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2023 G7 Hiroshima Summit Final Compliance Report

22 May 2023 to 15 May 2024

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14. Gender: Labour Markets

“[We also work towards] ... further improving gender equality in the labor market.”

G7 Hiroshima Leaders' Communiqué

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		0	
Average	+0.88 (94%)		

Background

The introduction of gender equality in labour markets has been a recent addition to the G7 agenda as the global community becomes increasingly aware of gender equality as an essential component to economic growth. Although women's labour force participation was first introduced as an issue at the 2016 Ise-Shima Summit, governments continue to face difficulties in effectively implementing inclusive, effective gender-equality initiatives. The focus of implementing gender equality across all labour markets thus serves to address the lack of women's equal participation in the labour force.³¹²⁹

The G7 has addressed gender issues since 1981 and consistently since 2001. On its governance of women and labour, highlights follow.

At the 2004 Sea Island Summit, G8 leaders agreed on the G8 Action Plan: Applying the Power of Entrepreneurship to the Eradication of Poverty which encourages countries to adopt policies that encourage private sector development. The leaders aimed to establish microfinance programs that provide financial capital to women entrepreneurs, in particular.³¹³⁰

At the 2015 Schloss Elmau Summit, G7 leaders emphasized countries taking concrete steps towards health, women empowerment, and climate protection. The leaders agreed on a number of measures to boost women's entrepreneurship, such as promoting women's access to markets, leadership opportunities, and social networks.³¹³¹

At the 2016 Ise Shima Summit, G7 leaders adopted the G7 Guiding Principles for Capacity Building of Women and Girls: Towards Sustainable, Inclusive and Equitable Growth and Peace which aims to build the capacity of women and girls towards sustainable, inclusive and equitable economic growth by eliminating gender inequality in education and careers as well as enriching job-related education and vocational training to promote women's

³¹²⁹ 2015 OECD Recommendation of the Council on Gender Equality in Public Life, OECD (Paris) 8 March 2016. Access Date: 29 September 2023. <https://www.oecd.org/governance/2015-oecd-recommendation-of-the-council-on-gender-equality-in-public-life-9789264252820-en.htm>.

³¹³⁰ G8 Action Plan: Applying the Power of Entrepreneurship to the Eradication of Poverty, G7 Information Centre (Toronto) 9 June 2004. Access Date: 7 October 2023. <http://www.g7.utoronto.ca/summit/2004seaisland/poverty.html>

³¹³¹ Leaders' Declaration: G7 Summit, G7 Information Centre (Toronto) 8 June 2015. Access date: 7 October 2023. <http://www.g7.utoronto.ca/summit/2015elmau/2015-G7-declaration-en.html>

labour force participation, entrepreneurship, and leadership.³¹³² Additionally, the leaders recognized the Women’s Initiative in Developing STEM Career (WINDS), which intends to encourage women’s labour participation in science, technology, engineering, and mathematics careers.³¹³³

At the 2017 Taormina Summit, G7 leaders agreed on the G7 Roadmap for a Gender-Responsive Economic Environment which highlights policies that are likely to foster gender equality through encouraging women’s labour force participation, entrepreneurship, and economic empowerment. Further, the leaders aim to strengthen women’s access to “decent and quality jobs” by committing to reducing the gap in labour force participation rates between women and men, recognizing the value of unpaid care and domestic work, investing in social infrastructure that provides care for children and other dependents, as well as encouraging the participation of girls and women in science, technology, engineering, mathematics, and medicine (STEMM) fields.³¹³⁴

At the 2018 Charlevoix Summit, G7 leaders agreed on the Charlevoix Commitment on Equality and Economic Growth which aims to maximize economic prosperity by removing barriers that keep people from full participation in the global economy and addressing the causes of gender inequality.³¹³⁵ The G7 leaders also recognized the Charlevoix Declaration on Quality Education for Girls, Adolescent Girls and Women in Developing Countries which prioritizes preparing women for jobs of the future as well as improving sex and age data and accountability.

At the 2019 Biarritz Summit, G7 leaders adopted the Declaration on Gender Equality and Women’s Empowerment which emphasizes further support for women’s education and training by countering gender biases to promote inclusion and access of women to access science, technology, engineering and mathematics (STEM) fields.³¹³⁶ The leaders also recognized recommendations of the Gender Equality Advisory Council (GEAC) which includes the promotion of economic empowerment of women by recognizing and reducing unpaid care work, cultivating female leadership positions in public and private sectors, as well as dismantling discriminatory laws that prevent women from having equal access to labour markets, compared to men.³¹³⁷

At the 2021 Cornwall Summit, G7 leaders discussed the Gender Equality Advisory Council’s recommendations to further include women’s participation in the labour force.³¹³⁸ The leaders also recognized a number of initiatives including strengthened social care infrastructure, equal access to labour markets, as well as ending stereotypes and unequal treatment of women.³¹³⁹

At the 2022 Elmau Summit, G7 leaders agreed on the G7 Development and Development-Related Commitments. These commitments aim to promote equality by encouraging governments to implement

³¹³² G7 Guiding Principles for Capacity Building of Women and Girls: Towards Sustainable, Inclusive and Equitable Growth and Peace, G7 Information Centre (Toronto) 27 May 2016. Access Date: 29 September 2023.

<http://www.g7.utoronto.ca/summit/2016shima/principles-women.html>

³¹³³ G7 Initiative on Women and STEM: Women’s Initiative in Developing STEM Career (WINDS), G7 Information Centre (Toronto) 27 May 2016. Access Date: 29 September 2023. <http://www.g7.utoronto.ca/summit/2016shima/winds-en.pdf>

³¹³⁴ G7 Roadmap for a Gender-Responsive Economic Environment, G7 Information Centre (Toronto) 27 May 2017. Access Date: 29 September 2023. <http://www.g7.utoronto.ca/summit/2017taormina/gender.html>

³¹³⁵ Charlevoix Commitment on Equality and Economic Growth, G7 Information Centre (Toronto) 9 June 2018. Access Date: 29 September 2023. <http://www.g7.utoronto.ca/summit/2018charlevoix/growth-commitment.html>

³¹³⁶ Declaration on Gender Equality and Women’s Empowerment, G7 Information Centre (Toronto) 26 August 2019. Access Date: 29 September 2023. <http://www.g7.utoronto.ca/summit/2019biarritz/chairs-summary-inequalities.html>

³¹³⁷ Biarritz Partnership for Gender Equality, G7 Information Centre (Toronto) 26 August 2019. Access Date: 29 September 2023. <http://www.g7.utoronto.ca/summit/2019biarritz/GEAC-recommendations.pdf>

³¹³⁸ Recommendations of the Gender Equality Advisory Council 2021 to the Leaders of the G7, G7 Information Centre (Toronto) 11 June 2021. Access Date: 29 September 2023. <http://www.g7.utoronto.ca/GEAC/2021-recommendations.html>

³¹³⁹ G7 Gender Equality Advisory Council, G7 Information Centre (GEAC) Presents Recommendations to Drive Global Gender Equality (Toronto) 11 June 2021. Access Date: 29 September 2023. <http://www.g7.utoronto.ca/GEAC/2021-press-release.html>

technical and vocational training for women, economic empowerment initiatives, and non-discriminatory legislation.³¹⁴⁰

The G7's 24 gender equality commitments assessed from 2014 to 2022 averaged compliance of 69%. Within them, the 5 on entrepreneurship averaged 78%, the 3 on economic participation averaged 54%, the one on companies averaged 82% and the one on the labour market (G72018-163) averaged 100%.

Commitment Features

At the 2023 Hiroshima summit, leaders committed to “work toward ... further improving gender equality in the labor market.”³¹⁴¹ This commitment has the explicit instrument of “work toward” (in unspecified ways) and one implicit, main outcome objective, namely increasing a gender-equal labour force.

Definitions and Concepts

“Work toward” is defined to mean taking concrete actions towards a certain end, including by drafting proposals, putting forth new ideas and encouraging new initiatives.³¹⁴² As such, this concept does not include putting forward no effort, resisting or destroying efforts put forth by other actors or simply joining once a consensus has been reached.

“Improving” is understood to mean “make or become better” or “produce something better than” (as improve upon).³¹⁴³ In a G7 context, when a commitment states that it will “improve” it should be interpreted to mean that old initiatives will be updated. It should not be interpreted to require, but could include brand-new initiatives.

“Gender equality” is understood to mean the capability of societies to have equal status for men and women.³¹⁴⁴ To achieve this state, countries can utilize institutions, initiatives, laws, and legislation. In the context of this commitment, the Joint Statement of the G7 Gender Equality Ministers on Gender Equality and the Empowerment of All Women and Girls highlights the various aspects needed to achieve gender equality.³¹⁴⁵

“Labor market” is understood to mean the demographic of individuals ages 15 and older that are seeking employment, regardless if they are employed or not.³¹⁴⁶ Employment is identified for an established duration and is interpreted to mean the provision of work to create goods and services.

General Interpretive Guidelines

This commitment applies a depth and breadth analysis.

Full compliance, or a score of +1, will be given to G7 members who take at least one strong action in at least four areas. These can be taken domestically and internationally. Examples of strong action include but are not limited to:

³¹⁴⁰ Elmau Progress Report 2022: G7 Development and Development-Related Commitments, G7 Information Centre (Toronto) 7 July 2022. Access date: 30 September 2023. <http://www.g7.utoronto.ca/summit/2022elmau/220707-progress-report.html>

³¹⁴¹ G7 Leaders' Communiqué, G7 Information Centre (Toronto) 20 May 2023. Access Date: 29 September 2023. <http://www.g7.utoronto.ca/summit/2023hiroshima/230520-communication.html>

³¹⁴² Compliance Coding Manual for International Institutional Commitments, G7 Information Centre (Toronto) 12 November 2020. Access Date: 20 January 2024. https://www.g7.utoronto.ca/compliance/Compliance_Coding_Manual_2020.pdf

³¹⁴³ Compliance Coding Manual for International Institutional Commitments, G7 Information Centre (Toronto) 12 November 2020. Access Date: 29 September 2023. https://www.g7.utoronto.ca/compliance/Compliance_Coding_Manual_2020.pdf

³¹⁴⁴ Metadata Glossary, World Bank (Washington, D.C.) n.d. Access Date: 29 September 2023.

