

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

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23 August 2019

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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

Assessment

	No Compliance	Partial Compliance	Full Compliance
Canada			+1
France			+1
Germany			+1
Italy			+1
Japan			+1
United Kingdom			+1
United States			+1
European Union			+1
Average		+1.00	

Background

Gender equality is defined by the United Nations as “the equal rights, responsibilities and opportunities of women and men and girls and boys.”⁴⁶¹⁵ 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.⁴⁶¹⁶ 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.⁴⁶¹⁷ 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.⁴⁶¹⁸

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.

⁴⁶¹⁵ Gender Equality Glossary, UN Women Training Center (New York, NY). Access Date: 7 September 2018. <https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&mode=letter&hook=g&sortkey>.

⁴⁶¹⁶ Gender Budgeting in G7 Countries, International Monetary Fund (Washington D.C) May 2017. Access Date: 7 September 2018. <https://www.imf.org/en/Publications/Policy-Papers/Issues/2017/05/12/pp041917gender-budgeting-in-g7-countries/>.

⁴⁶¹⁷ Every Women Counts: Gender Budgeting in G7 Countries, International Monetary Fund (Washington D.C) May 2017. Access Date: 7 September 2018. <https://blogs.imf.org/2017/05/13/every-woman-counts-gender-budgeting-in-g7-countries/>.

⁴⁶¹⁸ Every Women Counts: Gender Budgeting in G7 Countries, International Monetary Fund (Washington D.C) May 2017. Access Date: 7 September 2018. <https://blogs.imf.org/2017/05/13/every-woman-counts-gender-budgeting-in-g7-countries/>.

The G7 recognized the importance of women’s economic empowerment in 1990 at the Houston Summit.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.⁴⁶²⁰ A defining feature of the 2015 Schloss Elmau Declaration was its clear implementation of defined targets and timelines for achieving their goals.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.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.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.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.”⁴⁶²⁵ Moreover, citizens around the globe are demanding better and more equal access for all to quality education and economic opportunities, pushing G7 leaders to promote women participation in these key areas.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.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.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;

⁴⁶¹⁹ The G7 and Gender Equality: Ise-Shima Edition, Nato Association of Canada (Toronto) June 2016. Access Date: 7 September 2018 <http://natoassociation.ca/the-g7-and-gender-equality-ise-shima-edition/>

⁴⁶²⁰ The G7 and Gender Equality: Ise-Shima Edition, Nato Association of Canada (Toronto) June 2016. Access Date: 7 September 2018. <http://natoassociation.ca/the-g7-and-gender-equality-ise-shima-edition/>

⁴⁶²¹ The G7 and Gender Equality: Ise-Shima Edition, Nato Association of Canada (Toronto) June 2016. Access Date: 7 September 2018. <http://natoassociation.ca/the-g7-and-gender-equality-ise-shima-edition/>

⁴⁶²² The G7 and Gender Equality: Ise-Shima Edition, Nato Association of Canada (Toronto) June 2016. Access Date: 7 September 2018. <http://natoassociation.ca/the-g7-and-gender-equality-ise-shima-edition/>

⁴⁶²³ Roadmap for a Gender-Responsive Economic Environment, G7 Information Center 27 May 2017. Access Date: 7 September 2018. <http://www.g7.utoronto.ca/summit/2017taormina/gender.html>

⁴⁶²⁴ G7 Roadmap for a Gender-Responsive Economic Environment, G7 (Taormina) May 2017. Access Date: 7 September 2018 <http://www.g7italy.it/sites/default/files/documents/Gender%20Roadmap.pdf>

⁴⁶²⁵ G7 Taormina Leaders’ Communique, G7 (Taormina) May 2017. Access Date: 7 September 2018. <http://www.g7.utoronto.ca/summit/2017taormina/communique.html>

⁴⁶²⁶ G7 Taormina Leaders’ Communique, G7 (Taormina) May 2017. Access Date: 7 September 2018. <http://www.g7.utoronto.ca/summit/2017taormina/communique.html>

⁴⁶²⁷ Make Gender Inequality History, G7 Charlevoix 2018. Access Date: 7 September 2018. <https://g7.gc.ca/wp-content/uploads/2018/06/Recommendations-by-the-Gender-Equality-Advisory-Council.pdf>

⁴⁶²⁸ Advancing Gender Equality and Women’s Empowerment (Charlevoix). Access Date: 8 September 2018. https://g7.gc.ca/wp-content/uploads/2018/04/18-101-Gender_Equality_EN.pdf

- 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

⁴⁶²⁹ Advancing Gender Equality and Women’s Empowerment (Charlevoix). Access Date: 8 September 2018. https://g7.gc.ca/wp-content/uploads/2018/04/18-101-Gender_Equality_EN.pdf

⁴⁶³⁰ Compliance Coding Manual for International Institutional Commitments, G7 and G20 Research Groups (Toronto). 2 May 2016. Access Date: 7 September 2018. <http://www.g7.utoronto.ca/compliance/compliance-coding-manual-%202016.pdf>.

⁴⁶³¹ What is Gender Equality?, Gender Equality in Ireland. Access Date: 8 September 2018. <http://genderequality.ie/en/GE/Pages/WhatisGE>.

⁴⁶³² Decent Work, International Labour Organization (Geneva). Access Date: 8 September 2018. <https://www.ilo.org/global/topics/decent-work/lang-en/index.htm>.

⁴⁶³³ Decent Work, International Labour Organization (Geneva). Access Date: 8 September 2018. <https://www.ilo.org/global/topics/decent-work/lang-en/index.htm>.

⁴⁶³⁴ Decent Work, International Labour Organization (Geneva). Access Date: 8 September 2018. <https://www.ilo.org/global/topics/decent-work/lang-en/index.htm>.

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."⁴⁶³⁵ 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.⁴⁶³⁶

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."⁴⁶³⁷ 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.⁴⁶³⁸ 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."⁴⁶³⁹

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 world. 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."⁴⁶⁴⁰ 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.⁴⁶⁴¹

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

⁴⁶³⁵ Fourth World Conference on Women (UN Women). September 1995. Access Date: 8 September 2018. <http://www.un.org/womenwatch/daw/beijing/platform/>

⁴⁶³⁶ Fourth World Conference on Women (UN Women). September 1995. Access Date: 8 September 2018. <http://www.un.org/womenwatch/daw/beijing/platform/>

⁴⁶³⁷ Resource, Oxford Dictionaries. Access Date: 8 September 2018. <https://en.oxforddictionaries.com/definition/resource>.

⁴⁶³⁸ Charlevoix Commitment on Innovative Financing for Development. Access Date: 8 September 2018. <https://g7.gc.ca/en/official-documents/charlevoix-commitment-innovative-financing-development/>

⁴⁶³⁹ Charlevoix Commitment on Innovative Financing for Development. Access Date: 8 September 2018. <https://g7.gc.ca/en/official-documents/charlevoix-commitment-innovative-financing-development/>

⁴⁶⁴⁰ Executive Summary: Recommendations from the Gender Equality Advisory Council for Canada's G7 Presidency (Charlevoix). Access Date: 8 September 2018. <https://g7.gc.ca/en/g7-presidency/gender-equality-advisory-council/executive-summary/>

⁴⁶⁴¹ Achieving Growth That Works for Everyone (Charlevoix). Access Date: 8 September 2018. <https://g7.gc.ca/en/official-documents/achieving-growth-works-everyone/>

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

-1	G7 member does not support either area or partially supports only one area.
0	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.
+1	G7 member fully supports gender equality in labour market opportunities AND in the distribution of unpaid care work

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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.”⁴⁶⁴² This project aims to support women as they seek careers and develop long-term commitments to Manitoba’s information and communication technologies (ICT) sector.⁴⁶⁴³ 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.”⁴⁶⁴⁴

⁴⁶⁴² New federal funding will help improve women’s economic security in Manitoba, Status of Women Canada (Winnipeg) 17 July 2018. Access Date: 11 October 2018. <https://www.canada.ca/en/status-women/news/2018/07/new-federal-funding-will-help-improve-womens-economic-security-in-manitoba.html>.

⁴⁶⁴³ New federal funding will help improve women’s economic security in Manitoba, Status of Women Canada (Winnipeg) 17 July 2018. Access Date: 11 October 2018. <https://www.canada.ca/en/status-women/news/2018/07/new-federal-funding-will-help-improve-womens-economic-security-in-manitoba.html>.

⁴⁶⁴⁴ New federal funding will help improve women’s economic security in Manitoba, Status of Women Canada (Winnipeg) 17 July 2018. Access Date: 11 October 2018. <https://www.canada.ca/en/status-women/news/2018/07/new-federal-funding-will-help-improve-womens-economic-security-in-manitoba.html>.

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

⁴⁶⁴⁵ New federal funding will help improve women’s economic security in Prince Edward Island, Status of Women Canada (Charlottetown) 25 July 2018. Access Date: 11 October 2018.

<http://www.gov.pe.ca/newsroom/index.php?number=news&newsnumber=8322&dept=&lang=E>.

⁴⁶⁴⁶ New federal funding will help improve women’s economic security in Prince Edward Island, Status of Women Canada (Charlottetown) 25 July 2018. Access Date: 11 October 2018.

<http://www.gov.pe.ca/newsroom/index.php?number=news&newsnumber=8322&dept=&lang=E>.

⁴⁶⁴⁷ New federal funding strengthens the economic security and prosperity of Indigenous women, Status of Women Canada (Saskatoon) 30 July 2018. Access Date: 11 October 2018. <https://www.newswire.ca/news-releases/new-federal-funding-strengthens-the-economic-security-and-prosperity-of-indigenous-women-689531171.html>.

⁴⁶⁴⁸ New federal funding strengthens the economic security and prosperity of Indigenous women, Status of Women Canada (Saskatoon) 30 July 2018. Access Date: 11 October 2018. <https://www.newswire.ca/news-releases/new-federal-funding-strengthens-the-economic-security-and-prosperity-of-indigenous-women-689531171.html>.

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.

⁴⁶⁵⁰ New federal funding will help improve women’s economic security in Québec, Status of Women Canada (Montréal) 10 August 2018. Access Date : 15 October 2018. <https://www.canada.ca/en/status-women/news/2018/08/new-federal-funding-will-help-improve-womens-economic-security-in-quebec.html>.

⁴⁶⁵¹ New federal funding will help improve women’s economic security in Northern Ontario, Status of Women Canada (Thunder Bay) 14 August 2018. Access Date: 15 October 2018. <https://www.canada.ca/en/status-women/news/2018/08/new-federal-funding-will-help-improve-womens-economic-security-in-northern-ontario.html>.

⁴⁶⁵² New federal funding will help improve women’s economic security in Northern Ontario, Status of Women Canada (Thunder Bay) 14 August 2018. Access Date: 15 October 2018. <https://www.canada.ca/en/status-women/news/2018/08/new-federal-funding-will-help-improve-womens-economic-security-in-northern-ontario.html>.

⁴⁶⁵³ New federal funding will help improve women’s economic security in New Brunswick, Status of Women Canada (Campbellton) 23 August 2018. Access Date: 15 October 2018. <https://www.newswire.ca/news-releases/new-federal-funding-will-help-improve-womens-economic-security-in-new-brunswick-691539471.html>.

