on Ways and Means.

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on Financial Services. The act proposed to amend the Employee Retirement Income Security Act of 1974 to provide for greater spousal protection. The act intends to better protect women’s retirement security and provide tools for women to prepare for retirement, and also motions to provide grants to promote financial literacy for women.

On 19 October 2018, House of Representatives referred the Family Leave Modernization Act to the Subcommittee on Workforce Protections. The act, first introduced in June 2018, amends the Family and Medical Leave Act of 1993 to expand the categories of permitted leave to care for someone who has a serious health condition, and to allow employees to take parental involvement to leave to attend or participate in their children’s and grandchildren’s educational and extracurricular activities.

On 26 October 2018, the House of Representatives introduced the Minority Women in STEM Inclusion Act, which proposed to direct the Administrators of the National Aeronautics and Space Administration and the National Science Foundation to produce a report on the efforts to support minority women involvement in fields of science, technology, engineering and mathematics (STEM). The act instructs to consider scholarship, internships, and other types of support for minority women as well as resources to ensure their participation in programs sponsored by both agencies.

On 31 October 2018, the Study of Underrepresented Classes Chasing Engineering and Science Success Act of 2018, also known as the SUCCESS Act came into effect. The law provides recommendations on promoting participation in entrepreneurship activities and the patent system by women, minorities, and veterans.

On 13 November 2018, the Committee on Transportation and Infrastructure amended the Promoting Women in the Aviation Workforce Act, which proposed to create opportunities for
women in the aviation industry. The act, first introduced in December 2017, directs the Federal Aviation Administration to create and facilitate an advisory board to promote programs and organizations that provide education, training, mentorship, outreach, and recruitment of women into the aviation industry.

On 11 December 2018, President Donald Trump signed the Women in Aerospace Education Act into law. The act amends the National Science Foundation Authorization Act of 2002 to strengthen the aerospace workforce pipeline by permitting certain grants to be used to provide internships and fellowships to women in the fields of aeronautics and space.

On 13 December 2018, the House of Representatives introduced the Ronald V. Dellums Memorial Fellowship for Women of Color in STEAM and National Security Act, which proposed to direct the Secretary of Defense to create a scholarship and internship program with the intended purpose of supporting the academic careers of women of colour in science, technology, engineering and mathematics and creating a pipeline to careers in national security.

On 16 January 2019, the House of Representatives introduced the STEM Research and Education Effectiveness and Transparency Act, later referred to the Subcommittee on Research and Technology, which directs the National Science Foundation to report on the effectiveness of its programs to broaden the participation of women and other historically marginalized groups in careers in science, technology, engineering and mathematics.

On 25 January 2019, the House of Representatives introduced the Patriot Employer Act of 2019, which proposed to amend the Internal Revenue Code of 1986 to provide a business-related tax credit to Patriot employers. Among other criteria, a Patriot employer would be required to provide employees with paid sick leave or paid family and medical leave.

On 7 February 2019, President Trump signed the National Security Presidential Memorandum, launching the Women’s Global Development and Prosperity Initiative, which focuses on promoting

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efforts to support women entrepreneurs.\textsuperscript{4853} This initiative aims to provide educational opportunities, financial support and mentorship opportunities for 50 million women by 2025.\textsuperscript{4854}

On 13 February 2019, the House of Representatives introduced the FAMILY Act or Family and Medical Insurance Leave Act, which proposed to provide paid family and medical leave benefits such as the establishment of the Federal Family and Medical Leave Insurance Trust Fund.\textsuperscript{4855} The act explicitly states it has a secondary purpose of addressing sex discrimination and promoting the goal of equal employment opportunities for women and men through this paid leave.\textsuperscript{4856}

On 15 February 2019, President Trump signed the Consolidated Appropriations Act of 2019 into law, which provides full-year funding for certain activities of federal government agencies throughout the 2019 fiscal year.\textsuperscript{4857} The act includes USD50 million in funding for foreign aid programs increasing leadership opportunities for women in public and private sectors at the local, provincial and national levels. It also allocated USD265 million to support the development of “micro- and small enterprises that benefit the poor, especially women.”\textsuperscript{4858}