<https://databank.worldbank.org/metadataglossary/country-policy-and-institutional-assessment/series/IQ.CPA.GNDR.XQ>
³¹⁴⁵ Joint Statement of the G7 Gender Equality Ministers on Gender Equality and the Empowerment of All Women and Girls, G7 Information Centre (Nikko) 25 June 2023. Access Date: 29 September 2023. <http://www.g7.utoronto.ca/gender/2023-gender-declaration.html>

³¹⁴⁶ Metadata Glossary, World Bank (Washington, D.C.) n.d. Access Date: 29 September 2023. <https://databank.worldbank.org/metadataglossary/jobs/series/SL.TLF.TOTL.IN>

- After acknowledging the unequal nature of paid and unpaid care work, acting to make it more gender equal. Examples of strong action in this area include campaigns that encourage men to take up a greater share in unpaid household work and to improve the flexibility of working hours and parental leave, especially to be used by men.
- Reducing wage gaps, by creating and enforcing pay equity and transparency legislation.
- Increasing female representation in high-level positions. Strong actions include initiatives that support and mentor women’s career advancement and flexible working methods in high-level positions.
- Addressing labour mobility issues by providing more initiatives and opportunities to further education in upskilling or reskilling. Strong actions include initiatives to support women in STEM, technology, and climate fields.
- Advancing female entrepreneurship according to the G7 Principles on Women’s Entrepreneurship. Examples of strong action include substantially bolstering education, support networks and resources to support entrepreneurial success.
- Ensuring a work environment in which women of all different backgrounds feel comfortable, protected and supported. Examples of strong action include enforced policies tackling gender-based violence, harassment, and sexist discrimination — which includes supporting victims of violence, harassment, and discrimination.

Partial compliance, or a score of 0, will be assigned to G7 members who take less than strong/weak action in at least three areas, or G7 members who take strong action in only two dimensions and weak action in other dimensions. These actions can occur nationally and/or internationally. Weak actions include, but are not limited to verbal affirmations of support, proposals of initiatives that were not carried out, attendance of domestic or international meetings, and verbal condemnations of countries that have backslid in progress towards gender inequality.

Non-compliance, or a score of –1, will be assigned if the G7 member takes action in one or fewer areas of the commitment, or takes action that are directly antithetical to the commitment.

Scoring Guidelines

-1	The G7 member has not taken strong action to improve gender equality in the labour market in more than one area, such as: unequal care work, wage gaps, female representation, labor mobility, entrepreneurship and safe work environments, etc.
0	The G7 member has less than taken strong/weak action to improve gender equality in the labour market in more than three areas or has taken strong action in fewer than four areas, such as: unequal care work, wage gaps, female representation, labor mobility, entrepreneurship, safe work environments, etc.
+1	The G7 member has taken strong action to improve gender equality in the labour market in four or more areas, such as unequal care work, wage gaps, female representation, labor mobility, entrepreneurship and safe work environments.

*Compliance Director: Eliza Yip
Lead Analyst: Selia Sanchez*

Canada: +1

Canada has fully complied with its commitment to work toward further improving gender equality in the labour market.

On 25 July 2023, Minister for Women and Gender Equality and Youth, Marci Ien, and the Saskatchewan government announced a bilateral agreement of funding of CAD20.3 million over the span of four years to

support the National Action Plan to end gender-based violence in Saskatchewan.³¹⁴⁷ The Action Plan consists of a 10-year framework and aims to support Canadian victims, survivors, and families of gender-based violence.

On 24 August 2023, Minister Ien and the Minister of Veterans Affairs, Ginette Petitpas Taylor, announced the funding of CAD852,000 for two organizations in New Brunswick to help remove systemic barriers for women's progress.³¹⁴⁸ The first, Regroupement féministe du Nouveau-Brunswick, aims to build leadership of Francophone women and act against gender-based violence and sexual harassment in schools. The second, New Brunswick Coalition for Pay Equity, aims to secure employment opportunities for women in the private sector.

On 12 September 2023, Minister of Innovation, Science, and Industry, François-Philippe Champagne and Minister Ien announced the funding of CAD296,000 for the Société d'aide au développement des collectivités Shawinigan in its "Flexi-Loan for Women" project in Quebec.³¹⁴⁹ This project aims to aid women entrepreneurs who are partaking in another job, caring for family, or others and provide them with resources for full economic participation and assistance.

On 22 September 2023, Minister Ien launched two calls for proposals to help organizations in Canada dedicated to women's rights and invited organizations to apply for funding.³¹⁵⁰ The first proposal, the Women's Economic and Leadership Opportunities Fund aims to increase women's representation in leadership and decision-making. The second proposal, the Women's Capacity Fund aims to increase activities such as community engagement, and partnership development.

On 25 September 2023, Minister Ien announced the funding of CAD 3 million over a span of four years for the LEAP Pecaut Centre for Social Impact to increase the economic participation of women in Canada.³¹⁵¹ This funding will aid women in Canada to develop more economic independence.

On 30 October 2023, the Treasury Board of Canada Secretariat announced the planned initiatives from 2023 to 2027 to support the Government of Canada's sustainable development goals and targets, which highlights equality in the workforce.³¹⁵² These initiatives promote the enforcement of the Pay Equity Act throughout the public sector and focus on creating strategies for fostering career advancement and leadership for women.

³¹⁴⁷ The Governments of Canada and Saskatchewan sign historical bilateral agreement to end gender-based violence, The Government of Saskatchewan (Regina) 25 July 2023. Access Date: 2 November 2023. <https://www.saskatchewan.ca/government/news-and-media/2023/july/25/the-governments-of-canada-and-saskatchewan-sign-historical-bilateral-agreement-to-end-genderbased-vi>

³¹⁴⁸ Government of Canada announces funding for Moncton community organizations to address systemic barriers faced by women, Women and Gender Equality Canada (Moncton) 24 August 2023. Access Date: 3 November 2023. <https://www.canada.ca/en/women-gender-equality/news/2023/08/government-of-canada-announces-funding-for-moncton-community-organizations-to-address-systemic-barriers-faced-by-women.html>

³¹⁴⁹ Government of Canada announces funding to support women entrepreneurs in Quebec, Women and Gender Equality Canada (Shawinigan) 12 September 2023. Access Date: 1 November 2023. <https://www.canada.ca/en/women-gender-equality/news/2023/09/government-of-canada-announces-funding-to-support-women-entrepreneurs-in-quebec.html>

³¹⁵⁰ Government of Canada launches two new Calls for Proposals to strengthen gender equality, Women and Gender Equality Canada (Toronto) 22 September 2023. Access Date: 3 November 2023. <https://www.canada.ca/en/women-gender-equality/news/2023/09/government-of-canada-launches-two-new-calls-for-proposals-to-strengthen-gender-equality.html>

³¹⁵¹ The Government of Canada announces funding to increase the economic participation of women in Canada, Women and Gender Equality Canada (Toronto) 25 September 2023. Access Date: 31 October 2023. <https://www.canada.ca/en/women-gender-equality/news/2023/09/the-government-of-canada-announces-funding-to-increase-the-economic-participation-of-women-in-canada.html>

³¹⁵² Treasury Board of Canada Secretariat's Departmental Sustainable Development Strategy for 2023 to 2027, Treasury Board of Canada Secretariat (Ottawa) 30 October 2023. Access Date: 3 November 2023. <https://www.canada.ca/en/treasury-board-secretariat/corporate/reports/departmental-sustainable-development-strategy/treasury-board-canada-secretariat-departmental-sustainable-development-strategy-2023-2027.html>

On 14 November 2023, Minister Ien announced the funding of CAD325,000 towards Canadian Women and Sport to support the Commercial Women’s Sport initiative.³¹⁵³ This initiative aims to limit bias and gender inequity in women’s professional sport and highlights the value of economic and social potential in women’s sports, providing leadership and career opportunities in sport for Canadian women.

On 15 November 2023, Minister Ien and the Ontario government announced a bilateral agreement of an investment of CAD162 million over the span of four years to support the National Action Plan to end gender-based violence in Ontario.³¹⁵⁴ The plan consists of strategies to enhance preventive measures, extend support to vulnerable populations, and stabilize the Gender-Based-Violence sector.

On 24 November 2023, Minister Ien and the Quebec government announced a bilateral agreement of a funding of CAD97.3 million over the span of four years to support Quebec’s Integrated Government Strategy to Counteract Sexual Violence and Domestic Violence, and to Rebuild Trust.³¹⁵⁵ The strategy emphasizes the well-being and safety of women through a focus on prevention, awareness, and detection measures.

On 14 December 2023, Minister Ien, and the Nova Scotia government announced the funding of CAD5.4 million to a total of 14 organizations across Nova Scotia and Canada.³¹⁵⁶ These organizations will further support the full participation of all individuals in Canada’s economic, social, and political realms, as well as dismantling systemic barriers that hinder the progress and advancement of women.

On 9 January 2024, Minister of Employment, Workforce Development and Official Languages Randy Boissonnault, on behalf of Minister Ien, announced the funding of CAD7.3 million for 18 organizations situated in Alberta and across Canada.³¹⁵⁷ This funding will enable these organizations to promote gender equality and combat gender-based violence through enhancing capacity, offering improved support and resources, and conducting research.

On 18 January 2024, Minister Ien announced the investment of CAD12.4 million for 34 organizations located in British Columbia.³¹⁵⁸ This investment will allow organizations to fulfill their goal of addressing and putting an end to gender-based violence as well as tackling gaps in workplace procedures and policies, particularly in STEM.

³¹⁵³ Government of Canada announces funding to improve economic security for women in professional sport, Women and Gender Equality Canada (Toronto) 14 November 2023. Access Date: 2 December 2023: <https://www.canada.ca/en/women-gender-equality/news/2023/11/government-of-canada-announces-funding-to-improve-economic-security-for-women-in-professional-sport.html>

³¹⁵⁴ The Governments of Canada and Ontario sign bilateral agreement to end gender-based violence, Women and Gender Equality Canada (Toronto) 15 November 2023. Access Date: 3 December 2023. <https://www.canada.ca/en/women-gender-equality/news/2023/11/the-governments-of-canada-and-ontario-sign-bilateral-agreement-to-end-gender-based-violence.html>

³¹⁵⁵ The Governments of Canada and Quebec sign bilateral agreement to address gender-based violence, Women and Gender Equality Canada (Quebec City) 24 November 2023. Access Date: 3 December 2023. <https://www.canada.ca/en/women-gender-equality/news/2023/11/the-governments-of-canada-and-quebec-sign-bilateral-agreement-to-address-gender-based-violence.html>

³¹⁵⁶ Government of Canada supports 14 organizations to advance gender equality in Nova Scotia and across Canada, Women and Gender Equality Canada (Halifax) 14 December 2023. Access Date: 1 March 2024. <https://www.canada.ca/en/women-gender-equality/news/2023/12/government-of-canada-supports-14-organizations-to-advance-gender-equality-in-nova-scotia-and-across-canada.html>

³¹⁵⁷ Government of Canada announces support for 18 Alberta-based organizations to advance gender equality, Women and Gender Equality Canada (Edmonton) 9 January 2024. Access Date: 1 March 2024. <https://www.canada.ca/en/women-gender-equality/news/2024/01/government-of-canada-announces-support-for-18-alberta-based-organizations-to-advance-gender-equality.html>

³¹⁵⁸ Government of Canada supports 34 organizations to advance gender equality in British Columbia and across the country, Women and Gender Equality Canada (Vancouver) 18 January 2024. Access Date: 1 March 2024. <https://www.canada.ca/en/women-gender-equality/news/2024/01/government-of-canada-supports-34-organizations-to-advance-gender-equality-in-british-columbia-and-across-the-country.html>

On 22 February 2024, Minister Ien announced the funding of CAD960,000 to the Information and Communications Technology Council (ICTC) organization based in Toronto.³¹⁵⁹ This funding will be allocated to the “Changing the Narrative – Unleashing the Full Potential of Women-owned Enterprises” project, which focuses on strengthening innovation, expanding diversity in the workforce, and addressing systemic barriers encountered by women entrepreneurs.

