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The
G20 Research Group
at Trinity College at the Munk School of Global Affairs in the University of Toronto
presents the

2015 G20 Antalya Summit Interim Compliance Report: Part 1

16 November 2015 to 5 April 2016

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“The University of Toronto ... produced a detailed analysis to the extent of which each G20 country has met its commitments since the last summit ... I think this is important; we come to these summits, we make these commitments, we say we are going to do these things and it is important that there is an organisation that checks up on who has done what.”

— *David Cameron, Prime Minister, United Kingdom, at the 2012 Los Cabos Summit*

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10. Labour and Employment: Gender

“We will continue monitoring the implementation of our Employment Plans as well as our goals to reduce gender participation gap.”

G20 Antalya Leaders’ Communiqué

Assessment

	No Compliance	Partial Compliance	Full Compliance
Argentina		0	
Australia			+1
Brazil		0	
Canada			+1
China			+1
France			+1
Germany			+1
India			+1
Indonesia			+1
Italy			+1
Japan			+1
Korea			+1
Mexico	-1		
Russia	-1		
Saudi Arabia		0	
South Africa			+1
Turkey			+1
United Kingdom		0	
United States			+1
European Union			+1
Average		+0.60	

Background

Around the world, the labour force continues to grow faster than the number of jobs created. The International Labour Organisation (ILO), in *World Employment and Social Outlook: Trends 2015*, notes that “by 2019, more than 212 million people will be out of work, up from 201 million now.” Reversing these trends and creating quality jobs remains the G20’s highest priority and comprehensive growth strategies will assist with this. At the 2014 Brisbane Summit, the G20 members developed country-specific Employment Plans to address individual employment challenges and future strategies to combat them.

In addition to the Employment Plans, the G20 during the Brisbane Summit for the first time declared a goal with a specific timeline to reduce the inequality in the labour force between men and women. G20 members specifically stated, “We agree to the goal of reducing the gap in labour force participation rates between men and women in our countries by 25 per cent by 2025, taking into account national circumstances. This will bring more than 100 million women into the labour force [and] significantly increase global growth.” Individual actions to lift employment and participation are outlined in each G20 member’s Employment Plans. All G20 members are taking action to raise female participation and tackle youth unemployment.

At the 2016 G20 Antalya Summit, leaders re-committed to the country-specific Employment Plans and to reduce the gender participation gap, as well as to monitor the implementation of these goals. G20 members also published individual reports detailing country-specific growth strategies and the status of the implementation of Employment Plan strategies.

As of 18 October 2015, all G20 members albeit Indonesia submitted self-reports regarding the implementation status of country-specific Employment Plans.¹³¹⁹ Reports were based on a template developed by the G20 Employment Working Group (EWG) consisting of five sections: employment and labour market trends; checklist of implementation; short notes reporting on key policy commitments in the Employment Plan; reporting on multi-year collective commitments; any new policy commitments.¹³²⁰ On 16 November 2015, the Synthesis Paper of Self-Reports on the Implementation of G20 Country Employment Plans was published alongside the 2015 G20 Antalya Summit communiqué, summarizing the findings of those reports.¹³²¹ The Synthesis Report is available to the public. However, the country-specific reports are not.

Commitment Features

G20 members committed to continue monitoring the implementation of individual Employment Plans as well as goals to reduce the gender participation gap.

Monitoring can include, but is not limited to, issuing reports, collecting data, and conducting surveys. Monitoring can also include public consultation and/or an internal bureaucratic assessment in which staff are assigned to an oversight body. Monitoring can be done directly by the government and its agencies or in partnership with other actors such as international organizations.

Implementation is taken to mean any actions which advance, move forward or strengthen the goals and strategies of the country-specific Employment Plan. While the commitment is part of a longer-term initiative and actions on it may continue into the prolonged future, steps need to be taken during the compliance period to be considered implementation. This should not, therefore, be interpreted to mean only prolonged or delayed action.

Each G20 member has a distinct and individual Employment Plan outlining policy commitments, plans and strategies for improvement. The monitoring of any implementation of the goals and strategies of the member's plan will be assessed for compliance.

Each G20 member has committed to the goal of reducing the gap in labour force participation rates between men and women in G20 countries by 25 per cent by 2025. The monitoring of this goal, in addition to the monitoring of country-specific Employment Plans, is also necessary for full compliance.

Monitoring of actions or inaction surrounding the advancement of the goal to reduce the gender participation gap will count towards compliance. Monitoring of previously implemented policies, policy reviews and consultations, collecting of gender employment data, and reports relating to the status of women's employment and are some examples.

Scoring Guidelines

-1	Member country does not monitor the Employment Plan or goals to reduce the gender labour gap
0	Member country monitors the Employment Plan OR goals to reduce the gender labour gap
+1	Member country monitors BOTH the Employment Plan AND goals to reduce the gender labour gap

¹³¹⁹ Synthesis Paper of Self-Reports on the Implementation of G20 Country Employment Plans, G20 16 November 2015. Access Date: 7 March 2016. <http://g20.org.tr/wp-content/uploads/2015/11/Synthesis-Paper-of-Self-Reports-on-the-Implementation-of-G20-Country-Employment-Plans-2015.pdf>

¹³²⁰ G20 National Employment Plans: Proposed Self-Reporting Template, OECD Access Date: 7 March 2016. <http://www.oecd.org/g20/topics/employment-and-social-policy/G20-National-Employment-Plan-proposed-self-reporting-template.pdf>

¹³²¹ Synthesis Paper of Self-Reports on the Implementation of G20 Country Employment Plans, G20 16 November 2015. Access Date: 7 March 2016. <http://g20.org.tr/wp-content/uploads/2015/11/Synthesis-Paper-of-Self-Reports-on-the-Implementation-of-G20-Country-Employment-Plans-2015.pdf>

Argentina: 0

Argentina has partially complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

In February 2016, The Institute for the Study of Labor in Bonn, in cooperation with Argentina's Ministry of Labor and other relevant parties published research on long term effects of youth training programs on employment in Argentina, within which differences between male and female was studied and compared.¹³²²

On 3 February 2016, Secretary of Labor Ezequiel Sabor announced the results of labor inspections on passenger transport to the summer season, noting that "it is a priority of this administration make every effort to ensure every employee a quality employment, ensuring compliance with the laws and punishing those who do not comply with current regulations."¹³²³

Argentina has complied with its commitment to monitor its Employment Plan. However, no evidence has been found suggesting Argentina has monitored its gender goal.

Thus, Argentina has received a score of 0.

Analyst: Jini Wang

Australia: +1

Australia has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 8 February 2016, the Department of Foreign Affairs and Trade (DFAT) issued the "Annual Performance of Australian Aid" report.¹³²⁴ This report assesses the performance and results of the Australian aid program in 2014-15.¹³²⁵ The report publishes the results of aid allocated to gender participation equality.¹³²⁶ It stated that Australia is committed to investing in three priority areas where there are persistent challenges to gender equality and where progress has been slow: enhancing women's voice in decision-making, leadership and peacebuilding; promoting women's economic empowerment; and ending violence against women and girls.¹³²⁷ In 2014-15, Australia spent AUD2.44 billion on investments that targeted gender equality as a principal or significant objective.¹³²⁸ The performance assessments in the report were quality assured by the Office of Development Effectiveness, overseen by the department's Independent Evaluation Committee.¹³²⁹

¹³²² Long Run Effects of Youth Training Programs: Experimental Evidence from Argentina, The Institute for the Study of Labor (IZA) Feb 2016. Access Date: 6 March 2016. <http://ftp.iza.org/dp9784.pdf>

¹³²³ Sabor: "Los trabajadores de todo el país tienen que saber que estamos para ayudarlos", Ministerio de Trabajo 3 February 2016. Access Date: 16 March 2016. <http://www.trabajo.gov.ar/>

¹³²⁴ Performance of Australian Aid 2014-15, Department of Foreign Affairs and Trade, February 2016. Access Date: 2 March 2016. <http://dfat.gov.au/about-us/publications/Documents/performance-of-australian-aid-2014-15.pdf>

¹³²⁵ Performance of Australian Aid 2014-15, Department of Foreign Affairs and Trade, February 2016. Access Date: 2 March 2016. <http://dfat.gov.au/about-us/publications/Documents/performance-of-australian-aid-2014-15.pdf>

¹³²⁶ Performance of Australian Aid 2014-15, Department of Foreign Affairs and Trade, February 2016. Access Date: 2 March 2016. <http://dfat.gov.au/about-us/publications/Documents/performance-of-australian-aid-2014-15.pdf>

¹³²⁷ Performance of Australian Aid 2014-15, Department of Foreign Affairs and Trade, February 2016. Access Date: 2 March 2016. <http://dfat.gov.au/about-us/publications/Documents/performance-of-australian-aid-2014-15.pdf>

¹³²⁸ Performance of Australian Aid 2014-15, Department of Foreign Affairs and Trade, February 2016. Access Date: 2 March 2016. <http://dfat.gov.au/about-us/publications/Documents/performance-of-australian-aid-2014-15.pdf>