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 Niagara.”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

⁴⁶⁵⁴ New federal funding will help improve women’s economic security in New Brunswick, Status of Women Canada (Campbellton) 23 August 2018. Access Date: 15 October 2018. <https://www.newswire.ca/news-releases/new-federal-funding-will-help-improve-womens-economic-security-in-new-brunswick-691539471.html>.

⁴⁶⁵⁵ New federal funding will help more women enter the manufacturing sector, Status of Women Canada (Peterborough) 6 September 2018. Access Date: 11 October 2018. <https://www.newswire.ca/news-releases/new-federal-funding-will-help-more-women-enter-the-manufacturing-sector-692603811.html>.

⁴⁶⁵⁶ New federal funding will help more women enter the manufacturing sector, Status of Women Canada (Peterborough) 6 September 2018. Access Date: 11 October 2018. <https://www.newswire.ca/news-releases/new-federal-funding-will-help-more-women-enter-the-manufacturing-sector-692603811.html>.

⁴⁶⁵⁷ New federal funding will help improve women’s economic security in Ontario’s Niagara Region, Status of Women Canada (Welland) 7 September 2018. Access Date: 15 October 2018. <https://www.newswire.ca/news-releases/new-federal-funding-will-help-improve-womens-economic-security-in-ontarios-niagara-region-692693201.html>.

⁴⁶⁵⁸ New federal funding will help improve women’s economic security in Ontario’s Niagara Region, Status of Women Canada (Welland) 7 September 2018. Access Date: 15 October 2018. <https://www.newswire.ca/news-releases/new-federal-funding-will-help-improve-womens-economic-security-in-ontarios-niagara-region-692693201.html>.

⁴⁶⁵⁹ 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. <https://www.canada.ca/en/status-women/news/2018/10/new-federal-funding-will-help-improve-womens-economic-security-in-quebec.html>.

⁴⁶⁶⁰ 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. <https://www.canada.ca/en/status-women/news/2018/10/new-federal-funding-will-help-improve-womens-economic-security-in-quebec.html>.

⁴⁶⁶¹ 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. <https://www.canada.ca/en/status-women/news/2018/10/new-federal-funding-will-help-improve-womens-economic-security-in-quebec.html>.

⁴⁶⁶² 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. <https://www.canada.ca/en/status-women/news/2018/10/new-federal-funding-will-help-improve-womens-economic-security-in-quebec.html>.

employment and training.”⁴⁶⁶³ This project will span 36 months and is intended to research, test and implement solutions to the systemic barriers women face while looking for employment opportunities.⁴⁶⁶⁴ The project will identify and test the most successful job-accessing programs in Calgary, Halifax, Montreal, Toronto, Vancouver, and Yellowknife.⁴⁶⁶⁵ Selected initiatives will be implemented through 20 YMCA member associations across Canada.⁴⁶⁶⁶

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.”⁴⁶⁶⁷ This project will span 36 months and it aims to “address the low wages paid to women working as caregivers in private care facilities.”⁴⁶⁶⁸ 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.⁴⁶⁶⁹

On 14 November 2018, the Government of Canada announced that the Mokami Status of Women Council will receive federal funding totalling CAD236,880 for their project “Pathways to economic prosperity for women in transition.”⁴⁶⁷⁰ 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.”⁴⁶⁷¹ 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.⁴⁶⁷²

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

⁴⁶⁶³ New federal funding will help vulnerable and marginalized women access job market, Status of Women Canada (Ottawa) 1 November 2018. Access Date: 29 November 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-funding-will-help-vulnerable-and-marginalized-women-access-job-market.html>.

⁴⁶⁶⁴ New federal funding will help vulnerable and marginalized women access job market, Status of Women Canada (Ottawa) 1 November 2018. Access Date: 29 November 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-funding-will-help-vulnerable-and-marginalized-women-access-job-market.html>.

⁴⁶⁶⁵ New federal funding will help vulnerable and marginalized women access job market, Status of Women Canada (Ottawa) 1 November 2018. Access Date: 29 November 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-funding-will-help-vulnerable-and-marginalized-women-access-job-market.html>.

⁴⁶⁶⁶ New federal funding will help vulnerable and marginalized women access job market, Status of Women Canada (Ottawa) 1 November 2018. Access Date: 29 November 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-funding-will-help-vulnerable-and-marginalized-women-access-job-market.html>.

⁴⁶⁶⁷ New federal investment will help improve women’s economic security in Moncton, Status of Women Canada (Moncton) 13 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-improve-womens-economic-security-in-moncton.html>.

⁴⁶⁶⁸ New federal investment will help improve women’s economic security in Moncton, Status of Women Canada (Moncton) 13 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-improve-womens-economic-security-in-moncton.html>.

⁴⁶⁶⁹ New federal investment will help improve women’s economic security in Moncton, Status of Women Canada (Moncton) 13 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-improve-womens-economic-security-in-moncton.html>.

⁴⁶⁷⁰ New federal investment will help improve women’s economic security in Labrador, Status of Women Canada (Happy Valley-Goose Bay) 14 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-improve-womens-economic-security-in-labrador.html>.

⁴⁶⁷¹ New federal investment will help improve women’s economic security in Labrador, Status of Women Canada (Happy Valley-Goose Bay) 14 November 2018. Access Date: 7 December 2018. <https://www.newswire.ca/news-releases/new-federal-investment-will-help-improve-womens-economic-security-in-labrador-700484121.html>.

⁴⁶⁷² New federal investment will help improve women’s economic security in Labrador, Status of Women Canada (Happy Valley-Goose Bay) 14 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-improve-womens-economic-security-in-labrador.html>.

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

⁴⁶⁷³ New federal investment will help improve women’s economic security in Labrador, Status of Women Canada (Happy Valley-Goose Bay) 14 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-improve-womens-economic-security-in-labrador.html>.

⁴⁶⁷⁴ New federal investment will help improve women’s economic security in Labrador, Status of Women Canada (Happy Valley-Goose Bay) 14 November 2018. Access Date: 7 December 2018. <https://www.newswire.ca/news-releases/new-federal-investment-will-help-improve-womens-economic-security-in-labrador-700484121.html>.

⁴⁶⁷⁵ New federal investment will help improve women’s economic security in Labrador, Status of Women Canada (Happy Valley-Goose Bay) 14 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-improve-womens-economic-security-in-labrador.html>.

⁴⁶⁷⁶ New federal investment will help improve women’s economic security in Labrador, Status of Women Canada (Happy Valley-Goose Bay) 14 November 2018. Access Date: 7 December 2018. <https://www.newswire.ca/news-releases/new-federal-investment-will-help-improve-womens-economic-security-in-labrador-700484121.html>.

⁴⁶⁷⁷ New federal investment will help improve women’s economic security in Québec’s Outaouais region, Status of Women Canada (Gatineau) 14 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-improve-womens-economic-security-in-quebecs-outaouais-region.html>.

⁴⁶⁷⁸ New federal investment will help improve women’s economic security in Québec’s Outaouais region, Status of Women Canada (Gatineau) 14 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-improve-womens-economic-security-in-quebecs-outaouais-region.html>.

⁴⁶⁷⁹ New federal investment will help improve women’s economic security in Québec’s Outaouais region, Status of Women Canada (Gatineau) 14 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-improve-womens-economic-security-in-quebecs-outaouais-region.html>.

⁴⁶⁸⁰ New federal investment will help improve women’s economic security in Québec’s Outaouais region, Status of Women Canada (Gatineau) 14 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-improve-womens-economic-security-in-quebecs-outaouais-region.html>.

⁴⁶⁸¹ 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. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-to-strengthen-the-economic-security-and-prosperity-of-indigenous-women-in-manitoba.html>.

learning opportunities faced by Métis mothers and caregivers in the workplace.⁴⁶⁸² 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.”⁴⁶⁸³

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.”⁴⁶⁸⁴ 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.⁴⁶⁸⁵ 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.”⁴⁶⁸⁶

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 Peña Nieto.⁴⁶⁸⁷ “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.⁴⁶⁸⁸ Additionally, gender-related provisions were also included related to corporate social responsibility and small and medium-sized enterprises.⁴⁶⁸⁹

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

⁴⁶⁸² 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. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-to-strengthen-the-economic-security-and-prosperity-of-indigenous-women-in-manitoba.html>.

⁴⁶⁸³ 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. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-to-strengthen-the-economic-security-and-prosperity-of-indigenous-women-in-manitoba.html>.

⁴⁶⁸⁴ New federal investment will help boost number of women in Canada’s forestry sector, Status of Women Canada (Ottawa) 29 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-boost-number-of-women-in-canadas-forestry-sector.html>.

⁴⁶⁸⁵ New federal investment will help boost number of women in Canada’s forestry sector, Status of Women Canada (Ottawa) 29 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-boost-number-of-women-in-canadas-forestry-sector.html>.

⁴⁶⁸⁶ New federal investment will help boost number of women in Canada’s forestry sector, Status of Women Canada (Ottawa) 29 November 2018. Access Date: 7 December 2018. <https://www.canada.ca/en/status-women/news/2018/11/new-federal-investment-will-help-boost-number-of-women-in-canadas-forestry-sector.html>.

⁴⁶⁸⁷ USMCA deal signed by Trudeau, Trump and Peña Nieto — finalizing months of negotiations, Global News (Canada) 30 November 2018. Access Date: 7 December 2018. <https://globalnews.ca/news/4714437/usmca-trade-deal-signed-canada-u-s-mexico/>.

⁴⁶⁸⁸ 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. <https://www.canada.ca/en/status-women/news/2018/11/united-states-mexico-canada-agreement-supports-jobs-for-the-middle-class-and-promotes-gender-equality.html>.

⁴⁶⁸⁹ 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. <https://www.canada.ca/en/status-women/news/2018/11/united-states-mexico-canada-agreement-supports-jobs-for-the-middle-class-and-promotes-gender-equality.html>.

les changements structureaux.”⁴⁶⁹⁰ 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.⁴⁶⁹¹

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.”⁴⁶⁹² 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.”⁴⁶⁹³ The project will unite women from the Wemotaci, Ekuanitshit, and Unamen Shipu communities in order to diversify resources and develop the necessary tools for a self-sustainable economy.⁴⁶⁹⁴

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.”⁴⁶⁹⁵ The project spans two years and aims to “help the Centre create social and systemic change to empower newcomer women.”⁴⁶⁹⁶ The Centre will help women gain skills, professional experience, and ultimately employment by building community partnerships between private and non-profit sectors.⁴⁶⁹⁷

⁴⁶⁹⁰ New federal investment will help improve women’s economic security in Laval, Status of Women Canada (Laval) 14 February 2019. Access Date: 21 February 2019. <https://www.canada.ca/en/status-women/news/2019/02/new-federal-investment-will-help-improve-womens-economic-security-in-laval.html>.

⁴⁶⁹¹ New federal investment will help improve women’s economic security in Laval, Status of Women Canada (Laval) 14 February 2019. Access Date: 21 February 2019. <https://www.canada.ca/en/status-women/news/2019/02/new-federal-investment-will-help-improve-womens-economic-security-in-laval.html>.