On 5 March 2024, Parliamentary Secretary to the Minister for Women and Gender Equality and Youth Lisa Hepfner, committed CAD1.5 million to Plan International Canada for its “Promoting the Power Within and Redefining Beauty: Uprooting Systemic Barriers to Equity in Leadership” project.³¹⁶⁰ The project will focus on nurturing body positivity and confidence among young girls and women to promote gender equality and encourage women in leadership roles.

On 8 March 2024, Minister Ien reiterated Canada’s commitment to fostering gender equality and recognizing the importance of women in leadership and the workplace on International Women’s Day.³¹⁶¹ Minister Ien acknowledged the barriers women face, such as the disproportionate share of family caregiving responsibilities and the gender pay gap.

On 12 March 2024, Minister Ien delivered a statement to the UN in the 68th session of the Commission on the Status of Women, affirming Canada’s stance on recognizing gender equality as a human right, and emphasizing several plans to protect women and girls.³¹⁶² One of them was the “National Childcare Program” which will ensure affordable daycare.

Canada has fully complied with its commitment to further improving gender equality in the labour market. Canada has taken at least one strong action in implementing initiatives to support women in labour markets, in four areas: providing funding to support women entrepreneurs, working towards providing safe work environments for women by tackling gender-based violence and sexual harassment, providing opportunities for upward mobility for women in the workplace through further education and skills development and advocating for policies for women’s leadership and representation in the workplace. Canada has also taken steps to achieve financial independence for women, promote female employment in otherwise underrepresented fields and enforce the Pay Equity Act in the labour market.

Thus, Canada receives a score of +1.

Analyst: Jennifer Lee

France: +1

France has fully complied with its commitment to work toward further improving gender equality in the labour market.

On 16 June 2023, Prime Minister Elizabeth Borne announced the “Tech for All” program. The goal of the program is to encourage women to work in the tech industry, and to ultimately make the technology sector

³¹⁵⁹ Government of Canada announces funding for women entrepreneurs to create a more equitable digital economy, Women and Gender Equality Canada (Toronto) 22 February 2024. Access Date: 1 March 2024. <https://www.canada.ca/en/women-gender-equality/news/2024/02/government-of-canada-announces-funding-for-women-entrepreneurs-to-create-a-more-equitable-digital-economy.html>

³¹⁶⁰ Government of Canada supports young women to build self-esteem and reach their full potential, Women and Gender Equality Canada (Toronto) 5 March 2024. Access Date: 22 April 2024. <https://www.canada.ca/en/women-gender-equality/news/2024/03/government-of-canada-supports-young-women-to-build-self-esteem-and-reach-their-full-potential.html>

³¹⁶¹ Statement by Minister Marci Ien on International Women’s Day, Women and Gender Equality Canada (Ottawa) 8 March 2024. Access Date: 22 April 2024. <https://www.canada.ca/en/women-gender-equality/news/2024/03/statement-by-minister-marci-ien-on-international-womens-day.html>

³¹⁶² Statement by Minister Ien, Head of Delegation of Canada, to UNCSW 68th session, Women and Gender Equality Canada (New York) 12 March 2024. Access Date 22 April 2024. <https://www.canada.ca/en/women-gender-equality/news/2024/03/statement-by-minister-ien-head-of-the-delegation-of-canada-to-uncsw-68th-session.html>

egalitarian between men and women.³¹⁶³ To achieve this goal, the program will support 10,000 young women who hope to pursue higher education in technology through coaching and mentorship, in addition to financial support.

On 17 September 2023, the French Government announced that they would be doubling financial support to the Support Fund for Feminist Organizations.³¹⁶⁴ As a result of this commitment, the Support Fund for Feminist organizations will receive EUR 250 million over the next five years.

On 20 September 2023, the Government Information Service announced a joint campaign to encourage women to move into the digital industry, to counter stereotypes, and to promote professional equality.³¹⁶⁵

On 4 October 2023, the Human Rights Advisor of France to the United Nations, Emmanuel Leclerc, gave a statement in which he reaffirmed France's commitment to a feminist diplomacy, as well as their commitment to make gender equality a priority in all areas.³¹⁶⁶

On 16 October 2023, the French Government announced a campaign to improve the rights of women living in rural areas in collaboration with the National Federation of Information Centers for Women and Families' Rights.³¹⁶⁷ One focus of this campaign will be the disproportionately high unemployment rate of women living in rural areas. The campaign also acknowledges that women, especially in rural areas, are statistically more likely to be financially dependent on another and aims to reduce instances of this phenomenon as well.

On 24 November 2023, Prime Minister Borne announced "Against the attackers: let's raise our eyes," a campaign to raise awareness of gender-based and sexual violence on public transport during a speech that condemned gender-based violence and domestic violence.³¹⁶⁸

On 1 December 2023, Minister Delegate to the Prime Minister, Bérangère Couillard, announced the Family Allowance Fund.³¹⁶⁹ This fund provides available financial assistance for victims of domestic violence who need to leave their homes immediately.

³¹⁶³ Le programme « Tech pour toutes », moteur de la féminisation de la tech, Government of France (Paris) 16 June 2023. Translation provided by Google Translate. Access Date: 4 November 2023. <https://www.gouvernement.fr/actualite/le-programme-tech-pour-toutes-moteur-de-la-feminisation-de-la-tech>

³¹⁶⁴ Feminist diplomacy - United Nations - France doubles the financing of the Support Fund for Feminist Organizations, Minister for Europe and Foreign Affairs (Paris) 16 June 2023. Translation provided by Google Translate. Access Date: 4 November 2023. <https://www.diplomatie.gouv.fr/en/french-foreign-policy/feminist-diplomacy/news/article/feminist-diplomacy-united-nations-france-doubles-the-financing-of-the-support>

³¹⁶⁵ On a toutes une tête à travailler dans la tech, Government of France (Paris) 20 September 2023. Translation provided by Google Translate. Access Date: 3 November 2023. <https://www.gouvernement.fr/actualite/on-a-toutes-une-tete-a-travailler-dans-la-tech>

³¹⁶⁶ La France continue de défendre une diplomatie résolument féministe, Mission permanente de la France après des Nations Unies a New York (New York) 4 October 2023. Translation provided by Google Translate. Access Date: 4 November 2023. <https://onu.delegfrance.org/la-france-continue-de-defendre-une-diplomatie-resolument-feministe>

³¹⁶⁷ Une campagne pour l'accès aux droits des femmes en milieu rural, Government of France (Paris) 16 October 2023. Translation provided by Google Translate. Access Date: 3 November 2023. <https://www.gouvernement.fr/actualite/une-campagne-pour-lacces-aux-droits-des-femmes-en-milieu-rural>

³¹⁶⁸ Une campagne contre les violences sexistes et sexuelles dans les transports en commun, Government of France (Paris) 24 November 2023. Translation provided by Google Translate. Access Date: 3 December 2023. <https://www.gouvernement.fr/actualite/une-campagne-contre-les-violences-sexistes-et-sexuelles-dans-les-transports-en-commun>

³¹⁶⁹ Une aide d'urgence pour les victimes de violences conjugales, Government of France (Paris) 1 December 2023. Translation provided by Google Translate. Access Date: 3 December 2023. <https://www.gouvernement.fr/actualite/une-aide-durgence-pour-les-victimes-de-violences-conjugales>

On 5 December 2023, France’s Legal Affairs Department, led by director Laure Bedier, issued two decrees defining how to measure and reduce the gender pay gap in the public service.³¹⁷⁰ The decrees define indicators for measuring the gender pay gap and under-representation of women, and contain further information on how to measure the gender pay gap taking into account accessory salaries, bonuses, and other kinds of compensation. The decrees also set targets for the reduction of the gender pay gap, which employers will be fined for failing to meet after three years.

On 11 January 2024, the Minister of National Education and Youth, Amélie Oudéa-Castéra, announced the organization of Youth Awareness Weeks for Women and Entrepreneurship from 11 March 2024 to 29 March 2024.³¹⁷¹ The aim of the awareness weeks is to encourage interest in entrepreneurship in young people aged 13 to 25 and to promote a feminine image of entrepreneurship.

On 22 January 2024, Minister Oudéa-Castéra announced the celebration of International Women’s Day in schools on 8 March 2024.³¹⁷² The goal of incorporating International Women’s Day in schools is to develop a culture of equality and respect, and is motivated by the understanding that transmission of values of gender equality begins in primary school.

On 22 January 2024, the President of the High Council for Equality between Women and Men, Sylvie Pierre-Brossolette, published a report on the state of sexism in France and launched a new awareness campaign titled “Let’s Make Sexism Ancient History.”³¹⁷³ The report includes recommendations to reduce instances of sexism, including a recommendation to increase the number of women working in the digital sector.

On 8 March 2024, the Regional Director of Cultural Affairs of Hauts-de-France, Hilaire Multon, announced the creation of “Elles du Patrimoine,” a podcast about the contributions of different women to French history and culture.³¹⁷⁴ The goal of the podcast is to renew the approach to equality between women and men, and to make women visible in the heritage professions.

On 11-29 March 2024, Youth Awareness Weeks for Women and Entrepreneurship occurred.³¹⁷⁵ The aim of the awareness weeks is to encourage interest in entrepreneurship in young people aged 13 to 25 and to promote a feminine image of entrepreneurship.

On 16 March 2024, the Director of the Ministry responsible for Equality between Women and Men and the Fight against Discrimination, Agathe Le Nahenec, announced a call for the mobilization of women who have been living in France for over five years and who have had a successful immigration path.³¹⁷⁶ These women

³¹⁷⁰ Lettre de la DAJ – Indicateurs des écarts de rémunération entre hommes et femmes dans la fonction publique, Government of France (Paris) 21 December 2023. Translation provided by Google Translate. Access Date: 1 March 2024. <https://www.economie.gouv.fr/daj/lettre-de-la-daj-indicateurs-des-ecarts-de-remuneration-entre-hommes-et-femmes-dans-la-fonction>.

³¹⁷¹ Semaines de sensibilisation des jeunes - Femmes et entrepreneuriat, Government of France (Paris) 11 January 2024. Translation provided by Google Translate. Access Date: 1 March 2024. <https://www.education.gouv.fr/semaines-de-sensibilisation-des-jeunes-femmes-et-entrepreneuriat-3110>.