¹³²⁹ Performance of Australian Aid 2014-15, Department of Foreign Affairs and Trade, February 2016. Access Date: 2 March 2016. <http://dfat.gov.au/about-us/publications/Documents/performance-of-australian-aid-2014-15.pdf>

On 29 February 2016, the DFAT released the report “Gender Equality and Women’s Empowerment Strategy.”¹³³⁰ This report outlines why and how the government works on gender equality and women’s empowerment in foreign policy, economic diplomacy, aid for trade, and in corporate and human resource policies.¹³³¹ The Australian government has appointed an Ambassador for Women and Girls to advocate on these issues.¹³³²

Furthermore the report details how the government will monitor its goals to reduce the gender participation gap.¹³³³ The report mandates that gender equality and women’s empowerment must be explicitly built into monitoring, evaluation and learning processes.¹³³⁴ It states, “We must therefore: build gender equality into performance assessment frameworks in aid investment plans and include gender equality results in annual program performance reviews; include adequate targets and indicators for gender equality in all monitoring, evaluation and learning frameworks; at a minimum, ensure all data about people is sex disaggregated so we can assess whether women and men are benefiting equally; make gender equality an explicit focus of investigation in all our reviews and evaluations; make sure we deliberately capture and report on gender equality results and learning.”¹³³⁵

Australia has continued to monitor the implementation of its Employment Plan and gender goal.

Thus, Australia has received a score of +1.

Analyst: Julia Tops

Brazil: 0

Brazil has partially complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 23-25 February 2016, the 4th State Conference on Policies for Women of Santa Catarina was held to discuss the strengthening of state and local mechanisms for increased participation of women in politics.¹³³⁶ The 4th National Conference on Policies for Women (4th CNPM) will be held from 10-13 May in Brasilia.¹³³⁷

¹³³⁰ Gender equality and women’s empowerment strategy, Department of Foreign Affairs and Trade. 29 February 2016. Access Date: 2 March 2016. <http://dfat.gov.au/about-us/publications/Pages/gender-equality-and-womens-empowerment-strategy.aspx>

¹³³¹ Gender equality and women’s empowerment strategy, Department of Foreign Affairs and Trade. 29 February 2016. Access Date: 2 March 2016. <http://dfat.gov.au/about-us/publications/Pages/gender-equality-and-womens-empowerment-strategy.aspx>

¹³³² Gender Initiatives, Department of Foreign Affairs and Trade. Access date: 2 March 2016. <http://dfat.gov.au/aid/topics/investment-priorities/gender-equality-empowering-women-girls/gender-equality/Pages/gender-initiatives.aspx>

¹³³³ Gender equality and women’s empowerment strategy, Department of Foreign Affairs and Trade. 29 February 2016. Access Date: 2 March 2016. <http://dfat.gov.au/about-us/publications/Documents/gender-equality-and-womens-empowerment-strategy.pdf>

¹³³⁴ Gender equality and women’s empowerment strategy, Department of Foreign Affairs and Trade. 29 February 2016. Access Date: 2 March 2016. <http://dfat.gov.au/about-us/publications/Documents/gender-equality-and-womens-empowerment-strategy.pdf>

¹³³⁵ Gender equality and women’s empowerment strategy, Department of Foreign Affairs and Trade. 29 February 2016. Access Date: 2 March 2016. <http://dfat.gov.au/about-us/publications/Documents/gender-equality-and-womens-empowerment-strategy.pdf>

¹³³⁶ Participation in Politics and Women’s Empowerment are Discussed in Florianopolis 25 February 2016. Access Date: 27 February 2016. <http://www.spm.gov.br/noticias/aviso-de-pauta-florianopolis-sediara-a-4a-conferencia-estadual-de-politicas-para-as-mulheres-de-santa-catarina>

¹³³⁷ Tariff Notice – Florianopolis will host the 4th State Conference on Policies for Women of Santa Catarina 22 February 2016. Access Date: 27 February 2016. <http://www.spm.gov.br/noticias/aviso-de-pauta-florianopolis-sediara-a-4a-conferencia-estadual-de-politicas-para-as-mulheres-de-santa-catarina>

On 4 March 2016, the Secretariat of Policies for Women of the Ministry of Women, Racial Equality and Human Rights held the 5th Meeting with Women Unionists called “Dialogues on the World of Work.” This marked the beginning of a series of meetings to discuss improving public policies to promote the economic empowerment of women.¹³³⁸

Brazil has continued to monitor the implementation of its gender goal. However, it has not monitored the implementation of its Employment Plan.

Thus, Brazil has received a score of 0.

Analyst: Sydney Anderson

Canada: +1

Canada has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 18 December 2015, the Canadian government released a report from the Employer Panel for caregivers titled “When Work and Caregiving Collide: How Employers Can Support Their Employees Who Are Caregivers.”¹³³⁹ The report highlights best practices that many employers offer to their employees who provide care, offers some practical suggestions on how to become a more caregiver-friendly workplace and provides a toolbox of valuable information and resources for employers and employees.¹³⁴⁰ The report monitors aspects of the Canadian Employers for Caregivers Plan (CECP), committed to in Canada’s Employment Plan, which aims to help maximize the labour force participation of caregivers and maintain workplace productivity.^{1341,1342}

From 14 to 15 January 2016, Canada’s Minister of Employment, Workforce Development and Labour Mihychuk, at the headquarters for the Organization for Economic Co-operation and Development reaffirmed Canada’s commitment to increasing workers’ access to good quality job training, which opens up more opportunities for Canadians in the workforce.¹³⁴³ Likewise, Minister Mihychuk met with several other representatives from different countries such as Thomas E. Perez, United States Secretary of Labor, the Right Honourable Priti Patel, Minister of State for Employment, United Kingdom.¹³⁴⁴ This opportunity was used to discuss ways in which Canada exchanges ideas regarding the improvement of labor with other countries.¹³⁴⁵

On 22 January 2016, Prime Minister Trudeau also participated in a panel discussion on gender parity, where he said, “I have made clear Canada’s commitment to gender parity — it remains a

¹³³⁸ SPM Promotes 5th Meeting with Women Unionists. 22 February 2016. Access Date: 27 February 2016.

<http://www.spm.gov.br/noticias/spm-promove-5o-encontro-com-mulheres-sindicalistas>.

¹³³⁹ Canadian Employers for Caregivers Plan, Employment and Social Development Canada 18 December 2015. Access

Date: 9 March 2016. <http://www.esdc.gc.ca/eng/seniors/cecp/index.shtml>

¹³⁴⁰ Canadian Employers for Caregivers Plan, Employment and Social Development Canada 18 December 2015. Access

Date: 9 March 2016. <http://www.esdc.gc.ca/eng/seniors/cecp/index.shtml>

¹³⁴¹ Employment Plan 2014 Canada, G20 16 November 2015. Access Date: 9 March 2016.

http://www.g20australia.org/sites/default/files/g20_resources/library/g20_employment_plan_canada.pdf

¹³⁴² Canadian Employers for Caregivers Plan, Employment and Social Development Canada 18 December 2015. Access

Date: 9 March 2016. <http://www.esdc.gc.ca/eng/seniors/cecp/index.shtml>

¹³⁴³ Minister Mihychuk talks youth, jobs and global best practices, Employment and Social Development Canada

(Ottawa) 15 January 2016. Access Date: 6 March 2016. <http://news.gc.ca/web/article-en.do?nid=1027929>

¹³⁴⁴ Minister Mihychuk talks youth, jobs and global best practices, Employment and Social Development Canada

(Ottawa) 15 January 2016. Access Date: 6 March 2016. <http://news.gc.ca/web/article-en.do?nid=1027929>

¹³⁴⁵ Minister Mihychuk talks youth, jobs and global best practices, Employment and Social Development Canada

(Ottawa) 15 January 2016. Access Date: 6 March 2016. <http://news.gc.ca/web/article-en.do?nid=1027929>

priority for our government domestically, as well as internationally.”¹³⁴⁶ The discussion at this panel focused on how public policies can be changed to create more equal opportunities for men and women, thereby demonstrating that the Trudeau administration is constantly monitoring the gender labor gap alongside the Employment Plan.¹³⁴⁷

On 12 February 2016, Prime Minister Justin Trudeau announced that the Government of Canada plans to double the resources behind Canada Summer Jobs Program during a visit to Toronto’s Dovercourt Boys and Girls Club.¹³⁴⁸ The federal government spent CAD106 million on the program last year to help create more than 34,000 summer jobs.¹³⁴⁹ New funding of up to CAD113 million each year for the next three years will allow the program to offer nearly 70,000 summer jobs to students from now until 2018.¹³⁵⁰ He stated that “how we’re investing in young people will be even more apparent in the budget as we look at ensuring access to postsecondary education, as we look at improving job and skills training for young people just out of school.”¹³⁵¹ This statement demonstrates that the Canadian government is monitoring its previously enacted youth employment policies and expanding said policies where needed. It is in line with its employment plan goal to upgrade skills with an emphasis on education and training, decrease youth unemployment and increasing social supports.¹³⁵²

On 8 March 2016, Statistics Canada released a report titled “The Health of Girls and Women in Canada,” in the seventh edition of “Women in Canada: A Gender-based Statistical Report.”¹³⁵³ The report presents a summary of the physical and mental health of girls and women in Canada.¹³⁵⁴ Statistics Canada, formed in 1971, is a Canadian federal government agency commissioned with producing statistics to help better understand Canada, its population, resources, economy, society, and culture. The report fulfills Canada’s commitment to monitor its gender goal, as well as monitor the implementation of its employment plan as the report provides data on women’s health, social benefits and skills training.¹³⁵⁵

¹³⁴⁶ Prime Minister Trudeau underlines Canada’s commitment to gender parity at World Economic Forum, Office of the Prime Minister of Canada (Ottawa) 22 January 2016. Access Date: 6 March 2016.