⁴⁶⁹² New federal investment to strengthen the economic security and prosperity of Indigenous women in Haute-Mauricie, Status of Women Canada (Wemotaci) 21 February 2019. Access Date: 21 February 2019. <https://www.canada.ca/en/status-women/news/2019/02/new-federal-investment-to-strengthen-the-economic-security-and-prosperity-of-indigenous-women-in-haute-mauricie.html>.

⁴⁶⁹³ New federal investment to strengthen the economic security and prosperity of Indigenous women in Haute-Mauricie, Status of Women Canada (Wemotaci) 21 February 2019. Access Date: 21 February 2019. <https://www.canada.ca/en/status-women/news/2019/02/new-federal-investment-to-strengthen-the-economic-security-and-prosperity-of-indigenous-women-in-haute-mauricie.html>.

⁴⁶⁹⁴ New federal investment to strengthen the economic security and prosperity of Indigenous women in Haute-Mauricie, Status of Women Canada (Wemotaci) 21 February 2019. Access Date: 21 February 2019. <https://www.canada.ca/en/status-women/news/2019/02/new-federal-investment-to-strengthen-the-economic-security-and-prosperity-of-indigenous-women-in-haute-mauricie.html>.

⁴⁶⁹⁵ Government of Canada announces investment for women’s organization in Toronto, Status of Women Canada (Toronto) 12 April 2019. Access Date: 4 June 2019. <https://www.canada.ca/en/status-women/news/2019/04/government-of-canada-announces-investment-for-womens-organization-in-toronto.html>.

⁴⁶⁹⁶ Government of Canada announces investment for women’s organization in Toronto, Status of Women Canada (Toronto) 12 April 2019. Access Date: 4 June 2019. <https://www.canada.ca/en/status-women/news/2019/04/government-of-canada-announces-investment-for-womens-organization-in-toronto.html>.

⁴⁶⁹⁷ Government of Canada announces investment for women’s organization in Toronto, Status of Women Canada (Toronto) 12 April 2019. Access Date: 4 June 2019. <https://www.canada.ca/en/status-women/news/2019/04/government-of-canada-announces-investment-for-womens-organization-in-toronto.html>.

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

⁴⁶⁹⁸ UN Commission on the Status of Women delivers roadmap on ensuring women’s social protection, mobility, safety, and access to economic opportunities, UN Women (New York) 22 March 2019. Access Date: 18 April 2019. <http://www.unwomen.org/en/news/stories/2019/3/press-release-csw-63-delivers-roadmap-on-ensuring-womens-social-protection>.

⁴⁶⁹⁹ Departmental Appointment Opportunities, Government of Canada (Ottawa) 25 March 2019. Access Date: 18 April 2019. <https://www.competitionbureau.gc.ca/eic/site/107.nsf/eng/00004.html>.

⁴⁷⁰⁰ Departmental Appointment Opportunities, Government of Canada (Ottawa) 25 March 2019. Access Date: 18 April 2019. <https://www.competitionbureau.gc.ca/eic/site/107.nsf/eng/00004.html>.

⁴⁷⁰¹ Government of Canada announces investment for women’s organization in Toronto, Government of Canada (Ottawa) 12 April 2019. Access Date: 18 April 2019. <https://www.canada.ca/en/status-women/news/2019/04/government-of-canada-announces-investment-for-womens-organization-in-toronto.html>.

⁴⁷⁰² Government of Canada announces investment for women’s organization in Toronto, Government of Canada (Ottawa) 12 April 2019. Access Date: 18 April 2019. <https://www.canada.ca/en/status-women/news/2019/04/government-of-canada-announces-investment-for-womens-organization-in-toronto.html>.

⁴⁷⁰³ Minister Monsef to attend G7 Gender Equality Ministerial Meeting in Paris, Status of Women Canada (Ottawa) 8 May 2019. Access Date: 5 June 2019. <https://www.canada.ca/en/status-women/news/2019/05/minister-monsef-to-attend-g7-gender-equality-ministerial-meeting-in-paris.html>.

⁴⁷⁰⁴ Minister Monsef to attend G7 Gender Equality Ministerial Meeting in Paris, Status of Women Canada (Ottawa) 8 May 2019. Access Date: 5 June 2019. <https://www.canada.ca/en/status-women/news/2019/05/minister-monsef-to-attend-g7-gender-equality-ministerial-meeting-in-paris.html>.

⁴⁷⁰⁵ Government of Canada invests in women’s organizations in Southeastern Ontario, Status of Women Canada (Ottawa) 23 May 2019. Access Date: 15 June 2019. <https://www.canada.ca/en/status-women/news/2019/05/government-of-canada-invests-in-womens-organizations-in-southwestern-ontario.html>.

⁴⁷⁰⁶ Government of Canada invests in women’s organizations in Southeastern Ontario, Status of Women Canada (Ottawa) 23 May 2019. Access Date: 15 June 2019. <https://www.canada.ca/en/status-women/news/2019/05/government-of-canada-invests-in-womens-organizations-in-southwestern-ontario.html>.

support “women and girls to be financially secure, free from violence, and able to fully participate in all aspects of our economy and society.”⁴⁷⁰⁷

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.⁴⁷⁰⁸ 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.”⁴⁷⁰⁹

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.⁴⁷¹⁰ 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.”⁴⁷¹¹

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.⁴⁷¹² 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

⁴⁷⁰⁷ Government of Canada invests in women’s organizations in Southeastern Ontario, Status of Women Canada (Ottawa) 23 May 2019. Access Date: 15 June 2019. <https://www.canada.ca/en/status-women/news/2019/05/government-of-canada-invests-in-womens-organizations-in-southwestern-ontario.html>.

⁴⁷⁰⁸ Government of Canada announced major investment in Toronto women’s organizations, Status of Women Canada (Ottawa) 24 May 2019. Access Date: 15 June 2019. <https://www.canada.ca/en/status-women/news/2019/05/government-of-canada-announces-major-investment-in-toronto-womens-organizations.html>.

⁴⁷⁰⁹ Government of Canada announced major investment in Toronto women’s organizations, Status of Women Canada (Ottawa) 24 May 2019. Access Date: 15 June 2019. <https://www.canada.ca/en/status-women/news/2019/05/government-of-canada-announces-major-investment-in-toronto-womens-organizations.html>.

⁴⁷¹⁰ Government of Canada invests in women’s organizations in Southeastern Ontario, Status of Women Canada (Ottawa) 23 May 2019. Access Date: 15 June 2019. <https://www.canada.ca/en/status-women/news/2019/05/government-of-canada-invests-in-womens-organizations-in-southwestern-ontario.html>.

⁴⁷¹¹ Government of Canada invests in women’s organizations in Southeastern Ontario, Status of Women Canada (Ottawa) 23 May 2019. Access Date: 15 June 2019. <https://www.canada.ca/en/status-women/news/2019/05/government-of-canada-invests-in-womens-organizations-in-southwestern-ontario.html>.

⁴⁷¹² New French Rules on Gender Pay Equality Enacted, JD Supra (Sausalito) 21 September 2018. Access Date: 19 October 2018. <https://www.jdsupra.com/legalnews/new-french-rules-on-gender-pay-equality-76948/>.

gender pay gaps.”⁴⁷¹³ Failure to do so can result in a financial penalty of up to one percent of the total payroll.⁴⁷¹⁴ The companies must also outline any actions taken to close the gender wage gap.⁴⁷¹⁵

On 21 September 2018, French Minister of Culture Françoise Nyssen announced the launch of gender parity production incentives during a conference titled “Les Aussies sur la parité.”⁴⁷¹⁶ Nyssen announced a point system where points would be awarded to productions for having female directors, crew members, and cinematographers.⁴⁷¹⁷ Once four points have been achieved, a production could “be eligible for a bonus of up to 15 per cent of its expected state funding allocation.”⁴⁷¹⁸

On 22 November 2018, the Government of France issued a decree to specify obligations surrounding the “Choose One’s Professional Future” Law.⁴⁷¹⁹ The company’s progress is based on a 100 point system out of which 40 points will be given for elimination of the wage gap, 20 points if the rate of salary increase for men is the same as women, 15 points if the rate of promotion is the same for both men and women, 15 points if women are granted an increase in remuneration upon return from maternity leave, and finally ten points are rewarded if four out of ten of the highest paid in the company are women.⁴⁷²⁰ A score of less than 75 will result in a 1 percent penalty of the total payroll after three years if the wage gap persists.⁴⁷²¹ The Minister of Gender Equality Marlène Schiappa also announced that the “number of audits carried out by labour inspectors in relation to gender equality will be multiplied fourfold as of 2019, rising from 1,700 to 7,000 audits carried out each year.”⁴⁷²²

On 9 January 2019, the Government of France issued a decree under the “For the Freedom to Choose One’s Professional Future Act.”⁴⁷²³ The decree “specifies the methods for calculating the indicators relating to the pay gap between women and men and the measures implemented to

⁴⁷¹³ New French Rules on Gender Pay Equality Enacted, JD Supra (Sausalito) 21 September 2018. Access Date: 19 October 2018. <https://www.jdsupra.com/legalnews/new-french-rules-on-gender-pay-equality-76948/>.

⁴⁷¹⁴ New French Rules on Gender Pay Equality Enacted, JD Supra (Sausalito) 21 September 2018. Access Date: 19 October 2018. <https://www.jdsupra.com/legalnews/new-french-rules-on-gender-pay-equality-76948/>.

⁴⁷¹⁵ New French Rules on Gender Pay Equality Enacted, JD Supra (Sausalito) 21 September 2018. Access Date: 19 October 2018. <https://www.jdsupra.com/legalnews/new-french-rules-on-gender-pay-equality-76948/>.

⁴⁷¹⁶ France launches gender parity production incentives, Screendaily (London) 21 September 2018. Access Date: 19 October 2018. <https://www.screendaily.com/news/france-launches-gender-parity-production-incentives/5132855.article>.

⁴⁷¹⁷ France launches gender parity production incentives, Screendaily (London) 21 September 2018. Access Date: 19 October 2018. <https://www.screendaily.com/news/france-launches-gender-parity-production-incentives/5132855.article>.

⁴⁷¹⁸ France launches gender parity production incentives, Screendaily (London) 21 September 2018. Access Date: 19 October 2018. <https://www.screendaily.com/news/france-launches-gender-parity-production-incentives/5132855.article>.

⁴⁷¹⁹ France Presents Tool to Measure Gender Pay Gap in Companies, JD Supra (Sausalito) 27 November 2018. Access Date: 7 December 2018. <https://www.jdsupra.com/legalnews/france-presents-tool-to-measure-gender-41218/>.

⁴⁷²⁰ France Presents Tool to Measure Gender Pay Gap in Companies, JD Supra (Sausalito) 27 November 2018. Access Date: 7 December 2018. <https://www.jdsupra.com/legalnews/france-presents-tool-to-measure-gender-41218/>.

⁴⁷²¹ France Presents Tool to Measure Gender Pay Gap in Companies, JD Supra (Sausalito) 27 November 2018. Access Date: 7 December 2018. <https://www.jdsupra.com/legalnews/france-presents-tool-to-measure-gender-41218/>.