³¹⁷² Journée internationale des droits des femmes, Government of France (Paris) 22 January 2024. Translation provided by Google Translate. Access Date: 1 March 2024. <https://www.education.gouv.fr/journee-internationale-des-droits-des-femmes-11900>.

³¹⁷³ The state of sexism in France, Government of France (Paris) 22 January 2024. Translation provided by Google Translate. Access Date: 1 March 2024. <https://www.education.gouv.fr/journee-internationale-des-droits-des-femmes-11900>.

³¹⁷⁴ 8 mars: la DRAC Hauts-de-France déploie ses « Elles du patrimoine », Government of France (Paris) 8 March 2024. Translation provided by Google Translate. Access Date: 22 April 2024. <https://www.culture.gouv.fr/Regions/DRAC-Hauts-de-France/Actualites/8-mars-la-DRAC-Hauts-de-France-deploie-ses-Elles-du-patrimoine>

³¹⁷⁵ Youth Awareness Weeks - Women and Entrepreneurship, Ministry of National Education, Youth and Sports (Paris) 11 March 2024. Translation provided by Google Translate. Access Date: 13 May 2024. <https://www.education.gouv.fr/semaines-de-sensibilisation-des-jeunes-femmes-et-entrepreneuriat-3110>

³¹⁷⁶ Des « ambassadrices de l’égalité » pour une meilleure intégration des femmes primo-arrivantes, Government of France (Paris) 16 March 2024. Translation provided by Google Translate. Access Date: 13 May 2024. <https://www.interieur.gouv.fr/actualites/actualites-du-ministere/des-ambassadrices-de-legalite-pour-meilleure-integration-des>

will be “equality ambassadors” who run workshops and work with newly arrived female immigrants to help them integrate into France professionally.

France has fully complied with its commitment to further improving gender equality in the labour market. The French government has taken at least strong actions to improve gender equality in the labour market across four areas: promoting female involvement in underrepresented fields, promoting female political advocacy to achieve labour equity at higher levels, achieving financial independence for women and establishing safe working conditions for women by tackling harassment and gender-based violence. Actions towards these ends include efforts to promote women in male-dominated industries, to reduce the disproportionate effect of unemployment on women, and to finance organizations that work towards gender equality.

Thus, France receives a score of +1.

Analyst: Esme Smolyne

Germany: +1

Germany has fully complied with its commitment to work toward further improving gender equality in the labour market.

On 30 June 2023, Minister Paus and the Government of Berlin signed a contract to implement the Daycare Quality Act in Berlin, which included a funding of EUR 173 million over a span of two years to enhance the quality of daycare.³¹⁷⁷ This funding will work towards expanding daycare centers and developing the quality of education provided through skilled educators.

On 12 September 2023, Minister Paus published the Fathers’ Report 2023 that advocated for parental leave for fathers, consisting of full compensation for the first ten days after a child’s birth to achieve equal partnership in families.³¹⁷⁸

On 29 September 2023, the State Secretary of the Federal Ministry for Family, Senior Citizens, Women and Youth, Margit Gottstein, presented the ninth state report on Germany’s gender equality policy to the United Nations Convention on the Elimination of All Forms of Discrimination Against Women Committee in Geneva.³¹⁷⁹ The State Secretary announced Germany’s plans of achieving progress towards gender equality by 2030, which included further implementations to enforce the Equal Pay Act, supporting women in leadership in business and public sectors, and working towards partnership in care work.

On 2 October 2023, the Parliamentary State Secretary, Christian Lange, affirmed the importance of breastfeeding-friendly environments in the workplace to family and work life.³¹⁸⁰ Secretary Lange acknowledged

³¹⁷⁷ 173 Millionen Euro für die frühkindliche Bildung – Berlin unterzeichnet Vertrag zum KiTa-Qualitätsgesetz mit dem Bund. Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 30 June 2023. Translation provided by Google Translate. Access Date: 31 October 2023. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/173-millionen-euro-fuer-die-fruehkindliche-bildung-berlin-unterzeichnet-vertrag-zum-kita-qualitaetsgesetz-mit-dem-bund-227858>

³¹⁷⁸ Bundesministerin Lisa Paus veröffentlicht Väterreport. Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 12 September 2023. Translation provided by Google Translate. Access Date: 1 November 2023. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/bundesministerin-lisa-paus-veroeffentlicht-vaeterreport-230666>

³¹⁷⁹ 9. Staatenbericht zu Frauenrechtskonvention der Vereinten Nationen in Genf präsentiert. Bundesministerium für Familie, Senioren, Frauen und Jugend (Geneva) 29 September 2023. Translation provided by Google Translate. Access Date: 3 November 2023. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/9-staatenbericht-zu-frauenrechtskonvention-der-vereinten-nationen-in-genf-praesentiert-225062>

³¹⁸⁰ Parlamentarische Staatssekretärin Deligöz: „Stillfreundliches Arbeitsumfeld verbessert Vereinbarkeit von Familie und Beruf.“ Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 2 October 2023. Translation provided by Google Translate. Access Date: 4 November 2023. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/parlamentarische-staatssekretaeerin-deligoez-stillfreundliches-arbeitsumfeld-verbessert-vereinbarkeit-von-familie-und-beruf--231374>

the significance of employers implementing a breastfeeding-friendly environment to ensure that women can participate in the workforce while also breastfeeding.

On 8 November 2023, Minister Paus and members of the Federal Cabinet joined the “Together Against Sexism Alliance.”³¹⁸¹ This alliance aims to recognize sexual harassment and sexism in the workplace and advocates for measures such as mandatory employee training and information sessions on sexual harassment to effectively counter sexism.

On 23 November 2023, Minister Paus met with the representatives of initiatives and organizations that serve to protect women and girls against violence.³¹⁸² Minister Paus proposed a federal law on the right to protection and advice, which will give every woman affected by gender-based and domestic violence the legal right to seek protection and advice.

On 28 December 2023, the Federal Ministry for Family Affairs announced several initiatives directed towards alleviating the pressures faced by mothers and fathers.³¹⁸³ These initiatives included higher child allowances, enhanced benefits, and increased children’s sick days.

On 22 January 2024, Minister Paus and Minister for Construction Klara Geywitz visited the Cottbus women’s shelter and affirmed their commitment toward enhancing the support network for women impacted by violence through the investment program “Together against violence against women.”³¹⁸⁴ This program supported constructing shelters and counseling centers for women who have been affected by violence across Germany.

On 7 March 2024, Minister Paus highlighted the government’s efforts to increase the proportion of women in leadership positions in federal authorities, citing a 43 percent representation, a two-percentage-point increase from the previous year.³¹⁸⁵ While progress has been made since the first law for more women in leadership positions in 2015, Minister Paus emphasizes that more needs to be done to achieve equal participation by the end of 2025. The ministry is focusing on promoting part-time and shared leadership to address the underrepresentation of women in management, especially those working part-time. Minister Paus announced plans to present guidelines based on a model project for part-time leadership in the highest federal authorities. The goal of equal participation also extends to subordinate areas, where the proportion of women in leadership positions is 45 percent.

On 11 March 2024, Minister Paus presented a statement in the 68th session of the United Nations Commission on the Rights of Women to campaign for economic equality between men and women, addressing the

³¹⁸¹ Bundeskabinett tritt dem Bündnis „Gemeinsam gegen Sexismus“ bei, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 8 November 2023. Translation provided by Google Translate. Access Date: 3 December 2023. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/bundeskabinett-tritt-dem-buendnis-gemeinsam-gegen-sexismus-bei-232432>

³¹⁸² Bundesfrauenministerin Paus trifft Initiative #DieNächste und stellt Kernelemente für Gewalthilfegesetz vor, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 23 November 2023. Translation provided by Google Translate. Access Date: 3 December 2023. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/bundesfrauenministerin-paus-trifft-initiative-dienaechste-und-stellt-kernelemente-fuer-gewalthilfegesetz-vor-233826>

³¹⁸³ Von Kinderzuschlag bis Kinderkrankentage: Das ändert sich im neuen Jahr, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 28 December 2023. Translation provided by Google Translate. Access Date: 1 March 2023. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/von-kinderzuschlag-bis-kinderkrankentage-das-aendert-sich-im-neuen-jahr-235100>

³¹⁸⁴ Frauen vor Gewalt schützen – Lisa Paus und Klara Geywitz besuchen Frauenhaus in Cottbus, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 22 January 2024. Translation provided by Google Translate. Access Date: 1 March 2023. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/frauen-vor-gewalt-schuetzen-lisa-paus-und-klara-geywitz-besuchen-frauenhaus-in-cottbus-235612>

³¹⁸⁵ Frauen in Führungspositionen, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 7 March 2024. Translation provided by Google Translate. Access Date: 13 May 2024. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/frauen-in-fuehrungspositionen-237116>

difficulties encountered by women, especially single mothers.³¹⁸⁶ Minister Paus also touched upon topics such as protecting women and children against violence and poverty.

Germany has fully complied with its commitment to further improving gender equality in the labour market. Germany has taken at least one strong action in the following four areas: equalizing caregiver responsibilities, alleviating wage gaps, allowing for equitable working capabilities for working mothers and promoting safe working environments for women by taking action on sexual harassment and gender-based violence. This includes enforcing the Pay Transparency Act to ensure equal pay for women, supporting women in family and work through breastfeeding-friendly environments and developing quality daycares. Germany has also supported women's representation in positions of leadership and has urged for more partnership for fathers in the family through paid parental leave for fathers.

Thus, Germany receives a score of +1.

Analyst: Jennifer Lee

Italy: +1

Italy has fully complied with its commitment to work toward further improving gender equality in the labor market.

On 9 June 2023, National Equality Councillor Francesca Bagni Cipriani and Head of the National Labour Inspectorate (INL) Paolo Pennesi signed a Memorandum of Understanding to promote equal opportunities for men and women in the workplace and combat gender discrimination.³¹⁸⁷ This new agreement requires the INL and Councillor Cipriani to work together and share information regarding violations of this commitment towards equal opportunities.