<http://pm.gc.ca/eng/news/2016/01/22/prime-minister-trudeau-underlines-canadas-commitment-gender-parity-world-economic>

¹³⁴⁷ Prime Minister Trudeau underlines Canada’s commitment to gender parity at World Economic Forum, Office of the Prime Minister of Canada (Ottawa) 22 January 2016. Access Date: 6 March 2016.

<http://pm.gc.ca/eng/news/2016/01/22/prime-minister-trudeau-underlines-canadas-commitment-gender-parity-world-economic>

¹³⁴⁸ Justin Trudeau marks 100 days with boost to summer jobs program, CBC News (Ottawa) 12 February 2016. Access Date: 6 March 2016. <http://www.cbc.ca/news/politics/justin-trudeau-summer-jobs-100-days-1.3445378>

¹³⁴⁹ Justin Trudeau marks 100 days with boost to summer jobs program, CBC News (Ottawa) 12 February 2016. Access Date: 6 March 2016. <http://www.cbc.ca/news/politics/justin-trudeau-summer-jobs-100-days-1.3445378>

¹³⁵⁰ Justin Trudeau marks 100 days with boost to summer jobs program, CBC News (Ottawa) 12 February 2016. Access Date: 6 March 2016. <http://www.cbc.ca/news/politics/justin-trudeau-summer-jobs-100-days-1.3445378>

¹³⁵¹ Justin Trudeau marks 100 days with boost to summer jobs program, CBC News (Ottawa) 12 February 2016. Access Date: 6 March 2016. <http://www.cbc.ca/news/politics/justin-trudeau-summer-jobs-100-days-1.3445378>

¹³⁵² Employment Plan 2014 Canada, G20 16 November 2015. Access Date: 9 March 2016.

http://www.g20australia.org/sites/default/files/g20_resources/library/g20_employment_plan_canada.pdf

¹³⁵³ Women in Canada: Women and health, Statistics Canada 8 March 2016. Access date: 9 March 2016.

<http://www.statcan.gc.ca/daily-quotidien/160308/dq160308b-eng.htm?HPA>

¹³⁵⁴ Women in Canada: Women and health, Statistics Canada 8 March 2016. Access date: 9 March 2016.

<http://www.statcan.gc.ca/daily-quotidien/160308/dq160308b-eng.htm?HPA>

¹³⁵⁵ Women in Canada: Women and health, Statistics Canada 8 March 2016. Access date: 9 March 2016.

<http://www.statcan.gc.ca/daily-quotidien/160308/dq160308b-eng.htm?HPA>

On 9 March 2016, Statistics Canada released a report titled “The Contribution of Immigration to the Size and Ethnocultural Diversity of Future Cohorts of Seniors.”¹³⁵⁶ The study focused on several cohorts of current and future seniors and the effects of Canada’s aging population.¹³⁵⁷ The monitoring of the effects of immigration and of the aging population in Canada, relates to its employment plan goal to provide social benefits, cater to underrepresented groups and to gather data surrounding the rising care needs of an aging society, to better the employment caregivers and eventually launch the Canadian Employers for Caregivers Plan.¹³⁵⁸

Canada continued to monitor the Employment Plan and the gender labour gap.

Thus, Canada has received a score of +1.

Analyst: Tina Vulevic

China: +1

China has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

China has listed women empowerment as a key policy issue for its G20 2016 presidency, however no evidence was found suggesting that it has established any specific monitoring programs related to its gender goal for its G20 presidency.

On 19 January 2016, the National Bureau of Statistics of China released the report titled “China’s Economy Realized a Moderate but Stable and Sound Growth in 2015.”¹³⁵⁹ The report details monitoring of several aspects of its Employment Plan such as labour rates, industry upgrading and household income.¹³⁶⁰ Furthermore, the report details data on gender participation rates across China.¹³⁶¹

On 5 March 2016, the Report on the work of the government was delivered by Premier Li Keqiang at the Fourth Session of the Twelfth National People’s Congress and was adopted on 16 March 2016.¹³⁶² The report relayed various information related to several aspects of China’s Employment Plan including innovation, standards of living, urbanization and development of social programs.¹³⁶³

¹³⁵⁶ Study: The contribution of immigration to the size and ethnocultural diversity of future cohorts of seniors, Statistics Canada 9 March 2016. Access Date: 9 March 2016. <http://www.statcan.gc.ca/daily-quotidien/160309/dq160309a-eng.htm?HPA>

¹³⁵⁷ Study: The contribution of immigration to the size and ethnocultural diversity of future cohorts of seniors, Statistics Canada 9 March 2016. Access Date: 9 March 2016. <http://www.statcan.gc.ca/daily-quotidien/160309/dq160309a-eng.htm?HPA>

¹³⁵⁸ Employment Plan 2014 Canada, G20 16 November 2015. Access Date: 9 March 2016. http://www.g20australia.org/sites/default/files/g20_resources/library/g20_employment_plan_canada.pdf

¹³⁵⁹ China’s Economy Realized a Moderate but Stable and Sound Growth in 2015, National Bureau of Statistics of China 19 January 2016. Access Date: 17 March 2016. http://www.stats.gov.cn/english/PressRelease/201601/t20160119_1306072.html

¹³⁶⁰ China’s Economy Realized a Moderate but Stable and Sound Growth in 2015, National Bureau of Statistics of China 19 January 2016. Access Date: 17 March 2016. http://www.stats.gov.cn/english/PressRelease/201601/t20160119_1306072.html

¹³⁶¹ China’s Economy Realized a Moderate but Stable and Sound Growth in 2015, National Bureau of Statistics of China 19 January 2016. Access Date: 17 March 2016. http://www.stats.gov.cn/english/PressRelease/201601/t20160119_1306072.html

¹³⁶² Full Text: Report on the Work of the Government, The State Council 17 march 2016. Access Date: 17 March 2016. http://english.gov.cn/archive/publications/2016/03/17/content_281475309417987.htm

¹³⁶³ Full Text: Report on the Work of the Government, The State Council 17 march 2016. Access Date: 17 March 2016. http://english.gov.cn/archive/publications/2016/03/17/content_281475309417987.htm

Premier Li Keqiang invited comments on the report from the members of the National Committee of the Chinese People's Political Consultative Conference (CPPCC).¹³⁶⁴

Furthermore, the report announced monitoring mechanisms for environmental inspection, for food and pharmaceuticals enterprises, workplace and public safety, improve safety infrastructure and monitoring to build capacity to prevent and mitigate disasters.¹³⁶⁵ All these monitoring initiatives are in line with goals set out in China's Employment Plan.¹³⁶⁶

China has continued to monitor the implementation of its Employment Plan and gender goal.

Thus, China has received a score of +1.