⁴⁷²² France’s New Gender Pay Law — What’s Changed, Two Birds (London) 22 November 2018. Access Date: 7 December 2018. <https://www.twobirds.com/en/news/articles/2018/france/france-new-gender-pay-law-whats-changed>.

⁴⁷²³ Gender Equality: France Issues Decree on Application of New Legal Framework for Equal Pay, JD Supra (Sausalito) 22 January 2019. Access Date: 1 March 2019. <https://www.jdsupra.com/legalnews/gender-equality-france-issues-decree-on-69966/>.

eliminate them... as well as their publication methods.”⁴⁷²⁴ The decree also sets a deadline for which the results obtained by companies must be published by: 1 March 2019 for companies with more than a 1,000 employees, 1 September 2019 for companies with 250 to 1,000 employees and 1 March 2020 for companies with 20 to 250 employees.⁴⁷²⁵

On 31 January 2019, the Minister of State for Gender Equality and the Fight against Discrimination Marlene Schiappa announced that as part of the G7 Presidency, the Government of France will pursue “feminist diplomacy.”⁴⁷²⁶ 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.”⁴⁷²⁷ Schiappa also announced that until 2022, France will set aside 50 percent of development aid towards gender policy measures.⁴⁷²⁸

On 19 February 2019, President Emmanuel Macron announced funding of EUR120 million for “NGOs and international projects that advance gender equality.”⁴⁷²⁹ This announcement was made following the first meeting of the Advisory Council for Equality between Women and Men.⁴⁷³⁰ 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.⁴⁷³¹

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.⁴⁷³² 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.”⁴⁷³³

⁴⁷²⁴ Gender Equality: France Issues Decree on Application of New Legal Framework for Equal Pay, JD Supra (Sausalito) 22 January 2019. Access Date: 1 March 2019. <https://www.jdsupra.com/legalnews/gender-equality-france-issues-decree-on-69966/>.

⁴⁷²⁵ Gender Equality: France Issues Decree on Application of New Legal Framework for Equal Pay, JD Supra (Sausalito) 22 January 2019. Access Date: 1 March 2019. <https://www.jdsupra.com/legalnews/gender-equality-france-issues-decree-on-69966/>.

⁴⁷²⁶ Gender equality a G7 priority, gouvernement.fr (Paris) 1 February 2019. Access Date: 1 March 2019. <https://www.gouvernement.fr/en/gender-equality-a-g7-priority>.

⁴⁷²⁷ Gender equality a G7 priority, gouvernement.fr (Paris) 1 February 2019. Access Date: 1 March 2019. <https://www.gouvernement.fr/en/gender-equality-a-g7-priority>.

⁴⁷²⁸ Gender equality a G7 priority, gouvernement.fr (Paris) 1 February 2019. Access Date: 1 March 2019. <https://www.gouvernement.fr/en/gender-equality-a-g7-priority>.

⁴⁷²⁹ Equality between men and women: a fund of 120 million euros for NGOs, Tellerreport 20 February 2019. Access Date: 1 March 2019. <http://www.tellerreport.com/news/--equality-between-men-and-women--a-fund-of-120-million-euros-for-ngos-.SjzoxhcH4.html>.

⁴⁷³⁰ Equality between men and women: a fund of 120 million euros for NGOs, Tellerreport 20 February 2019. Access Date: 1 March 2019. <http://www.tellerreport.com/news/--equality-between-men-and-women--a-fund-of-120-million-euros-for-ngos-.SjzoxhcH4.html>.

⁴⁷³¹ Equality between men and women: a fund of 120 million euros for NGOs, Tellerreport 20 February 2019. Access Date: 1 March 2019. <http://www.tellerreport.com/news/--equality-between-men-and-women--a-fund-of-120-million-euros-for-ngos-.SjzoxhcH4.html>.

⁴⁷³² United Nations – Opening of the 63rd session of the Commission on the Status of Women (New York, 11 March 2019), French Diplomatie (Paris) 11 March 2019. Access Date: 29 April 2019. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/united-nations/events/events-2019/article/united-nations-opening-of-the-63rd-session-of-the-commission-on-the-status-of>.

⁴⁷³³ United Nations – Opening of the 63rd session of the Commission on the Status of Women (New York, 11 March 2019), French Diplomatie (Paris) 11 March 2019. Access Date: 29 April 2019. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/united-nations/events/events-2019/article/united-nations-opening-of-the-63rd-session-of-the-commission-on-the-status-of>.

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

⁴⁷³⁴ The full participation of women will help build a more just and equal society, Permanent mission of France to the United Nations in New York (New York) 13 March 2019. Access Date: 18 April 2019. <https://onu.delegfrance.org/The-full-participation-of-women-will-help-build-a-more-just-and-equal-society>.

⁴⁷³⁵ France will host conference "Beijing +25" in a year's time, Permanent mission of France to the United Nations in New York (New York) 11 March 2019. Access Date: 18 April 2019. <https://onu.delegfrance.org/France-will-host-conference-Beijing-25-in-a-year-s-time>.

⁴⁷³⁶ Gender equality a G7 priority, gouvernement.fr (Paris) 1 February 2019. Access Date: 10 June 2019. <https://www.gouvernement.fr/en/gender-equality-a-g7-priority>.

⁴⁷³⁷ Gender equality a G7 priority, gouvernement.fr (Paris) 1 February 2019. Access Date: 10 June 2019. <https://www.gouvernement.fr/en/gender-equality-a-g7-priority>.

⁴⁷³⁸ G7 ministers pledge to make gender equality 'global cause', France24 (Paris) 10 May 2019. Access Date: 10 June 2019. <https://www.france24.com/en/20190510-g7-ministers-pledge-make-gender-equality-global-cause>.

⁴⁷³⁹ Making gender equality a major global cause, gouvernement.fr (Paris) 14 May 2019. Access Date: 10 June 2019. <https://www.gouvernement.fr/en/making-gender-equality-a-major-global-cause>.

Energy.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.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.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."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.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.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.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.⁴⁷⁴⁷ This program will include training, language support, child care, and help in finding compatible employment for women.⁴⁷⁴⁸

⁴⁷⁴⁰ Home Page, GAWBL Summit 2018 official website (Munich) 6 July 2018. Access Date: 10 December 2018.
<http://www.gawbl-summit.com>.

⁴⁷⁴¹ Preliminary Program, GAWBL Summit 2018 official website (Munich) 6 July 2018. Access Date: 10 December 2018.
<http://www.gawbl-summit.com/programme/>.

⁴⁷⁴² GAWBL-Award, GAWBL Summit 2018 official website (Munich) 6 July 2018. Access Date: 10 December 2018.
<http://www.gawbl-summit.com/gawbl-award/>.

⁴⁷⁴³ Women empowerment – development finance institutions launch Gender Finance Collaborative, Bank of Responsibility (Frankfurt) 19 December 2019. Access Date: 25 February 2019.
https://www.deginvest.de/Newsroom/News/News-Details_501248-2.html.

⁴⁷⁴⁴ Women empowerment – development finance institutions launch Gender Finance Collaborative, Bank of Responsibility (Frankfurt) 19 December 2019. Access Date: 25 February 2019.
https://www.deginvest.de/Newsroom/News/News-Details_501248-2.html.

⁴⁷⁴⁵ Milestone for reconciling family, care and work in the European Union, Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (Berlin) 6 February 2019. Access Date: 25 February 2019.
<https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/meilenstein-fuer-die-vereinbarkeit-von-familie--pflege-und-beruf-in-der-europaeischen-union/133648>.

⁴⁷⁴⁶ Milestone for reconciling family, care and work in the European Union, Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (Berlin) 6 February 2019. Access Date: 25 February 2019.
<https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/meilenstein-fuer-die-vereinbarkeit-von-familie--pflege-und-beruf-in-der-europaeischen-union/133648>.

⁴⁷⁴⁷ 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/pressemitteilungen/90-kontaktstellen-bringen-muetter-mit-migrationshintergrund-in-jobs/134132>.

⁴⁷⁴⁸ 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/pressemitteilungen/90-kontaktstellen-bringen-muetter-mit-migrationshintergrund-in-jobs/134132>.

The focus of the program is especially on new immigrant women with small children to help support as they settle in Germany.⁴⁷⁴⁹

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.

Analysts: 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 5 July 2018, the National Equality Councillor Francesca Bagni Cipriani chaired the National Conference on Councilors of Equality.⁴⁷⁵⁰ During the conference, councillors analyzed data related to the use of a new IT application that is intended to report on the situation of male and female employees by companies that employ over one hundred people.⁴⁷⁵¹ This is the first time this report is being transmitted using an electronic application, which looks at data such as “the state of recruitment, training and professional promotion.”⁴⁷⁵²

On 29 November 2018, the Senate of Italy discussed Notion 58 proposed by Senator Julia Unterberger which involves the proposal of parental leave with a high percentage of income.⁴⁷⁵³ The Italian Senate voted to approve simultaneous scrutiny on notion 58.⁴⁷⁵⁴

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.⁴⁷⁵⁵ This event showcased how improving women's access to ICTs can improve

⁴⁷⁴⁹ 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/pressemitteilungen/90-kontaktstellen-bringen-muetter-mit-migrationshintergrund-in-jobs/134132>.

⁴⁷⁵⁰ Periodic report on the situation of male and female personnel, Ministry of Labour and Social Policies (Rome) 5 July 2018. Access Date: 20 December 2018. <http://www.lavoro.gov.it/strumenti-e-servizi/rapporto-periodico-situazione-personale/Pagine/default.aspx>.

⁴⁷⁵¹ Periodic report on the situation of male and female personnel, Ministry of Labour and Social Policies (Rome) 5 July 2018. Access Date: 20 December 2018. <http://www.lavoro.gov.it/strumenti-e-servizi/rapporto-periodico-situazione-personale/Pagine/default.aspx>.

⁴⁷⁵² Periodic report on the situation of male and female personnel, Ministry of Labour and Social Policies (Rome) 5 July 2018. Access Date: 20 December 2018. <http://www.lavoro.gov.it/strumenti-e-servizi/rapporto-periodico-situazione-personale/Pagine/default.aspx>.

⁴⁷⁵³ The stenographic report of the 65th Italian Senate session, Senato della Repubblica (Rome) 29 November 2018. Access Date: 10 December 2018.

<http://www.senato.it/japp/bgt/showdoc/frame.jsp?tipodoc=Resaula&leg=18&id=1083653>.

⁴⁷⁵⁴ The stenographic report of the 65th Italian Senate session, Senato della Repubblica (Rome) 29 November 2018. Access Date: 10 December 2018.

<http://www.senato.it/japp/bgt/showdoc/frame.jsp?tipodoc=Resaula&leg=18&id=1083653>.

⁴⁷⁵⁵ 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>.

entrepreneurship and job opportunities.⁴⁷⁵⁶ It also discussed the role of the private sector promoting the competitiveness of women entrepreneurs.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 63rd session of the UN Commission on the Status of Women.⁴⁷⁵⁸ The event focused on gender equality by discussing job creation, entrepreneurship, labour rights and policies.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.