On 11 March 2019, the House of Representatives introduced the Building Blocks of STEM Act, which directs the National Science Foundation (NSF) to support STEM education research specifically focused on early childhood, with the additional purpose of improving participation of women in STEM fields.\textsuperscript{4859} The act allows for the NSF to conduct research towards supporting female students in pre-kindergarten through elementary school and directs funds towards computer science education for female students of the same age.\textsuperscript{4860}

On 27 March 2019, the House of Representatives passed and the Senate received the Paycheck Fairness Act, first introduced in January 2019, which amends the Fair Labor Standards Act of 1938 to provide more effective remedies to those discriminated in the payment of wages on the basis of sex.\textsuperscript{4861} The act provides measures for enhanced enforcement of equal pay requirements and establishes a grant program for negotiation skills training programs for women and girls.\textsuperscript{4862}

On 10 April 2019, the House of Representatives introduced the Fair and Equal Treatment of Women in the Coast Guard Act, which proposed to direct the Coast Guard to report on efforts to

increase gender diversity, including a discussion on parental leave during the period covered by the report. On 7 May 2019, the House of Representatives introduced the STEM Opportunities Act of 2019, which proposed to direct the Director of the Office of Science and Technology Policy to conduct programs to ensure that institutions of higher education receiving federal funding and federal science agencies are fully engaging their whole talent pool by promoting research on, raising awareness, implementing best practices, and providing grants for the purpose of increasing participation of women and minorities in the STEM fields.

On 14 May 2019, the House of Representatives introduced the Pregnant Workers Fairness Act, which proposed to promote women’s economic security and eliminate discrimination by ensuring reasonable accommodations for workers whose ability to perform is limited by pregnancy, childbirth, or any related medical condition. The act outlines the definition of discrimination and proposes methods to enforce this based on amending the Civil Rights Act of 1964.

On 20 May 2019, the House of Representatives passed the Digital Global Access Policy Act of 2019, also known as the Digital GAP Act” which was later referred to the Senate’s Committee on Foreign Relations. The act directs the Department of State, USAID and the Peace Corps to promote internet access in developing countries and update foreign policy towards the internet, and specifies the promotion of “programs that address social norms and barriers to women’s active participation in the digital economy.”

On 20 May 2019, the House of Representatives introduced the Department of State, Foreign Operations, and Related Programs Appropriations Act, 2020, which outlines the appropriations for the aforementioned programs in the 2020 fiscal year. The act includes some of the same foreign aid funding commitments as the Consolidated Appropriations Act of 2019, such as USD50 million for increasing leadership opportunities for women and USD265 million for small businesses that benefit women.

On 22 May 2019, the Senate introduced the Deborah Sampson Act, which directs the Department of Veterans Affairs to improve the benefits and services offered to women veterans, including the allocation of USD20 million towards organizations that provide assistance to women veterans and
the establishment of a partnership with a non-governmental organization to provide legal services for women veterans.4871

The US has fully complied with its commitment to support gender equality in labour market opportunities and in the distribution of unpaid care work, as well as initiatives to ensure women’s equal access to decent employment opportunities, leadership opportunities, resources and finance.

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

**Analyst: Kayla Amos-Flom**

**European Union: +1**

The European Union has fully complied with its commitment to support gender equality in labour market opportunities and in the distribution of unpaid care work, with measures such as paid maternity leave and parental leave, as well as initiatives to ensure women’s equal access to decent employment opportunities, leadership opportunities, resources and finance.

On 19 June 2018, the EU hosted the Digital4Her Conference.4872 During the conference, an online database was launched titled “European Network for Women in Digital,” which aims to bring together organizations to create a network that increases women’s participation in the digital sector and digital studies.4873 In addition, “20 IT companies co-signed a declaration committing to provide an inclusive and gender-balanced work culture and environment.”4874 The declaration states that signatories should be committed to making top-level positions open to women and to “promote a female-friendly corporate culture, to implement recruitment and human resources business policies fully aware of the importance to invest in women, make senior management and top positions … concretely accessible to women and identify potential female leaders and train them to develop their strengths and play high-level roles in the company.”4875

On 27 September 2018, the EU and the United Nations renewed their partnership to help them achieve the 2030 Agenda for Sustainable Development.4876 The partnership concerns five areas in particular, one of which includes “Promoting gender equality, including plans of action for women’s and girls’ empowerment at the country level.” 4877 The partnership emphasizes women’s empowerment in economic participation.4878