On 26 June 2023, the Ministry of Labour and Social Policies received requested state aid from the European Commission for several projects, which will include a scheme to hire disadvantaged women either permanently or temporarily.³¹⁸⁸

On 8 July 2023, the Italian Government announced that it had begun the process of creating a list of expert consultants for small- and medium-sized enterprises to achieve the gender equality certification, which provides official evidence of a business's efforts to abide by gender equity guidelines in accordance with Italian regulations.³¹⁸⁹

On 11 October 2023, Minister of Labour and Social Policies Marine Calderone made a statement on women in science, technology, engineering and math (STEM), declaring that the job market requires additional training and education on STEM in order to open up employment opportunities, especially to youth and women.³¹⁹⁰

³¹⁸⁶ Frauenrechtskommission in New York zum Kampf gegen Armut gestartet, Bundesministerium für Familie, Senioren, Frauen und Jugend (Berlin) 11 March 2024. Translation provided by Google Translate. Access Date: 22 April 2024. <https://www.bmfsfj.de/bmfsfj/aktuelles/presse/pressemitteilungen/-frauenrechtskommission-in-new-york-zum-kampf-gegen-armut-gestartet-237146>

³¹⁸⁷ Nuovo Protocollo d'intesa tra la Consigliera Nazionale di Parità e l'INL, Ministero del Lavoro e delle Politiche Sociali (Rome) 9 June 2023. Access Date: 27 December 2023. <https://www.lavoro.gov.it/notizie/pagine/nuovo-protocollo-dintesa-tra-la-consigliera-nazionale-di-parita-e-linl>

³¹⁸⁸ Autorizzati dalla Commissione europea gli Aiuti di Stato per giovani e donne, Ministero del Lavoro e delle Politiche Sociali (Rome) 26 June 2023. Access Date: 27 December 2023. <https://www.lavoro.gov.it/notizie/pagine/autorizzati-dalla-commissione-europea-gli-aiuti-di-stato-giovani-e-donne>

³¹⁸⁹ Certificazione Parità di genere: sul sito di Unioncamere l'Avviso per la creazione di un elenco di esperti, Dipartimento per le Pari Opportunità (Rome) 8 July 2023. Translation provided by Google Translate. Access Date: 15 February 2024. <https://certificazione.pariopportunita.gov.it/public/news-detail>

³¹⁹⁰ Calderone: "Fondamentale promuovere le competenze STEM", Ministero del Lavoro e delle Politiche Sociali (Rome) 11 October 2023. Access Date: 27 December 2023. <https://www.lavoro.gov.it/stampa-e-media/comunicati/pagine/calderone-fondamentale-promuovere-le-competenze-stem>

On 7 November 2023, Minister Calderone stated at a presentation on the Code of Responsible Companies in Favour of Maternity that it was essential for companies to provide services such as nurseries for working mothers, stating that such accommodations will allow for greater economic growth in Italy.³¹⁹¹

On 20 November 2023, the Ministry of Labour and Social Policies and the Ministry of Economy and Finance released a decree listing sectors that have a high disparity between women and men, with a gap of at least 25 per cent, and pledged to work on prioritizing those sectors in 2024 to reduce the gaps.³¹⁹²

On 18 December 2023, the Ministry of Labour and Social Policies updated its description of the nature of equal pay between men and women.³¹⁹³ It established that public and private companies are to draw up reports at least every two years about male and female employees regarding actual wage conditions. Should companies fail to do so, local employment inspection services will call on companies to fulfill their responsibility within 60 days.

On 1 February 2024, Italy was commended by the United Nations Committee on the Elimination of Discrimination Against Women on its budget law for 2024.³¹⁹⁴ The budget has allocated EUR141 million for the Department of Equal Opportunities, where over 96 million euros are to be dedicated to the eradication of gender-based violence, and 18.5 million euros are directed towards expenditure on interventions for the promotion of equal opportunities, training of housewives and househusbands, and the implementation of a national strategy for gender equality.

On 7 May 2024, the Ministry of Labor and Social Policies published the Cohesion Law Decree.³¹⁹⁵ The decree aims to support self-employment and promote employment among young people and women. Over 2.8 billion euros are allocated for promoting employment, with specific programs targeting youth, women, and workers needing skill reconversion. The decree also offers incentives for self-employment in strategic sectors for technological and ecological development, providing exemptions and contributions for young entrepreneurs.

On 8 May 2024, Minister Calderone hosted the W7 Summit in Rome, focusing on equal opportunities³¹⁹⁶. The Italian edition of W7 aimed to explore gender equality issues, including women's work, financial empowerment, climate change, the fight against violence against women and girls, peace and security, as well as cross-sectoral topics such as artificial intelligence and migration. Minister Calderone expressed gratitude for Women 7's valuable contribution to preparing the G7 Labor ministerial meeting in Cagliari in September. Italy's priorities for the G7 Labor meeting include female employment, with a focus on the impact of artificial intelligence on the world of work, resilient societies in aging populations, and skills development.

Italy has fully complied with its commitment to further improving gender equality in the labour market. It has taken a few less-than-strong actions in three areas of gender equality: improving employment opportunities for women, promoting opportunities for women in underrepresented fields, and to providing safe working

³¹⁹¹ Calderone: "Puntare su donne e lavoro fa crescere l'economia", Ministero del Lavoro e delle Politiche Sociali (Rome) 7 November 2023. Access Date: 27 December 2023. <https://www.lavoro.gov.it/priorita/pagine/calderone-puntare-su-donne-e-lavoro-fa-crescere-leconomia>

³¹⁹² Settori e professioni caratterizzati da tasso di disparità uomo donna, Ministero del Lavoro e delle Politiche Sociali (Rome) 21 November 2023. Access Date: 27 December 2023. <https://www.lavoro.gov.it/notizie/pagine/settori-e-professioni-caratterizzati-da-tasso-di-disparita-uomo-donna-0>

³¹⁹³ Equal pay between men and women, Ministero del Lavoro e delle Politiche Sociali (Rome) 18 December 2023. Access Date: 3 March 2024. <https://www.lavoro.gov.it/en/single-digital-gateway/equal-treatment/equal-pay-between-men-and-women>.

³¹⁹⁴ Experts of the Committee on the Elimination of Discrimination against Women Commend Italy on Gender Architecture, Ask About Human Trafficking and Gender Parity in Politics, The United Nations Office at Geneva (Geneva) 1 February 2024. Access Date: 3 March 2024. <https://www.ungeneva.org/en/news-media/meeting-summary/2024/02/examen-de-litalie-au-cedaw-des-progres-legislatifs-sont-notes>.

³¹⁹⁵ Decreto legge Coesione: le novità in materia di lavoro, Ministero del Lavoro e delle Politiche Sociali (Rome) 8 May 2024. Translation provided by Google Translate. Access Date: 13 May 2024. <https://www.lavoro.gov.it/priorita/pagine/decreto-legge-coesione-novita-lavoro>

³¹⁹⁶ Il Ministro Calderone al W7 Summit, Ministero del Lavoro e delle Politiche Sociali (Rome) 8 May 2024. Translation provided by Google Translae. Access Date: 13 May 2024. <https://www.lavoro.gov.it/notizie/pagine/il-ministro-calderone-al-w7-summit>.

opportunities for women, including working mothers. Italy has also taken strong actions in three areas of gender equality: improving wage gaps, reducing gender-based violence, increasing equal opportunities, and addressing unpaid care work.

Thus, Italy receives a score of +1.

Analyst: Karissa Cruz

Japan: +1

Japan has fully complied with its commitment to work toward further improving gender equality in the labour market.

On 13 June 2023, the Gender Equality Bureau Cabinet Office announced the implementation of the Basic Policy on Gender Equality and the Empowerment of Women 2023. The policy sets targets for a 30 per cent ratio of female executives for companies listed on the Prime Market by 2030, with a hard mandate of needing at least one female executive by 2025 and a recommendation for all such companies to formulate an action plan to achieve this goal.³¹⁹⁷

On 13 June 2023, the Gender Equality Bureau Cabinet Office announced the implementation of the Basic Policy on Gender Equality and the Empowerment of Women 2023. The policy further introduced a goal of 20 per cent women participation in the government entrepreneurship fund J-Startup to encourage female entrepreneurship. Additionally, the policy will enhance networks for female entrepreneurs to make funds more accessible.³¹⁹⁸

On 13 June 2023, the Gender Equality Bureau Cabinet Office announced the implementation of the Basic Policy on Gender Equality and the Empowerment of Women 2023. Additionally, the policy seeks to promote diverse and flexible work environments including encouraging normalization of work-from-home and men taking childcare leave. Additionally, the bureau will seek to undertake initiatives to correct long working-hour practices to assist with fixing work-life balances.³¹⁹⁹

On 13 June 2023, the Gender Equality Bureau Cabinet Office announced the implementation of the Basic Policy on Gender Equality and the Empowerment of Women 2023. Furthermore, the policy seeks to promote women's reskilling through several measures, including the development of digital resources, use of digital skills standards and IT Passport Examination.³²⁰⁰

On 13 June 2023, the Gender Equality Bureau Cabinet Office announced the implementation of the Basic Policy on Gender Equality and the Empowerment of Women 2023. The policy also introduces measures to address local needs through strengthening local resources such as the functions of local gender equality centres as well as through the National Women's Education Centre (NWEC). The policy additionally will see the transfer of authority over the NWEC and local gender equality centres to the Cabinet Office.³²⁰¹

On 13 June 2023, the Gender Equality Bureau Cabinet Office announced the implementation of the Basic Policy on Gender Equality and the Empowerment of Women 2023. Further, the policy implements and reinforces measures to increase women's health and safety in and out of the workplace. The policy establishes

³¹⁹⁷ Overview of the Basic Policy on Gender Equality and Empowerment of Women 2023. Gender Equality Bureau Cabinet Office (Tokyo) 13 June 2023. Access Date: 3 November 2023. https://www.gender.go.jp/english_contents/pdf/230713.pdf

³¹⁹⁸ Overview of the Basic Policy on Gender Equality and Empowerment of Women 2023. Gender Equality Bureau Cabinet Office (Tokyo) 13 June 2023. Access Date: 3 November 2023. https://www.gender.go.jp/english_contents/pdf/230713.pdf

³¹⁹⁹ Overview of the Basic Policy on Gender Equality and Empowerment of Women 2023. Gender Equality Bureau Cabinet Office (Tokyo) 13 June 2023. Access Date: 3 November 2023. https://www.gender.go.jp/english_contents/pdf/230713.pdf

³²⁰⁰ Overview of the Basic Policy on Gender Equality and Empowerment of Women 2023. Gender Equality Bureau Cabinet Office (Tokyo) 13 June 2023. Access Date: 3 November 2023. https://www.gender.go.jp/english_contents/pdf/230713.pdf

³²⁰¹ Overview of the Basic Policy on Gender Equality and Empowerment of Women 2023. Gender Equality Bureau Cabinet Office (Tokyo) 13 June 2023. Access Date: 3 November 2023. https://www.gender.go.jp/english_contents/pdf/230713.pdf

the National Women's Health Centre as well as seeks to bolster menstrual health leave and enhancing employer medical health checkups. Further, the policy seeks to strengthen prevention and reporting of sexual crimes and violence through improving and making more accessible the consultation process for victims as well as implementing the Policy Package for the Elimination of Groping and Policy for Further Strengthening Measures against Sexual Crimes and Sexual Violence.³²⁰²

On 17 October 2023, the Minister responsible for Children and Gender Equality, Ayuko Kato, announced the resumption of and updates to, a babysitter coupon program for working parents.³²⁰³ The program will no longer limit the total number of coupons, that is applicants benefitting under the program. However, each applicant can only apply for half of the previous, individual ticket limit.