Analyst: Mojann Zibapour

France: +1

France has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 11 February 2016, State Secretary for Women's Rights Pascale Boistard gave a speech at the Symposium of Sexism at work: between denial and awareness.¹³⁶⁷ She stated her intention to devote a day of awareness to this topic.¹³⁶⁸ The day would provide an opportunity for employees, organizations and networks to coordinate policies and review women's role in the workplace, their barriers and grievances.¹³⁶⁹

On 24 February 2016, the Ministry of Labour in a press release announced that the amount of unemployed persons without any activity in January decreased by 27,900 compared to December, or -0.8 per cent.¹³⁷⁰ The ministry also made announcements relating to youth employment trends, small and medium-sized enterprises and new skill upgrading initiatives that will be implemented in lieu of these statistics.¹³⁷¹ The data was collected from employment centres around France.¹³⁷² The press release demonstrates that France is monitoring several aspects of its Employment Plan, such as youth unemployment, by coordinating with employment centres.¹³⁷³

On 25 February 2016, the Minister for Finance and Public Accounts Michel Sapin and Minister for Labour, Employment, Professional Training and Social Dialogue Myriam El Khomri, alongside employer organizations in the construction and civil engineering sector, have signed the "National

¹³⁶⁴ Full Text: Report on the Work of the Government, The State Council 17 march 2016. Access Date: 17 March 2016. http://english.gov.cn/archive/publications/2016/03/17/content_281475309417987.htm

¹³⁶⁵ Full Text: Report on the Work of the Government, The State Council 17 march 2016. Access Date: 17 March 2016. http://english.gov.cn/archive/publications/2016/03/17/content_281475309417987.htm

¹³⁶⁶ Employment Plan China, G20 (2014) Access date: 17 March 2016. http://www.g20australia.org/sites/default/files/g20_resources/library/g20_employment_plan_china.pdf

¹³⁶⁷ Intervention de Pascale Boistard : colloque « Le sexisme au travail : entre déni et prise de conscience » (Paris) February 11, 2016. Access Date: February 26, 2016. <http://femmes.gouv.fr/category/egalite/>

¹³⁶⁸ Intervention de Pascale Boistard : colloque « Le sexisme au travail : entre déni et prise de conscience » (Paris) February 11, 2016. Access Date: February 26, 2016. <http://femmes.gouv.fr/category/egalite/>

¹³⁶⁹ Intervention de Pascale Boistard : colloque « Le sexisme au travail : entre déni et prise de conscience » (Paris) February 11, 2016. Access Date: February 26, 2016. <http://femmes.gouv.fr/category/egalite/>

¹³⁷⁰ Les demandeurs d'emploi en janvier 2016 (Paris) February 24, 2016. Access Date : March 9, 2016. <http://travail-emploi.gouv.fr/actualites/presse/communiqués-de-presse/article/les-demandeurs-d-emploi-en-janvier-2016>

¹³⁷¹ Les demandeurs d'emploi en janvier 2016 (Paris) 24 February 2016. Access Date : March 9, 2016. <http://travail-emploi.gouv.fr/actualites/presse/communiqués-de-presse/article/les-demandeurs-d-emploi-en-janvier-2016>

¹³⁷² Les demandeurs d'emploi en janvier 2016 (Paris) 24 February 2016. Access Date: March 9, 2016. <http://travail-emploi.gouv.fr/actualites/presse/communiqués-de-presse/article/les-demandeurs-d-emploi-en-janvier-2016>

¹³⁷³ Les demandeurs d'emploi en janvier 2016 (Paris) 24 February 2016. Access Date: March 9, 2016. <http://travail-emploi.gouv.fr/actualites/presse/communiqués-de-presse/article/les-demandeurs-d-emploi-en-janvier-2016>

Convention on the Fight against Illegal Employment and Fraudulent Secondment” in this sector.¹³⁷⁴ The bill will strengthen the existing tools available in the fight against unlawful posting.¹³⁷⁵ This bill, to be presented at the Council of Ministers in early March, will include several measures, such as the suspension of construction sites that fail to declare a posted employee, the introduction of a stamp duty, and the option for an inspector to ask to be accompanied by an interpreter.¹³⁷⁶ Monitoring teams have also been deployed en masse in the field, resulting in a significant increase in both inspections and sanctions.¹³⁷⁷ The enhanced monitoring of workplaces as well as the enhanced repercussions for companies which fail to report workplace status monitors the implementation of France’s Employment Plan goal to “further improve occupational health and safety.”¹³⁷⁸

On 2 March 2016, Minister of Family, Children and Women’s Rights Laurence Rossignol announced a study on appointments in senior management.¹³⁷⁹ This study will allow the government to identify the causes of consistent career inequalities between women and men and to build a plan of action.¹³⁸⁰

On 2 March 2016, the Ministre de la Famille, de l’Enfance et des Droits des femmes, held “Women and State Civil Service,” a symposium focusing on women’s role in civil service and women’s employment more generally.¹³⁸¹ It launched a series of meetings, events to raise awareness about women’s employment and what is and is not being done to advance women’s employment participation in the workforce.¹³⁸²

France has continued to monitor the implementation of both its Employment Plan and gender goal.

Thus, France has received a score of +1.

Analyst: Mojann Zibapour

¹³⁷⁴ National convention on the fight against illegal employment and fraudulent secondment in the construction and civil engineering sector, Government.fr 25 February 2016. Access Date: 7 March 2016.

<http://www.gouvernement.fr/en/national-convention-on-the-fight-against-illegal-employment-and-fraudulent-secondment-in-the>

¹³⁷⁵ National convention on the fight against illegal employment and fraudulent secondment in the construction and civil engineering sector, Government.fr 25 February 2016. Access Date: 7 March 2016.

<http://www.gouvernement.fr/en/national-convention-on-the-fight-against-illegal-employment-and-fraudulent-secondment-in-the>

¹³⁷⁶ National convention on the fight against illegal employment and fraudulent secondment in the construction and civil engineering sector, Government.fr 25 February 2016. Access Date: 7 March 2016.

<http://www.gouvernement.fr/en/national-convention-on-the-fight-against-illegal-employment-and-fraudulent-secondment-in-the>

¹³⁷⁷ National convention on the fight against illegal employment and fraudulent secondment in the construction and civil engineering sector, Government.fr 25 February 2016. Access Date: 7 March 2016.

<http://www.gouvernement.fr/en/national-convention-on-the-fight-against-illegal-employment-and-fraudulent-secondment-in-the>

¹³⁷⁸ Employment Plan 2014 France, G20. 2014. Access Date: 7 March 2016. http://g20.org.tr/wp-content/uploads/2014/12/g20_employment_plan_france.pdf

¹³⁷⁹ Colloque « Femmes et fonction publique d’Etat » – Intervention de Madame Laurence Rossignol (Paris) March 2, 2016. Access Date: 9 March 2016. <http://www.familles-enfance-droitsdesfemmes.gouv.fr/category/egalite/>

¹³⁸⁰ Colloque « Femmes et fonction publique d’Etat » – Intervention de Madame Laurence Rossignol (Paris) March 2, 2016. Access Date: 9 March 2016. <http://www.familles-enfance-droitsdesfemmes.gouv.fr/category/egalite/>

¹³⁸¹ Colloque Femmes et fonction publique d’Etat Intervention de Madame Laurence Rossignol, Ministre de la Famille, de l’Enfance et des Droits des femmes. 2 March 2016. Access Date: 7 March 2016. <http://www.famille-enfance-droitsdesfemmes.gouv.fr/colloque-femmes-et-fonction-publique-detat-intervention-de-madame-laurence-rossignol/>

¹³⁸² Colloque Femmes et fonction publique d’Etat Intervention de Madame Laurence Rossignol, Ministre de la Famille, de l’Enfance et des Droits des femmes. 2 March 2016. Access Date: 7 March 2016. <http://www.famille-enfance-droitsdesfemmes.gouv.fr/colloque-femmes-et-fonction-publique-detat-intervention-de-madame-laurence-rossignol/>

Germany: +1

Germany has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

Throughout the compliance period the Institute for Employment Research (IAB) has continued to monitor the implementation of several aspects of Germany's Employment Plan.¹³⁸³ IAB is the official research institute of the Federal Employment Agency and conducts research on the labour market in order to advise political actors at all levels in a competent manner.¹³⁸⁴ On 12 February 2016, it published Replacement migration from a labour market perspective. On 22 February 2016, it published Regional age structure and young workers' wages. On 17 March 2016, the IAB published Employment effects of the new German minimum wage. All of these publications represent monitoring of goals outlined in Germany's Employment Plan.¹³⁸⁵

On 7 March 2016 to coincide with the International Women's Day, the Federal Statistical Office of Germany published a report on the proportion of women in executive positions.¹³⁸⁶ The report indicated that in 2014, 29 per cent of the executive positions in Germany were held by women, and in 2016 the proportion remained nearly unchanged.¹³⁸⁷

Germany has continued to monitor the implementation of its Employment Plan and gender goal.

Thus, Germany has received a score of +1.

Analyst: Jini Wang

India: +1

India has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 7 December 2015, the Ministry of Women and Child Development released a draft National Plan for Action for Children 2016.¹³⁸⁸ The plan details the government's strategy to protect the rights of children in the four priority areas of survival, health and nutrition, education and development as well as protection and participation.¹³⁸⁹ The report has a strong emphasis on monitoring the implementation of policies, practices and youth skill development which is in line with India's Employment Plan.¹³⁹⁰

¹³⁸³ IAB News, Institute for Employment Research. Access Date: 17 March 2016. <http://www.iab.de/en/iab-aktuell.aspx>

¹³⁸⁴ IAB News, Institute for Employment Research. Access Date: 17 March 2016. <http://www.iab.de/en/iab-aktuell.aspx>

¹³⁸⁵ Employment Plan Germany, G20 (2014). Access Date: 17 March 2016.

http://www.bmas.de/SharedDocs/Downloads/DE/Thema-Internationales/g20-employmentplan-germany.pdf?__blob=publicationFile

¹³⁸⁶ Press Release 075: Proportion of women in executive positions unchanged at 29%, Federal Statistical Office (Destatis) 2016. Access Date: 7 March 2016.

https://www.destatis.de/EN/PressServices/Press/pr/2016/03/PE16_075_122.html

¹³⁸⁷ Press Release 075: Proportion of women in executive positions unchanged at 29%, Federal Statistical Office (Destatis) 2016. Access Date: 7 March 2016.

https://www.destatis.de/EN/PressServices/Press/pr/2016/03/PE16_075_122.html

¹³⁸⁸ Smt Maneka Sanjay Gandhi releases 'Handbook on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Ministry of Women and Child Development. Access Date: 26 February 2016.