Analysts: Olivia Yidi Huang and Samantha Tozzi

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.”⁴⁷⁶⁰ During this meeting, the “Intensive Policy to Accelerate the Empowerment of Women 2018” and measures dealing with sexual harassment countermeasures were approved.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.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.⁴⁷⁶³ During this meeting, the “Expanded Sustainable Development Goals (SDGs) Action Plan 2018” was approved and Abe

⁴⁷⁵⁶ 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>.

⁴⁷⁵⁷ 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>.

⁴⁷⁵⁸ FIDAPA- BPW Italy - Side Event CSW 63, United Nations (New York) 14 March 2019. Access Date: 19 April 2019. <https://esango.un.org/SideEvents/documents/2983>.

⁴⁷⁵⁹ FIDAPA- BPW Italy - Side Event CSW 63, United Nations (New York) 14 March 2019. Access Date: 19 April 2019. <https://esango.un.org/SideEvents/documents/2983>.

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.

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.

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.

⁴⁷⁶³ Sustainable Development Goals (SDGs) Promotion Headquarters, Prime Minister of Japan and His Cabinet (Tokyo) 15 June 2018. Access Date: 17 October 2018. https://japan.kantei.go.jp/98_abe/actions/201806/_00038.html.

stated that efforts to meet the plan will be doubled.⁴⁷⁶⁴ This act outlines the national strategy to empower women and meet the “Sustainable Development Goals” set by the United Nations.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.”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.⁴⁷⁶⁷ Japan also appointed a STEM Girls Ambassador in order to attract more young women to STEM careers.⁴⁷⁶⁸

On 29 June 2018, the Government of Japan passed the “Act on Promotion of Gender Equality in the Political Field.”⁴⁷⁶⁹ This non-binding law administers that political parties should work towards gender balance in national parliamentary elections.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 2018.⁴⁷⁷¹ 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.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.⁴⁷⁷³ In this review, the Government of Japan reiterated its continuing commitment to achieving a gender-equal private market.⁴⁷⁷⁴ The components of such goals include providing female candidates with executive

⁴⁷⁶⁴ Sustainable Development Goals (SDGs) Promotion Headquarters, Prime Minister of Japan and His Cabinet (Tokyo) 15 June 2018. Access Date: 17 October 2018. https://japan.kantei.go.jp/98_abe/actions/201806/_00038.html.

⁴⁷⁶⁵ Sustainable Development Goals (SDGs) Promotion Headquarters, Prime Minister of Japan and His Cabinet (Tokyo) 15 June 2018. Access Date: 17 October 2018. https://japan.kantei.go.jp/98_abe/actions/201806/_00038.html.

⁴⁷⁶⁶ Sustainable Development Goals (SDGs) Promotion Headquarters, Prime Minister of Japan and His Cabinet (Tokyo) 15 June 2018. Access Date: 17 October 2018. https://japan.kantei.go.jp/98_abe/actions/201806/_00038.html.

⁴⁷⁶⁷ STEM Girls Ambassadors, Cabinet Office, Government of Japan (Tokyo) 25 June 2018. Access Date: 17 October 2018. http://www.gender.go.jp/STEM_Girls_Ambassadors/event/20180625_01.html.

⁴⁷⁶⁸ STEM Girls Ambassadors, Cabinet Office, Government of Japan (Tokyo) 25 June 2018. Access Date: 17 October 2018. http://www.gender.go.jp/STEM_Girls_Ambassadors/event/20180625_01.html.

⁴⁷⁶⁹ Act on Promotion of Gender Equality in the Political Field, House of Representatives (Tokyo) 29 June 2018. Access Date: 18 October 2018.

<http://www.japaneselawtranslation.go.jp/law/detail/?printID=&re=02&id=3139&lv=02&vm=02>.

⁴⁷⁷⁰ Act of Promotion of Gender Equality in the Political Field, House of Representatives (Tokyo) 29 June 2018. Access Date: 18 October 2018.

<http://www.japaneselawtranslation.go.jp/law/detail/?printID=&re=02&id=3139&lv=02&vm=02>.

⁴⁷⁷¹ Interview with Taro Kono, Japanese Minister of Foreign Affairs, UNWomen, 28 November 2018. Access Date: 2 December 2018. <http://www.unwomen.org/en/news/stories/2018/11/partner-profile-interview-with-taro-kono-japan>.

⁴⁷⁷² Women’s Leadership, Empowerment, Access & Protection in Crisis Response, UNWomen (Jordan) n.d. Access Date: 1 December 2018. <http://jordan.unwomen.org/ja/what-we-do/past-initiatives/response-recovery-and-resilience/leap-initiative>.

⁴⁷⁷³ Abenomics, Prime Minister of Japan and His Cabinet (Tokyo) 7 January 2019. Access Date: 21 February 2019. https://www.japan.go.jp/abenomics/_userdata/abenomics/pdf/1901_abenomics.pdf.

⁴⁷⁷⁴ Abenomics, Prime Minister of Japan and His Cabinet (Tokyo) 7 January 2019. Access Date: 21 February 2019. https://www.japan.go.jp/abenomics/_userdata/abenomics/pdf/1901_abenomics.pdf.

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

On 18 January 2019, the Government of Japan announced official side events to supplement fifth World Assembly for Women.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.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.⁴⁷⁷⁸

On 28 January 2019, Prime Minister Shinzo Abe gave a speech to the 198th Session of the Diet.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.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.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.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.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.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.⁴⁷⁸⁵ WAW! is a government-led initiative that promotes female participation in society and its theme was "Diversity for Growth: Corporate

⁴⁷⁷⁵ Abenomics, Prime Minister of Japan and His Cabinet (Tokyo) 7 January 2019. Access Date: 21 February 2019. https://www.japan.go.jp/abenomics/_userdata/abenomics/pdf/1901_abenomics.pdf.

⁴⁷⁷⁶ World Assembly for Women: 5th WAW! Official Side Events, Ministry of Foreign Affairs of Japan (Tokyo) 7 January 2019. Access Date: 21 February 2019. https://www.mofa.go.jp/fp/hr_ha/page22e_000872.html

⁴⁷⁷⁷ World Assembly for Women: 5th WAW! Official Side Events, Ministry of Foreign Affairs of Japan (Tokyo) 7 January 2019. Access Date: 21 February 2019. https://www.mofa.go.jp/fp/hr_ha/page22e_000872.html

⁴⁷⁷⁸ World Assembly for Women: 5th WAW! Official Side Events, Ministry of Foreign Affairs of Japan (Tokyo) 7 January 2019. Access Date: 21 February 2019. https://www.mofa.go.jp/fp/hr_ha/page22e_000872.html

⁴⁷⁷⁹ Policy Speech by Prime Minister Shinzo Abe to the 198th Session of the Diet, Prime Minister of Japan and His Cabinet (Tokyo) 28 January 2019. Access Date: 21 February 2019. https://japan.kantei.go.jp/98_abe/statement/201801/_00003.html.

⁴⁷⁸⁰ Policy Speech by Prime Minister Shinzo Abe to the 198th Session of the Diet, Prime Minister of Japan and His Cabinet (Tokyo) 28 January 2019. Access Date: 21 February 2019. https://japan.kantei.go.jp/98_abe/statement/201801/_00003.html.

⁴⁷⁸¹ Policy Speech by Prime Minister Shinzo Abe to the 198th Session of the Diet, Prime Minister of Japan and His Cabinet (Tokyo) 28 January 2019. Access Date: 21 February 2019. https://japan.kantei.go.jp/98_abe/statement/201801/_00003.html.

⁴⁷⁸² Message for International Women's Day 2019, Gender Equality Bureau Cabinet Office (Tokyo) 8 March 2019. Access Date: 8 April 2019. http://www.gender.go.jp/international/int_un_kaigi/int_iwd/iwd_2019.html.

⁴⁷⁸³ Message for International Women's Day 2019, Gender Equality Bureau Cabinet Office (Tokyo) 8 March 2019. Access Date: 8 April 2019. http://www.gender.go.jp/international/int_un_kaigi/int_iwd/iwd_2019.html.

⁴⁷⁸⁴ Message for International Women's Day 2019, Gender Equality Bureau Cabinet Office (Tokyo) 8 March 2019. Access Date: 8 April 2019. http://www.gender.go.jp/international/int_un_kaigi/int_iwd/iwd_2019.html.

⁴⁷⁸⁵ Meetings aim to close gender gaps, promote diversity, The Japan Times (Tokyo) 22 March 2019. Access Date: 12 April 2019. <https://www.japantimes.co.jp/news/2019/03/22/national/meetings-aim-close-gender-gaps-promote-diversity/#.XLEfKpNKjOQ>.

Management and Working Environment.”⁴⁷⁸⁶ The assembly included panel discussions and meetings between government officials, business leaders, and academics from around the world.⁴⁷⁸⁷ 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.⁴⁷⁸⁸

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.”⁴⁷⁸⁹

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.⁴⁷⁹⁰ 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 2020.⁴⁷⁹¹ 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.⁴⁷⁹²

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

⁴⁷⁸⁶ Meetings aim to close gender gaps, promote diversity, The Japan Times (Tokyo) 22 March 2019. Access Date: 12 April 2019. <https://www.japantimes.co.jp/news/2019/03/22/national/meetings-aim-close-gender-gaps-promote-diversity/#.XLEfKpNKjOQ>.

⁴⁷⁸⁷ Meetings aim to close gender gaps, promote diversity, The Japan Times (Tokyo) 22 March 2019. Access Date: 12 April 2019. <https://www.japantimes.co.jp/news/2019/03/22/national/meetings-aim-close-gender-gaps-promote-diversity/#.XLEfKpNKjOQ>.

⁴⁷⁸⁸ Meetings aim to close gender gaps, promote diversity, The Japan Times (Tokyo) 22 March 2019. Access Date: 12 April 2019. <https://www.japantimes.co.jp/news/2019/03/22/national/meetings-aim-close-gender-gaps-promote-diversity/#.XLEfKpNKjOQ>.

⁴⁷⁸⁹ Japan to support education for 4 mil. women in developing countries, Kyodo News (Tokyo) 23 March 2019. Access Date: 29 April 2019. <https://english.kyodonews.net/news/2019/03/70575fc9a9dd-japan-to-support-education-for-4-mil-women-in-developing-countries.html>.

⁴⁷⁹⁰ FTSE 350 Urged to Step up to Meet 2020 Women on Boards Targets, GOV.UK (London) 27 June 2018. Access Date: 15 October 2018. <https://www.gov.uk/government/news/ftse-350-urged-to-step-up-to-meet-2020-women-on-boards-targets>.

⁴⁷⁹¹ FTSE 350 Urged to Step up to Meet 2020 Women on Boards Targets, GOV.UK (London) 27 June 2018. Access Date: 15 October 2018. <https://www.gov.uk/government/news/ftse-350-urged-to-step-up-to-meet-2020-women-on-boards-targets>.