On 13 December 2023, Japan hosted the Gender Equality Advisory Council of the G7.³²⁰⁴ In this meeting, Ueno Michiko, the Special Advisor to the Prime Minister on Women's Empowerment, noted Japan's leadership on gender issues during its presidency of the G7. The report presented at the meeting outlined recommendations on economic empowerment and education.

On 22 December 2023, the Ministry of Finance released the budget for Fiscal Year 2024, where the government committed to "Creating a workplace where it is easy for workers to take childcare leave," with funds of JPY855.5 billion.³²⁰⁵ Specifically, JPY93.1 billion is allocated to increase the childcare leave benefit to incentivize male workers to take childcare leave, as well as raising the government share in the current employee insurance premium rate to incentivize childcare leave.

On 25 March 2024, the Ministry of Finance, the World Bank and the Asian Development Bank held a joint event on "Advancing Women's Economic Empowerment in the Care Economy."³²⁰⁶ This event focused on women-owned Small and Medium Enterprises and entrepreneurship, as well as paid and unpaid care work.

On 10 April 2024, Prime Minister Fumio Kishida made a state visit to the United States, during which the leaders of the two countries released a joint statement.³²⁰⁷ The two countries affirmed their commitments to empowering women in leadership, as well as committing to cooperate closely on Women's Economic Empowerment initiatives, once again emphasizing the meaningful representation of women and girls in leadership roles.

Japan has fully complied with its commitment to further improving gender equality in the labour market. Japan has taken at least one action to promote gender parity in the workplace across four areas: promoting female representation in high-level positions by imposing a specific ratio target for female executives in publicly traded companies, providing equal opportunities for working mothers to participate in the workforce, enhancing female upward mobility in the workplace through skills development and reducing the burden of caregiver responsibilities on women. Japan has also taken some actions to promote female entrepreneurship and establish safe working environments for women by establishing the comprehensive Basic Policy on Gender Equality and

³²⁰² Overview of the Basic Policy on Gender Equality and Empowerment of Women 2023. Gender Equality Bureau Cabinet Office (Tokyo) 13 June 2023. Access Date: 3 November 2023. https://www.gender.go.jp/english_contents/pdf/230713.pdf

³²⁰³ Japan resumes babysitter discount coupon program amid high demand. The Japan Times (Tokyo) 17 October 2023. Access Date: 4 December 2023. <https://www.japantimes.co.jp/news/2023/10/17/japan/politics/baby-sitter-coupon-restart/>

³²⁰⁴ G7 Hiroshima Summit Follow-up event: Symposium on GEAC Report 2023, Ministry of Foreign Affairs of Japan (Tokyo) 13 December 2023. Access Date: 1 March 2024. https://www.mofa.go.jp/fp/hr_ha/pageite_000001_00036.html

³²⁰⁵ Highlights of the Draft FY2024 Budget, Ministry of Finance (Tokyo) 22 December 2023. Access date: 25 April 2024. <https://www.mof.go.jp/english/policy/budget/budget/fy2024/01.pdf>

³²⁰⁶ Ministry of Finance, World Bank, and Asian Development Bank jointly held the "Advancing Women's Economic Empowerment in the Care Economy" event (March 25, 2024), Ministry of Finance, Japan (Tokyo) 25 March 2024. Access date: 24 April 2024. https://www.mof.go.jp/english/policy/international_policy/others/20240409.html

³²⁰⁷ United States-Japan Joint Leaders' Statement: Global Partners for the Future, Government of Japan (Washington) 10 April 2024. Access Date: 23 April 2024. <https://japan.kantei.go.jp/content/000146724.pdf>

Empowerment of Women 2023, which addresses the need to improve the health of safety of women in the workplace.

Thus, Japan receives a score of +1.

Analyst: Jonathan Dong

United Kingdom: +1

The United Kingdom has fully complied with its commitment to work toward further improving gender equality in the labour market.

On 30 August 2023, the United Kingdom pledged to retain the right of women to receive equal pay for doing the same job as men.³²⁰⁸ New legislation is required to ensure this right as the right of UK women to receive equal pay was previously dependent on legislation from the European Union that will soon no longer be valid after the United Kingdom's departure from the European Union.

On 12 September 2023, His Majesty's Treasury awarded GBP12.4 million to six projects that comprise the first round of the Labour market Evaluation and Pilots Fund.³²⁰⁹ One of these projects investigates the impact of endometriosis on women's work choices.

On 6 October 2023, the British High Commission in Canberra released a joint statement with the Australian government on the Strategic Dialogue on Gender Equality, in which the United Kingdom affirmed their commitment to promoting gender equality, women's rights, and reducing gender-based harassment worldwide.³²¹⁰

On 18 October 2023, the Department for Work and Pensions published "No Time to Step Back: the government's Menopause Employment Champion," a policy paper containing guidance to help recruit and support women experiencing menopause, and to encourage those women not to give up their employment after menopause.³²¹¹

On 25 October 2023, Ambassador Barbara Woodward made a statement at the United Nations Security Council emphasizing the importance of having women take leading roles in resolving conflicts, as well as the importance of empowering women affected by conflict and protecting their rights.³²¹²

On 28 November 2023, Development Minister Andrew Mitchell, head of the Foreign, Commonwealth & Development Office, announced up to GBP18 million to fund grassroots women's rights organizations across 70 countries to tackle gender-based violence.³²¹³ In addition, GBP15 million was contributed to a new UK-funded program in Somalia that aims to prevent gender-based violence and treat women and girls who were victims. It was also announced the What Works to Prevent Violence: Impact at Scale programme will support

³²⁰⁸ UK to retain Brussels-derived law protecting equal pay, The Financial Times (London) 30 August 2023. Access Date: 3 November 2023. <https://www.ft.com/content/292f6094-7657-41f4-9a4a-56608928f472>

³²⁰⁹ £12.4 million to help change choices about work, gov.uk (London) 12 September 2023. Access Date: 3 November 2023. <https://www.gov.uk/government/news/124-million-to-help-change-choices-about-work>

³²¹⁰ Joint statement on the Australia-United Kingdom Strategic Dialogue on Gender Equality, gov.uk (Canberra) 6 October 2023. Access Date: 3 November 2023. <https://www.gov.uk/government/news/joint-statement-on-the-australia-united-kingdom-strategic-dialogue-on-gender-equality>

³²¹¹ No Time to Step Back: the government's Menopause Employment Champion, gov.uk (London) 18 October 2023. Access Date: 3 November 2023. <https://www.gov.uk/government/publications/no-time-to-step-back-the-governments-menopause-employment-champion>

³²¹² The UK calls for urgent action as the rights of women and girls come under attack: UK Statement at the UN Security Council (London) 25 October 2023. Access date: 3 November 2023. <https://www.gov.uk/government/speeches/the-uk-calls-for-urgent-action-as-the-rights-of-women-and-girls-come-under-attack-uk-statement-at-the-un-security-council>

³²¹³ UK invests in global grassroot efforts to tackle gender-based violence, gov.uk (London) 28 November 2023. Access Date: 3 December 2023. <https://www.gov.uk/government/news/uk-invests-in-global-grassroot-efforts-to-tackle-gender-based-violence>

women's rights organisations in Malawi, India, Pakistan, Somalia, Eswatini, Uganda and Madagascar to further prevent gender-based violence, including in schools, universities and workplaces.

On 29 November 2023, the Secretary of State for Culture, Media and Sport, Lucy Frazer, announced GBP30 million in funding to go to 30 new facilities to support women and girls in sport.³²¹⁴

On 4 December 2023, Secretary Frazer announced the commitment of GBP6 million to fund school sports over the next two academic years, with the goal of ensuring girls have equal access to playing sports.³²¹⁵ Frazer also announced an additional GBP300 million to fund grassroots football and multisport facilities. All facilities receiving funding will be required to provide plans to ensure women and girls receive this funding.

On 16 January 2024, the United Kingdom attended the second meeting of the Working Group on Trade and Women's Economic Empowerment, under the Agreement between the United Kingdom of Great Britain and Northern Ireland and Japan for a Comprehensive Economic Partnership.³²¹⁶ During the meeting, the UK presented their Global Entrepreneurs Programme Female Founders Group, analysis of the impacts of UK-Japan trade on female workers, and domestic policies encouraging the participation of women in the labour market. The UK also reaffirmed their intention to provide Japan with recommendations from their Menopause and The Workplace Report.

On 23 January 2024, Joanna Davinson, Executive Director of the Central Digital and Data Office, announced the creation of an outreach programme to increase the representation of women in cyber industries.³²¹⁷ The Home Office Digital, Data and Technology (DDaT) Women in Tech Programme will collaborate with the National Cyber Security Centre to learn how their Cyberfirst Initiative reached a similar goal.

On 7 February 2024, Ambassador James Kariuki delivered a speech at the UN General Assembly 54th plenary meeting 78th session, regarding the challenges of the 21st century.³²¹⁸ As part of the speech, Kariuki reaffirmed the United Kingdom's commitment to promoting greater access to education, economic opportunities, and the protection of sexual and reproductive health rights for women and girls.

On 28 February 2024, Anne Boden, Chair of the Women-Led High-Growth Enterprise Taskforce, published the Women-led high-growth enterprise taskforce report, which investigates the barriers faced by female entrepreneurs.³²¹⁹ The report concludes with recommendations to improve the representation of female entrepreneurs, which include funding high-growth enterprises fairly, empowering female high-growth entrepreneurs through regional support and role models, and research into women-led high-growth enterprises.

On 13 March 2024, Ambassador Kariuki delivered a statement at the United Nations Security Council on the importance of promoting women in peacekeeping and peacebuilding roles, in addition to improving women's

³²¹⁴ Lionesses trailblazing success recognised with £30 million fund, gov.uk (London) 29 November 2023. Access Date: 3 December 2023. <https://www.gov.uk/government/news/lionesses-trailblazing-success-recognised-with-30-million-fund>

³²¹⁵ Government response to independent review: reframing the opportunity in women's football, gov.uk (London) 4 December 2023. Access Date: 29 February 2024. <https://www.gov.uk/government/publications/reframing-the-opportunity-in-womens-football-government-response/government-response-to-independent-review-reframing-the-opportunity-in-womens-football>.

³²¹⁶ Joint minutes of the second meeting of the Working Group on Trade and Women's Economic Empowerment, gov.uk (London) 16 January 2024. Access Date: 1 March 2024. <https://www.gov.uk/government/publications/uk-japan-cepa-documents/16-january-2023-joint-minutes-of-the-second-meeting-of-the-working-group-on-trade-and-womens-economic-empowerment>.

³²¹⁷ DDaT Women in Tech Programme, gov.uk (London) 23 January 2024. Access Date: 29 February 2024. <https://www.gov.uk/government/publications/ddat-women-in-tech-programme/ddat-women-in-tech-programme>.