<http://pib.nic.in/newsite/pmreleases.aspx?mincode=64>

¹³⁸⁹ National Plan of Action, Government of India 7 December 2015. Access Date: 16 March 2016.

http://wcd.nic.in/sites/default/files/National%20Plan%20of%20Action_0.pdf

¹³⁹⁰ Employment Plan India, G20 15 November 2015. Access date: 16 March, 2016. http://g20.org.tr/wp-content/uploads/2014/12/g20_employment_plan_india.pdf

On 7 December 2015, the Ministry of Women and Child Development made a copy of the draft National Plan for Action for Children 2016 available on its website.¹³⁹¹ The Ministry is calling for comments and suggestions from Governments of States, Ministries, civil society organizations, media and individuals to review the action plan and send their comments to Ministry.¹³⁹² The collaboration with other actors and the continued surveillance of its policies represents further monitoring of the implementation of its Employment Plan.

On 10 December 2015, Office of the Registrar General and Census Commissioner and Ministry of Statistics and Program Implementation published a report titled “Women and Men in India 2015,” in which the Government of India highlights the status of women covering health, education, work and decision making along with social obstacles in women’s empowerment.¹³⁹³

The Ministry of Women and Child Development continues to administer different schemes for empowerment of women, the encouragement of women into the working force and monitoring women’s participation. For example, on 23 December 2015, the Support to Training and Employment Program for Women approved 5 new project proposals under the scheme.¹³⁹⁴

India has continued to monitor the implementation of its Employment Plan and gender goal.

Thus, India has received a score of +1.

Analyst: Jini Wang

Indonesia: +1

Indonesia has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 22 January 2015, the Indonesia Investment Coordinating Board issued a press release reporting on the official launch of phase III of President Joko Widodo’s Employment Investment Program.¹³⁹⁵ The implementation of phase III was a follow up of phase I and II which were reported as successful in absorbing over 29,000 workers.¹³⁹⁶ Details of the outcomes of government investments from phase I and II were also in the report.¹³⁹⁷

¹³⁹¹ Smt Maneka Sanjay Gandhi releases ‘Handbook on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Ministry of Women and Child Development. Access Date: 26 February 2016. <http://pib.nic.in/newsite/pmreleases.aspx?mincode=64>

¹³⁹² Smt Maneka Sanjay Gandhi releases ‘Handbook on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Ministry of Women and Child Development. Access Date: 26 February 2016. <http://pib.nic.in/newsite/pmreleases.aspx?mincode=64>

¹³⁹³ Measures taken by the Government for gender equality / socio-economic development / empowerment of women, Ministry of Women and Child Development. Access Date: 26 February 2016. <http://pib.nic.in/newsite/pmreleases.aspx?mincode=64>

¹³⁹⁴ 10th Project Appraisal Committee (PAG) Meeting of STEP Scheme of Ministry of Women & Child Development during the year 2015-16, STEP Division, Ministry of Women and Child Development. Access Date: 26 February 2016. http://wcd.nic.in/sites/default/files/minutes_0.PDF

¹³⁹⁵ President Jokowi Launches Program to Absorb 11,727 Labour, Indonesia Investment Coordinating Board 22 January 2016. Access Date: 16 March 2016. http://www.bkpm.go.id/images/uploads/file_siaran_pers/Press_Release_-_EN_-_President_Jokowi_Launch_Program_to_Absorb_11,727_Labour.pdf

¹³⁹⁶ President Jokowi Launches Program to Absorb 11,727 Labour, Indonesia Investment Coordinating Board 22 January 2016. Access Date: 16 March 2016. http://www.bkpm.go.id/images/uploads/file_siaran_pers/Press_Release_-_EN_-_President_Jokowi_Launch_Program_to_Absorb_11,727_Labour.pdf

¹³⁹⁷ President Jokowi Launches Program to Absorb 11,727 Labour, Indonesia Investment Coordinating Board 22 January 2016. Access Date: 16 March 2016. http://www.bkpm.go.id/images/uploads/file_siaran_pers/Press_Release_-_EN_-_President_Jokowi_Launch_Program_to_Absorb_11,727_Labour.pdf

On 17 February 2016, a report detailing women's employment rates, pay and obstacles to employment in Indonesia was released.¹³⁹⁸ The report was produced by Monash University, Australia's Department of Foreign Affairs and Trade (DFAT) and the Australia Indonesia Partnership for Economic Governance (AIPEG), a joint Government of Indonesia and Government of Australia program with the goal of strengthening economic governance in Indonesia.¹³⁹⁹ The article stated the Indonesian government has identified improvement of female participation in markets as a key development priority.¹⁴⁰⁰

On 20 February 2016, the Youth Development Summit was held in Jakarta as part of the commitment of Youth Corps Indonesia to empower the young and rising generations of Indonesia.¹⁴⁰¹ The event aimed to facilitate panel discussions and seminars on how to incorporate youth into Indonesian development efforts.¹⁴⁰²

Indonesia has continued to monitor the implementation of its Employment Plan and its gender goal.

Thus, Indonesia has received a score of +1.

Analyst: Kaylee Mak

Italy: +1

Italy has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 5 February 2016, the National Equality Councilor of the Italian Ministry of Labour and Social Politics, Francesca Bagni Cipriani, conducted a workshop entitled "Motherhood, paternity and work — resignation, reconciliation, and new regulations."¹⁴⁰³ The workshop entailed an audit of social and work-related policies that deal with gender discrimination, maternity, and paternity in legislation and amended fines for non-compliance and/or violations of various elements.¹⁴⁰⁴ Fines were increased for a variety of prohibitory legislation in the workplace. For example, the fine for the violation of the prohibition of gender discrimination was increased from EUR250 to EUR1500.¹⁴⁰⁵ Other changes included increases in fines and/or prison sentences for individuals and companies seen to be in violation of legislation that protects the safety of women in the workplace.

Italy monitors their employment plan through their national statistics organization, Italian Statistics Office (ISTAT). ISTAT monitors employment, employment based on age, unemployment, and

¹³⁹⁸ Gender inequality in Indonesia's labour market, Monash University 17 February 2016. Access Date: 16 March 2016. <http://monash.edu/news/show/gender-inequality-in-indonesias-labour-market>

¹³⁹⁹ Gender inequality in Indonesia's labour market, Monash University 17 February 2016. Access Date: 16 March 2016. <http://monash.edu/news/show/gender-inequality-in-indonesias-labour-market>

¹⁴⁰⁰ Gender inequality in Indonesia's labour market, Monash University 17 February 2016. Access Date: 16 March 2016. <http://monash.edu/news/show/gender-inequality-in-indonesias-labour-market>

¹⁴⁰¹ Youth Development Summit calls Indonesian Youth to Take Part in Sustainable Development, 20 February 2016 (Jakarta). Access Date: 19 March 2016. <http://unic-jakarta.org/2016/02/22/youthdev-summit-2016-calls-indonesian-youth-to-take-part-in-sustainable-development/?lang=en>

¹⁴⁰² <http://unic-jakarta.org/2016/02/22/youthdev-summit-2016-calls-indonesian-youth-to-take-part-in-sustainable-development/?lang=en>

¹⁴⁰³ Maternity, Paternity and Work, Ministry of Work and Social Politics (Bologna), 5 February 2016. Access Date: 23 February 2016. http://www.lavoro.gov.it/ConsiglieraNazionale/In_Evidenza/Documents/2016-02-05%20BOLOGNA%20Slide%20Fabrizi.pdf

¹⁴⁰⁴ Maternity, Paternity and Work, Ministry of Work and Social Politics (Bologna), 5 February 2016. Access Date: 23 February 2016. http://www.lavoro.gov.it/ConsiglieraNazionale/In_Evidenza/Documents/2016-02-05%20BOLOGNA%20Slide%20Fabrizi.pdf

¹⁴⁰⁵ Maternity, Paternity and Work, Ministry of Work and Social Politics (Bologna), 5 February 2016. Access Date: 23 February 2016. http://www.lavoro.gov.it/ConsiglieraNazionale/In_Evidenza/Documents/2016-02-05%20BOLOGNA%20Slide%20Fabrizi.pdf

sectorial employment on a monthly basis. During the compliance period no new reports were published.

Italy has complied with its commitment to continue to monitor its gender goal and the implementation of its Employment Plan.

Thus, Italy has received a score of +1.