⁴⁷⁹² FTSE 350 Urged to Step up to Meet 2020 Women on Boards Targets, GOV.UK (London) 27 June 2018. Access Date: 15 October 2018. <https://www.gov.uk/government/news/ftse-350-urged-to-step-up-to-meet-2020-women-on-boards-targets>.

the gender pay gap.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.”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 GBP489,050.⁴⁷⁹⁵ 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.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.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.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.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.”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 2019.⁴⁸⁰¹ The intention of this change is to ensure the Government Equalities Office is at heart of government in order to have

⁴⁷⁹³ 100% of UK Employers Publish Gender Pay Gap Data, GOV.UK (London) 1 August 2018. Access Date: 15 October 2018. <https://www.gov.uk/government/news/100-of-uk-employers-publish-gender-pay-gap-data>.

⁴⁷⁹⁴ 100% of UK Employers Publish Gender Pay Gap Data, GOV.UK (London) 1 August 2018. Access Date: 15 October 2018. <https://www.gov.uk/government/news/100-of-uk-employers-publish-gender-pay-gap-data>.

⁴⁷⁹⁵ £500,000 Awarded to Organisations Helping to Tackle Causes of the Gender Pay Gap, GOV.UK (London) 22 September 2018. Access Date: 15 October 2018. <https://www.gov.uk/government/news/500000-awarded-to-organisations-helping-to-tackle-causes-of-the-gender-pay-gap>.

⁴⁷⁹⁶ £500,000 Awarded to Organisations Helping to Tackle Causes of the Gender Pay Gap, GOV.UK (London) 22 September 2018. Access Date: 15 October 2018. <https://www.gov.uk/government/news/500000-awarded-to-organisations-helping-to-tackle-causes-of-the-gender-pay-gap>.

⁴⁷⁹⁷ £500,000 Awarded to Organisations Helping to Tackle Causes of the Gender Pay Gap, GOV.UK (London) 22 September 2018. Access Date: 15 October 2018. <https://www.gov.uk/government/news/500000-awarded-to-organisations-helping-to-tackle-causes-of-the-gender-pay-gap>.

⁴⁷⁹⁸ UK Government and Bloomberg L.P. Announce Partnership to Promote and Improve Reporting on Gender Equality in the Workplace, GOV.UK (London) 26 September 2018. Access Date: 15 October 2018.

<https://www.gov.uk/government/news/uk-government-and-bloomberg-lp-announce-partnership-to-promote-and-improve-reporting-on-gender-equality-in-the-workplace>.

⁴⁷⁹⁹ UK Government and Bloomberg L.P. Announce Partnership to Promote and Improve Reporting on Gender Equality in the Workplace, GOV.UK (London) 26 September 2018. Access Date: 15 October 2018.

<https://www.gov.uk/government/news/uk-government-and-bloomberg-lp-announce-partnership-to-promote-and-improve-reporting-on-gender-equality-in-the-workplace>.

⁴⁸⁰⁰ Women Mean Business Speech, GOV.UK (London) 31 October 2018. Access Date: 8 December 2018. <https://www.gov.uk/government/speeches/women-mean-business-speech>.

⁴⁸⁰¹ Government Equalities Office to Join Cabinet Office, GOV.UK (London), 16 November 16, 2018., Access Date: 8 December 08, 2018. <https://www.gov.uk/government/speeches/government-equalities-office-to-join-cabinet-office>.

“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.”⁴⁸⁰²

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.⁴⁸⁰³

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 2017.⁴⁸⁰⁴ 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 of 10 people returning back to work are women.⁴⁸⁰⁵ 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.⁴⁸⁰⁶

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.⁴⁸⁰⁷

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.⁴⁸⁰⁸

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.⁴⁸⁰⁹ This initiative will target people who are looking to return back to work

⁴⁸⁰² Government Equalities Office to Join Cabinet Office, GOV.UK (London), 16 November 2018. Access Date: 8 December 2018. <https://www.gov.uk/government/speeches/government-equalities-office-to-join-cabinet-office>.

⁴⁸⁰³ Penny Mordaunt's New Mission for Government Equalities Office, GOV.UK (London), 21 November 2018. Access Date: 8 December 2018. <https://www.gov.uk/government/news/penny-mordaunts-new-mission-for-government-equalities-office>.

⁴⁸⁰⁴ Gender pay gap: employers' action and understanding, GOV.UK (London), 21 February 2019, Access date: 2 March 2019. <https://www.gov.uk/government/publications/gender-pay-gap-employers-action-and-understanding>.

⁴⁸⁰⁵ Mordaunt launches fund to help isolated and marginalized women return to work, GOV.UK (London), 7 February 2019, Access Date: 2 March 2019. <https://www.gov.uk/government/news/mordaunt-launches-fund-to-help-isolated-and-marginalised-women-return-to-work>.

⁴⁸⁰⁶ New guidance to help employers close the gender pay gap, GOV.UK (London), 8 February 2019, Access Date: 2 March 2019. <https://www.gov.uk/government/news/new-guidance-to-help-employers-close-gender-pay-gap>.

⁴⁸⁰⁷ Opening Statement to CEDAW Committee, GOV.UK (London), 27 February 2019, Access Date: 2 March 2019. <https://www.gov.uk/government/news/opening-statement-to-cedaw-committee>.

⁴⁸⁰⁸ Family Friendly Policies: actions for employers, GOV.UK (London), 1 March 2019, Access Date: 2 March 2019. <https://www.gov.uk/government/publications/family-friendly-policies-actions-for-employers>.

⁴⁸⁰⁹ Government pilot to help parents and carers return to policing, GOV.UK (London) 5 March 2019. Access Date: 18 June 2019. <https://www.gov.uk/government/news/government-pilot-to-help-parents-and-carers-return-to-policing>.

after leaving the force to start a family, or care for a relative or a friend.⁴⁸¹⁰ The Minister for Women and Equalities Penny Mordaunt stated, “in the UK, nine out of ten potential returners to work are women.⁴⁸¹¹ By taking action we are supporting our police service while also achieving true gender equality in our workplaces.”⁴⁸¹² This initiative will equip all the returners with the necessary skills, training and confidence.⁴⁸¹³

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.”⁴⁸¹⁴ Minister Sharma stated that the partnership with Oxfam would “help women in or at risk of poverty into well paid, and secure work.”⁴⁸¹⁵

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.⁴⁸¹⁶ The Department of Transport also announced a round-table, which would look at barriers preventing women from joining the sector.⁴⁸¹⁷

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.”⁴⁸¹⁸ The UK government committed to working alongside organizations to promote better workplace culture and hiring practices for women.⁴⁸¹⁹

⁴⁸¹⁰ Government pilot to help parents and carers return to policing, GOV.UK (London) 5 March 2019. Access Date: 18 June 2019. <https://www.gov.uk/government/news/government-pilot-to-help-parents-and-carers-return-to-policing>.

⁴⁸¹¹ Government pilot to help parents and carers return to policing, GOV.UK (London) 5 March 2019. Access Date: 18 June 2019. <https://www.gov.uk/government/news/government-pilot-to-help-parents-and-carers-return-to-policing>.

⁴⁸¹² Government pilot to help parents and carers return to policing, GOV.UK (London) 5 March 2019. Access Date: 18 June 2019. <https://www.gov.uk/government/news/government-pilot-to-help-parents-and-carers-return-to-policing>.

⁴⁸¹³ Government pilot to help parents and carers return to policing, GOV.UK (London) 5 March 2019. Access Date: 29 April 2019. <https://www.gov.uk/government/news/government-pilot-to-help-parents-and-carers-return-to-policing>.

⁴⁸¹⁴ Alok Sharma: 'There is still an urgency for us to act' on women’s economic independence, GOV.UK (London) 8 March 2019. Access Date: 18 April 2019. <https://www.gov.uk/government/news/alok-sharma-there-is-still-an-urgency-for-us-to-act-on-women-s-economic-independence>.

⁴⁸¹⁵ Alok Sharma: 'There is still an urgency for us to act' on women’s economic independence, GOV.UK (London) 8 March 2019. Access Date: 18 April 2019. <https://www.gov.uk/government/news/alok-sharma-there-is-still-an-urgency-for-us-to-act-on-women-s-economic-independence>.

⁴⁸¹⁶ Transport ministers call on industry to become leaders in gender equality, GOV.UK (London) 8 March 2019. Access Date: 29 April 2019. <https://www.gov.uk/government/news/transport-ministers-call-on-industry-to-become-leaders-in-gender-equality>.

⁴⁸¹⁷ Transport ministers call on industry to become leaders in gender equality, GOV.UK (London) 8 March 2019. Access Date: 29 April 2019. <https://www.gov.uk/government/news/transport-ministers-call-on-industry-to-become-leaders-in-gender-equality>.

⁴⁸¹⁸ Singapore: UK commits to a #GenderPledge on International Women's Day 2019, GOV.UK (London) 8 March 2019. Access Date: 29 April 2019. <https://www.gov.uk/government/news/the-british-high-commission-singapore-commits-to-a-genderpledge-on-international-womens-day-2019>.

⁴⁸¹⁹ Singapore: UK commits to a #GenderPledge on International Women's Day 2019, GOV.UK (London) 8 March 2019. Access Date: 29 April 2019. <https://www.gov.uk/government/news/the-british-high-commission-singapore-commits-to-a-genderpledge-on-international-womens-day-2019>.

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.

Analyst: Isha Chaudhuri

⁴⁸²⁰ 9 women innovators get government backing for inventions with global potential, GOV.UK (London) 6 March 2019. Access Date: 29 April 2019. <https://www.gov.uk/government/news/9-women-innovators-get-government-backing-for-inventions-with-global-potential>.

⁴⁸²¹ 9 women innovators get government backing for inventions with global potential, GOV.UK (London) 6 March 2019. Access Date: 29 April 2019. <https://www.gov.uk/government/news/9-women-innovators-get-government-backing-for-inventions-with-global-potential>.

⁴⁸²² New funding to support young women into maritime careers, GOV.UK (London) 8 March 2019. Access Date: 29 April 2019. <https://www.gov.uk/government/news/new-funding-to-support-young-women-into-maritime-careers>.

⁴⁸²³ New funding to support young women into maritime careers, GOV.UK (London) 8 March 2019. Access Date: 29 April 2019. <https://www.gov.uk/government/news/new-funding-to-support-young-women-into-maritime-careers>.

⁴⁸²⁴ UN Commission on the Status of Women delivers roadmap on ensuring women’s social protection, mobility, safety, and access to economic opportunities, UN Women (New York) 22 March 2019. Access Date: 18 April 2019. <http://www.unwomen.org/en/news/stories/2019/3/press-release-csw-63-delivers-roadmap-on-ensuring-womens-social-protection>.

⁴⁸²⁵ Period Poverty Taskforce - Minister announces next steps on Menstrual Hygiene Day, GOV.UK (London) 28 May 2019. Access Date: 18 June 2019. <https://www.gov.uk/government/news/period-poverty-taskforce-minister-announces-next-steps-on-menstrual-hygiene-day>.

⁴⁸²⁶ Period Poverty Taskforce - Minister announces next steps on Menstrual Hygiene Day, GOV.UK (London) 28 May 2019. Access Date: 18 June 2019. <https://www.gov.uk/government/news/period-poverty-taskforce-minister-announces-next-steps-on-menstrual-hygiene-day>.