³²¹⁸ The United Kingdom is clear that multilateralism is the best tool to tackle the shared challenges of the 21st century: UK statement at the UN General Assembly, gov.uk (London) 7 February 2024. Access Date: 1 March 2024. <https://www.gov.uk/government/speeches/the-united-kingdom-is-clear-that-multilateralism-is-the-best-tool-to-tackle-the-shared-challenges-of-the-21st-century-uk-statement-at-the-un-general>.

³²¹⁹ Women-led high-growth enterprise taskforce report, gov.uk (London) 28 February 2024. Access Date: 1 March 2024. <https://www.gov.uk/government/publications/women-led-high-growth-enterprise-taskforce-report/women-led-high-growth-enterprise-taskforce-report-html#foreword-by-anne-boden>.

ability to fully and equally participate in peace, development, mediation and decision-making processes at the UN.³²²⁰

On 14 March 2024, Justin Addison, a member of the United Kingdom's delegation to the Organization for Security and Co-operation in Europe (OSCE) delivered a speech to OSCE on the importance of breaking down barriers that limit women's access to careers in Science Technology Engineering Math (STEM) and entrepreneurship.³²²¹ This speech included recommendations to solve these problems, including funding female-led business, giving female entrepreneurs the tools they need to succeed, and monitoring to highlight the barriers female entrepreneurs face.

On 19 March 2024, Ambassador Archie Young delivered a statement at the United Nations General Assembly for the 68th Session of the Commission on the Status of Women, in which he stated that women cannot achieve their potential in business and politics without first having bodily autonomy.³²²²

On 20 March 2024, Pamela Dow, Chair of the Inclusion at Work Panel released recommendations for improving inclusion and diversity in the workplace.³²²³ These recommendations include the creation of criteria that employers should apply to their diversity and inclusion practices, the funding of a digital tool to assess the efficacy of employers diversity and equity practices, and for the Equality and Human Rights Commission (EHRC) to explain and clarify the legal status for employers in relation to diversity and inclusion practices.

On 6 April 2024, Kemi Badenoch, the Secretary of State for Business and Trade, oversaw the implementation of new employment protections, including protections to cover pregnancy and a period after parents return to work, and changes to flexible working, Carer's Leave and Paternity Leave.³²²⁴

On 17 April 2024, Ambassador Barbara Woodward delivered a speech at the United Nations Security Council, advocating for the inclusion of women and girls in conversations about the future, including in the Security Council's mediation province.³²²⁵ Ambassador Woodward also noted how young women and girls are disproportionately impacted by climate change and biodiversity loss, revealing the need to include them in discussions regarding these issues.

The United Kingdom has fully complied with its commitment to further improving gender equality in the labour market. The United Kingdom has taken strong action in four dimensions of the commitment: decreasing the wage gap, promoting labour mobility by increasing opportunities for women in sports, addressing gender-based violence, improving working conditions for women including providing safe conditions for menstruating women, and by increasing female representation in underrepresented fields and high-level positions. The UK

³²²⁰ We can do more to empower women as agents of peace: UK statement at the UN Security Council, gov.uk (New York) 13 March 2024. Access Date: 22 April 2024. <https://www.gov.uk/government/speeches/we-can-do-more-to-empower-women-as-agents-of-peace-uk-statement-at-the-un-security-council>

³²²¹ Empowering youth and women by breaking barriers to inclusive growth: UK statement to the OSCE, gov.uk (Vienna) 14 March 2024. Access Date: 23 April 2024 <https://www.gov.uk/government/speeches/empowering-youth-and-women-by-breaking-barriers-to-inclusive-growth-uk-statement-to-the-osce>

³²²² Women cannot realise their potential in business, in politics, in life, if they do not have control over their own bodies: UK statement at the UN General Assembly, gov.uk (New York) 19 March 2024. Access Date: 22 April 2024. <https://www.gov.uk/government/speeches/women-cannot-realise-their-potential-in-business-in-politics-in-life-if-they-do-not-have-control-over-their-own-bodies-uk-statement-at-the-un-gene>

³²²³ Report on the Inclusion at Work Panel's recommendations for improving diversity and inclusion (D&I) practice in the workplace, gov.uk (London) 20 March 2024. Access Date: 23 April 2024. <https://www.gov.uk/government/publications/inclusion-at-work-panel-report-on-improving-workplace-diversity-and-inclusion/report-on-the-inclusion-at-work-panels-recommendations-for-improving-diversity-and-inclusion-di-practice-in-the-workplace>

³²²⁴ Business and civil society leaders welcome new employment protections, gov.uk (London) 6 April 2024. Access Date: 23 April 2024. <https://www.gov.uk/government/news/business-and-civil-society-leaders-welcome-new-employment-protections>

³²²⁵ Young people, especially women and girls, should be meaningfully included in discussions that affect their futures: UK statement at the UN Security Council, gov.uk (New York) 17 April 2024. Access Date: 23 April 2024.

has also taken actions towards promoting equal pay for women and promoting female political participation in labour issues.

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

Analyst: Esme Smolyne

United States: +1

The United States has fully complied with its commitment to work toward further improving gender equality in the labour market.

On 25 May 2023, the United States Government released its National Plan to End Gender-Based Violence: Strategies for Action, which aims to tackle gender-based violence. President Joe Biden ordered a White House Gender Policy Council which created the first-ever government-wide plan to prevent and address gender inequality, education disparities, intimate partner violence, and other forms of gender-based violence. The plan consists of multiple pillars — including safety and well-being, economic security and housing stability, online safety, legal and justice systems, emergency preparedness and crisis response as well as research and data.³²²⁶

On 23 June 2023, Acting Assistant Secretary of the Bureau of Oceans and International Environmental and Scientific Affairs, Jennifer R. Littlejohn, spoke at the Women in STEM Public Outreach Event in Jakarta, Indonesia. The primary topic of discussion was the advancement of gender equality and promoting girls and women in science, technology, engineering and mathematics (STEM) both domestically and internationally. The US representative affirmed that women in STEM are critical to sustainable economic growth and robust science and technology; increased representation of women in STEM matters; and overcoming social, cultural, and economic barriers women in STEM face.³²²⁷

On 16 August 2023, the Department of State launched the Academy for Women Entrepreneurs (AWE), a global initiative for aspiring women entrepreneurs. This initiative provides opportunities for aspiring women entrepreneurs to enhance their skills, foster connections, and make contributions to the entrepreneurial ecosystem. The program includes online and in-class mentorship with experienced implementers and mentors, in addition to partnerships with non-governmental organizations, renowned universities, and chambers of commerce.³²²⁸

On 30 October 2023, the US Embassy in Cameroon launched an AWE in Cameroon to further support women in their pathways to leadership and economic prosperity.³²²⁹

On 16 November 2023, Vice President Kamala Harris announced the launch of the Women in the Sustainable Economy Initiative. The initiative brought the overall commitment to women's economic participation budget in clean energy, fisheries, recycling, forest management and environmental conservation to over USD900 million. This newly adopted initiative consists of three key pillars: the promotion of well-paying quality jobs for

³²²⁶ Release of the National Plan to End Gender-Based Violence: Strategies for Action, The White House (Washington D.C.) 25 May 2023. Access date: 7 November 2023. <https://www.whitehouse.gov/gpc/briefing-room/2023/05/25/release-of-the-national-plan-to-end-gender-based-violence-strategies-for-action/>

³²²⁷ Opening Remarks at Women in STEM Public Outreach Event, United States Department of State (Washington D.C.) 23 June 2023. Access date: 7 November 2023. <https://www.state.gov/opening-remarks-at-women-in-stem-public-outreach-event/>

³²²⁸ Inaugural Launch of the Academy for Women Entrepreneurs (AWE) in Samoa, U.S. Embassy in Samoa (Apia) 16 August 2023. Access date: 3 December 2023. <https://ws.usembassy.gov/inaugural-launch-of-the-academy-for-women-entrepreneurs-awe-in-samoa/>

³²²⁹ U.S. Embassy Launches the Academy for Women Entrepreneurs to Boost Women's Economic Empowerment, U.S. Embassy in Cameroon (Yaoundé) 30 October 2023. <https://cm.usembassy.gov/u-s-embassy-launches-the-academy-for-women-entrepreneurs-to-boost-womens-economic-empowerment/>

women, supporting women-owned, -led, and -managed businesses, and the elimination of barriers to women's economic participation in STEM industries.³²³⁰

On 31 December 2023, the US Embassy in Central Africa Republic closed applications to its recently launched program, the “Academy for Women Entrepreneurs.”³²³¹ The program aims to facilitate the entrepreneurial development of 30 emerging female entrepreneurs over six months – particularly within the realm of U.S. business models, with an awarded cooperative agreement of up to USD40,000. This agreement will begin around 1 September 2024 and expire on 31 March 2025.

On 29 January 2024, the Biden-Harris Administration announced two executive orders to champion complete eradication of the gender pay gap.³²³² The first order is for the Federal Acquisition Regulatory Council to promote economy, efficiency, and effectiveness in federal contracting by advancing pay equity and pay transparency.³²³³ The second order is for the Department of Labor's Office of Federal Contract Compliance Programs to affirm equal pay obligations for federal contractors.

On 14 February 2024, the Biden-Harris Administration released its Annual Agency Equity Action Plans to support underserved groups — including women and girls.³²³⁴ The implementation of the Fostering Access, Rights and Equity grand program will target women impacted by gender-based violence and harassment in the workplace. The Department of Labor is further set to reduce caregiving penalties for women and low-paid workers through its expansion of the National Database of Childcare Prices — its purpose is to uncover the linkage between childcare prices and gender inequality within the workforce. The plan includes the Good Jobs Principles, which seeks to improve wages in female dominated sectors.³²³⁵

On 21 February 2024, the United States Patent and Trademark Office facilitated the Women's Entrepreneurship Series as part of the Empowering Women's Entrepreneurship initiative to empower women entrepreneurs and small business owners across the United States.³²³⁶ The event served as a platform for women founders to share their challenges and the lessons that they'd like to pass on to future generations of women.

³²³⁰ Fact Sheet: Vice President Harris Launches Women in the Sustainable Economy Initiative, Totaling over \$900 Million in Commitments, The White House (Washington D.C.) 16 November 2023. Access date: 3 December 2023. <https://www.whitehouse.gov/briefing-room/statements-releases/2023/11/16/fact-sheet-vice-president-harris-launches-women-in-the-sustainable-economy-initiative-totaling-over-900-million-in-commitments/>.

³²³¹ Academy for Women Entrepreneurs 2024, U.S. Embassy in Central African Republic (Bangui) n.d. Access Date: 2 March 2024. <https://cf.usembassy.gov/academy-for-women-entrepreneurs-2024/>.