Analyst: Julia Tops

Japan: +1

Japan has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 24 February 2016, the Ministry of Health, Labour and Welfare released the report “Outline of Health, Labour and Welfare Statistics.”¹⁴⁰⁶ The report details monitoring of aging, youth employment and development, employment and retirement.¹⁴⁰⁷ The monitoring of these areas directly relates to goals laid out in Japan’s Employment Plan, such as the promise of the Government of Japan to promote youth employment.¹⁴⁰⁸

During the compliance period the Ministry of Health, Labour and Welfare published several reports monitoring areas related to the goals set out in Japan’s Employment Plan.¹⁴⁰⁹ On 25 December 2015, it published “Report of Employment Insurance Working Group, Employment Security Committee, Labour Policy Council,” report of the survey on the local governments measures in support of employment of single-parent families, a monthly report on Employment Insurance Services, a summary of the results of the Survey on the Insured of National Pension in 2014 and several other reports all monitoring implementation of Japan’s Employment Plan.¹⁴¹⁰

On 2 March 2016, the Government of Japan released a report detailing the treatment of women in the workplace.¹⁴¹¹ The report was the first of its kind and surveyed more than 9,600 women aged 25-44 who are currently working or were previously employed.¹⁴¹² It found that 40 per cent had been touched in an unpleasant way while 17 per cent had been “asked or pressed to have a sexual relationship.”¹⁴¹³ The Ministry of Health, Labour and Welfare said 30 per cent of respondents in full- and part-time employment reported being sexually harassed at work and among full-time workers, the figure rose to 35 per cent.¹⁴¹⁴

Japan has continued to monitor the implementation of its Employment Plan and gender goal.

¹⁴⁰⁶ Outline of Health, Labour and Welfare Statistics, Ministry of Health, Labour and Welfare 24 February 2016. Access Date: 17 March 2016. <http://www.mhlw.go.jp/english/database/db-oh/index.html>

¹⁴⁰⁷ Outline of Health, Labour and Welfare Statistics, Ministry of Health, Labour and Welfare 24 February 2016. Access Date: 17 March 2016. <http://www.mhlw.go.jp/english/database/db-oh/index.html>

¹⁴⁰⁸ Employment Plan Japan, G20 (2014). Access Date: 17 March 2016. http://g20.org.tr/wp-content/uploads/2014/12/g20_employment_plan_japan.pdf

¹⁴⁰⁹ What’s New 2015, Ministry of Health, Labour and Welfare (2015). Access Date: 17 March 2016. <http://www.mhlw.go.jp/english/new-info/2015.html>

¹⁴¹⁰ What’s New 2015, Ministry of Health, Labour and Welfare (2015). Access Date: 17 March 2016. <http://www.mhlw.go.jp/english/new-info/2015.html>

¹⁴¹¹ Nearly a third of Japan’s women ‘sexually harassed at work’, The Guardian 2 March 2016. Access Date: 17 March 2016. <http://www.theguardian.com/world/2016/mar/02/japan-women-sexually-harassed-at-work-report-finds>

¹⁴¹² Nearly a third of Japan’s women ‘sexually harassed at work’, The Guardian 2 March 2016. Access Date: 17 March 2016. <http://www.theguardian.com/world/2016/mar/02/japan-women-sexually-harassed-at-work-report-finds>

¹⁴¹³ Nearly a third of Japan’s women ‘sexually harassed at work’, The Guardian 2 March 2016. Access Date: 17 March 2016. <http://www.theguardian.com/world/2016/mar/02/japan-women-sexually-harassed-at-work-report-finds>

¹⁴¹⁴ Nearly a third of Japan’s women ‘sexually harassed at work’, The Guardian 2 March 2016. Access Date: 17 March 2016. <http://www.theguardian.com/world/2016/mar/02/japan-women-sexually-harassed-at-work-report-finds>

Thus, Japan has received a score of +1.

Analyst: Sydney Anderson

Korea: +1

Korea has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 21 January 2016, the National Assembly Budget Office published the report “Pending Issues of Local Finance in Line with the Expansion of Welfare Programs.”¹⁴¹⁵ The report monitors the fourth strategy of the Employment Plan: Social Solidarity and Increased Accountability for Job Creation, which states that job creation requires cost-sharing and the government will make sure that the tripartite social partners share the burden and become more accountable for their roles.¹⁴¹⁶ The report analyzed the impact of the recent expansion of welfare programs on local finance and presented key initiatives that the central government and local entities should carry out to ensure the sound functioning of local finance in response to such impact.¹⁴¹⁷

On 19 February 2016, the Ministry of Gender Equality and Family published “Report of 2016 Business Plan,” which outlined numerous plans to be implemented in 2016 by the Government of Korea.¹⁴¹⁸ Among them, the report called for the formation and implementation of private-public monitoring team on the blind fields vulnerable to the coexistence of work and family having high women employment ratio.¹⁴¹⁹

During the compliance period the Ministry of Gender Equality and Family continued to monitor the impact of policies on gender, plan and coordinate women’s policy as well as forge partnerships with women’s civil groups and international organizations, which is part of its core objectives.¹⁴²⁰

Korea has continued to monitor the implementation of its Employment Plan and gender goal.

Thus, Korea has received a score of +1.

Analyst: Tina Vulevic

Mexico: -1

Mexico has failed to comply with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

No evidence was found suggesting Mexico is continuing to monitor the implementation of its Employment Plan or gender goal.

¹⁴¹⁵ Pending issues of local finance in line with the expansion of welfare programs, National Assembly Budget Office. 21 January 2016. Access Date: 2 March 2016.

<http://korea.nabo.go.kr/eng/publications.do?psStep=view&psPage=1&shSearch=&shKeyword=&shDivisionCD=&shPubYear=&shPubCD=pubRecent&pubSID=799>

¹⁴¹⁶ Employment Plan 2014 Korea, G20. 2014. Access Date: 2 March 2016. http://g20.org.tr/wp-content/uploads/2014/12/g20_employment_plan_korea-1.pdf

¹⁴¹⁷ Pending issues of local finance in line with the expansion of welfare programs, National Assembly Budget Office. 21 January 2016. Access Date: 2 March 2016.

<http://korea.nabo.go.kr/eng/publications.do?psStep=view&psPage=1&shSearch=&shKeyword=&shDivisionCD=&shPubYear=&shPubCD=pubRecent&pubSID=799>

¹⁴¹⁸ Report of 2016 Business Plan, The Ministry of Gender Equality and Family (Seoul) 19 February 2016. Access Date: 24 February 2016. <http://www.mogef.go.kr/eng/press/index04.jsp?id=eup0300&mode=view&idx=7237>

¹⁴¹⁹ Report of 2016 Business Plan, The Ministry of Gender Equality and Family (Seoul) 19 February 2016. Access Date: 24 February 2016. <http://www.mogef.go.kr/eng/press/index04.jsp?id=eup0300&mode=view&idx=7237>

¹⁴²⁰ About the Ministry, Ministry of Gender Equality. Access Date: 2 March 2016.

http://www.mogef.go.kr/eng/sub01/sub1_1.jsp

Thus, Mexico has received a score of -1.

Analyst: Tina Vulevic

Russia: -1

Russia has failed to comply with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

No evidence was found suggesting Mexico is continuing to monitor the implementation of its Employment Plan or gender goal.

Thus, Russia has received a score of -1.

Analyst: Miranda A. Bocci

Saudi Arabia: 0

Saudi Arabia has partially complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 23 December 2015, the Saudi Gazette reported the Ministry of Labour will officially launch the “work from a distance” program for female employees in seven cities, including Hail, Qassim, Jazan, Najran, Al Ahsa, Madinah and Arar. Business centers have been prepared under the supervision of the Human Resources Development Fund. Female employees will work for private sector companies and will receive contracts. An electronic system will be used to effectively monitor the contractual relationship in order to make sure employers do not evade responsibilities.¹⁴²¹ The monitoring relationship affirms the Saudi commitment to increasing female participation in the labour force.

Saudi Arabia has continued to monitor its gender goal. However, no evidence was found suggesting it has continued to monitor the implementation of its Employment Plan.

Thus, Saudi Arabia has received a score of 0.