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On 26 October 2018, the First Vice-President Frans Timmermans, Commissioner Marianne Thyssen and Commissioner Věra Jourová released a statement that urged the European Parliament and the Member States in the Council to push forward proposals such as the work-life balance legislation that had previously been tabled.\textsuperscript{4879} This legislation intends to make paid parental leave a non-transferrable equal right and “increase the participation of women in the labour market.”\textsuperscript{4880}

On 6 November 2018, the EU pledged EUR26 million at the Global Financing Facility replenishment event in Oslo, Norway.\textsuperscript{4881} The Commissioner for International Cooperation and Development Neven Mimica stated that the EUR26 million would help give “women, children and adolescents, especially the most vulnerable, better access to comprehensive maternal health services.”\textsuperscript{4882}

On 10 December 2018, the EU Commissioner for Digital Economy and Society Mariya Gabriel launched an annual scoreboard called the Women in Digital scoreboard to “monitor women’s participation in the digital economy.”\textsuperscript{4883} The scoreboard will assess women’s inclusion in digital jobs, careers and entrepreneurship based on 13 indicators.\textsuperscript{4884}

On 18 December 2018, the EU announced a new project under the Strategic Investment and Job, which is one of the four key focus areas of the Africa-Europe Alliance.\textsuperscript{4885} The project “will use worth [EUR]75 million of EU funds to leverage up to [EUR]750 million of investments for entrepreneurs in Sub-Saharan Africa and the EU’s southern neighbourhood.”\textsuperscript{4886} This project is expected to create 800,000 jobs for groups that generally struggle to access affordable loans including refugees, internally displaced people, returnees, young people and women.\textsuperscript{4887}

On 24 January 2019, the European Parliament and the Council reached a provisional agreement on the European Commission’s proposal for a directive on work-life balance for parents and carers.\textsuperscript{4888} This directive is a “key deliverable” of the European Pillar of Social Rights and it is expected to help


close the gender employment gap. The agreement sets a minimum standard of ten days of paternity leave which is compensated at the level of a sick pay. It also "strengthens the existing right to [four] months of parental leave, by making [two] months non-transferable between parents and introducing compensation for these [two] months at a level to be determined by the Member States." The right of parents or carers to request flexible working arrangements has also been strengthened.

On 9 April 2019, European Commission Vice-President Andrus Ansip, Commissioners Tibor Navracsics, Phil Hogan and Mariya Gabriel welcomed the commitments from participating Ministers and representatives of the EU to cooperate on the digitalization of cultural heritage, digitalization of agricultural and rural areas, and promoting greater participation of women in digital. The Declaration to increase women's visibility and empowerment in the digital economy was signed by 26 European countries, "24 Member States pledged to pool efforts and resources for a smart and sustainable future for European agriculture and rural areas, and 24 European countries opted for closer cooperation in digitising cultural heritage."

On 12 April 2019, the Commissioner for International Cooperation and Development Neven Mimica signed an agreement that "makes available EUR4.2 million under the External Investment Plan to help banks in Africa and the European Neighbourhood to better assist underfinanced sectors such as small businesses, including young entrepreneurs and women." This assistance program will be implemented by the International Finance Corporation and is expected to support 50,000 small businesses and create up to 200,000 jobs.

On 17 April 2019, the European Commission of Latin America and the Caribbean set out a bi-regional partnership focused on trade, investment and sectoral cooperation in a joint commission. This partnership is focused on four priorities, which are underpinned by EU engagement and initiatives with the region of Latin America and the Caribbean. The priorities include reducing...
socio-economic inequalities, partnering for democracy by strengthening gender equality and ensuring effective public institutions, improving biodiversity and climate resilience, and deepening cooperation on peace and security.4899

The EU has fully complied with its commitment to support gender equality in labour market opportunities and to support gender equality in the distribution of unpaid care work. The EU has taken steps to increase women’s employment and educational participation in the digital sector, and to provide equal access to resources. The EU has also taken steps to increase gender equality in the distribution of unpaid care work.

Thus, the European Union receives a score of +1.

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