³²³² Office of Federal Procurement Policy; Federal Acquisition Regulation: Pay Equity and Transparency in Federal Contracting, Federal Register (Washington, D.C.) n.d. Access Date: 2 March 2024 <https://www.federalregister.gov/documents/2024/01/30/2024-01343/office-of-federal-procurement-policy-federal-acquisition-regulation-pay-equity-and-transparency-in>

³²³³ RELEASE: OPM Finalizes Regulation to Prohibit Use of Non-Federal Salary History, U.S. Office of Personnel Management (Washington, D.C.) 29 January 2024. Access Date: 2 March 2024. <https://www.opm.gov/news/releases/2024/01/release-opm-finalizes-regulation-to-prohibit-use-of-non-federal-salary-history>

³²³⁴ FACT SHEET: Biden-Harris Administration Releases Annual Agency Equity Action Plans to Further Advance Racial Equity and Support for Underserved Communities Through the Federal Government, The White House (Washington, D.C.) 14 February 2024. Access Date: 28 February 2024. <https://www.whitehouse.gov/briefing-room/statements-releases/2024/02/14/fact-sheet-biden-harris-administration-releases-annual-agency-equity-action-plans-to-further-advance-racial-equity-and-support-for-underserved-communities-through-the-federal-government/>

³²³⁵ The Good Jobs Initiative, U.S. Department of Labor (Washington, D.C.) n.d. Access Date: 28 February 2024. <https://www.dol.gov/general/good-jobs/principles>

³²³⁶ Women's Entrepreneurship Series – Leading with purpose: Women making a difference, United States Patent and Trademark Office (Washington, D.C.) n.d. Access Date: 2 March 2024. <https://www.uspto.gov/about-us/events/womens-entrepreneurship-series-leading-purpose-women-making-difference>.

On 26 February 2024, the U.S. Agency for International Development (USAID) and UL Research Institutes (ULRI) reopened applications for the 2024 Theme: Climate Resilience and Adaptation.³²³⁷ The annual competition serves to recognize the contributions of ASEAN women in science, technology, engineering, and mathematics (STEM).

On 1 March 2024, Vice President Kamala Harris announced USD90 million to be invested in underserved entrepreneurs in North Carolina.³²³⁸ The investment will support and scale women and minority-owned businesses.

On 11 March 2024, the Biden-Harris Administration released its Budget for the Fiscal Year 2025, which has prioritized funding for programs under the Violence Against Women Act of 1994 (VAWA).³²³⁹ The budget has further increased its funding for programs focused on bolstering the participation of groups historically underrepresented in science and engineering fields, such as women and girls and people of colour. Moreover, the Budget has proposed funding for the Equal Employment Opportunity Commission to support implementation and enforcement of the Pregnant Workers Fairness Act and advancement of pay equity through the analysis of employer pay data.

On 25 March 2024, the Small Business Administration (SBA) committed to providing new funding opportunities to support small businesses in the childcare sector through SBA's Women Business Center (WBC) program.³²⁴⁰ The SBA further announced that its funding would create a childcare business development guide, which provides resources to start and run a business throughout the childcare business life cycle. The SBA has further launched a lender campaign to highlight the resources it has available to support small, minority-owned, and women-owned businesses, including childcare businesses.

On 27 March 2024, President Biden announced that the SBA will expand the Women Business Centers network, totalling 160 centers across the nation that work towards supporting women entrepreneurs through means of training, mentoring, business development, and financing opportunities.³²⁴¹

The United States has fully complied with its commitment to the enhancement of gender equality in labour markets by supporting female representation, labour mobility, and entrepreneurship. The US has taken at least one strong action in four areas of the commitment: improving safe working conditions for women by addressing gender-based violence, promoting opportunities for women to participate in underrepresented fields, particularly in STEM, promoting female entrepreneurship, both domestically and internationally, and improving wage parity between men and women through greater well-paying job opportunities for women.

³²³⁷ 2024 UL Research Institutes-ASEAN-U.S. Science Prize for Women: Now Accepting Applications, U.S. Mission to ASEAN (Jakarta) 26 February 2024. Access Date: 2 March 2024. <https://asean.usmission.gov/2024-ul-research-institutes-asean-u-s-science-prize-for-women-now-accepting-applications/>

³²³⁸ Vice President Harris Announces Tens of Millions of Dollars for Historically Underserved Entrepreneurs in North Carolina as part of Administration's Strategy to Invest in American Small Businesses, The White House (Washington, D.C.) 1 March 2024. Access Date: 2 March 2024. <https://www.whitehouse.gov/briefing-room/statements-releases/2024/03/01/vice-president-harris-announces-tens-of-millions-of-dollars-for-historically-underserved-entrepreneurs-in-north-carolina-as-part-of-administrations-strategy-to-invest-in-american-small-busine/>

³²³⁹ The President's Budget for Fiscal Year 2025, The White House (Washington, D.C.) 11 March 2024. Access Date: 22 April 2024. <https://www.whitehouse.gov/briefing-room/statements-releases/2024/03/11/fact-sheet-the-presidents-budget-for-fiscal-year-2025/>

³²⁴⁰ The Biden-Harris Administration Announces Month of Action on Care with New Actions to Support Small Businesses, The White House (Washington, D.C.) 25 March 2024. Access Date: 22 April 2024. <https://www.whitehouse.gov/briefing-room/statements-releases/2024/03/25/fact-sheet-the-biden-harris-administration-announces-month-of-action-on-care-with-new-actions-to-support-small-businesses/>

³²⁴¹ President Biden Announces New Resources to Support Women Small Business Owners, Continued Commitment to Supporting America's Entrepreneurs, The White House (Washington, D.C.) 27 March 2024. Access Date: 22 April 2024. <https://www.whitehouse.gov/briefing-room/statements-releases/2023/03/27/fact-sheet-president-biden-announces-new-resources-to-support-women-small-businesses-owners-continued-commitment-to-supporting-americas-entrepreneurs/>

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

Analyst: Karissa Cruz

European Union: 0

The European Union has partially complied with its commitment to work toward further improving gender equality in the labour market.

On 1 June 2023, the European Council approved the accession of the European Union to the Convention on preventing and combatting violence against women, or the Istanbul Convention. The Convention entails a broad, binding legal framework to criminalize certain offences as well as measures regarding data collection, protection of victims and provision of support services. Thus, the European Union public administration and institutions shall become compliant and cooperative regarding the matters outlined in the convention.³²⁴²

On 9 June 2023, the Council of the European Union settled its position on a draft legislation to combat gender-based violence and domestic violence.³²⁴³ The new law would criminalize gender-based violence and introduce instruments of protection, support and disclosure to victims of gender-based violence.

On 12 June 2023, the European Council agreed to the adoption of two proposals to strengthen the independence and functionality of equality bodies in member nations. Equality bodies, meant to address inequalities through fighting discrimination, lacked standardization at the regional level, with varying mandates and competences. The newly adopted measures seek to enhance and standardize the competences, ensure the bodies have sufficient human, financial and technical resources, including those to resolve disputes, creates where none existed before a requirement that such bodies be independent and an additional requirement that public institutions consult on matters of discrimination.³²⁴⁴

On 18 September 2023, Commissioner for International Partnerships Jutta Urpilainen and Sima Bahous, UN Women Executive Director, signed the Advocacy, Coalition Building, and Transformative Feminist Action to End Violence Against Women (ACT program). The ACT program is a part of a joint initiative between the EU and UN Women as part of the Generation Equality Coalition in order to end violence against women. The program will seek to “strengthen the leadership and resilience of women’s rights coalitions and networks, and advocate, campaign, and make policies through coalitions and multi-stakeholder partnerships.”³²⁴⁵

On 21 December 2023, the European Commission released a call for proposals on how to improve gender equality.³²⁴⁶ Specifically, the call asks for proposals to target the root causes of the gender pay gap by supporting better practices in companies to ensure that the Work-Life directive components are implemented. Additionally, the call asks for proposals to support the implementation of the Pay Transparency Directive

³²⁴² Combatting violence against women: Council adopts decision about EU’s accession to Istanbul Convention, Council of the EU (Brussels) 1 June 2023. Access Date: 4 November 2023. <https://www.consilium.europa.eu/en/press/press-releases/2023/06/01/combating-violence-against-women-council-adopts-decision-about-eu-s-accession-to-istanbul-convention/>

³²⁴³ Violence against women and domestic violence: Council agrees position on draft EU law, Council of the European Union (Brussels) 9 June 2023. Access Date: 20 January 2024. <https://www.consilium.europa.eu/en/press/press-releases/2023/06/09/violence-against-women-and-domestic-violence-council-agrees-position-on-draft-eu-law/>

³²⁴⁴ Standards for equality bodies: Council agrees to its positions, Council of the EU (Brussels) 12 June 2023. Access Date: 4 November 2023. <https://www.consilium.europa.eu/en/press/press-releases/2023/06/12/standards-for-equality-bodies-council-agrees-its-positions/>

³²⁴⁵ EU and UN Women to boost women’s rights coalitions on ending violence against women, Directorate-General for International Partnerships (Brussels) 18 September 2023. Access Date: 4 November 2023. https://international-partnerships.ec.europa.eu/news-and-events/news/eu-and-un-women-boost-womens-rights-coalitions-ending-violence-against-women-2023-09-18_en

³²⁴⁶ Call for Proposals to promote Gender Equality, Citizens, Equality, Rights, and Values Programme, European Commission (Brussels) 21 December 2023. Access Date: 1 March 2024. <https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/opportunities/topic-details/cerv-2024-ge?keywords=CERV-2024-GE>

provisions and build partnerships between governments, companies, and civil society to do so. The European Commission budgeted EUR 10.1 million to be given out in lump sum grants.

On 11 February 2024, the European Commission reaffirmed its commitment to increasing the number of women in STEM for the International Day of Women and Girls in Science.³²⁴⁷ The statement noted ongoing collaboration efforts with universities through programs such as the Marie Skłodowska-Curie Actions and Girls Go Circular program to better market career and research opportunities in STEM.

On 7 March 2024, the European Commission and High Representative for Foreign Affairs issued a statement to mark International Women's Day. The statement noted that the EU is behind on achieving balanced representation of women in legislative bodies, with an average of 33% female members in EU legislatures and recognized the need to do more to include and inspire women in politics.³²⁴⁸

The European Union has partially complied with its commitment to further improving gender equality in the labour market. The European Union has taken strong actions to address two areas of the commitment: it has implemented three strong measures to combat and curb violence against women and has also taken strong action towards ending discrimination against women through equality bodies. However, the EU has not taken any action in other areas of gender equality.

Thus, the European Union receives a score of 0.

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³²⁴⁷ We still need more women in science, European Commission (Brussels) 11 February 2024. Access date: 20 April 2024. https://ec.europa.eu/commission/presscorner/detail/en/statement_24_732

³²⁴⁸ Statement by Commission and the High Representative on International Women's Day, European Commission (Brussels) 7 March 2024. Access date: 23 April 2024. https://ec.europa.eu/commission/presscorner/detail/en/STATEMENT_24_1326