⁴⁸²⁷ Period Poverty Taskforce - Minister announces next steps on Menstrual Hygiene Day, GOV.UK (London) 28 May 2019. Access Date: 18 June 2019. <https://www.gov.uk/government/news/period-poverty-taskforce-minister-announces-next-steps-on-menstrual-hygiene-day>.

⁴⁸²⁸ Period Poverty Taskforce - Minister announces next steps on Menstrual Hygiene Day, GOV.UK (London) 28 May 2019. Access Date: 18 June 2019. <https://www.gov.uk/government/news/period-poverty-taskforce-minister-announces-next-steps-on-menstrual-hygiene-day>.

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.⁴⁸²⁹ The act instructs to examine the teenage gender pay gap in informal work experience as well as formal.⁴⁸³⁰

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).⁴⁸³¹ 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.⁴⁸³²

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 2022.⁴⁸³³ 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.⁴⁸³⁴

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.⁴⁸³⁵

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

⁴⁸²⁹ H.R.6284: Better Pay and Lifetime Earnings for Teenage Girls through Adulthood Act, Library of Congress (Washington D.C.) 28 June 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/house-bill/6284/text?q=%7B%22search%22%3A%5B%22women%22%5D%7D&r=41>.

⁴⁸³⁰ H.R.6284: Better Pay and Lifetime Earnings for Teenage Girls through Adulthood Act, Library of Congress (Washington D.C.) 28 June 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/house-bill/6284/text?q=%7B%22search%22%3A%5B%22women%22%5D%7D&r=41>.

⁴⁸³¹ S.3247: Women's Entrepreneurship and Economic Empowerment Act of 2018, Library of Congress (Washington D.C.) 19 July 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/senate-bill/3247/text?q=%7B%22search%22%3A%22women%22%7D&r=33>.

⁴⁸³² S.3247: Women's Entrepreneurship and Economic Empowerment Act of 2018, Library of Congress (Washington D.C.) 19 July 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/senate-bill/3247/text?q=%7B%22search%22%3A%22women%22%7D&r=33>.

⁴⁸³³ S.3412: Paid Family Leave Pilot Extension Act of 2018, Library of Congress (Washington D.C.) 6 September 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/senate-bill/3412/text?q=%7B%22search%22%3A%5B%22paid+family+leave%22%5D%7D&r=1>.

⁴⁸³⁴ S.3412: Paid Family Leave Pilot Extension Act of 2018, Library of Congress (Washington D.C.) 6 September 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/senate-bill/3412/text?q=%7B%22search%22%3A%5B%22paid+family+leave%22%5D%7D&r=1>.

⁴⁸³⁵ News Release: U.S. Department of Labor Awards Nearly \$1.5 Million to Help American Women Enter Apprenticeships, Expand Job Opportunities, Women's Bureau (Washington D.C.) 26 September 2018. Access Date: 7 December 2018. <https://www.dol.gov/newsroom/releases/wb/wb20180926>.

on Financial Services.⁴⁸³⁶ The act proposed to amend the Employee Retirement Income Security Act of 1974 to provide for greater spousal protection.⁴⁸³⁷ 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.⁴⁸³⁸

On 19 October 2018, House of Representatives referred the Family Leave Modernization Act to the Subcommittee on Workforce Protections.⁴⁸³⁹ 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.⁴⁸⁴⁰

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).⁴⁸⁴¹ 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.⁴⁸⁴²

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.⁴⁸⁴³ The law provides recommendations on promoting participation in entrepreneurship activities and the patent system by women, minorities, and veterans.⁴⁸⁴⁴

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

⁴⁸³⁶ S.3436: Women's Pension Protection Act of 2018, Library of Congress (Washington D.C.) 12 September 2018.

Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/senate-bill/3436/text?q=%7B%22search%22%3A%5B%22women%22%5D%7D&r=20>.

⁴⁸³⁷ S.3436: Women's Pension Protection Act of 2018, Library of Congress (Washington D.C.) 12 September 2018.

Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/senate-bill/3436/text?q=%7B%22search%22%3A%5B%22women%22%5D%7D&r=20>.

⁴⁸³⁸ Women's Pension Protection Act Summary, U.S. Senate Committee on Health, Education, Labor & Pensions (Washington D.C.) 12 September 2018. Access Date: 7 December 2018.

<https://www.help.senate.gov/imo/media/doc/WPPA%202018%20Summary%20final.pdf>.

⁴⁸³⁹ H.R.6098: Family Medical Leave Modernization Act, Library of Congress (Washington D.C.) 19 October 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/house-bill/6098/text?q=%7B%22search%22%3A%5B%22paid+leave%22%5D%7D&r=10>.

⁴⁸⁴⁰ H.R.6098: Family Medical Leave Modernization Act, Library of Congress (Washington D.C.) 19 October 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/house-bill/6098/text?q=%7B%22search%22%3A%5B%22paid+leave%22%5D%7D&r=10>.

⁴⁸⁴¹ H.R.7092: Minority Women in STEM Inclusion Act, Library of Congress (Washington D.C.) 26 October 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/house-bill/7092/text?q=%7B%22search%22%3A%5B%22women%22%5D%7D&r=15>.

⁴⁸⁴² H.R.7092: Minority Women in STEM Inclusion Act, Library of Congress (Washington D.C.) 26 October 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/house-bill/7092/text?q=%7B%22search%22%3A%5B%22women%22%5D%7D&r=15>

⁴⁸⁴³ H.R.6758: SUCCESS Act, Library of Congress (Washington D.C.) 11 October 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/house-bill/6758/actions?q=%7B%22search%22%3A%5B%22women%22%5D%7D&r=21>.

⁴⁸⁴⁴ H.R.6758: SUCCESS Act, Library of Congress (Washington D.C.) 11 October 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/house-bill/6758/actions?q=%7B%22search%22%3A%5B%22women%22%5D%7D&r=21>.

women in the aviation industry.⁴⁸⁴⁵ 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.⁴⁸⁴⁶

On 11 December 2018, President Donald Trump signed the Women in Aerospace Education Act into law.⁴⁸⁴⁷ 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.⁴⁸⁴⁸

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.⁴⁸⁴⁹

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.⁴⁸⁵⁰

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.⁴⁸⁵¹ Among other criteria, a Patriot employer would be required to provide employees with paid sick leave or paid family and medical leave.⁴⁸⁵²

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

⁴⁸⁴⁵ H.R.4673: Promoting Women in the Aviation Workforce Act, Library of Congress (Washington D.C.) 13 November 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/house-bill/4673?q=%7B%22search%22%3A%5B%22women%22%5D%7D&r=23>.

⁴⁸⁴⁶ H.R.4673: Promoting Women in the Aviation Workforce Act, Library of Congress (Washington D.C.) 13 November 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/house-bill/4673?q=%7B%22search%22%3A%5B%22women%22%5D%7D&r=23>.

⁴⁸⁴⁷ H.R.4252: Women in Aerospace Education Act, Library of Congress (Washington D.C.) 29 November 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/house-bill/4254/actions?r=1>.

⁴⁸⁴⁸ H.R.4252: Women in Aerospace Education Act, Library of Congress (Washington D.C.) 29 November 2018. Access Date: 7 December 2018. <https://www.congress.gov/bill/115th-congress/house-bill/4254/actions?r=1>.

⁴⁸⁴⁹ H.R.7037: Ronald V. Dellums Fellowship for Women of Color in STEAM and National Security Act, Library of Congress (Washington D.C.) 13 December 2018. Access Date: 1 March 2019. <https://www.congress.gov/bill/115th-congress/house-bill/7307/text?r=26&s=1>.

⁴⁸⁵⁰ H.R.627: STEM Research and Education Effectiveness and Transparency Act, Library of Congress (Washington D.C.) 16 January 2019. Access Date: 1 March 2019. <https://www.congress.gov/bill/116th-congress/house-bill/627?s=1&r=510>.

⁴⁸⁵¹ H.R.802: Patriot Employer Act of 2019, Library of Congress (Washington D.C.) 25 January 2019. Access Date: 1 March 2019. <https://www.congress.gov/bill/116th-congress/house-bill/802>.

⁴⁸⁵² H.R.802: Patriot Employer Act of 2019, Library of Congress (Washington D.C.) 25 January 2019. Access Date: 1 March 2019. <https://www.congress.gov/bill/116th-congress/house-bill/802>.

efforts to support women entrepreneurs.⁴⁸⁵³ This initiative aims to provide educational opportunities, financial support and mentorship opportunities for 50 million women by 2025.⁴⁸⁵⁴

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.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.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.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.”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.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.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.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.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

⁴⁸⁵³ Women's Global Development and Prosperity Initiative, The White House (Washington, DC) 2019. Access Date: 18 February 2019. <https://www.whitehouse.gov/wgdp/>.

⁴⁸⁵⁴ Women's Global Development and Prosperity Initiative, The White House (Washington, DC) 2019. Access Date: 18 February 2019. <https://www.whitehouse.gov/wgdp/>.

⁴⁸⁵⁵ H.R.1185: FAMILY Act, Library of Congress (Washington D.C.) 13 February 2019. Access Date: 1 March 2019. <https://www.congress.gov/bill/116th-congress/house-bill/1185>.

⁴⁸⁵⁶ H.R.1185: FAMILY Act, Library of Congress (Washington D.C.) 13 February 2019. Access Date: 1 March 2019. <https://www.congress.gov/bill/116th-congress/house-bill/1185>.

⁴⁸⁵⁷ President Donald J. Trump Signed H.J.Res. 31 into Law, White House (Washington D.C.) 15 February 2019. Access Date: 1 March 2019. <https://www.whitehouse.gov/presidential-actions/president-donald-j-trump-signed-h-j-res-31-law/>.

⁴⁸⁵⁸ H.J.Res.31, Library of Congress (Washington D.C.) 15 February 2019. Access Date: 1 March 2019. <https://www.congress.gov/bill/116th-congress/house-joint-resolution/31/text>.

⁴⁸⁵⁹ H.R.1665: Building Blocks of STEM Act, Library of Congress (Washington D.C.) 11 March 2019. Access Date: 10 June 2019. <https://www.congress.gov/bill/116th-congress/house-bill/1665>.

⁴⁸⁶⁰ H.R.1665: Building Blocks of STEM Act, Library of Congress (Washington D.C.) 11 March 2019. Access Date: 10 June 2019. <https://www.congress.gov/bill/116th-congress/house-bill/1665>.

⁴⁸⁶¹ H.R.7: Paycheck Fairness Act, Library of Congress (Washington D.C.) 27 March 2019. Access Date: 10 June 2019. <https://www.congress.gov/bill/116th-congress/house-bill/7/text>.