Analyst: Mojann Zibapour

South Africa: +1

South Africa has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 1 December 2015, Statistics South Africa published the report “Gender Series Volume II: Education analyzing trends over a 10 year period.”¹⁴²² The purpose of the report was to “assess the country’s progress towards achieving improved access to equality of education through a gender lens.”¹⁴²³ The report confirmed South Africa has made significant progress in gender access and equality in education as a prerequisite to employment and moreover identified key challenges yet to be addressed.¹⁴²⁴

¹⁴²¹ Women can work from home from next month, Saudi Gazette 23 December 2015. Access Date: 17 March 2016. <http://saudigazette.com.sa/saudi-arabia/women-can-work-from-home-from-next-month/>

¹⁴²² Gender Series Volume II: Education, 2004-2014, South African Government 1 December 2015. 17 March 2016. <http://www.statssa.gov.za/?p=5933>

¹⁴²³ Gender Series Volume II: Education, 2004-2014, South African Government 1 December 2015. 17 March 2016. <http://www.statssa.gov.za/?p=5933>

¹⁴²⁴ Gender Series Volume II: Education, 2004-2014, South African Government 1 December 2015. 17 March 2016. <http://www.statssa.gov.za/?p=5933>

On 25 February 2016, Statistics South Africa published their Quarterly Labour Force Survey.¹⁴²⁵ The report covers labour market activities of persons 15-24 years old and in particular highlighted unemployment decreases in the fourth quarter of 2015 in six key industries.¹⁴²⁶ The report also identified industries with significant job losses and asserted the importance of engaging youth and education in increasing employment levels.¹⁴²⁷

On 10 March 2016, the National Youth Development Agency (NYDA) and the University Of Johannesburg (UJ) launched the Youth Development Institute of South Africa (YDISA).¹⁴²⁸ YDISA is in line with the partnership entered into by the NYDA and UJ to register a Non Profit Company focusing on research and knowledge management aimed at improving youth development.¹⁴²⁹ Dr Linda Mtwisha, Chairperson UJ-NYDA Institute Board and Senior Director: Strategic Initiatives and Administration, Research & Innovation Division at UJ said, “What the Institute seeks to do is provide research based solution and proposals to challenges facing the youth. This will be done in partnership with other institutions working in the field of youth development.”¹⁴³⁰ The monitoring of youth employment is in line with South Africa’s goal to increase youth employment, as laid out in its Employment Plan.¹⁴³¹

South Africa has continued to monitor the implementation of its Employment Plan and gender goal.

Thus, South Africa has received a score of +1.

Analyst: Maria Zelenova

Turkey: +1

Turkey has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 18-19 November 2015, a joint workshop was organized by the Ministry of Labour and Social Security of Turkey in cooperation with the European Training Foundation.¹⁴³² The workshop discussed school-to-work transitions of young people in Turkey, with a focus on those not in

¹⁴²⁵ Statistical release P0211 Quarterly Labour Force Survey, Statistics South Africa (2015). Access Date: 17 March 2016. <http://www.statssa.gov.za/publications/P0211/P02114thQuarter2015.pdf>

¹⁴²⁶ Statistical release P0211 Quarterly Labour Force Survey, Statistics South Africa (2015). Access Date: 17 March 2016. <http://www.statssa.gov.za/publications/P0211/P02114thQuarter2015.pdf>

¹⁴²⁷ Statistical release P0211 Quarterly Labour Force Survey, Statistics South Africa (2015). Access Date: 17 March 2016. http://www.statssa.gov.za/publications/P0211/Press_statement_QLFS_Q4_2015.pdf

¹⁴²⁸ Youth Development Agency and University of Johannesburg launch Institute for improved research on Youth Development in SA, South African Government 9 March 2016. Access Date: 17 March 2016. <http://www.gov.za/speeches/uj-nyda-launch-institute-improved-research-youth-development-sa-9-mar-2016-0000>

¹⁴²⁹ Youth Development Agency and University of Johannesburg launch Institute for improved research on Youth Development in SA, South African Government 9 March 2016. Access Date: 17 March 2016. <http://www.gov.za/speeches/uj-nyda-launch-institute-improved-research-youth-development-sa-9-mar-2016-0000>

¹⁴³⁰ Youth Development Agency and University of Johannesburg launch Institute for improved research on Youth Development in SA, South African Government 9 March 2016. Access Date: 17 March 2016. <http://www.gov.za/speeches/uj-nyda-launch-institute-improved-research-youth-development-sa-9-mar-2016-0000>

¹⁴³¹ Employment Plan South Africa, G20 (2014). Access Date: 17 March 2016.

http://www.g20australia.org/sites/default/files/g20_resources/library/g20_employment_plan_south_africa.pdf

¹⁴³² Building Pathways To Skills And Jobs For Youth In Turkey, With Focus On Youth Not In Employment, Education Or Training (NEET), EFT 18 November 2015. Access Date: 17 March 2016. [http://www.etf.europa.eu/web.nsf/pages/EV_2015_Building_pathways_to_skills_and_jobs_for_youth_in_Turkey_with_focus_on_youth_not_in_employment_education_or_training_\(NEET\)_EN](http://www.etf.europa.eu/web.nsf/pages/EV_2015_Building_pathways_to_skills_and_jobs_for_youth_in_Turkey_with_focus_on_youth_not_in_employment_education_or_training_(NEET)_EN)

education, training or employment (NEET)¹⁴³³. Their aims included, but were not limited to, reflecting on future initiatives closing the gaps in school-to-work transitions through education, employment, and social inclusion, and involved over 100 national and international experts and researchers.¹⁴³⁴

On 17 December 2015, the Turkish Statistical Institute published the survey “Structure of Earnings Survey for 2014.”¹⁴³⁵ The purpose of the survey is to give information on the level, structure and development of wage and earnings.¹⁴³⁶ This all-encompassing survey reports on several aspects of Turkey’s Employment Plan, including statistics related to educational attainment and earnings, and moreover addresses the gender pay gap.¹⁴³⁷

On 15 February 2016, the Turkish Statistical Institute published its most recent report on labour force statistics.¹⁴³⁸ The report highlighted labour force participation, including statistics on the youth unemployment.¹⁴³⁹

On 7 March 2016, the Turkish Statistical Institute published “Women in Statistics for 2015,” compiled from censuses and surveys of TurkStat as well as administrative records, and the surveys of related governmental organizations and universities.¹⁴⁴⁰ In particular, the report highlights female literacy, unemployment, income, and education and notes that “work has to be done by all sides who have the responsibility to upgrade the social and economic position of women.”¹⁴⁴¹ The report concludes by pressing the implementation of policies aimed at reducing the gender inequality gap.¹⁴⁴²

Turkey has continued to monitor the implementation of its Employment Plan and gender goal.

Thus, Turkey has received a score of +1.

Analyst: Mojann Zibapour

United Kingdom: 0

The United Kingdom has partially complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

¹⁴³³ Building Pathways To Skills And Jobs For Youth In Turkey, With Focus On Youth Not In Employment, Education Or Training (NEET), EFT 18 November 2015. Access Date: 17 March 2016.

[http://www.etf.europa.eu/web.nsf/pages/EV_2015_Building_pathways_to_skills_and_jobs_for_youth_in_Turkey_with_focus_on_youth_not_in_employment_education_or_training_\(NEET\)_EN](http://www.etf.europa.eu/web.nsf/pages/EV_2015_Building_pathways_to_skills_and_jobs_for_youth_in_Turkey_with_focus_on_youth_not_in_employment_education_or_training_(NEET)_EN)

¹⁴³⁴ Building Pathways To Skills And Jobs For Youth In Turkey, With Focus On Youth Not In Employment, Education Or Training (NEET), EFT 18 November 2015. Access Date: 17 March 2016.

[http://www.etf.europa.eu/web.nsf/pages/EV_2015_Building_pathways_to_skills_and_jobs_for_youth_in_Turkey_with_focus_on_youth_not_in_employment_education_or_training_\(NEET\)_EN](http://www.etf.europa.eu/web.nsf/pages/EV_2015_Building_pathways_to_skills_and_jobs_for_youth_in_Turkey_with_focus_on_youth_not_in_employment_education_or_training_(NEET)_EN)

¹⁴³⁵ Structure of Earnings Survey 2014, Turkish Statistical Institute 17 December 2015. Access Date: 17 March 2016.

<http://www.turkstat.gov.tr/PreHaberBultenleri.do?id=18861>

¹⁴³⁶ Structure of Earnings Survey 2014, Turkish Statistical Institute 17 December 2015. Access Date: 17 March 2016.

<http://www.turkstat.gov.tr/PreHaberBultenleri.do?id=18861>

¹⁴³⁷ Structure of Earnings Survey 2014, Turkish Statistical Institute 17 December 2015. Access Date: 17 March 2016.

<http://www.turkstat.gov.tr/PreHaberBultenleri.do?id=18861>

¹⁴³⁸ Labour Force Statistics November 2015, Turkish Statistical Institute 15 February 2016. Access Date: 17 March 2016.

<http://www.turkstat.gov.tr/PreHaberBultenleri.do?id=21576>

¹⁴³⁹ Labour Force Statistics November 2015, Turkish Statistical Institute 15 February 2016. Access Date: 17 March 2016.

<http://www.turkstat.gov.tr/PreHaberBultenleri.do?id=21576>

¹⁴⁴⁰ Women in Statistics 2015, Turkish Statistical Institute 7 March 2016. Access Date: 17 March 2016.

<http://www.turkstat.gov.tr/PreHaberBultenleri.do?id=21519>

¹⁴⁴¹ Women in Statistics 2015, Turkish Statistical Institute 7 March 2016. Access Date: 17 March 2016.

<http://www.turkstat.gov.tr/PreHaberBultenleri.do?id=21519>

¹⁴⁴² Women in Statistics 2015, Turkish Statistical Institute 7 March 2016. Access Date: 17 March 2016.

<http://www.turkstat.gov.tr/PreHaberBultenleri.do?id=21519>

On 12 February 2016, the Government Equalities Office published the final report of the consultation on Closing the Gender Pay Gap.¹⁴⁴³ The consultation was issued in July 2015 and collected data as well as sought views on how best to increase transparency around gender pay differences, alongside wider questions about girls' aspirations, women returning to work and older working women.¹⁴⁴⁴ It received nearly 700 responses from over 200 employers and business organisations. The report concluded the consultation and published its results and recommendations.¹⁴⁴⁵

On 12 February 2016, the Government Equalities Office issued Mandatory Gender Pay Gap Reporting.¹⁴⁴⁶ This new consultation is a follow up to the report on Closing the Gender Gap which focuses on the UK government's commitment that large employers should publish the differences between the average pay and bonuses of their male and female employees.¹⁴⁴⁷ This follow-up consultation invites feedback on the details of the draft regulations that will apply to those employers with at least 250 employees.¹⁴⁴⁸ The consultation especially aims to hear from employers, business organisations, the voluntary and charity sector, women's civil society organisations, expert human rights practitioners, trade unions, employment lawyers and think tanks¹⁴⁴⁹. Once completed, will lay the draft regulations in Parliament.¹⁴⁵⁰ The Right Honorable Nicky Morgan Secretary of State for Education and Minister for Women and Equalities stated in the report that "to maintain momentum and drive real changes in workplaces across Great Britain, we want to commence the regulations at the earliest opportunity."¹⁴⁵¹

The UK has continued to monitor its gender goal. However, no evidence was found suggesting it has monitored the implementation of its Employment Plan.

Thus, the United Kingdom has received a score of 0.

Analyst: Miranda A. Bocci

United States: +1

The United States has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

¹⁴⁴³ Closing the Gender Gap, Government Equalities Office, 12 February 2016. Access date: 2 March 2016. https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/500087/Government_response_-_Closing_the_Gender_Pay_Gap.pdf

¹⁴⁴⁴ Closing the Gender Gap, Government Equalities Office, 12 February 2016. Access date: 2 March 2016. https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/500087/Government_response_-_Closing_the_Gender_Pay_Gap.pdf

¹⁴⁴⁵ Closing the Gender Gap, Government Equalities Office, 12 February 2016. Access date: 2 March 2016. https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/500087/Government_response_-_Closing_the_Gender_Pay_Gap.pdf

¹⁴⁴⁶ Mandatory Gender Gap Pay Reporting, Government Equalities Office, 12 February 2016. Access Date: 2 March 2016.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/504398/GPG_consultation_v8.pdf
¹⁴⁴⁷ Mandatory Gender Gap Pay Reporting, Government Equalities Office, 12 February 2016. Access Date: 2 March 2016.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/504398/GPG_consultation_v8.pdf
¹⁴⁴⁸ Mandatory Gender Gap Pay Reporting. Access Date: 23 February 2016.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/501331/GPG_consultation_v2.pdf
¹⁴⁴⁹ Mandatory Gender Gap Pay Reporting. Access Date: 23 February 2016.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/501331/GPG_consultation_v2.pdf
¹⁴⁵⁰ Mandatory Gender Gap Pay Reporting. Access Date: 23 February 2016.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/501331/GPG_consultation_v2.pdf
¹⁴⁵¹ Mandatory Gender Gap Pay Reporting. Access Date: 23 February 2016.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/501331/GPG_consultation_v2.pdf

On 9 January 2016, President Barack Obama unveiled new legislation that will compel companies with more than 100 workers to provide the federal government annual data for how much they pay employees based on gender, race and ethnicity.¹⁴⁵²

Throughout the compliance cycle, the Bureau of Labour Statistics of the US Department of Labor has continued reporting, monitoring and assessing both unemployment and gender participation gap.¹⁴⁵³ The Bureau is the principal federal agency responsible for measuring labor market activity, working conditions and price changes in the economy.¹⁴⁵⁴ Its mission is to collect, analyze, and disseminate essential economic information to support public and private decision-making.¹⁴⁵⁵

The US has continued to monitor the implementation of its Employment Plan and gender goal.

Thus, the United States has received a score of +1.

Analyst: Julia Tops

European Union: +1

The European Union has fully complied with its commitment to continue monitoring the implementation of its Employment Plan and its goal to reduce the gender participation gap.

On 3 December 2015, the European Commission released the report “Strategic Engagement for Gender Equality 2016-2019.”¹⁴⁵⁶ The report aims to guide the way forward for the European Union. The European Commission gathered views from across Europe on gender equality — via a Eurobarometer survey, a Forum on the future of gender equality and an online public consultation and evaluated the strengths and weaknesses of the Strategy for equality between women and men 2010-2015.¹⁴⁵⁷ European Commissioner for Justice, Consumers and Gender Equality V ra Jourová said, “This Strategic engagement to gender equality 2016-2019 marks a new phase in our efforts to promote equality between women and men while continuing to focus on priority areas for action of particular relevance. It identifies more than thirty key actions to be implemented in five priority areas, with timelines and indicators for monitoring.”¹⁴⁵⁸

As of January 2016, the implementation of the Youth Guarantee has started in all EU countries. The Youth Guarantee is a new approach to tackling youth unemployment which ensures that all young people under 25 – whether registered with employment services or not – get a good-quality, concrete offer within 4 months of them leaving formal education or becoming unemployed. The good-quality offer should be for a job, apprenticeship, traineeship, or continued education and be adapted to each individual need and situation. The European Commission regularly assesses country progress and has produced several reports throughout the compliance period.¹⁴⁵⁹

During the compliance period, Eurostat has continued to publish reports related to several aspects of the EU’s Employment Plan and gender goal such as a report on gender pay gap statistics published in

¹⁴⁵² President Obama Announces Rules for Closing Gender Pay Gap, NBC News. 29 January 2016. Access Date: 2 March 2016. <http://www.nbcnews.com/news/us-news/obama-announce-new-rules-closing-gender-pay-gap-n506941>

¹⁴⁵³ BLS Information, Bureau of Labour Statistics. Access Date: 2 March 2016. <http://www.bls.gov/bls/infohome.htm>

¹⁴⁵⁴ BLS Information, Bureau of Labour Statistics. Access Date: 2 March 2016. <http://www.bls.gov/bls/infohome.htm>

¹⁴⁵⁵ BLS Information, Bureau of Labour Statistics. Access Date: 2 March 2016. <http://www.bls.gov/bls/infohome.htm>

¹⁴⁵⁶ Strategic engagement for gender equality 2016-2019, European Commission 3 December 2015. Access Date: 17 March 2016. http://ec.europa.eu/justice/gender-equality/files/documents/160111_strategic_engagement_en.pdf

¹⁴⁵⁷ Strategic engagement for gender equality 2016-2019, European Commission 3 December 2015. Access Date: 17 March 2016. http://ec.europa.eu/justice/gender-equality/files/documents/160111_strategic_engagement_en.pdf

¹⁴⁵⁸ Strategic engagement for gender equality 2016-2019, European Commission 3 December 2015. Access Date: 17 March 2016. http://ec.europa.eu/justice/gender-equality/files/documents/160111_strategic_engagement_en.pdf

¹⁴⁵⁹ Youth Guarantee, European Commission Access Date: 13 July 2016.

<http://ec.europa.eu/social/main.jsp?catId=1079&langId=en>

March 2016.¹⁴⁶⁰ Eurostat is the statistical office of the European Union, based in Luxembourg.¹⁴⁶¹ It publishes official, harmonized statistics on the European Union and the euro area, offering a comparable, reliable and objective portrayal of Europe's society and economy.¹⁴⁶² A vast range of data is available for the EU as a whole, for Member States and in many cases also for candidate countries and other European countries, down to the level of regions and cities.¹⁴⁶³ All users may consult or download data and publications free of charge.¹⁴⁶⁴

The EU has continued to monitor the implementation of its Employment Plan and gender goal.

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

Analyst: Julia Top

¹⁴⁶⁰ Gender Pay Gap Statistics, European Commission March 2016. Access Date: 8 February 2016. http://ec.europa.eu/eurostat/statistics-explained/index.php/Gender_pay_gap_statistics.

¹⁴⁶¹ Glossary: Eurostat, EuroStat. Access Date: 17 March 2016. <http://ec.europa.eu/eurostat/statistics-explained/index.php/Glossary:Eurostat>

¹⁴⁶² Glossary: Eurostat, EuroStat. Access Date: 17 March 2016. <http://ec.europa.eu/eurostat/statistics-explained/index.php/Glossary:Eurostat>

¹⁴⁶³ Glossary: Eurostat, EuroStat. Access Date: 17 March 2016. <http://ec.europa.eu/eurostat/statistics-explained/index.php/Glossary:Eurostat>

¹⁴⁶⁴ Glossary: Eurostat, EuroStat. Access Date: 17 March 2016. <http://ec.europa.eu/eurostat/statistics-explained/index.php/Glossary:Eurostat>