⁴⁸⁶² H.R.7: Paycheck Fairness Act, Library of Congress (Washington D.C.) 27 March 2019. Access Date: 10 June 2019. <https://www.congress.gov/bill/116th-congress/house-bill/7/text>.

increase gender diversity, including a discussion on parental leave during the period covered by the report.⁴⁸⁶³

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.⁴⁸⁶⁴

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.⁴⁸⁶⁵ The act outlines the definition of discrimination and proposes methods to enforce this based on amending the Civil Rights Act of 1964.⁴⁸⁶⁶

On 20 May 2019, the House of Representatives passed the Digital Global Access Policy Act of 2019, also known as the Digital GAP Act⁴⁸⁶⁷ which was later referred to the Senate's Committee on Foreign Relations.⁴⁸⁶⁷ 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."⁴⁸⁶⁸

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.⁴⁸⁶⁹ 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.⁴⁸⁷⁰

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

⁴⁸⁶³ H.R.2276: Fair and Equal Treatment of Women in the Coast Guard Act, Library of Congress (Washington D.C.) 10 April 2019. Access Date: 10 June 2019. <https://www.congress.gov/bill/116th-congress/house-bill/2276>.

⁴⁸⁶⁴ H.R.2276: Fair and Equal Treatment of Women in the Coast Guard Act, Library of Congress (Washington D.C.) 10 April 2019. Access Date: 10 June 2019. <https://www.congress.gov/bill/116th-congress/house-bill/2276>.

⁴⁸⁶⁵ H.R.2694: Pregnant Workers Fairness Act, Library of Congress (Washington D.C.) 14 May 2019. Access Date: 10 June 2019. <https://www.congress.gov/bill/116th-congress/house-bill/2694>.

⁴⁸⁶⁶ H.R.2694: Pregnant Workers Fairness Act, Library of Congress (Washington D.C.) 14 May 2019. Access Date: 10 June 2019. <https://www.congress.gov/bill/116th-congress/house-bill/2694>.

⁴⁸⁶⁷ H.R.1359: Digital GAP Act, Library of Congress (Washington D.C.) 20 May 2019. Access Date: 10 June 2019. <https://www.congress.gov/bill/116th-congress/house-bill/1359>.

⁴⁸⁶⁸ H.R.1359: Digital GAP Act, Library of Congress (Washington D.C.) 20 May 2019. Access Date: 10 June 2019. <https://www.congress.gov/bill/116th-congress/house-bill/1359>.

⁴⁸⁶⁹ H.R.2839: Department of State, Foreign Operations, and Related Programs Appropriations Act, 2020, Library of Congress (Washington D.C.) 20 May 2019. Access Date: 10 June 2019. <https://www.congress.gov/bill/116th-congress/house-bill/2839>.

⁴⁸⁷⁰ H.R.2839: Department of State, Foreign Operations, and Related Programs Appropriations Act, 2020, Library of Congress (Washington D.C.) 20 May 2019. Access Date: 10 June 2019. <https://www.congress.gov/bill/116th-congress/house-bill/2839>.

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: Kiyala 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

⁴⁸⁷¹ S.514: Deborah Sampson Act, Library of Congress (Washington D.C.) 22 May 2019. Access Date: 10 June 2019. <https://www.congress.gov/bill/116th-congress/senate-bill/514>.

⁴⁸⁷² Women in Digital, European Commission (Brussels) 9 October 2018. Access Date: 19 October 2018. <https://ec.europa.eu/digital-single-market/en/women-ict>.

⁴⁸⁷³ Women in Digital, European Commission (Brussels) 9 October 2018. Access Date: 19 October 2018. <https://ec.europa.eu/digital-single-market/en/women-ict>.

⁴⁸⁷⁴ Women in Digital, European Commission (Brussels) 9 October 2018. Access Date: 19 October 2018. <https://ec.europa.eu/digital-single-market/en/women-ict>.

⁴⁸⁷⁵ CEOs of tech companies sign declaration committing to gender balanced work culture, European Commission (Brussels) 26 June 2018. Access Date: 19 October 2018. <https://ec.europa.eu/digital-single-market/en/news/ceos-tech-companies-sign-declaration-committing-gender-balanced-work-culture>.

⁴⁸⁷⁶ Joint Communiqué between the European Union and the United Nations: A renewed partnership in development, European Commission (New York) 27 September 2018. Access Date: 19 October 2018. http://europa.eu/rapid/press-release_STATEMENT-18-5927_en.htm.

⁴⁸⁷⁷ Joint Communiqué between the European Union and the United Nations: A renewed partnership in development, European Commission (New York) 27 September 2018. Access Date: 19 October 2018. http://europa.eu/rapid/press-release_STATEMENT-18-5927_en.htm.

⁴⁸⁷⁸ Joint Communiqué between the European Union and the United Nations: A renewed partnership in development, European Commission (New York) 27 September 2018. Access Date: 19 October 2018. http://europa.eu/rapid/press-release_STATEMENT-18-5927_en.htm.

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.⁴⁸⁷⁹ This legislation intends to make paid parental leave a non-transferrable equal right and “increase the participation of women in the labour market.”⁴⁸⁸⁰

On 6 November 2018, the EU pledged EUR26 million at the Global Financing Facility replenishment event in Oslo, Norway.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.”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.”⁴⁸⁸³ The scoreboard will assess women’s inclusion in digital jobs, careers and entrepreneurship based on 13 indicators.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.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.”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.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.⁴⁸⁸⁸ This directive is a “key deliverable” of the European Pillar of Social Rights and it is expected to help

⁴⁸⁷⁹ Equal Pay Day: Statement by First Vice-President Frans Timmermans and Commissioners Marianne Thyssen and Vera Jourová, European Commission (Brussels) 26 October 2018. Access Date: 7 December 2018. http://europa.eu/rapid/press-release_STATEMENT-18-6184_en.htm.

⁴⁸⁸⁰ Equal Pay Day: Statement by First Vice-President Frans Timmermans and Commissioners Marianne Thyssen and Vera Jourová, European Commission (Brussels) 26 October 2018. Access Date: 7 December 2018. http://europa.eu/rapid/press-release_STATEMENT-18-6184_en.htm.

⁴⁸⁸¹ EU contributes €26 million to improve women, children and adolescents' health around the world, European Commission (Oslo) 6 November 2018. Access Date: 7 December 2018. http://europa.eu/rapid/press-release_IP-18-6288_en.htm.

⁴⁸⁸² EU contributes €26 million to improve women, children and adolescents' health around the world, European Commission (Oslo) 6 November 2018. Access Date: 7 December 2018. http://europa.eu/rapid/press-release_IP-18-6288_en.htm.

⁴⁸⁸³ New scoreboard shows that participation of women in the EU digital economy still lags behind, European Commission (Osio) 10 December 2018. Access Date: 20 December 2018. http://europa.eu/rapid/press-release_IP-18-6741_en.htm.

⁴⁸⁸⁴ New scoreboard shows that participation of women in the EU digital economy still lags behind, European Commission (Osio) 10 December 2018. Access Date: 20 December 2018. http://europa.eu/rapid/press-release_IP-18-6741_en.htm.

⁴⁸⁸⁵ Africa-Europe Alliance: first projects kicked off just three months after launch, European Commission (Brussels) 18 December 2018. Access Date: 1 March 2019. http://europa.eu/rapid/press-release_IP-18-6804_en.htm.

⁴⁸⁸⁶ Africa-Europe Alliance: first projects kicked off just three months after launch, European Commission (Brussels) 18 December 2018. Access Date: 1 March 2019. http://europa.eu/rapid/press-release_IP-18-6804_en.htm.

⁴⁸⁸⁷ Africa-Europe Alliance: first projects kicked off just three months after launch, European Commission (Brussels) 18 December 2018. Access Date: 1 March 2019. http://europa.eu/rapid/press-release_IP-18-6804_en.htm.

⁴⁸⁸⁸ Work-Life Balance: Commission welcomes the provisional agreement reached today, European Commission (Brussels) 24 January 2019. Access Date: 1 March 2019. http://europa.eu/rapid/press-release_STATEMENT-19-424_en.htm.

close the gender employment gap.⁴⁸⁸⁹ The agreement sets a minimum standard of ten days of paternity leave which is compensated at the level of a sick pay.⁴⁸⁹⁰ 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.”⁴⁸⁹¹ The right of parents or carers to request flexible working arrangements has also been strengthened.⁴⁸⁹²

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.⁴⁸⁹³ 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.”⁴⁸⁹⁴

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.”⁴⁸⁹⁵ 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.⁴⁸⁹⁶

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.⁴⁸⁹⁷ This partnership is focused on four priorities, which are underpinned by EU engagement and initiatives with the region of Latin America and the Caribbean.⁴⁸⁹⁸ The priorities include reducing

⁴⁸⁸⁹ Work-Life Balance: Commission welcomes the provisional agreement reached today, European Commission (Brussels) 24 January 2019. Access Date: 1 March 2019. http://europa.eu/rapid/press-release_STATEMENT-19-424_en.htm.

⁴⁸⁹⁰ Work-Life Balance: Commission welcomes the provisional agreement reached today, European Commission (Brussels) 24 January 2019. Access Date: 1 March 2019. http://europa.eu/rapid/press-release_STATEMENT-19-424_en.htm.

⁴⁸⁹¹ Work-Life Balance: Commission welcomes the provisional agreement reached today, European Commission (Brussels) 24 January 2019. Access Date: 1 March 2019. http://europa.eu/rapid/press-release_STATEMENT-19-424_en.htm.

⁴⁸⁹² Work-Life Balance: Commission welcomes the provisional agreement reached today, European Commission (Brussels) 24 January 2019. Access Date: 1 March 2019. http://europa.eu/rapid/press-release_STATEMENT-19-424_en.htm.

⁴⁸⁹³ Joint Statement on Ensuring Europe’s Digital Future, European Commission (Brussels) 9 April 2019. Access Date: 10 June 2019. http://europa.eu/rapid/press-release_STATEMENT-19-2070_en.htm.

⁴⁸⁹⁴ Joint Statement on Ensuring Europe’s Digital Future, European Commission (Brussels) 9 April 2019. Access Date: 10 June 2019. http://europa.eu/rapid/press-release_STATEMENT-19-2070_en.htm.

⁴⁸⁹⁵ EU to facilitate financing for small businesses in Africa and the European Neighbourhood, European Commission (Brussels) 12 April 2019. Access Date: 10 June 2019. http://europa.eu/rapid/press-release_IP-19-2112_en.htm.

⁴⁸⁹⁶ EU to facilitate financing for small businesses in Africa and the European Neighbourhood, European Commission (Brussels) 12 April 2019. Access Date: 10 June 2019. http://europa.eu/rapid/press-release_IP-19-2112_en.htm.

⁴⁸⁹⁷ EU, Latin America and the Caribbean: Partnering for prosperity, democracy, resilience and global governance, European Commission (Brussels) 17 April 2019. Access Date: 10 June 2019. http://europa.eu/rapid/press-release_IP-19-2137_en.htm.

⁴⁸⁹⁸ EU, Latin America and the Caribbean: Partnering for prosperity, democracy, resilience and global governance, European Commission (Brussels) 17 April 2019. Access Date: 10 June 2019. http://europa.eu/rapid/press-release_IP-19-2137_en.htm.

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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⁴⁸⁹⁹ EU, Latin America and the Caribbean: Partnering for prosperity, democracy, resilience and global governance, European Commission (Brussels) 17 April 2019. Access Date: 10 June 2019. http://europa.eu/rapid/press-release_IP-19-2137_en.htm.